



LABOUR PROGRAM

Workplace Bulletin

September 15, 2006

Également disponible en français.

The Workplace Bulletin, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The Workplace Bulletin keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this Bulletin free of charge, add your name to our mailing list.

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# Wage Settlements

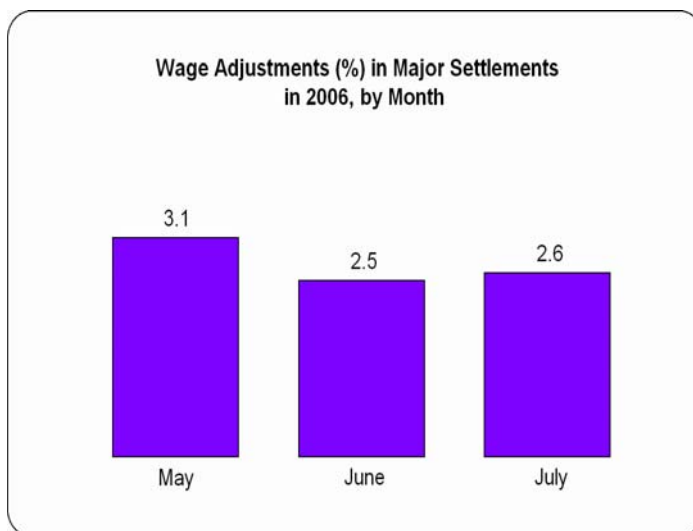
## Wage Settlements Covering 500 or More Employees

### July 2006

Major collective bargaining settlements reached in the month of July 2006 provided base-rate wage adjustments averaging 2.6% annually over the contract term, up from the 2.5% average recorded in the previous month. The results for July 2006 are based on a review of 34 major settlements reached and cover 90,430 employees.

When the parties to these settlements previously negotiated, contract duration averaged 33.3 months and the resulting wage adjustments averaged 2.4%, compared to the 2.6% in their current round of settlements and average contract duration of 38.4 months.

Wage adjustments in the July settlements ranged from a low of 1.3% for 3,500 ambulance technicians with the Government of Quebec, up to a high of 3.8% for 1,200 police officers with the York Police Services Board in Ontario.



Wage gains in July were higher in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.8% for 67,170 employees in 17 agreements. Private-sector wage adjustments averaged 2.2% for 23,260 employees in 17 agreements.

On a jurisdictional basis, Alberta registered the largest average wage adjustment, at 3.4% (3 agreements covering 7,030 employees). The second largest average increase was posted in New Brunswick at 3.1% (8 agreements covering 9,390 employees). The smallest average wage adjustment was recorded in Quebec at 1.4% (4 agreements covering 9,960 employees). The largest concentration of agreements (29.4%) and employees (35.3%) was in Ontario where wage adjustments averaged 2.9%.

On an industry basis, average wage adjustments in July 2006 ranged from a high of 3.5% in the construction sector (4 agreements covering 3,400 employees), to a low of 1.6% in the transportation sector (4 agreements covering 8,970 employees). The largest concentration of agreements and employees was in the public administration sector (29.4% of all agreements with 42.7% of all employees) where wage adjustments averaged 2.7%. Wage adjustments in the education health and social services (with the second largest concentration of employees) also averaged 2.7%. Wage adjustments in the entertainment and hospitality sector averaged 2.9% and in the manufacturing sector, 2.3%.

For major settlements to date in 2006 (January to July), wage adjustments are averaging 2.6%.

## Average Annual Percentage Wage Adjustments by Month

	2006		
	May	June	July
<b>Sectors</b>			
Public Sector	3.4	2.7	2.8
Private Sector	2.2	2.0	2.2
<b>All Industries/Jurisdictions</b>			
Average Annual Adjustment	3.1	2.5	2.6
Non-COLA	3.1	2.5	2.7
COLA	2.4	1.7	2.3
First-Year Adjustment	2.9	2.5	2.5
Non-COLA	2.9	2.6	2.5
COLA	2.9	1.3	3.1
<b>Industries</b>			
Primary Industries	2.1	4.2	-
Utilities	-	1.7	-
Construction	-	3.7	3.5
Manufacturing	1.9	1.1	2.3
Wholesale and Retail Trade	2.9	1.5	-
Transportation	3.3	-	1.6
Finance and Professional Services	3.5	1.0	-
Education, Health and Social Services	3.4	2.7	2.7
Entertainment and Hospitality	-	3.1	2.9
Public Administration	3.0	3.1	2.7

	<b>2006</b>		
	<b>May</b>	<b>June</b>	<b>July</b>
<b>Jurisdictions</b>			
Newfoundland and Labrador	-	2.0	-
Nova Scotia	4.1	2.5	2.8
New Brunswick	1.2	-	3.1
Quebec	1.6	1.4	1.4
Ontario	2.9	2.7	2.9
Manitoba	-	3.1	-
Alberta	3.4	3.3	3.4
British Columbia	3.5	2.1	3.0
Multiprovince	4.1	-	-
Federal Jurisdiction	3.2	2.6	2.4

### **Average Annual Percentage Wage Adjustments by Quarter**

	<b>2005</b>		<b>2006</b>	
	<b>3<sup>rd</sup></b>	<b>4<sup>th</sup></b>	<b>1<sup>st</sup></b>	<b>2<sup>nd</sup></b>
<b>Sectors</b>				
Public Sector	2.9	1.6	2.2	2.8
Private Sector	2.7	2.1	2.5	2.2
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.8	1.7	2.2	2.7
Non-COLA	2.9	1.6	2.2	2.8
COLA	2.7	2.4	2.9	2.2
First-Year Adjustment	3.0	1.4	2.1	2.9
Non-COLA	3.0	1.2	2.0	2.9
COLA	3.0	2.7	3.0	2.0

	2005		2006	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
<b>Industries</b>				
Primary Industries	2.7	2.2	1.5	2.7
Utilities	1.6	3.1	2.6	1.7
Construction	3.1	-	-	3.7
Manufacturing	2.6	2.5	2.1	1.8
Wholesale and Retail Trade	2.7	1.1	1.7	2.1
Transportation	2.8	2.5	2.2	2.8
Information and Culture	2.8	2.1	3.3	2.4
Finance and Professional Services	-	2.2	2.5	2.5
Education, Health and Social Services	3.0	1.6	2.1	2.8
Entertainment and Hospitality	3.3	1.9	2.7	3.1
Public Administration	2.9	1.6	2.7	3.0
<b>Jurisdictions</b>				
Newfoundland and Labrador	2.7	1.5	-	2.0
Prince Edward Island	-	3.0	-	2.8
Nova Scotia	3.2	3.3	-	3.1
New Brunswick	2.5	3.0	3.8	1.2
Quebec	2.8	1.6	2.1	1.6
Ontario	2.9	2.8	2.7	2.9
Manitoba	3.1	2.9	2.4	3.1
Saskatchewan	1.1	2.1	2.1	-
Alberta	3.1	2.6	3.1	3.4
British Columbia	1.3	0.1	1.6	2.7

	2005		2006	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
Territories	3.1	2.7	-	3.1
Multiprovince	4.1	4.2	3.3	4.1
Federal Jurisdiction	2.7	2.2	2.3	2.6

### Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
<b>Sectors</b>				
Public Sector	2.9	1.4	2.2	2.6
Private Sector	1.2	2.2	2.4	2.3
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.5	1.8	2.3	2.6
Non-COLA	2.5	1.7	2.2	2.6
COLA	2.6	3.1	2.5	2.5
First-Year Adjustment	2.5	1.1	2.1	2.6
Non-COLA	2.6	0.9	2.1	2.6
COLA	2.2	3.2	2.8	2.5
<b>Industries</b>				
Primary Industries	2.8	3.0	2.1	2.5
Utilities	2.4	3.1	2.6	2.4
Construction	2.8	2.7	2.5	3.5
Manufacturing	2.5	2.4	2.5	1.9
Wholesale and Retail Trade	1.2	1.5	1.9	2.0
Transportation	1.6	0.7	2.9	2.0
Information and Culture	1.5	2.7	2.3	3.0
Finance and Professional Services	2.8	1.3	2.3	2.5

	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
Education, Health and Social Services	3.3	0.9	2.1	2.5
Entertainment and Hospitality	2.6	2.7	1.9	2.9
Public Administration	2.3	2.4	2.4	2.8
<b>Jurisdictions</b>				
Newfoundland and Labrador	3.1	1.0	2.1	2.0
Prince Edward Island	3.2	2.4	2.5	2.8
Nova Scotia	3.3	4.7	3.2	3.1
New Brunswick	2.8	4.1	3.0	3.0
Quebec	2.1	2.6	1.6	1.6
Ontario	3.3	3.0	2.7	2.8
Manitoba	2.9	2.6	2.9	2.6
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.3
British Columbia	1.3	-1.6	0.5	2.4
Territories	2.5	3.0	3.0	3.1
Multiprovince	1.1	2.7	4.1	3.5
Federal Jurisdiction	1.8	1.6	2.6	2.5

*Note: Data for 2006 are year-to-date.*

### **Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985**

<b>Year</b>	<b>Public</b>	<b>Private</b>	<b>All</b>
<b>1985</b>	3.8	3.3	3.7
<b>1986</b>	3.6	3.0	3.4
<b>1987</b>	4.1	3.8	4.0
<b>1988</b>	4.0	5.0	4.4
<b>1989</b>	5.2	5.2	5.2
<b>1990</b>	5.6	5.7	5.6
<b>1991</b>	3.4	4.4	3.6

<b>Year</b>	<b>Public</b>	<b>Private</b>	<b>All</b>
<b>1992</b>	2.0	2.6	2.1
<b>1993</b>	0.6	0.8	0.7
<b>1994</b>	0.0	1.2	0.3
<b>1995</b>	0.6	1.4	0.9
<b>1996</b>	0.5	1.7	0.9
<b>1997</b>	1.1	1.8	1.5
<b>1998</b>	1.6	1.8	1.7
<b>1999</b>	2.0	2.7	2.2
<b>2000</b>	2.5	2.4	2.5
<b>2001</b>	3.4	3.0	3.3
<b>2002</b>	2.9	2.6	2.8
<b>2003</b>	2.9	1.2	2.5
<b>2004</b>	1.4	2.2	1.8
<b>2005</b>	2.2	2.4	2.3
<b>2006</b>	2.6	2.3	2.6

*Note: Data for 2006 are year-to-date.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes \(PDF format, 50kb\)](#).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: [http://www.hrsdc.gc.ca/en/lp/wid/contact/contact\\_us.shtml](http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml)

### ***OTHER DETAILED TABLES***

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at [Other detailed tables](#).



## Major Settlements Reached in July 2006

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
<b>Construction</b>				
Mechanical Contractors Association of N.B. Inc. province-wide, New Brunswick United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. and Canada (AFL-CIO/CLC) plumbers and pipefitters	1,500	3.5	36.0	Jun 30, 2009
Moncton Northeast Construction Association Inc. Moncton, New Brunswick Laborers' International Union of North America (AFL-CIO/CLC) labourers	600	3.7	35.9	Jun 30, 2009
Moncton Northeast Construction Association Inc. Moncton, New Brunswick Laborers' International Union of North America (AFL-CIO/CLC) labourers	600	3.5	35.9	Jun 30, 2009
Saint John Construction Association Inc. Saint John County and other centres, New Brunswick Laborers' International Union of North America (AFL-CIO/CLC) labourers	700	3.2*	48.0	Jun 30, 2010
<b>4 agreements</b>	<b>3,400</b>	<b>3.5</b>	<b>38.5</b>	
<b>Manufacturing</b>				
Domtar inc. Windsor, Quebec Fédération des travailleurs et des travailleuses du papier et de la forêt (CSN) production employees	700	2.5	60.0	Apr 30, 2010

<b>Industry, Employer, Location Union, Occupation</b>	<b>No. of Empls.</b>	<b>Avg. Ann.% Adj. *COLA</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
Galco Food Products Limited Brampton, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) plant and maintenance employees	650	2.4	36.0	May 31, 2009
Goodyear Canada Inc. Valleyfield, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) plant and maintenance employees	960	1.7*	36.0	Jun 30, 2008
Hershey Canada Inc., Moirs Division Dartmouth, Nova Scotia Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (AFL-CIO/CLC); International Brotherhood of Teamsters (AFL-CIO/CLC) production employees	800	2.8	24.0	Mar 31, 2008
<b>4 agreements</b>	<b>3,110</b>	<b>2.3</b>	<b>38.3</b>	
<b>Transportation</b>				
Jazz Air LP system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) aircraft maintenance employees; technical and maintenance employees	910	1.5	36.0	Jun 30, 2009
Jazz Air LP system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) customer service employees	980	1.5	36.0	Jun 30, 2009

<b>Industry, Employer, Location Union, Occupation</b>	<b>No. of Empls.</b>	<b>Avg. Ann.% Adj. *COLA</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
Air Canada system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) passenger agents; customer service employees	6,430	1.5	35.8	May 31, 2009
Greater Toronto Airports Authority Toronto, Ontario Public Service Alliance of Canada (CLC) office employees; service and maintenance employees	650	3.0	48.0	Jul 31, 2010
<b>4 agreements</b>	<b>8,970</b>	<b>1.6</b>	<b>36.9</b>	
<b>Education, Health and Social Services</b>				
Capital Care Group Edmonton, Alberta Alberta Union of Provincial Employees (CLC) support employees	1,000	3.0	12.0	Jun 30, 2008
Edmonton School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	4,930	3.5	12.0	Aug 31, 2007
Government of New Brunswick province-wide, New Brunswick New Brunswick Union of Public and Private Employees (CLC) health and social care professional employees	770	2.5	60.0	Dec 31, 2009
Government of New Brunswick province-wide, New Brunswick New Brunswick Union of Public and Private Employees (CLC) para-medical technical employees	1,350	2.5	60.0	Dec 31, 2009

<b>Industry, Employer, Location Union, Occupation</b>	<b>No. of Empls.</b>	<b>Avg. Ann.% Adj. *COLA</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
Government of Quebec province-wide, Quebec Fédération de la santé et des services sociaux (CSN) ambulance technicians	3,500	1.3	75.0	Mar 31, 2010
Ontario Hospital Association province-wide, Ontario Canadian Union of Public Employees (CLC) non-medical employees	18,000	2.8	36.0	Sep 28, 2009
University of Western Ontario London, Ontario Public Service Alliance of Canada (CLC) teaching assistants	1,430	3.1	48.0	Aug 31, 2010
University of Western Ontario London, Ontario University of Western Ontario Staff Association (Independent-local) office employees	1,100	3.0	48.0	Jun 30, 2010
<b>8 agreements</b>	<b>32,080</b>	<b>2.8</b>	<b>38.4</b>	
<b>Entertainment and Hospitality</b>				
Canadian Niagara Hotels Inc. Niagara Falls, Ontario Hotel Employees and Restaurant Employees International Union (AFL-CIO/CLC) hotel employees	530	3.0	36.0	Jan 05, 2009
Coast Hotels Ltd. Nanaimo and other centres, British Columbia Unite Here Canada (AFL-CIO/CLC) hotel employees	750	3.0	36.0	Apr 30, 2009

<b>Industry, Employer, Location Union, Occupation</b>	<b>No. of Empls.</b>	<b>Avg. Ann.% Adj. *COLA</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
Hospitality Industrial Relations province-wide, British Columbia Unite Here Canada (AFL-CIO/CLC) hotel employees	2,300	3.0	36.0	May 31, 2009
Woodbine Entertainment Group province-wide, Ontario Canadian Racetrack Workers Union (Independent-natl.) racetrack employees	700	2.5	36.0	Dec 31, 2008
<b>4 agreements</b>	<b>4,280</b>	<b>2.9</b>	<b>36.0</b>	
<b>Public Administration</b>				
City of Calgary Calgary, Alberta International Association of Fire Fighters (AFL-CIO/CLC) firefighters	1,100	3.3	27.0	Mar 31, 2006
Corporation of the City of Thunder Bay Thunder Bay, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	650	2.1	36.0	Dec 31, 2008
Government of Canada Canada-wide, Multiprovince Canadian Association of Professional Employees (Independent-natl.) social science employees; economists	8,770	2.5	12.0	Jun 22, 2007

<b>Industry, Employer, Location Union, Occupation</b>	<b>No. of Empls.</b>	<b>Avg. Ann.% Adj. *COLA</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
Government of Canada Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) computer operators	10,500	3.0	36.0	Dec 21, 2007
Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) health and social care professional employees	1,350	3.0	60.0	Aug 15, 2009
Government of New Brunswick province-wide, New Brunswick New Brunswick Union of Public and Private Employees (CLC) administrative and support employees	2,520	3.0	60.0	Dec 31, 2009
Government of Ontario province-wide, Ontario Ontario Provincial Police Association (Independent-natl.) administrative and support employees	2,300	3.1	36.0	Dec 31, 2008
Government of Ontario province-wide, Ontario Ontario Provincial Police Association (Independent-natl.) police officers	5,400	3.1	36.0	Dec 31, 2008
Government of Quebec province-wide, Quebec Quebec Provincial Police Association (Independent-natl.) police officers	4,800	1.4	87.0	Mar 31, 2010

<b>Industry, Employer, Location Union, Occupation</b>	<b>No. of Empls.</b>	<b>Avg. Ann.% Adj. *COLA</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
Regional Municipality of York Police Services Board Newmarket, Ontario The York Regional Police Association (Independent-local) police officers	1,200	3.8	36.0	Dec 31, 2008
<b>10 agreements</b>	<b>38,590</b>	<b>2.7</b>	<b>39.0</b>	
<b>Agreements with COLA - 2 agreements</b>	<b>1,660</b>	<b>2.3</b>	<b>41.1</b>	
<b>Agreements without COLA - 32 agreements</b>	<b>88,770</b>	<b>2.7</b>	<b>38.3</b>	
<b>All Agreements - 34 agreements</b>	<b>90,430</b>	<b>2.7</b>	<b>38.4</b>	

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## **Current and Upcoming Key Negotiations** *covering 500 or more employees*

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status*</b>	<b>Expiry Month</b>
<b>Federal Jurisdiction</b>				
<b>Public Sector</b>				
Government of Canada	Various unions	9,640	CO/B	May 02–Sep 05
Canada Post	CPAA	6,630	TENT	Dec 05
Atomic Energy of Canada (Ont. and Que.)	Various unions	1,150	B	Mar 06/Jun 06

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status*</b>	<b>Expiry Month</b>
Communications Security Establishment	PSAC	1,000	TENT	Feb 06
National Research Council of Canada	Various unions	1,000	B	Dec 04/Apr 05
<b>Private Sector</b>				
Air Canada and Jazz (wage reopeners)	Various unions	11,850	B/CO/ARB	Jun/Jul 06
Canadian Pacific Railway	Steelworkers	1,270	TENT	Dec 06
Hudson Bay Mining and Smelting Company	Various unions	1,090	ARB	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
<b>Provincial and Territorial Jurisdictions</b>				
<b>Public Sector</b>				
Ontario Hospital Association	ONA	45,000	ARB	Mar 06
Government of Newfoundland and Labrador	Nurses/Teachers	13,000	B/CO	Aug 04/Jun05
Government of Manitoba	MGGEU	12,100	ARB	Mar 06
Government of Saskatchewan	SGGEU	10,000	B	Sep 06
Nova Scotia Association of Health Organizations	CUPE/ CAW-CANADA	5,800	CO/B	Mar 06
City of Edmonton	Various unions	5,600	B/MED	Dec 05
Manitoba Hydro	Various unions	4,060	TENT	Mar 06/May 06
Government of New Brunswick	CUPE	4,040	TENT/B	Dec 03–Feb 06
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Health Authorities of Prince Edward Island	Various unions	2,340	B	Mar 06
University of Montréal	CUPE	2,000	TENT	Nov 05



<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status*</b>	<b>Expiry Month</b>
<b>Private Sector</b>				
Loblaws (Ont.)	UFCW	15,000	CO	Jul 06
Real Canadian Superstores (Alta)	UFCW	8,150	B	Aug 06
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
Construction Management Bureau Limited (N.S.)	Various unions	1,600	B	Apr 06
Saint John Construction Association	LIUNA/UBCJ	1,400	CO	Jun 06
* ARB Arbitration B Bargaining B/WS Bargaining after work stoppage CO Conciliation MED Mediation M/WS Mediation after work stoppage PAB Post-arbitration bargaining PCB Post-conciliation bargaining PMB Post-mediation bargaining TENT Tentative settlement WS Work stoppage				
<b>Upcoming Key Negotiations</b>				
<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Expiry Month</b>	
Capital District Health Authority	NSGEU	7,900	Oct 06	
Canadian National Railway	UTU/CAW-CANADA	7,810	Dec 06	
Canadian Pacific Railway	Teamsters/UTU	6,470	Dec 06	
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06	
Ottawa Hospital	CUPE	3,000	Sep 06	
Via Rail Canada	CAW-CANADA	2,680	Dec 06	
Government of Nunavut	PSAC	1,750	Sep 06	
Council of Marine Carriers (B.C.)	CMSG	650	Sep 06	

## Major Work Stoppages

Major work stoppages involving 500 or more employees from **August 25 to September 7, 2006.**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

<b>Employer, Location, Union and Employees</b>	<b>Issues</b>	<b>Starting</b>	<b>Ending</b>
There are no major work stoppages to report during this period.			

## Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Recognition of Continuous Improvement at PACCAR of Canada Ltd., Sainte-Thérèse, Quebec
- Etc.

## For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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Web site at [http://www.hrsdc.gc.ca/en/lp/wid/contact/contact\\_us.shtml](http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml)

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