

# Workplace Bulletin

August 14, 2009

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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.

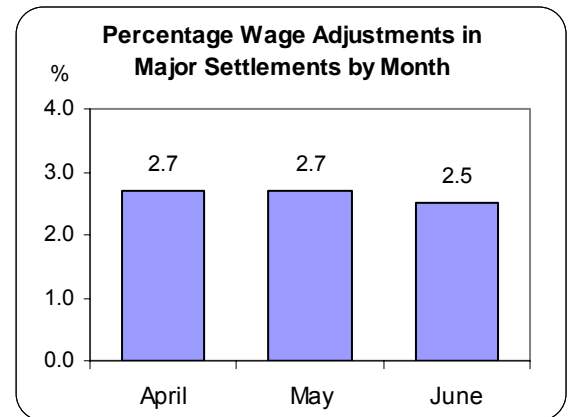
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## Wage Settlements Covering 500 or More Employees

### June 2009

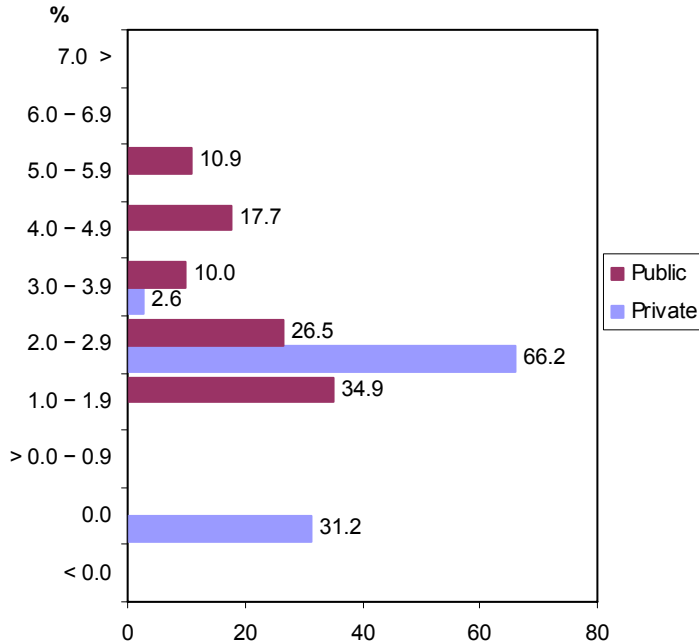
Base-rate wage adjustments from major collective bargaining settlements reached in June 2009 averaged 2.5% annually over the contract terms, lower than the 2.7% figure recorded in the previous month. The results are based on 26 agreements covering 68,100 employees.



When the parties to these settlements previously negotiated, contract durations averaged 39.5 months compared to the current average contract durations of 39.0 months; the resulting wage adjustments averaged 2.6%, compared to the 2.5% in their current round of settlements.

Wage adjustments in the public sector averaged 3.0% for 47,660 employees in 18 agreements. In the private sector, 8 agreements provided 20,440 employees with wage adjustments averaging 1.6%. The relatively higher public sector average was due mainly to a Newfoundland and Labrador nursing agreement (5,200 nurses at 5.0%), 3 Alberta public-sector agreements (ranging from 4.5 to 4.8%) and a Concordia University agreement in Quebec (at 4.8%). In the private sector, there were 2 agreements subject to a wage freeze, Air Canada in the federal jurisdiction and National Steel Car Limited in Hamilton, Ontario.

**Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, June 2009**



The largest average annual adjustments were recorded in Newfoundland and Labrador at 5.0% (a single nurses' agreement), and the lowest in the federal jurisdiction at 1.3% (3 federal public-sector agreements, 1 airport security agreement in Ontario at 2.7% and Air Canada with a wage freeze).

On an industry basis, average wage adjustments ranged from 0.0% in the transportation sector (a single Air Canada agreement) to 3.8% in the education, health, and social services sector. The second lowest average was recorded in the manufacturing sector at 1.7%, and the second highest figure was in the utilities sector at 3.0%. The largest concentration of employees (37.5% of employees in June settlements) was in the public administration where wage adjustments averaged 2.2%

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

### Average Annual Percentage Wage Adjustments by Month

	2009		
	April	May	June
<b>Sectors</b>			
Public Sector	2.7	2.7	3.0
Private Sector	2.0	2.9	1.6
<b>All Industries/Jurisdictions</b>			
Average Annual Adjustment	2.7	2.7	2.5
Non-COLA	2.6	2.7	2.5
COLA	3.0	-	2.5
<b>First-Year Adjustment</b>			
Non-COLA	2.4	2.5	2.9
COLA	3.0	-	0.9

	2009		
	April	May	June
<b>Industries</b>			
Utilities	3.0	-	3.0
Construction	3.7	-	-
Manufacturing	1.6	2.2	1.7
Wholesale and Retail Trade	2.0	-	-
Transportation	2.3	4.5	0.0
Information and Culture	1.5	-	2.3
Finance and Professional Services	2.1	3.5	2.7
Education, Health, and Social Services	2.8	2.7	3.8
Entertainment and Hospitality	1.5	-	-
Public Administration	2.4	2.6	2.2
<b>Jurisdictions</b>			
Newfoundland and Labrador	-	5.0	5.0
Quebec	2.6	3.0	2.8
Ontario	2.6	2.5	2.1
Manitoba	3.5	-	3.2
Alberta	3.7	4.5	4.7
British Columbia	2.9	3.5	-
Territories	-	-	2.4
Multiprovince	-	-	2.0
<i>Public Service Staff Relations Act</i>	1.7	1.8	1.7
<i>Canada Labour Code, Part I</i>	2.0	-	0.6
Federal Jurisdiction	1.9	1.8	1.3

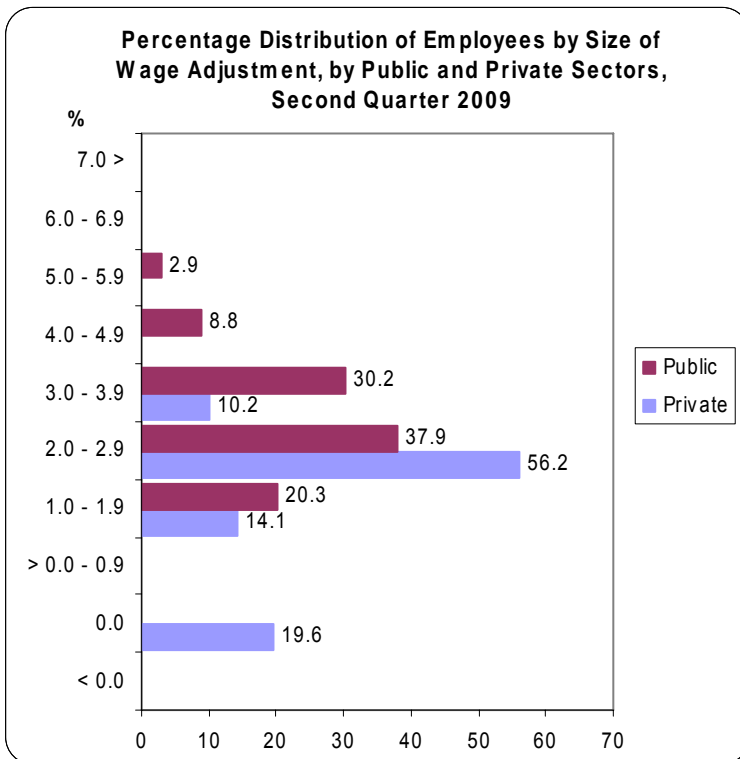
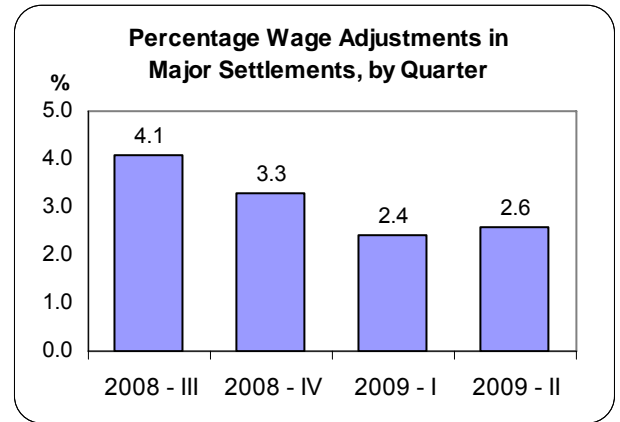
## Second Quarter 2009

Major collective bargaining settlements in the second quarter 2009 provided base-rate wage adjustments averaging 2.6% annually over the contract terms. The results are based on a review of 101 settlements and cover 239,450 employees.

When the parties to these second quarter settlements previously negotiated, the resulting wage adjustments averaged 2.9%, higher than in their current settlements. Contract durations in the second quarter 2009 averaged 46.2 months, compared to 42.7 months in the previous round of settlements.

Wage adjustments in the public sector averaged 2.8% in the second quarter 2009, up from the 2.4% figure in the first quarter; the results for the second quarter are based on a review of 80 settlements and cover 206,970 employees. Private-sector wage adjustments averaged 1.8% in the second quarter 2009, a decrease from the 2.9% figure recorded in the first quarter 2009. The private-sector results for the second quarter are based on a review of 21 settlements and cover 32,480 employees.

In the public sector, the largest average increase was in Newfoundland and Labrador at 5.0% and the lowest was in the federal jurisdiction at 1.7%. In the private sector, the largest average increase was recorded in Alberta at 3.7% and the lowest was in the federal jurisdiction at 1.1%.



On an industry basis, the largest concentration of agreements (53.5%) and employees (53.8%) was in the education, health, and social services which recorded average annual wage adjustments of 2.9%. Upward pressure exerted on this sector's average wage figure came from 2 agreements with the Government of Newfoundland and Labrador with increases of 5.0%. The majority of the agreements were in the Ontario education sector, most with wage adjustments averaging 2.5%, while a few had wage adjustments of 3.0 to 3.5%. The largest average wage adjustment was in construction at 3.7% (1 agreement) and the lowest was in the transportation sector and the entertainment and hospitality sector, both at 1.5%.

In the second quarter 2009, 40.4% of employees recorded average annual wage adjustments in the 2.0 to 2.9% range; 22.1% of employees received adjustments below that range (of which 2.7% were subject to a wage freeze); 37.6% of employees received adjustments at or above 3.0%.

Wage adjustments in major settlements to date (January to June 2009) averaged 2.5%.

## Average Annual Percentage Wage Adjustments by Quarter

	2008		2009	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
<b>Sectors</b>				
Public Sector	4.5	3.4	2.4	2.8
Private Sector	3.0	2.9	2.9	1.8
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	4.1	3.3	2.4	2.6
Non-COLA	4.1	3.3	2.4	2.6
COLA	4.1	2.4	3.0	2.9
<b>First-Year Adjustment</b>				
Non-COLA	5.5	3.5	3.1	2.6
COLA	6.1	2.5	3.0	2.5
<b>Industries</b>				
Primary Industries	-	3.2	2.5	-
Utilities	3.5	-	4.1	3.0
Construction	4.7	-	-	3.7
Manufacturing	3.1	1.9	2.9	1.7
Wholesale and Retail Trade	2.5	3.4	1.9	2.0
Transportation	3.2	2.9	1.9	1.5
Information and Culture	1.6	2.0	1.9	2.2
Finance and Professional Services	-	2.9	1.7	2.8
Education, Health, and Social Services	4.7	3.4	3.5	2.9
Entertainment and Hospitality	2.3	3.2	2.5	1.5
Public Administration	3.0	3.4	2.0	2.4

	2008		2009	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
<b>Jurisdictions</b>				
Newfoundland and Labrador	-	5.0	5.0	5.0
Prince Edward Island	3.0	-	3.6	-
Nova Scotia	4.7	-	3.0	-
New Brunswick	3.7	3.7	-	-
Quebec	2.8	2.5	1.7	2.8
Ontario	2.9	3.0	2.5	2.5
Manitoba	3.4	1.8	2.8	3.2
Saskatchewan	6.2	3.5	-	-
Alberta	5.3	5.0	4.5	4.5
British Columbia	2.6	2.5	-	3.0
Territories	-	-	-	2.4
Multiprovince	-	-	-	2.0
<i>Public Service Staff Relations Act</i>	-	-	1.8	1.7
<i>Canada Labour Code, Part I</i>	3.3	2.7	2.0	1.2
Federal Jurisdiction	3.3	2.7	1.8	1.6

### Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
<b>Sectors</b>				
Public Sector	2.6	3.4	3.5	2.6
Private Sector	2.2	3.2	2.6	2.2
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.5	3.3	3.3	2.5
Non-COLA	2.5	3.2	3.4	2.5
COLA	2.6	3.5	2.0	2.9

	2006	2007	2008	2009
First-Year Adjustment	2.4	3.8	3.6	2.9
Non-COLA	2.4	3.9	3.8	2.9
COLA	2.6	3.6	1.9	2.5
<b>Industries</b>				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.2	3.3
Construction	3.7	3.3	5.4	3.7
Manufacturing	2.3	2.6	1.5	2.1
Wholesale and Retail Trade	1.2	2.4	2.8	1.9
Transportation	2.1	2.7	3.0	1.6
Information and Culture	2.5	3.0	2.0	2.1
Finance and Professional Services	2.9	3.5	2.9	2.5
Education, Health, and Social Services	2.6	3.5	3.8	3.2
Entertainment and Hospitality	2.9	3.3	1.8	2.0
Public Administration	2.8	3.5	2.8	2.1
<b>Jurisdictions</b>				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	3.6
Nova Scotia	3.2	3.2	4.1	3.0
New Brunswick	3.0	2.5	3.7	-
Quebec	2.0	3.2	2.4	2.3
Ontario	2.5	3.0	2.6	2.5
Manitoba	2.6	3.0	3.4	2.9
Saskatchewan	2.1	4.1	5.1	-
Alberta	3.4	4.9	4.8	4.5
British Columbia	2.5	3.0	2.7	3.0
Territories	3.0	3.0	4.4	2.4
Multiprovince	3.8	4.0	-	2.0

	2006	2007	2008	2009
<i>Public Service Staff Relations Act</i>	2.7	3.1	2.5	1.8
<i>Canada Labour Code, Part I</i>	2.0	2.7	3.0	1.5
Federal Jurisdiction	2.3	2.9	2.9	1.8

*Note: Data for 2009 cover the months of January through June.*

### **Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989**

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



Year	Public	Private	Both Sectors
2008	3.5	2.6	3.3
2009	2.6	2.2	2.5

*Note: Data for 2009 cover the months of January through June.*

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

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

#### OTHER DETAILED TABLES

[Other detailed tables \(PDF format, 258kb\)](#) 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 June 2009

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
<b>Utilities</b>				
Essential Home Services, division of Direct Energy Marketing Ltd. province-wide, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) office employees and technicians	530	3.0	24.0	Mar 31, 2011
<b>1 agreement</b>	<b>530</b>	<b>3.0</b>	<b>24.0</b>	
<b>Manufacturing</b>				
Bombardier Aerospace, de Havilland Division Downsview, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) production employees	2,600	2.5*	36.0	Jun 22, 2012

<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>
Kellogg Canada Inc. London, Ontario Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (AFL-CIO/CLC) plant and maintenance employees	500	2.3	36.3	Apr 14, 2012
National Steel Car Limited Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) plant and maintenance employees	1,370	0.0	38.6	Jun 23, 2012
<b>3 agreements</b>	<b>4,470</b>	<b>1.7</b>	<b>36.8</b>	
<b>Transportation</b>				
Air Canada system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) passenger agents; customer service employees	5,000	0.0	21.0	Feb 28, 2011
<b>1 agreement</b>	<b>5,000</b>	<b>0.0</b>	<b>21.0</b>	
<b>Information and Culture</b>				
Bell Technical Solutions Inc. province-wide, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) technical employees	1,090	2.8	60.0	May 06, 2014
Calgary Public Library Board Calgary, Alberta Canadian Union of Public Employees (CLC) librarians; office employees	750	4.5	24.0	Mar 31, 2011

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Canadian Film and Television Production Association province-wide, British Columbia; and territory-wide, Yukon Territory International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of United-States, its Territories and Canada (AFL-CIO/CLC); Teamsters Canada (CtW/CLC) production employees	8,000	2.0	36.1	Mar 31, 2012
<b>3 agreements</b>	<b>9,840</b>	<b>2.3</b>	<b>37.8</b>	
<b>Finance and Professional Services</b>				
Riscon Services Limited, operating as Garda of Canada Mississauga and area, Ontario Canadian Airport Workers Union (Independent-local) security guards	1,350	2.7	36.0	Mar 31, 2012
<b>1 agreement</b>	<b>1,350</b>	<b>2.7</b>	<b>36.0</b>	
<b>Education, Health, and Social Services</b>				
Canadian Red Cross/Community Health Services Essex County, Ontario; Cochrane, Ontario; Thunder Bay, Ontario; and Toronto, Ontario Service Employees International Union (CtW/CLC) health service employees	3,000	2.3	32.0	Mar 31, 2011
Concordia University Montréal, Quebec Concordia University Part-time Faculty Association (Independent-local) professors	850	4.8	108.0	Aug 31, 2012
Government of Newfoundland and Labrador/ Health Boards Association province-wide, Newfoundland and Labrador Newfoundland and Labrador Nurses' Union (Independent-natl.) nurses	5,200	5.0	48.0	Jun 30, 2012

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Louis Riel School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	1,000	3.9	24.0	Jun 30, 2011
Regional Health Authorities of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) health service employees; office employees; technical employees	4,000	2.9	48.0	Mar 31, 2012
Regional Municipality of Durham, Home for the Aged Whitby, Ontario Canadian Union of Public Employees (CLC) service and maintenance employees	1,020	2.8	48.0	Mar 31, 2012
Université du Québec à Montréal Montréal, Quebec Canadian Union of Public Employees (CLC) support employees	2,000	3.2	60.0	May 31, 2012
University of Alberta Edmonton, Alberta University of Alberta Non-Academic Staff Association (Independent-local) administrative and support employees	4,300	4.8	12.0	Mar 31, 2012
<b>8 agreements</b>	<b>21,370</b>	<b>3.8</b>	<b>40.9</b>	
<b>Public Administration</b>				
City of Calgary Calgary, Alberta Canadian Union of Public Employees (CLC) outside employees	2,530	4.6	23.9	Jan 02, 2011

<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>
City of London London, Ontario Canadian Union of Public Employees (CLC) outside employees	550	1.8	24.0	Dec 31, 2011
City of Montréal Montréal, Quebec Syndicat des professionnelles et professionnels municipaux de Montréal (Independent-local) professional employees	1,500	1.5	48.0	Dec 31, 2010
City of Winnipeg Winnipeg, Manitoba Winnipeg Police Association (Independent-local) police officers; office employees	1,750	3.5	24.0	Dec 23, 2010
Government of Canada Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) commerce officers; auditors; purchasing employees	5,820	1.7	48.0	Jun 21, 2011
Government of Canada Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) nurses; health and social care professional employees	2,230	1.7	48.0	Sep 30, 2011
Government of Canada Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) scientific and other professional employees	6,530	1.6	51.0	Dec 30, 2011
Government of Northwest Territories territory-wide, Northwest Territories Public Service Alliance of Canada (CLC) office employees and technicians	4,000	2.4	36.0	Mar 31, 2012

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Ville de Longueuil Longueuil, Quebec Fédération des policiers et policières du Québec (Independent-natl.) police officers	630	2.4	48.0	Dec 31, 2010
<b>9 agreements</b>	<b>25,540</b>	<b>2.2</b>	<b>42.3</b>	
<b>Agreements with COLA - 1 agreement</b>	<b>2,600</b>	<b>2.5</b>	<b>36.0</b>	
<b>Agreements without COLA - 25 agreements</b>	<b>65,500</b>	<b>2.6</b>	<b>39.1</b>	
<b>All Agreements - 26 agreements</b>	<b>68,100</b>	<b>2.6</b>	<b>39.0</b>	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see 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
<b>Upcoming Key Negotiations</b>				
<b>Federal Jurisdiction, Public Sector</b>				
Government of Canada	Various unions	15,050	B/MED/ARB/ TENT/CO	Apr 07/Jan 08
Canada Post Corporation	APOC/CPAA	14,100	ARB/B	Mar 09/Dec 09
Canada Revenue Agency	PIPSC	10,440	PMB	Dec 07
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08
CBC/Radio-Canada (province of Quebec and Moncton, N.B.)	CSN	980	B	Mar 09
Marine Atlantic	CAW Canada	780	ARB	Dec 07

Employer	Union	Employees	Status*	Expiry Month
<b>Federal Jurisdiction, Private Sector</b>				
Bell Canada	CEP	14,000	B	May 09
Jazz Air LP	CAW Canada/CFAU	2,630	CO/B	Jun 09
Canadian National Railway Company	Teamsters Canada	2,000	CO	Dec 07/Dec 08
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
Canadian Pacific Railway	Teamsters Canada	1,100	TENT	Dec 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
NAV CANADA	CAW Canada	360	B	Jun 09
<b>Provincial and Territorial Jurisdictions, Public Sector</b>				
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU/HSAS	27,500	B/CO	Mar 08/Mar 09
City of Montréal	Various unions	14,030	B/ARB	Dec 06/Aug 08
College Compensation Appointments Council	OPSEU	8,600	B	Aug 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	B	Mar 09
McMaster University (Ont.)	CAW Canada/CUPE	4,280	B	Jun 09/Aug 09
Emergency Health Services Commission of British Columbia	CUPE	3,500	WS/MED	Mar 09
Manitoba Hydro	IBEW/CUPE	3,000	B	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	B	Dec 08
City of Ottawa	CIPP	1,450	B	Dec 08
City of Calgary	Police	1,440	B	Jan 09
Ville de Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
Government of Yukon	YTA	690	B	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Government of Nunavut	NTA	640	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	B	Mar 09

### Provincial and Territorial Jurisdictions, Private Sector

Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	5,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Prévost Car Inc. (Que.)	CAW Canada	1,200	B	Jun 09
Lake Erie Steel GP Inc. (Ont.)	USW	1,000	B	Jun 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

\* 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

#### Notes:

The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08**.

### Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
<b>Federal Jurisdiction, Public Sector</b>			
Canada Post Corporation	CUPW	6,000	Sep 09
Government of Canada	ACFO	3,250	Nov 09
VIA Rail Canada Inc.	CAW Canada	2,680	Dec 09
Government of Canada	Federal Government Dockyard Trades and Labour Council (East)	660	Dec 09



Employer	Union	Employees	Expiry Month
<b>Federal Jurisdiction, Private Sector</b>			
Canadian Pacific Railway	USW/IBEW	2,890	Dec 09
TELUS Communications (Québec) Inc.	CUPE	1,010	Dec 09
Groupe TVA Inc.	CUPE	1,000	Dec 09
<b>Provincial and Territorial Jurisdictions, Public Sector</b>			
Ontario Hospital Association	CUPE/SEIU/CAW Canada	34,650	Sep 09/Oct 09
Government of Saskatchewan	SGEU/CUPE	13,690	Sep 09
Regional Health Authorities of Manitoba	MNU	11,000	Sep 09
Capital District Health Authority	NSGEU	8,350	Oct 09
Government of New Brunswick	NBUPPE	4,640	Dec 09
Nova Scotia Association of Health Organizations	NSNU	4,610	Oct 09
Government of Yukon	PSAC	3,200	Dec 09
City of Toronto	IAFF	3,000	Dec 09
SaskPower	IBEW/CEP	2,080	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	Dec 09
Université de Montréal	CUPE	2,000	Dec 09
Government of Nova Scotia	CUPE	1,650	Oct 09
Saskatchewan Government Insurance	COPE	1,600	Dec 09
City of Saskatoon	CUPE	1,490	Dec 09
City of Regina	CUPE	1,200	Dec 09
Société de transport de Longueuil	CUPE	600	Dec 09
<b>Provincial and Territorial Jurisdictions, Private Sector</b>			
Metro Inc.	UFCW/CAW Canada	12,600	Sep 09/Oct 09/ Dec 09
Bruce Power LP, General Partner Bruce Power Inc.	CUPE/IFPTE	3,440	Dec 09

Employer	Union	Employees	Expiry Month
Calgary Co-operative Association Limited	UCCE	3,400	Oct 09
Associated Clothing Manufacturers of the Province of Quebec, Inc.	UNITE HERE Canada	3,200	Oct 09
Lakeside Packers, division of Lakeside Feeders Ltd.	UFCW	2,100	Dec 09
Dominion Stores (N.L.)	CAW Canada	1,700	Dec 09
Fishery Products International Limited	CAW Canada	1,700	Dec 09

## Major Work Stoppages

involving 500 or more employees, up to **August 6, 2009**

An updated [Weekly Report](#) and a [Year-to-Date Report](#) are available on the Web site.

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	July 27/2009
City of Toronto Toronto, Ontario Canadian Union of Public Employees 24,000 inside and outside employees	Not available	Jun 22/2009	Jul 31/2009
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 6500 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	
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	

## Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices—2<sup>nd</sup> Quarter 2009

## 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 get updated on topics such as:

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

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

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