



## LABOUR PROGRAM

# Workplace Bulletin

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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

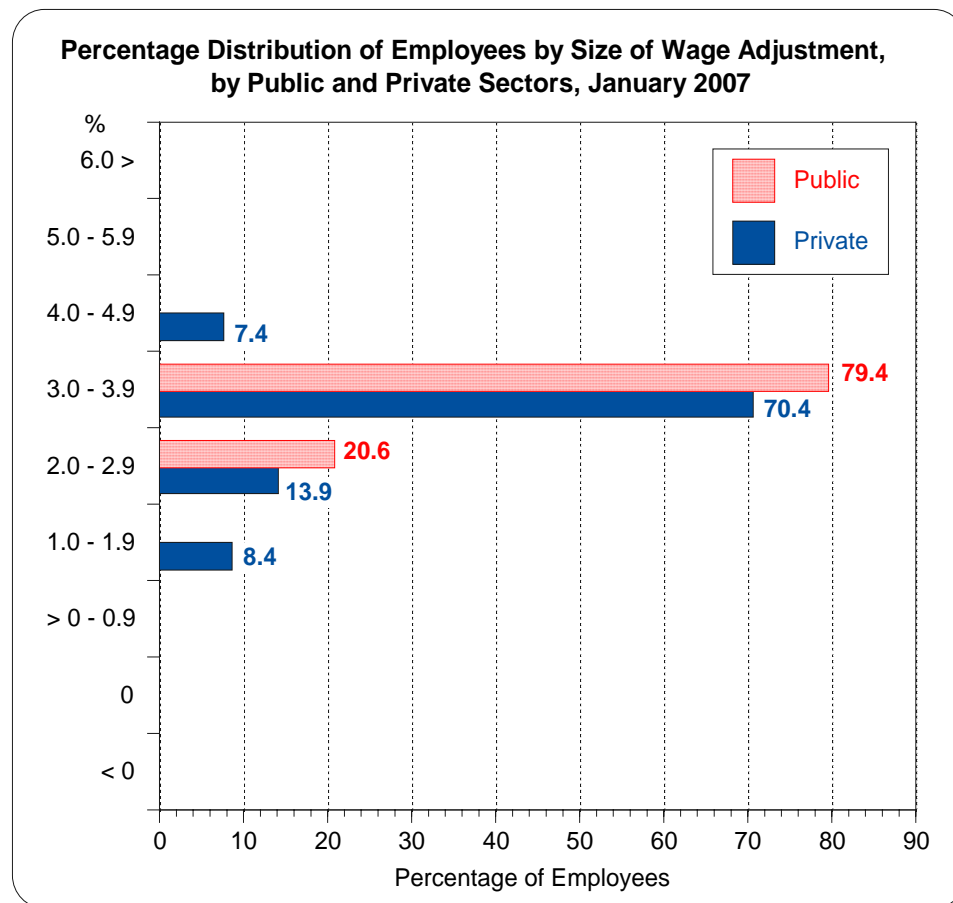
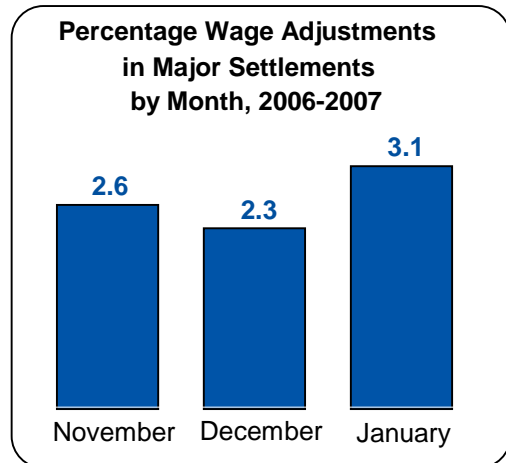
## Wage Settlements Covering 500 or More Employees

### January 2007

Major collective bargaining settlements reached in January 2007 provided base-rate wage adjustments averaging 3.1% annually over the contract term.

The results for January 2007 are based on a review of only 16 settlements reached and cover 21,745 employees.

When the parties to these January settlements previously negotiated, the resulting wage adjustments averaged 2.8%, lower than in their current settlements. Contract duration in January 2007 averaged 36.8 months, compared to 36.1 months in the previous round of settlements.



Wage adjustments in the public sector were slightly higher than those in the private sector. The public-sector average for 10,200 employees in 7 agreements was 3.2%. All 7 of these agreements were in the education, health and social services sector including 3 Alberta education-sector agreements averaging 3.6%; these 3 agreements covered 53.9% of all public-sector employees.

The private-sector average for 11,545 employees in 9 agreements was 2.9%. Wage increases in this sector ranged from 1.4% (Mabe Canada in Quebec) to 4.0% (electricians in the Nova Scotia construction industry).

On an industry basis, the largest concentration of employees (46.9%) was in the education, health and social services sector with wage adjustments at 3.2%. The largest wage increase was in the construction sector at 4.0%. The smallest adjustment in January 2007 was in manufacturing at 1.7%. Manufacturing adjustments continue to be low following a trend established in 2006 averaging 1.9%.

On a regional/jurisdictional basis, wage adjustments were largest in Nova Scotia at 4.0% (a single agreement, covering the construction electricians) and smallest in Quebec at 1.4% (a single agreement with Mabe Canada).

In January 2007, the majority of employees covered (74.6% of all workers) received wage increases in the 3.0 to 3.9% range.

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

|                                     | 2006     |          | 2007    |
|-------------------------------------|----------|----------|---------|
|                                     | November | December | January |
| <b>Sectors</b>                      |          |          |         |
| Public Sector                       | 3.0      | 2.7      | 3.2     |
| Private Sector                      | 1.4      | 1.8      | 2.9     |
| <b>All Industries/Jurisdictions</b> |          |          |         |
| Average Annual Adjustment           | 2.6      | 2.3      | 3.1     |
| Non-COLA                            | 2.6      | 2.3      | 3.2     |
| COLA                                | -        | 2.6      | 2.7     |
|                                     |          |          |         |
| First-Year Adjustment               | 2.6      | 2.0      | 3.0     |
| Non-COLA                            | 2.6      | 2.0      | 3.1     |
| COLA                                | -        | 2.8      | 2.4     |

|                                       | 2006     |          | 2007    |
|---------------------------------------|----------|----------|---------|
|                                       | November | December | January |
| <b>Industries</b>                     |          |          |         |
| Primary Industries                    | 3.0      | 2.1      | -       |
| Utilities                             | -        | 4.4      | 3.1     |
| Construction                          | -        | 3.5      | 4.0     |
| Manufacturing                         | 1.7      | 2.6      | 1.7     |
| Wholesale and Retail Trade            | 1.2      | 1.4      | -       |
| Transportation                        | 4.0      | 3.0      | 3.2     |
| Information and Culture               | -        | 1.2      | -       |
| Finance and Professional Services     | -        | 2.5      | -       |
| Education, Health and Social Services | 3.0      | 2.5      | 3.2     |
| Entertainment and Hospitality         | -        | 2.6      | 2.0     |
| Public Administration                 | 2.6      | 2.8      | -       |
| <b>Jurisdictions</b>                  |          |          |         |
| Newfoundland and Labrador             | 1.7      | 2.0      | -       |
| Prince Edward Island                  | -        | 2.1      | 2.9     |
| Nova Scotia                           | 2.9      | -        | 4.0     |
| New Brunswick                         | -        | 3.5      | -       |
| Quebec                                | 3.2      | 2.5      | 1.4     |
| Ontario                               | 2.1      | 1.7      | 2.9     |
| Manitoba                              | 2.7      | 2.7      | 2.7     |
| Saskatchewan                          | 2.0      | -        | -       |
| Alberta                               | 4.0      | 3.9      | 3.6     |
| British Columbia                      | -        | 3.0      | 2.0     |
| Federal Jurisdiction                  | 2.5      | 0.8      | 3.2     |

## Average Annual Percentage Wage Adjustments by Quarter

|                                       | 2006            |                 |                 |                 |
|---------------------------------------|-----------------|-----------------|-----------------|-----------------|
|                                       | 1 <sup>st</sup> | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> |
| <b>Sectors</b>                        |                 |                 |                 |                 |
| Public Sector                         | 2.2             | 2.8             | 2.7             | 2.9             |
| Private Sector                        | 2.5             | 2.2             | 2.5             | 1.4             |
| <b>All Industries/Jurisdictions</b>   |                 |                 |                 |                 |
| Average Annual Adjustment             | 2.2             | 2.7             | 2.6             | 2.1             |
| Non-COLA                              | 2.2             | 2.7             | 2.6             | 2.1             |
| COLA                                  | 2.9             | 2.2             | 2.5             | 2.6             |
|                                       |                 |                 |                 |                 |
| First-Year Adjustment                 | 2.0             | 2.8             | 2.2             | 2.2             |
| Non-COLA                              | 2.0             | 2.9             | 2.2             | 2.2             |
| COLA                                  | 3.0             | 1.9             | 2.4             | 2.8             |
| <b>Industries</b>                     |                 |                 |                 |                 |
| Primary Industries                    | 1.5             | 2.7             | -               | 3.0             |
| Utilities                             | 2.6             | 1.9             | 2.6             | 3.6             |
| Construction                          | -               | 3.7             | 3.5             | 3.5             |
| Manufacturing                         | 2.1             | 1.8             | 2.4             | 2.1             |
| Wholesale and Retail Trade            | 1.7             | 2.1             | -               | 1.1             |
| Transportation                        | 2.2             | 2.8             | 2.0             | 2.9             |
| Information and Culture               | 3.3             | 2.4             | 0.5             | 1.2             |
| Finance and Professional Services     | 2.5             | 2.5             | 2.5             | 2.5             |
| Education, Health and Social Services | 2.1             | 2.8             | 2.6             | 2.9             |
| Entertainment and Hospitality         | 2.7             | 3.1             | 2.9             | 2.8             |
| Public Administration                 | 2.7             | 3.0             | 2.8             | 2.8             |

|                           | 2006            |                 |                 |                 |
|---------------------------|-----------------|-----------------|-----------------|-----------------|
|                           | 1 <sup>st</sup> | 2 <sup>nd</sup> | 3 <sup>rd</sup> | 4 <sup>th</sup> |
| <b>Jurisdictions</b>      |                 |                 |                 |                 |
| Newfoundland and Labrador | 1.5             | 2.0             | -               | 1.9             |
| Prince Edward Island      | -               | 2.8             | 2.9             | 2.1             |
| Nova Scotia               | -               | 3.1             | 3.2             | 2.9             |
| New Brunswick             | 3.8             | 1.2             | 3.0             | 3.5             |
| Quebec                    | 2.1             | 1.8             | 1.7             | 2.7             |
| Ontario                   | 2.7             | 2.9             | 2.9             | 1.5             |
| Manitoba                  | 2.4             | 3.1             | 2.6             | 2.6             |
| Saskatchewan              | 2.1             | -               | -               | 2.0             |
| Alberta                   | 3.1             | 3.4             | 3.5             | 3.9             |
| British Columbia          | 1.6             | 2.7             | 2.8             | 3.4             |
| Territories               | -               | 3.1             | -               | -               |
| Multiprovince             | 3.3             | 4.1             | -               | -               |
| Federal Jurisdiction      | 2.3             | 2.6             | 2.2             | 2.2             |

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

|                                     | 2004 | 2005 | 2006 | 2007 |
|-------------------------------------|------|------|------|------|
| <b>Sectors</b>                      |      |      |      |      |
| Public Sector                       | 1.4  | 2.2  | 2.6  | 3.2  |
| Private Sector                      | 2.2  | 2.4  | 2.1  | 2.9  |
| <b>All Industries/Jurisdictions</b> |      |      |      |      |
| Average Annual Adjustment           | 1.8  | 2.3  | 2.5  | 3.1  |
| Non-COLA                            | 1.7  | 2.2  | 2.5  | 3.2  |
| COLA                                | 3.0  | 2.5  | 2.5  | 2.7  |

|                                       | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> |
|---------------------------------------|-------------|-------------|-------------|-------------|
| First-Year Adjustment                 | 1.1         | 2.1         | 2.4         | 3.0         |
| Non-COLA                              | 0.9         | 2.1         | 2.4         | 3.1         |
| COLA                                  | 3.2         | 2.8         | 2.4         | 2.4         |
| <b>Industries</b>                     |             |             |             |             |
| Primary Industries                    | 3.0         | 2.1         | 2.7         | -           |
| Utilities                             | 3.1         | 2.6         | 2.3         | 3.1         |
| Construction                          | 2.7         | 2.4         | 3.5         | 4.0         |
| Manufacturing                         | 2.4         | 2.4         | 1.9         | 1.7         |
| Wholesale and Retail Trade            | 1.4         | 1.9         | 1.1         | -           |
| Transportation                        | 0.6         | 2.9         | 2.1         | 3.2         |
| Information and Culture               | 2.7         | 2.4         | 2.5         | -           |
| Finance and Professional Services     | 1.3         | 2.3         | 2.5         | -           |
| Education, Health and Social Services | 0.9         | 2.1         | 2.5         | 3.2         |
| Entertainment and Hospitality         | 2.7         | 1.9         | 2.9         | 2.0         |
| Public Administration                 | 2.4         | 2.4         | 2.8         | -           |
| <b>Jurisdictions</b>                  |             |             |             |             |
| Newfoundland and Labrador             | 1.0         | 2.1         | 1.7         | -           |
| Prince Edward Island                  | 2.4         | 2.5         | 2.7         | 2.9         |
| Nova Scotia                           | 4.7         | 3.2         | 3.1         | 4.0         |
| New Brunswick                         | 4.1         | 3.0         | 2.9         | -           |
| Quebec                                | 2.6         | 1.6         | 1.8         | 1.4         |
| Ontario                               | 3.0         | 2.7         | 2.5         | 2.9         |
| Manitoba                              | 2.6         | 2.9         | 2.6         | 2.7         |
| Saskatchewan                          | 1.0         | 1.9         | 2.1         | -           |

|                      | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> |
|----------------------|-------------|-------------|-------------|-------------|
| Alberta              | 3.1         | 3.0         | 3.4         | 3.6         |
| British Columbia     | -1.6        | 0.5         | 2.5         | 2.0         |
| Territories          | 3.0         | 3.0         | 3.1         | -           |
| Multiprovince        | 2.7         | 4.1         | 3.5         | -           |
| Federal Jurisdiction | 1.6         | 2.6         | 2.3         | 3.2         |

*Note: Data for 2007 cover the month of January.*

### **Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1987**

| <b>Year</b> | <b>Public</b> | <b>Private</b> | <b>All</b> |
|-------------|---------------|----------------|------------|
| <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>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>Year</b> | <b>Public</b> | <b>Private</b> | <b>All</b> |
|-------------|---------------|----------------|------------|
| <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           | 2.1            | 2.5        |
| <b>2007</b> | 3.2           | 2.9            | 3.1        |

*Note: Data for 2007 cover the month of January.*

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

Source: Labour Policy and Workplace Information, 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 \(PDF format, 314kb\)](#).

## Major Settlements Reached in January 2007

| Industry, Employer, Location<br>Union, Occupation                                                                                                                               | No. of<br>Empls. | Avg.<br>Ann.%<br>Adj.<br>*COLA | Duration<br>(months) | Expiry Date  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------------|----------------------|--------------|
| <b>Utilities</b>                                                                                                                                                                |                  |                                |                      |              |
| Bruce Power LP, General Partner<br>Bruce Power Inc.<br>province-wide, Ontario<br>Canadian Union of Public Employees (CLC)<br>general tradesmen; office employees                | 2,600            | 3.1*                           | 36.0                 | Dec 31, 2009 |
| Enbridge Gas Distribution<br>province-wide, Ontario<br>Communications, Energy and Paperworkers<br>Union of Canada (CLC)<br>utility workers; office employees<br>and technicians | 810              | 3.0                            | 24.0                 | Dec 31, 2008 |
| <b>2 agreements</b>                                                                                                                                                             | <b>3,410</b>     | <b>3.1</b>                     | <b>33.2</b>          |              |
| <b>Construction</b>                                                                                                                                                             |                  |                                |                      |              |
| Construction Management Bureau Limited<br>Mainland, Nova Scotia<br>International Brotherhood of Electrical<br>Workers (AFL-CIO/CLC)<br>electricians                             | 850              | 4.0                            | 36.0                 | Apr 30, 2009 |
| <b>1 agreement</b>                                                                                                                                                              | <b>850</b>       | <b>4.0</b>                     | <b>36.0</b>          |              |
| <b>Manufacturing</b>                                                                                                                                                            |                  |                                |                      |              |
| Invista Canada Company<br>Kingston, Ontario<br>Kingston Independent Nylon Workers Union<br>(Independent-local)<br>production and maintenance employees                          | 900              | 2.0                            | 36.0                 | Jan 27, 2010 |
| Mabe Canada Inc.<br>Montréal, Quebec<br>Communications, Energy and Paperworkers<br>Union of Canada (CLC)<br>production employees                                                | 965              | 1.4*                           | 60.0                 | Mar 04, 2012 |
| <b>2 agreements</b>                                                                                                                                                             | <b>1,865</b>     | <b>1.7</b>                     | <b>48.4</b>          |              |

| <b>Industry, Employer, Location<br/>Union, Occupation</b>                                                                                                                                                             | <b>No. of<br/>Empls.</b> | <b>Avg.<br/>Ann.%<br/>Adj.<br/>*COLA</b> | <b>Duration<br/>(months)</b> | <b>Expiry Date</b> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------------|------------------------------|--------------------|
| <b>Transportation</b>                                                                                                                                                                                                 |                          |                                          |                              |                    |
| Canadian National Railway Company<br>system-wide, excluding N.L., Multiprovince<br>National Automobile, Aerospace,<br>Transportation and General Workers Union<br>of Canada (CAW-CANADA) (CLC)<br>shopcraft employees | 1,980                    | 3.3                                      | 48.0                         | Dec 31, 2010       |
| Canadian National Railway Company<br>system-wide, Multiprovince<br>National Automobile, Aerospace,<br>Transportation and General Workers Union<br>of Canada (CAW-CANADA) (CLC)<br>office employees                    | 2,150                    | 3.3                                      | 48.0                         | Dec 31, 2010       |
| Sobeys Milton Retail Support Centre<br>Milton, Ontario<br>United Food and Commercial Workers<br>Canada (CtW/CLC)<br>warehouse employees; maintenance<br>employees; administrative and support<br>employees            | 630                      | 3.0                                      | 36.0                         | Jan 31, 2010       |
| <b>3 agreements</b>                                                                                                                                                                                                   | <b>4,760</b>             | <b>3.2</b>                               | <b>46.4</b>                  |                    |
| <b>Education, Health and Social Services</b>                                                                                                                                                                          |                          |                                          |                              |                    |
| Calgary Roman Catholic Separate School<br>District No. 1<br>Calgary, Alberta<br>Alberta Teachers' Association<br>(Independent-natl.)<br>elementary and secondary teachers                                             | 2,700                    | 3.3                                      | 12.0                         | Aug 31, 2007       |
| Edmonton School District No. 7<br>Edmonton, Alberta<br>Canadian Union of Public Employees (CLC)<br>custodial employees                                                                                                | 800                      | 3.8                                      | 36.0                         | Aug 31, 2009       |

| <b>Industry, Employer, Location<br/>Union, Occupation</b>                                                                                                                                                                        | <b>No. of<br/>Empls.</b> | <b>Avg.<br/>Ann.%<br/>Adj.<br/>*COLA</b> | <b>Duration<br/>(months)</b> | <b>Expiry Date</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------------|------------------------------|--------------------|
| Edmonton School District No. 7<br>Edmonton, Alberta<br>Canadian Union of Public Employees (CLC)<br>office employees; service employees;<br>technical employees                                                                   | 2,000                    | 3.9                                      | 36.0                         | Aug 31, 2009       |
| Louis Riel School Division<br>Winnipeg, Manitoba<br>Manitoba Teachers' Society<br>(Independent-natl.)<br>elementary and secondary teachers                                                                                       | 1,000                    | 3.0                                      | 36.0                         | Jun 30, 2009       |
| Prince Edward Island Department of Health<br>province-wide, Prince Edward Island<br>Prince Edward Island Union of Public Sector<br>Employees (CLC)<br>health and social care professional employees;<br>health service employees | 1,000                    | 2.9                                      | 36.0                         | Mar 31, 2009       |
| Red River College<br>Winnipeg, Manitoba<br>Manitoba Government and General<br>Employees' Union (CLC)<br>instructors; office employees;<br>technical employees                                                                    | 1,100                    | 2.5                                      | 35.8                         | Jun 19, 2009       |
| University of Western Ontario<br>London, Ontario<br>University of Western Ontario Faculty<br>Association (Independent-local)<br>lecturers                                                                                        | 1,600                    | 3.1                                      | 48.0                         | Jun 30, 2010       |
| <b>7 agreements</b>                                                                                                                                                                                                              | <b>10,200</b>            | <b>3.2</b>                               | <b>31.5</b>                  |                    |

| <b>Industry, Employer, Location<br/>Union, Occupation</b>                                                                                                                                                     | <b>No. of<br/>Empls.</b> | <b>Avg.<br/>Ann.%<br/>Adj.<br/>*COLA</b> | <b>Duration<br/>(months)</b> | <b>Expiry Date</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------------|------------------------------|--------------------|
| <b>Entertainment and Hospitality</b>                                                                                                                                                                          |                          |                                          |                              |                    |
| White Spot Limited<br>Vancouver and other centres,<br>British Columbia<br>National Automobile, Aerospace,<br>Transportation and General Workers Union<br>of Canada (CAW-CANADA) (CLC)<br>restaurant employees | 700                      | 2.0                                      | 36.0                         | Jan 15, 2010       |
| <b>1 agreement</b>                                                                                                                                                                                            | <b>700</b>               | <b>2.0</b>                               | <b>36.0</b>                  |                    |
| <b>Agreements with COLA - 2 agreements</b>                                                                                                                                                                    |                          |                                          |                              |                    |
| <b>Agreements with COLA - 2 agreements</b>                                                                                                                                                                    | <b>3,565</b>             | <b>2.7</b>                               | <b>42.5</b>                  |                    |
| <b>Agreements without COLA - 14 agreements</b>                                                                                                                                                                |                          |                                          |                              |                    |
| <b>Agreements without COLA - 14 agreements</b>                                                                                                                                                                | <b>18,220</b>            | <b>3.2</b>                               | <b>35.7</b>                  |                    |
| <b>All Agreements - 16 agreements</b>                                                                                                                                                                         |                          |                                          |                              |                    |
| <b>All Agreements - 16 agreements</b>                                                                                                                                                                         | <b>21,785</b>            | <b>3.1</b>                               | <b>36.8</b>                  |                    |

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

Source: Labour Policy and Workplace Information, 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)

## Current and Upcoming Key Negotiations

*covering 500 or more employees*

| Employer                                        | Union                | Employees | Status*           | Expiry Month  |
|-------------------------------------------------|----------------------|-----------|-------------------|---------------|
| <b>Federal Jurisdiction</b>                     |                      |           |                   |               |
| <b>Public Sector</b>                            |                      |           |                   |               |
| Canada Post                                     | CUPW                 | 48,000    | TENT              | Jan 07        |
| Government of Canada                            | Various unions       | 13,040    | ARB/CO/<br>B/TENT | May 02–Sep 05 |
| VIA Rail Canada                                 | CAW-CANADA           | 3,260     | B                 | Dec 06        |
| Government of Nunavut                           | PSAC                 | 2,100     | B                 | Sep 06        |
| National Research Council Canada                | Various unions       | 1,000     | B                 | Dec 04/Apr 05 |
| <b>Private Sector</b>                           |                      |           |                   |               |
| Air Canada<br>(wage reopeners)                  | CUPE                 | 7,840     | MED               | Jun 06        |
| Canadian Pacific Railway                        | Teamsters            | 6,700     | CO/B              | Dec 06        |
| British Columbia Maritime Employers Association | ILWU                 | 3,700     | B                 | Mar 07        |
| Canadian National Railway                       | UTU                  | 3,000     | TENT              | Dec 06        |
| Expertech Network Installation (Que. and Ont.)  | CEP                  | 1,600     | TENT              | Nov 06        |
| Eastern Canada Car Carriers                     | Teamsters            | 1,340     | CO                | Oct 06        |
| Saskatchewan Wheat Pool                         | Grain Services Union | 750       | CO                | Jan 06        |

| <b>Employer</b>                                  | <b>Union</b>   | <b>Employees</b> | <b>Status*</b> | <b>Expiry Month</b> |
|--------------------------------------------------|----------------|------------------|----------------|---------------------|
| <b>Provincial and Territorial Jurisdictions</b>  |                |                  |                |                     |
| <b>Public Sector</b>                             |                |                  |                |                     |
| Provincial Health Authorities of Alberta         | Nurses         | 23,000           | B              | Mar 07              |
| City of Montreal                                 | Various unions | 17,800           | B              | Dec 06              |
| Government of Saskatchewan                       | SGGEU          | 13,000           | TENT           | Sep 06              |
| Government of Ontario                            | AMAPCEO        | 7,300            | B              | Mar 06              |
| Société de transport de Montréal                 | CUPE/CSN       | 6,250            | B              | Jan 07              |
| Capital District Health Authority                | NSGEU          | 5,500            | B              | Oct 06              |
| City of Vancouver                                | CUPE           | 5,270            | B              | Dec 06              |
| Saskatchewan Telecommunications                  | CEP            | 3,460            | B              | Mar 07              |
| Health Authorities of Manitoba                   | MAHCP          | 3,300            | B              | Mar 06              |
| Ottawa Hospital                                  | CUPE           | 3,000            | B              | Sep 06              |
| City of Toronto                                  | IAFF           | 2,950            | B              | Dec 06              |
| Saskatchewan Association of Health Organizations | HSAS           | 2,700            | B              | Mar 07              |
| Government of New Brunswick                      | CUPE           | 1,640            | B              | Feb 06              |
| SaskPower                                        | IBEW           | 1,340            | B              | Dec 06              |
| Health Authorities of Prince Edward Island       | IUOE           | 640              | CO             | Mar 06              |

| <b>Employer</b>                                                                                                                                                                                                                                                                                             | <b>Union</b>   | <b>Employees</b> | <b>Status*</b>      | <b>Expiry Month</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|------------------|---------------------|---------------------|
| <b>Private Sector</b>                                                                                                                                                                                                                                                                                       |                |                  |                     |                     |
| Construction Industry in Quebec                                                                                                                                                                                                                                                                             | Various unions | 173,620          | B                   | Apr 07              |
| Real Canadian Superstores (Alta.)                                                                                                                                                                                                                                                                           | UFCW           | 8,150            | B                   | Aug 06              |
| No Frills Franchise Stores (Ont.)                                                                                                                                                                                                                                                                           | UFCW           | 5,200            | B                   | Jan 07              |
| Fishery Products Intl. Ltd. (N.L.)                                                                                                                                                                                                                                                                          | CAW-CANADA     | 2,500            | CO                  | Mar 05              |
| ALCOA (Que.)                                                                                                                                                                                                                                                                                                | CSN            | 1,800            | B                   | Mar 07              |
| Iron Ore Company of Canada (N.L.)                                                                                                                                                                                                                                                                           | Steelworkers   | 1,000            | CO                  | Feb 07              |
| Saint John Construction Association                                                                                                                                                                                                                                                                         | UBCJ           | 800              | TENT                | Jun 06              |
| * ARB Arbitration<br>B Bargaining<br>B/WS Bargaining after work stoppage<br>CO Conciliation<br>MED Mediation<br>M/WS Mediation after work stoppage<br>PAB Post-arbitration bargaining<br>PCB Post-conciliation bargaining<br>PMB Post-mediation bargaining<br>TENT Tentative settlement<br>WS Work stoppage |                |                  |                     |                     |
| <b>Upcoming Key Negotiations</b>                                                                                                                                                                                                                                                                            |                |                  |                     |                     |
| <b>Employer</b>                                                                                                                                                                                                                                                                                             | <b>Union</b>   | <b>Employees</b> | <b>Expiry Month</b> |                     |
| Canada Safeway Ltd. (Alta.)                                                                                                                                                                                                                                                                                 | UFCW           | 6,800            | Mar 07              |                     |
| Government of Nova Scotia                                                                                                                                                                                                                                                                                   | NSGEU          | 5,800            | Mar 07              |                     |
| City of Quebec                                                                                                                                                                                                                                                                                              | Various unions | 4,020            | Dec 06              |                     |
| Nova Scotia Association of Health Organizations                                                                                                                                                                                                                                                             | Nurses         | 4,000            | Oct 06              |                     |
| Government of Yukon                                                                                                                                                                                                                                                                                         | PSAC           | 2,800            | Dec 06              |                     |



| <b>Employer</b>                    | <b>Union</b> | <b>Employees</b> | <b>Expiry Month</b> |
|------------------------------------|--------------|------------------|---------------------|
| Government of Prince Edward Island | PEIUPSE      | 2,440            | Mar 07              |
| Capital District Health Authority  | NSGEU        | 2,400            | Oct 06              |
| Ottawa Hospital                    | OPSEU        | 2,000            | Mar 07              |
| Maple Leaf Pork (Ont.)             | UFCW         | 1,100            | Mar 07              |

## Major Work Stoppages

Major work stoppages involving 500 or more employees from **February 23 to March 8, 2007**.

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>                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|--------------------------------|-----------------------------------------------------|
| Association patronale des centres de la petite enfance<br>Montréal and Laval, Quebec<br>Fédération de la santé et des services sociaux de la CSN<br>500 kitchen staff, office employees, and caregivers | Wages and job classification                             | Feb 26/2007<br>Rotating strike | Feb 26/2007<br>Tentative settlement<br>(Mar 3/2007) |
|                                                                                                                                                                                                         |                                                          | Feb 22/2007                    | Feb 23/2007                                         |
|                                                                                                                                                                                                         |                                                          | Feb 14/2007                    | Feb 15/2007                                         |
|                                                                                                                                                                                                         |                                                          | Feb 5/2007                     | Feb 5/2007                                          |
| Canadian National Railway Company<br>Canada-wide<br>United Transportation Union<br>2,600 conductors and yardmen                                                                                         | Wages and working hours                                  | Feb 10/2007                    | Feb 24/2007<br>Tentative settlement                 |
| Parkland School Division No. 70<br>Stony Plain and area, Alberta<br>Alberta Teachers' Association<br>675 teachers                                                                                       | Wages, benefits, working conditions, and contract length | Feb 16/2007                    |                                                     |

# Innovative Workplace Practices for the Year 2006

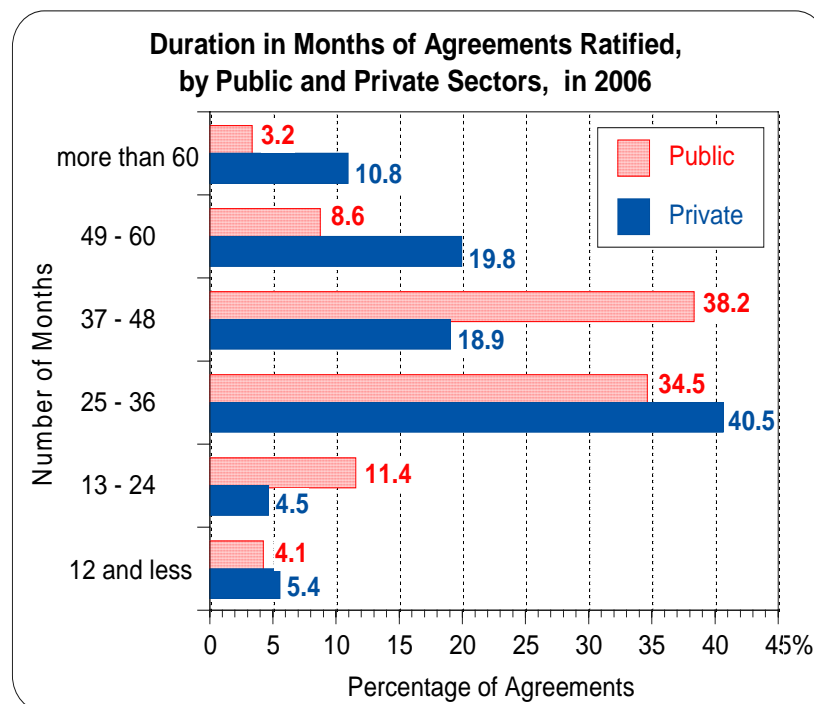
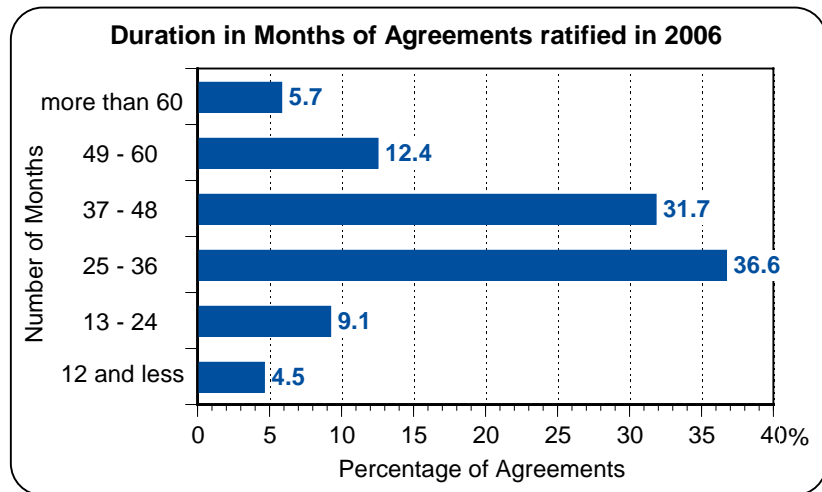
Workplace Information  
Labour Program, Human Resources and Social Development Canada

Workplace Information publishes a quarterly analysis on the duration of the collective agreements and workplace innovation provisions. This article summarizes innovative workplace practices from summary reports of collective agreements ratified in 2006.

## Duration

### Overview

In 2006, 331 analysed collective agreements showed durations between 6 to 102 months. Of these, 35% have a duration of 36 months and 30.2%, a duration of 48 months. Even if the duration varies a great deal, two thirds have a duration of 36 or 48 months. The overall average duration for 2006 is 43 months.



### Public and Private Sectors

The average duration in public-sector agreements was 42.3 months. Approximately 2 out of 5 agreements (38.2%) had a duration of 48 months and another 34.5% had a duration of 36 months.

In the private sector, the average duration of collective agreements was 45.4 months. More than 2 out of 5 (40.5%) had a duration of 36 months and approximately 20% of agreements had a duration of 48 and 60 months respectively.

In the public sector, the longest duration (96 months) was reached in the collective agreement negotiated between the Government of Canada and Union of Correctional Officers Canada; while the private sector's longest duration (84 months) was signed by Qit-Fer & Titane inc., Sorel, Quebec, and Fédération de la métallurgie.

## **Innovative Workplace Practices**

The overview of workplace innovations is based on a review of collective agreements settled in 2006. Of these, 37.3% contained provisions considered to be innovative or of a particular interest. The relevant innovative practices apply to compensation, health and welfare, working conditions, education and training, leave and labour-management committees.

A compilation of the quarterly analyses of provisions considered innovative in 2006 is available at [Innovative Workplace Practices for the Year 2006](#).

## **Coming in the Next *Bulletin***

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- 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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