



Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

November 14, 2008

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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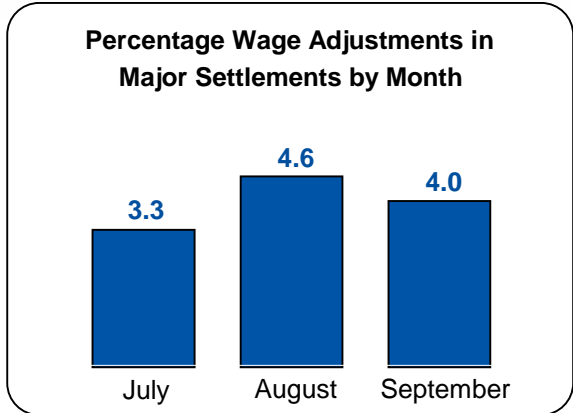
Wage Settlements Covering 500 or More Employees

September 2008

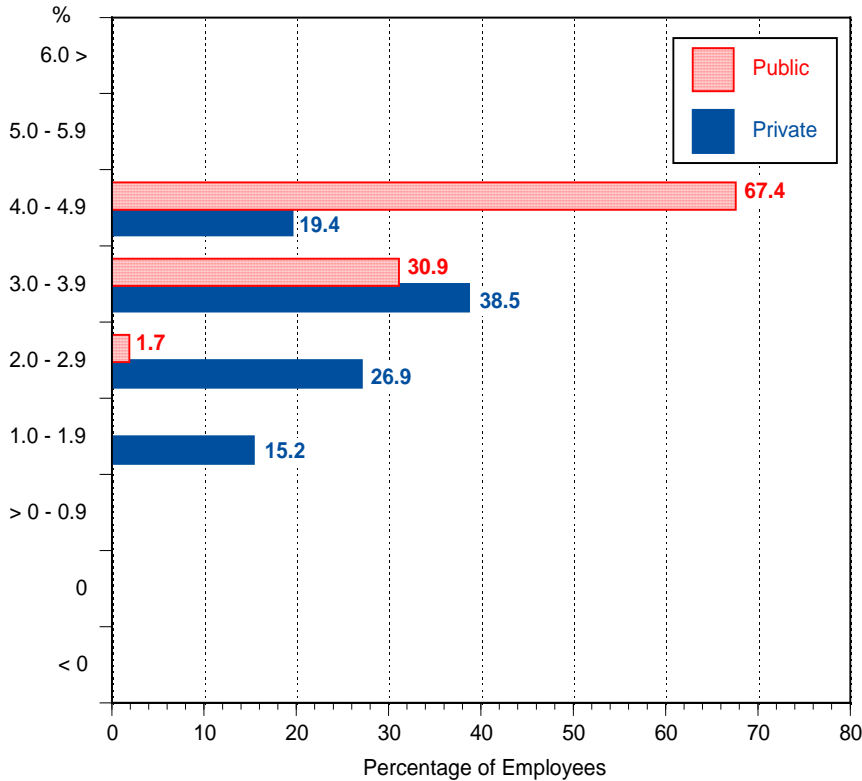
Major collective bargaining settlements reached in September 2008 provided base-rate wage adjustments averaging 4.0% annually over the contract term. The results for September are based on a review of 25 settlements and cover 37,300 employees.

When the parties to these settlements previously negotiated, contract durations averaged 20.0 months and the resulting wage adjustments averaged 3.0%, compared to the 4.0% in their current round of settlements and average contract durations of 24.0 months.

The vast majority of agreements (84%) in September 2008 were in the public sector. Wage adjustments in the public sector averaged 4.1% for 33,950 employees in 21 agreements. Private-sector wage adjustments averaged 3.3% for 3,350 employees in 4 settlements. Upward pressure on the public-sector figure originated in large part from the Alberta education sector, where wage adjustments averaged 4.5%; excluding the Alberta education agreements, the public sector averaged 3.1% down from 4.1%.



Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, September 2008



On a jurisdiction basis, wage adjustments in September ranged from a low of 2.6% in British Columbia, to a high of 4.5% in Alberta. The largest concentration of agreements (52%) and employees (61.4%) was in Alberta, where wage adjustments averaged 4.5% (all were education-sector settlements). The second largest concentration of agreements (28%) and employees (28.1%) was in Ontario, where wage adjustments averaged 3.1%. In the federal jurisdiction, wage adjustments averaged 3.3% (Saskatchewan Wheat Pool at 4.6% and TELUS Communications in Quebec at 1.6%).

On an industry basis, wage adjustments in September ranged from a low of 1.6% in the information and culture sector to a high of 4.6% in the transportation sector. The second largest average adjustment was in the education, health, and social services sector, at 4.1%. The second smallest average adjustment was in the trade sector,

at 2.6%. The largest concentration of employees (83.9%) was in the education, health, and social services sector with a wage adjustment averaging 4.1% (as mentioned above).

In the September settlements, approximately 5.3% of employees received a wage adjustment less than 3.0%; 31.6% of employees received increases in the 3.0 to 3.9% range; the majority of employees (63.1%) received increases in the 4.0 to 4.9% range, which included 13 Alberta education settlements at 4.5% and the Saskatchewan Wheat Pool at 4.6%.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2008		
	July	August	September
Sectors			
Public Sector	3.7	5.2	4.1
Private Sector	2.8	2.7	3.3

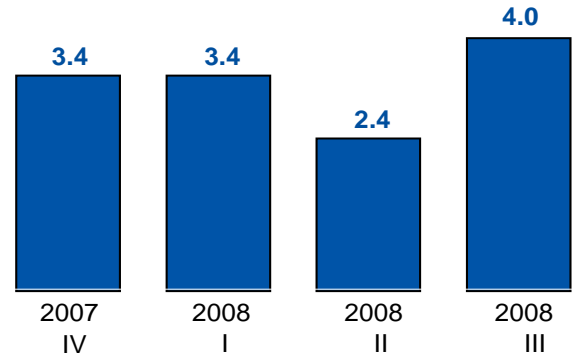
	2008		
	July	August	September
All Industries/Jurisdictions			
Average Annual Adjustment	3.3	4.6	4.0
Non-COLA	3.3	4.6	4.0
COLA	4.4	0.0	3.8
First-Year Adjustment			
Non-COLA	4.4	7.1	4.1
COLA	4.9	0.0	3.7
Industries			
Utilities	-	3.5	-
Manufacturing	3.2	1.4	3.8
Wholesale and Retail Trade	2.5	2.6	2.6
Transportation	-	2.4	4.6
Information and Culture	-	-	1.6
Education, Health, and Social Services	3.9	5.4	4.1
Entertainment and Hospitality	2.0	2.5	-
Public Administration	2.9	-	3.3
Jurisdictions			
Prince Edward Island	3.0	-	-
New Brunswick	2.5	-	-
Quebec	2.9	2.4	-
Ontario	2.7	2.5	3.1
Manitoba	4.4	2.7	3.5
Saskatchewan	6.2	-	-
Alberta	-	5.9	4.5
British Columbia	2.6	2.6	2.6
Federal Jurisdiction	-	-	3.3

Third Quarter 2008

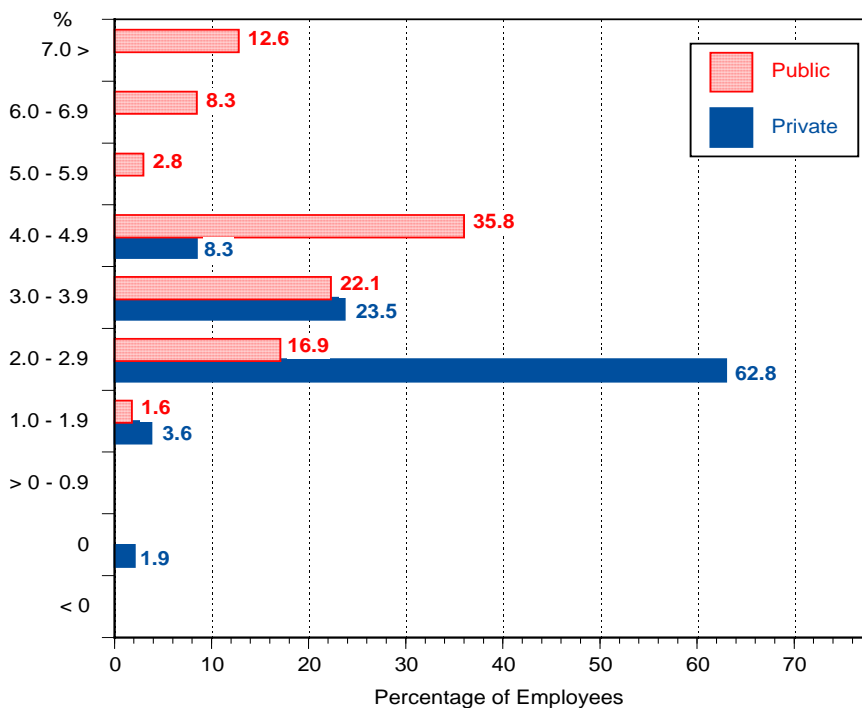
Major collective bargaining settlements reached in the third quarter 2008 provided base-rate wage adjustments averaging 4.0% annually over the contract term. The results for the third quarter are based on a review of 65 settlements and cover 139,640 employees.

When the parties to these third quarter settlements previously negotiated, the resulting wage adjustments averaged 2.7%, lower than in their current settlements. Contract durations in the third quarter 2008 averaged 41.5 months, compared to 37.2 months in the previous round of settlements.

Percentage Wage Adjustments in Major Settlements by Quarter



Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, Third Quarter 2008



Third-quarter wage adjustments in the public sector averaged 4.4% for 103,110 employees in 47 agreements; private-sector wage adjustments averaged 2.8% for 36,530 employees in 18 agreements. The higher average wage adjustment in the public sector was due in part to 2 health-sector agreements in Alberta: the Health Boards of Alberta with wage increases of 7.3 and 4.8%, and the Saskatchewan Association of Health Organizations with a wage increase of 6.2%. All three of these settlements include a substantive wage market adjustment. There were also numerous education-sector agreements in Alberta with wage gains averaging 4.5 to 5.0%. In the private sector, the relatively lower wage adjustment figure was due in part to 3 retail-sector agreements in British Columbia: Canada Safeway and 2 Overweitea Food Group

agreements, all at 2.6%. Employees at Johnson Controls LP in Ontario were subject to a wage freeze. Excluding the Alberta and Saskatchewan agreements, the public sector averaged 2.8% and the private sector, 2.7%.

On a jurisdiction basis, wage adjustments ranged from a low of 2.5% in New Brunswick, to a high of 6.2% in Saskatchewan (a single agreement with the Saskatchewan Association of Health Organizations). The largest concentration of agreements (30.8%) and employees (38.8%) was in Alberta, where wage adjustments averaged 5.3%. The second largest concentration of agreements (29.2%) and employees (18.4%) was in Ontario where wage adjustments averaged 2.9%. In British Columbia, wage gains averaged 2.6%. In the federal jurisdiction, wage adjustments averaged 3.3%: Saskatchewan Wheat Pool at 4.6% and TELUS Communications in Quebec at 1.6%. Regional differences in wage settlements have emerged with the jurisdictions of Alberta and Saskatchewan, exerting

upward pressure on the aggregate wage figure. Downward pressure on the private-sector figure originated, in large part, from the manufacturing, retail trade, and hospitality sectors based mainly in Ontario and Quebec.

On an industry basis, wage adjustments ranged from a low of 1.6% in the information and culture sector to a high of 4.6% in the education, health, and social services sector. The second lowest average adjustment was in the entertainment and hospitality sector, at 2.3%. The second largest average adjustment was in the utilities sector, at 3.5%. The largest concentration of agreements (55.4%) and employees (66.7%) was in the education, health, and social services sector.

In the third quarter 2008, 28.9% of employees received wage adjustments in the 2.0 to 2.9% range; 22.4% of employees received adjustments in the 3.0 to 3.9% range; 28.6% of employees received adjustments in the 4.0 to 4.9% range; and 17.5% of employees received adjustments of 5.0% or more. Only 2.6% of employees received a wage adjustment less than 2.0% (of which 0.5% was subject to a wage freeze). In the private sector, the majority of employees (62.8%) received wage adjustments ranging from 2.0 to 2.9%; in the public sector, a majority of employees (57.9%) received wage adjustments in the 3.0 to 4.9% range.

Wage adjustments for the first three quarters of 2008 (January through September) averaged 3.2%, resulting from 198 agreements covering 468,420 employees. Public-sector wage adjustments in this time period averaged 3.5% and private-sector adjustments averaged 2.6%.

Average Annual Percentage Wage Adjustments by Quarter

	2007	2008		
	4 th	1 st	2 nd	3 rd
Sectors				
Public Sector	3.4	3.2	3.0	4.4
Private Sector	3.2	3.9	1.8	2.8
All Industries/Jurisdictions				
Average Annual Adjustment	3.4	3.4	2.4	4.0
Non-COLA	3.4	3.3	2.7	4.0
COLA	3.5	5.1	1.4	3.1
First-Year Adjustment				
Non-COLA	3.9	3.2	2.9	5.3
COLA	4.8	5.6	0.5	3.3

	2007	2008		
	4 th	1 st	2 nd	3 rd
Industries				
Primary Industries	-	4.8	3.4	-
Utilities	4.4	3.3	2.1	3.5
Construction	3.4	5.8	-	-
Manufacturing	2.8	1.1	1.1	3.1
Wholesale and Retail Trade	-	4.6	1.7	2.5
Transportation	3.1	3.2	2.9	3.2
Information and Culture	3.4	2.0	2.1	1.6
Finance and Professional Services	4.2	2.0	2.9	-
Education, Health, and Social Services	3.9	3.5	3.8	4.6
Entertainment and Hospitality	2.5	-	1.2	2.3
Public Administration	3.2	2.1	3.3	3.0
Jurisdictions				
Newfoundland and Labrador	3.2	-	5.0	-
Prince Edward Island	-	3.0	-	3.0
Nova Scotia	2.9	3.5	2.9	-
New Brunswick	-	4.0	3.0	2.5
Quebec	3.2	2.4	2.1	2.8
Ontario	2.9	3.0	1.8	2.9
Manitoba	3.8	4.1	3.5	3.3
Saskatchewan	4.2	2.3	-	6.2
Alberta	4.4	4.0	4.7	5.3
British Columbia	2.9	3.3	3.4	2.6
Territories	-	-	4.4	-
Multiprovince	2.9	-	-	-
Federal Jurisdiction	3.3	3.4	2.6	3.3

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.3	2.6	3.4	3.5
Private Sector	2.4	2.2	3.1	2.6
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	3.2
Non-COLA	2.3	2.5	3.3	3.4
COLA	2.5	2.7	3.4	1.9
First-Year Adjustment				
Non-COLA	2.1	2.4	3.9	3.8
COLA	2.6	2.7	3.5	1.3
Industries				
Primary Industries	3.1	2.8	4.7	4.4
Utilities	2.6	2.3	3.8	2.2
Construction	2.5	3.6	3.3	5.8
Manufacturing	2.4	2.4	2.5	1.6
Wholesale and Retail Trade	2.0	1.2	2.4	2.7
Transportation	2.9	2.1	2.7	3.1
Information and Culture	2.5	2.5	3.0	2.0
Finance and Professional Services	2.3	2.5	3.5	2.9
Education, Health, and Social Services	2.1	2.6	3.5	4.0
Entertainment and Hospitality	1.9	2.9	3.3	1.8
Public Administration	2.5	2.8	3.5	2.7
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.6	5.0
Prince Edward Island	2.5	2.7	2.8	3.0
Nova Scotia	3.3	3.2	3.0	3.4
New Brunswick	3.1	3.0	2.5	2.7

	2005	2006	2007	2008
Quebec	1.6	2.0	3.2	2.4
Ontario	2.7	2.5	3.0	2.4
Manitoba	2.9	2.6	3.0	3.8
Saskatchewan	2.0	2.1	4.1	6.0
Alberta	3.0	3.4	4.9	4.7
British Columbia	0.5	2.5	3.0	2.7
Territories	3.0	3.1	3.0	4.4
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	2.9

Note: Data for 2008 cover the months of January through September.

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective since 1988

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8

Year	Public	Private	Both Sectors
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.1	3.3
2008	3.5	2.6	3.2

Note: Data for 2008 cover the months of January through September.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes \(PDF format, 200kb\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

[Other detailed tables \(PDF format, 325kb\)](#) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries.

Major Settlements Reached in September 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
VALE Inco Limited Thompson, Manitoba United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mine employees; smelting and refinery employees	1,290	3.8*	36.0	Sep 15, 2011
1 agreement	1,290	3.8	36.0	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
Overwaitea Foods/Save-On-Foods province-wide, British Columbia United Food and Commercial Workers Canada (CtW/CLC) retail employees	900	2.6	60.1	Mar 31, 2013
1 agreement	900	2.6	60.0	
Transportation				
Viterra Inc. province-wide, Saskatchewan Grain Services Union (CLC) grain elevator employees	650	4.6	57.0	Oct 31, 2012
1 agreement	650	4.6	57.0	
Information and Culture				
TELUS Communications (Québec) Inc. province-wide, Quebec Canadian Union of Public Employees (CLC) supervisors; professional employees	510	1.6	57.0	Dec 31, 2011
1 agreement	510	1.6	57.0	
Education, Health, and Social Services				
Black Gold Regional Division No. 18 Nisku, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	550	4.5	12.0	Aug 31, 2012
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	2,780	4.5	12.0	Aug 31, 2012
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) support employees	1,450	4.5	12.0	Aug 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Calgary School District No. 19 Calgary, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	6,480	4.5	12.0	Aug 31, 2012
Chinook's Edge School Division No. 73 Red Deer, Alberta; and Mountain View County, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	630	4.5	12.0	Aug 31, 2012
Deer Lodge Centre, Inc. Winnipeg, Manitoba Public Service Alliance of Canada (CLC) non-medical employees; office employees; technical employees	570	2.9	48.0	Mar 31, 2012
Dufferin-Peel Catholic District School Board Mississauga and area, Ontario Ontario English Catholic Teachers' Association (CLC) secondary teachers	1,930	3.0	48.0	Aug 31, 2012
Edmonton Catholic Separate School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	2,020	4.5	12.0	Aug 31, 2012
Edmonton School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	4,930	4.5	12.0	Aug 31, 2012
Elk Island Public Schools Regional Division No. 14 Elk Island, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	1,010	4.5	11.0	Aug 31, 2012
Lethbridge School District No. 51 Lethbridge, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	500	4.5	12.0	Aug 31, 2012
Parkland School Division No. 70 Stony Plain, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	540	4.5	12.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Red Deer Public School District No. 104 Red Deer, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	570	4.5	12.0	Aug 31, 2012
Rocky View School Division No. 41 Rocky View, Alberta Alberta Teachers' Association(Independent-natl.) elementary and secondary teachers	930	4.5	12.0	Aug 31, 2012
University of Toronto Toronto, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) administrative services employees	4,000	3.2	36.0	Jun 30, 2011
Wellington Catholic District School Board Guelph, Ontario Ontario English Catholic Teachers' Association (CLC) elementary and secondary teachers	510	3.0	48.0	Aug 31, 2012
Wolf Creek School Division No. 72 Ponoka, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	500	4.5	12.0	Aug 31, 2012
York University Toronto, Ontario York University Staff Association (CCU) office employees; technical employees	1,400	3.1	36.0	Jul 31, 2011
18 agreements	31,300	4.1	19.6	
Public Administration				
City of Ottawa Ottawa, Ontario International Association of Fire Fighters (AFL-CIO/CLC) firefighters	800	3.4	60.0	Dec 31, 2008
Ottawa Police Services Board Ottawa, Ontario Ottawa Police Association (Independent-local) office employees	560	3.2	36.0	Dec 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Ottawa Police Services Board Ottawa, Ontario Ottawa Police Association (Independent-local) police officers	1,290	3.2	36.0	Dec 31, 2010
3 agreements	2,650	3.3	43.3	
Agreements with COLA - 1 agreement	1,290	3.8	36.0	
Agreements without COLA - 24 agreements	36,010	4.0	23.5	
All Agreements - 25 agreements	37,300	4.0	24.0	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes \(PDF format, 200kb\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	159,350	ARB/MED/B	Sep 06–Jun 08
Canada Revenue Agency	PIPSC	10,440	ARB	Oct 07
Canada Border Services Agency	PSAC	8,490	B	Jun 07
Canadian Food Inspection Agency	PIPSC/PSAC	5,490	B/ARB	Jun 07/May 08
Parks Canada	PSAC	4,320	MED	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,530	B	Mar 07/Apr 08
City of Ottawa - OC Transpo	ATU	2,000	MED	Mar 08
Marine Atlantic	CAW Canada	780	TENT	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Bell Canada (Ont. and Que.)	CEP	1,430	B	Nov/Dec 08
Greyhound Canada Transportation Group	ATU	1,050	B	Dec 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO/OSSTF	101,790	B	Aug 08
Government of Ontario	OPSEU/OPP	52,030	B	Dec 08
Ontario Boards of Education	CUPE	31,510	B	Aug/Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	B	Mar 08
Ontario Catholic District School Boards	OECTA	23,250	B/TENT	Aug 08
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Government of Nova Scotia	Teachers	10,500	B	Jul 08
Government of New Brunswick	Teachers	7,280	B	Feb 08
Government of Newfoundland and Labrador	Teachers	7,000	B	Aug 08
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B/ARB	Dec 06
Government of New Brunswick	Nurses	4,390	B	Dec 07
University of Toronto	CUPE	4,040	B	Apr 08
Conseils scolaires catholiques de langue française	Association des enseignantes et enseignants franco-ontariens	3,400	B	Aug 08
York University	CUPE	3,350	WS	Aug 08
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08

Employer	Union	Employees	Status*	Expiry Month
Société de transport de Montréal	CSN	2,200	CO	Jan 07
Hydro-Québec	Engineers	1,490	B	Dec 08
Prince Edward Island Department of Health	Nurses	1,200	CO	Mar 08
City of Winnipeg	Firefighters	880	ARB	Dec 07
Lear Canada	CAW Canada	740	CO	Nov 08

Private Sector

Catalyst Paper Corp. (B.C.)	CEP	2,100	B	Apr 08
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* 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

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
City of Toronto	CUPE	29,100	Dec 08
City of Ottawa	CUPE/CIPP	10,140	Dec 08
City of Edmonton	Various unions	8,400	Dec 08
City of Calgary	CUPE/Police	6,780	Jan 09
Ispat Sidbec Ltd.	Steelworkers	1,920	Jan 09
ATCO Gas (Alta.)	Natural Gas Employees' Association	1,840	Dec 08
Cargill Ltd. (Alta.)	UFCW	1,700	Dec 08
Canadian National Railway Company	Various unions	1,690	Dec 08
No Frills Franchise Stores	CAW Canada	1,500	Jan 09
Toronto Hydro	CUPE	1,270	Jan 09
Hudson Bay Mining and Smelting Co., Limited (Man.)	Various unions	1,245	Dec 08
Simcoe County District School Board	OPSEU	1,190	Dec 08
Cara Operations Ltd.	Teamsters	1,140	Jan 09
Halifax Regional Municipality	CUPE/NSUPE	1,130	Oct 08
Maritime Employers Association	CUPE	830	Dec 08

Major Work Stoppages

Involving 500 or more employees, from **October 17 to November 6, 2008.**

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

Employer, Location, Union and Employees	Issues	Starting	Ending
York University Toronto, Ontario Canadian Union of Public Employees 3,350 professors and teaching assistants	Wages, working conditions, and benefits	Nov 6/2008	
Université Laval Québec, Quebec Syndicat des professeurs et professeures de l'Université Laval 1,190 professors	Wages	Oct 20/2008	Oct 20/2008
Xstrata Copper, Kidd Metallurgical Site Timmins, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) 650 mining employees	Not available	Oct 1/2008	Nov 6/2008
Winnipeg Free Press Winnipeg, Manitoba Communications, Energy and Paperworkers Union of Canada 600 inside employees and carriers	Wages	Oct 13/2008	Oct 29/2008
Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation Montréal, Quebec Fédération du commerce inc. (CSN) 600 hotel employees	Wages, working conditions, and benefits	Aug 28/2008 Aug 5/2008	Aug 6/2008
Potash Corporation of Saskatchewan Inc. Patience Lake, Allan, and Cory, Saskatchewan United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union 500 mining employees	Wages	Aug 7/2008	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Work Practices—3rd Quarter 2008

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed 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:

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