

Workplace Bulletin

April 30, 2009

Également disponible en français

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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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. [Current Summary Reports \(PDF format, 126kb\)](#).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
British Columbia Kruger Products Communications, Energy and Paperworkers Union of Canada (530 mill workers) 0128109	Nov 08
Ontario Peel District School Board Canadian Union of Public Employees (1,050 custodial, service and maintenance employees) 1187006	Nov 08
New Brunswick Connors Bros. Limited Charlotte Seafood Employees Association (800 plant and maintenance employees) 0972607	Jul 08
Newfoundland and Labrador Government of Newfoundland and Labrador and Newfoundland and Labrador School Boards' Association Newfoundland and Labrador Teachers' Association (7,600 elementary and secondary teachers) 0460411	Jan 09

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing \(PDF format, 146kb\)](#).



[Negotech](#), a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

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	44,840	B/MED/ARB/ TENT/CO	Sep 07–Jan 08
Canada Revenue Agency	PIPSC	10,440	TENT	Dec 07
Canada Post Corporation	APOC	3,100	B	Mar 09
Government of Northwest Territories	PSAC	2,500	B	Mar 09
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08
CBC/Radio-Canada (province of Quebec and the city of Moncton, N.B.)	CSN	980	B	Mar 09
National Research Council of Canada	RCEA	850	B	Jul 07/Apr 08
Marine Atlantic	CAW Canada	780	ARB	Dec 07
Private Sector				
Air Canada	Various unions	28,570	B	May 09/Jul 09
Bell Canada (Ont. and Que.)	CEP	16,500	B	Nov 08/May 09
Canadian National Railway Company	Teamsters	2,000	B	Dec 08
Riscon Services Limited, operating as Garda of Canada (Ont.)	Canadian Airport Workers Union	1,200	B	Mar 09

Employer	Union	Employees	Status*	Expiry Month
Greyhound Canada Transportation Group	ATU	1,050	CO	Dec 08
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO	58,180	B/TENT	Aug 08
City of Toronto	CUPE	29,100	B	Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	B	Mar 08
City of Montréal	Various unions	15,690	B/ARB/TENT	Dec 06/Aug 08
City of Ottawa	CUPE/CIPP	10,140	B	Dec 08
Government of Ontario	AMAPCEO	9,100	B	Mar 09
City of Edmonton	Various unions	8,400	B	Dec 08
Ontario Power Generation Inc.	CUPE	6,940	B	Mar 09
City of Calgary	CUPE/Police	6,780	B	Jan 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	B	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	CO	Mar 09
Government of Newfoundland and Labrador	Nurses	4,800	PCB	Jun 08
Emergency Health Services Commission of British Columbia	CUPE	3,400	MED	Mar 09
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Manitoba Hydro	IBEW/CUPE	3,000	B	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Aramark Canada Facility Services Limited, Compass Group Canada Limited, Sodexo MS Canada Limited	Hospital Employees' Union	2,800	B/MED	Sep 08
National Steel Car Limited	USWA	1,060	WS	Apr 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08
<p>* ARB - Arbitration B - Bargaining BaWS - Bargaining after work stoppage CO - Conciliation MED - Mediation MaWS - Mediation after work stoppage PAB - Post-arbitration bargaining PCB - Post-conciliation bargaining PMB - Post-mediation bargaining TENT - Tentative settlement WS - Work stoppage</p>				
Upcoming Key Negotiations				
Employer	Union	Employees	Expiry Month	
Vale Inco	USWA	3,260	May 09	
Jazz Air LP	CAW/Teamsters	2,630	Jun 09	
Bombardier Aerospace, de Havilland Division	CAW	2,350	Jun 09	
McMaster University	CAW	2,080	Jun 09	
Mechanical Contractors Association of N.B. Inc.	UA	1,500	Jun 09	
Penauille Servisair Inc.	IAM	1,200	Jun 09	
Prevost Car Inc.	TCA Canada	1,200	Jun 09	
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	Jun 09	
Government of Yukon	Yukon Teachers' Association	690	Jun 09	
NAV CANADA	CAW/PSAC	680	Jun 09	
Government of Nunavut	Nunavut Teachers' Association	640	Jun 09	
Prince Edward Island Department of Health	IUOE	610	Mar 09	

Major Work Stoppages

Involving 500 or more employees from **April 10 to April 23, 2009**

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
City of Windsor Windsor, Ontario Canadian Union of Public Employees 1,550 inside and outside employees	Not available	Apr 18/2009	
National Steel Car Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 1,060 plant and maintenance employees	Not available	Apr 6/2009	
Emergency and Health Services Commission Kamloops, Prince George, Vancouver and Victoria, British Columbia Canadian Union of Public Employees 3,500 ambulance paramedics and dispatchers	Wages and working conditions	Apr 1/2009	
Canadian Red Cross - Community Health Services Sudbury, Ontario Service Employees International Union 3,500 home care workers	Not available	Mar 24/2009 Rotating strike	
Université du Québec à Montréal Montréal, Quebec Fédération des professionnelles - CSN 980 professors	Wages	Mar 16/2009 Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009 Rotating strike	Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009

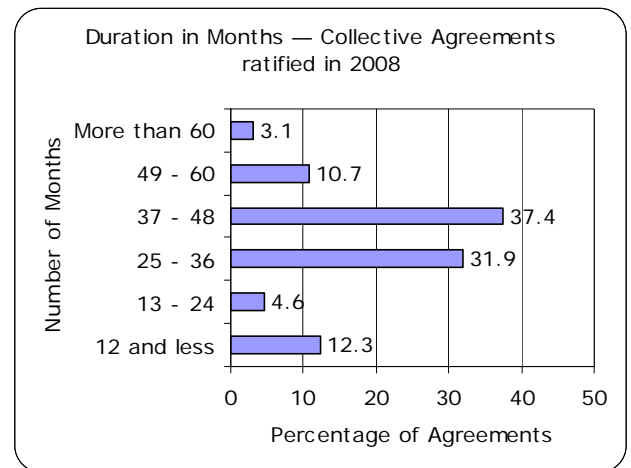
Innovative Workplace Practices in 2008 – Annual Overview

The Labour Program publishes a quarterly analysis on the duration of recently ratified collective agreements and workplace innovation practices. This annual overview is based on an analysis of all ratified collective agreements from 2008 covering 500 or more employees, across all industries. This overview is divided into two sections: one part describes the duration of recently ratified collective agreements and the second, presents a selection of innovative workplace practices.

Section I:

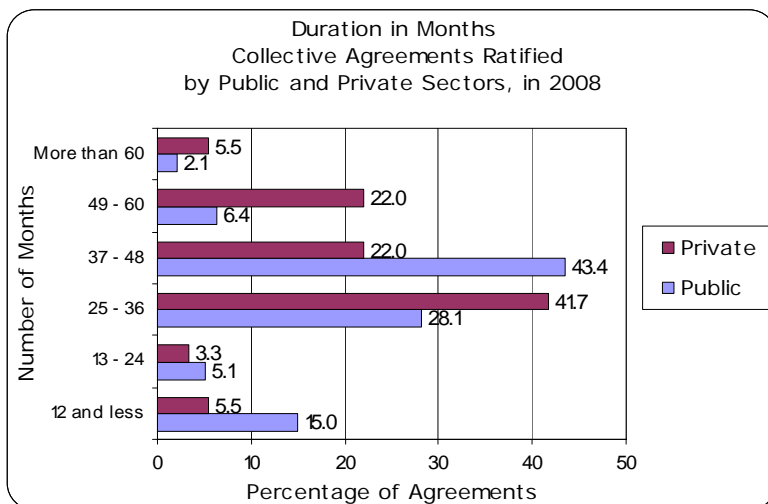
Duration

Of the 326 collective agreements analysed, agreement durations range between 11 and 117 months (32.8% have a duration of 48 months and 31.3%, a duration of 36 months). Thus, even though agreement durations can vary (approximately two-thirds have a common duration of either 36 or 48 months), the overall average duration for 2008 is 41.2 months, up from 37 months in 2007. This increase can be attributed to a decrease in the proportion of collective agreements with 36-month durations, coupled with an increase in the number of agreements with 48-month durations.



Public and Private Sectors

The average duration in public-sector agreements is 38.5 months, an increase from 35.9 months in 2007. Approximately 2 out of 5 agreements (39.2%) have an agreement duration of 48 months and an additional 28.1%, a duration of 36 months.



In the private sector, the average duration of collective agreements is 48.1 months, an increase from 38 months in 2007. Approximately 2 out of 5 (39.6%) have a duration of 36 months and 16.5%, a duration of 48 months.

In the public sector, the longest duration (117 months) pertained to a collective agreement negotiated between the Société des alcools du Québec and Syndicat du personnel technique et professionnel de la Société des alcools du Québec. The private sector's longest duration (72 months) included agreements signed by various employers in Québec, including Bombardier Aerospace (Canadair Division) and International

Association of Machinists and Aerospace Workers, and Association provinciale des agences de sécurité and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union; and, in Alberta, Real Canadian Superstores and United Food and Commercial Workers Canada.

Industry

In 2008, the average duration of agreements range from 36.1 months for 179 agreements in the **education, health, and social services** industrial sector, to 58.2 months for 9 agreements in the **finance and professional services** sector.

The **education, health, and social services** sector includes 89,620 Ontario elementary and secondary teachers and support employees. In this sector, the majority of agreements were negotiated with a 48-month duration and expire August 31, 2012. The Ontario Hospital Association negotiated a 36-month agreement covering 50,000 nurses. This contract will expire March 31, 2011. Health Boards and other health sector employers in Alberta signed a number of contracts covering 62,010 medical and support employees. The majority of these agreements are of a 36-month duration and expire March 31, 2011.

In the **finance and professional services** sector, the Association provinciale des agences de sécurité negotiated a 72-month contract with the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union representing 8,020 employees. This contract terminates July 1, 2013.

Section II:

Innovative Practices

The following are selections from innovative practices published quarterly in 2008. The effects of many of the compensation-related innovations identified in 2008 were impacted by the world-wide economic downturn, which has reduced the overall number of effective innovative practices.

Compensation

A **performance incentive plan** has been established between Canadian Pacific Railway Limited and Teamsters Canada Railway Conference. Effective July 1, 2008, there will be an annual maximum payment of 5.0% of employee's earnings payable no later than the end of February of the following year. The payment is based on reaching safety, service, and productivity objectives established by the parties and will be treated as pensionable earnings.

The Nova Scotia Association of Health Organizations and Nova Scotia Nurses' Union have established a **recruitment and retention** bonus. Effective April 1, 2008, nurses eligible to retire will receive a lump-sum payment equal to 2.0% of gross earnings if they agree to remain employed for 12 months following retirement eligibility. Eligible nurses must apply to participate in this program and may participate in the second and subsequent years. Retired nurses who agree to work a minimum of 24 relief shifts per year will receive a bonus of \$500 annually. Effective April 1, 2009, all registered nurses receive a recruitment and retention adjustment of 2.1% which is applied to their annual salary.

A **retention bonus** was established between New Brunswick Power Distribution and Customer Service and International Brotherhood of Electrical Workers. Newly graduated Transmission Line Technicians doing their apprenticeships with the utility company will receive \$3,000 at the end of the first, sixth, and eleventh year of service.

Health and Welfare

The City of Hamilton, in Ontario, and the Canadian Union of Public Employees have established a provision covering health and welfare benefits for employees **working beyond age 65**. The benefit plan will provide coverage of drugs, extended health, dental, short-term disability, and death benefits as long as the employee is working.

HBA Services, throughout Alberta, and Health Sciences Association of Alberta have negotiated a **flexible health spending account**. Effective January 1, 2009, the employer will contribute \$1,250 per employee, plus an additional \$1,250 per full-time employee, prorated for part-time. Effective January 1, 2010, the employer will contribute \$1,250 per employee, plus an additional \$1,500 per full-time employee, prorated for part-time. This spending account may be used for professional development, wellness, health expenditures, child/elder care or contribution to a registered retirement savings plan. Any unused allocation in an employee's account as of December 31 of any year may be carried forward for a maximum of one calendar year.

A **medical access support fund** has been established between Vale Inco Limited, Thompson, Manitoba, and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union. The employer will contribute \$150,000 per year to support employees and their families in the event of financial hardship brought about by a catastrophic medical emergency.

Working Conditions

Atomic Energy of Canada Limited, Chalk River and Deep River, Ontario, and Chalk River Technicians and Technologists have introduced a **dangerous work** provision. An employee has the right to refuse work in dangerous situations and work which the employee has reasonable grounds to believe is dangerous to their health or safety or that of any other employee without the loss of wages or being given disciplinary action. The employee will first report such a situation to their supervisor and a joint investigation will be conducted by the union's health and safety representative, the supervisor, and the employee.

Canada Safeway Limited, throughout British Columbia, and the United Food and Commercial Workers Canada adopted a **store closure plan**. Effective August 24, 2008, employees affected by a permanent closure will be permitted to exercise seniority in other stores throughout British Columbia. Within 30 days of a store closure announcement, employees who wish to exercise seniority will be required to declare in writing to which store they wish to transfer. After this 30-day window, the employer and union will meet to determine where employees will be transferred when the closure occurs.

The Fairmont Queen Elizabeth Hotel, Montréal, Quebec, and the Fédération du commerce inc. established a **work-life balance program**. An employee with at least 2 years of seniority and with a child or children less than 12 years of age, or compelled to act as a natural caregiver for a member of the immediate family or a person for whom the employee is the legal guardian, may ask for a reduced schedule. This reduction may not result in an employee being scheduled to work less than 3 days per week.

Labour-Management Committees

Laval University, in Québec City, and Canadian Union of Public Employees have established a **retirement plan financing policy** committee to develop a financing policy and consider methods of maintaining or improving its capitalization rate and of stabilizing employee and employer contributions.

Toronto Catholic District School Board and Ontario English Catholic Teachers' Association have negotiated a **year-round schooling** committee. The parties will introduce year-round schooling and identify issues in the collective agreement in order to implement the program in the framework of the collective agreement.

Canada Safeway Limited, throughout British Columbia, and United Food and Commercial Workers Canada have implemented a **performance review** committee. The committee will review the individual performances of stores that are experiencing financial difficulties or whose continued viability is questionable. The parties will continually discuss methods to improve the performance of stores and will hold joint meetings with store employees to discuss improvements in that particular store. If the parties cannot agree on whether or not a change should occur and/or how or when the change should occur, the matter will be referred to final offer selection arbitration.

Coming in the Next Issue

- Wage Settlements—**March and 1st Quarter 2009** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

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:

- negotiated wage data
- benefits
- working conditions
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- labour organizations
- union membership
- innovative workplace practices

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