

Workplace Bulletin

September 30, 2009

Également disponible en français

Second Issue of the *Labour Focus* Newsletter

The Labour Program is proud to present the second issue of the quarterly newsletter *Labour Focus*. It is filled with articles, announcements, tips and facts, and information about Labour Program events, policies and programs.

Go ahead and take a look!

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. A complete list is available under [Current Summary Reports](#).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Prince Edward Island Government of Prince Edward Island, Education Negotiating Agency Canadian Union of Public Employees (600 bus drivers, building maintenance and office employees) 0460613	Feb 09
Ontario Bombardier Transportation, National Automobile, Aerospace, Transportation and General Workers Union of Canada (600 production employees) 0203209	Nov 08
Alberta Real Canadian Superstore, United Food and Commercial Workers Canada (3,000 retail employees) 1390701	Nov 08

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing \(PDF format, 285kb\)](#).



[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
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Government of Canada	Various unions	14,250	B/MED/ ARB/CO	Jun 07/Sep 07
Canada Post Corporation	APOC/CPAA	14,100	ARB/B	Mar 09/Dec 09
Canada Revenue Agency	PIPSC	10,440	TENT	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
Federal Jurisdiction, Private Sector				
Bell Canada	CEP	7,620	CO	May 09
Canadian National Railway Company	Teamsters Canada	2,000	MED	Dec 07/Dec 08
Jazz Air LP	CAW Canada/CFAU	1,730	TENT/B	Jun 09
Canadian Pacific Railway	Teamsters Canada	1,200	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
NAV CANADA	CAW Canada	360	B	Jun 09
VIA Rail Canada Inc.	Teamsters Canada	350	ARB	Dec 06

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Public Sector				
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU/HSAS	27,500	B/CO	Mar 08/Mar 09
Ontario Hospital Association	CAW Canada/CUPE	19,650	TENT	Sept 09/Oct 09
Ontario Hospital Association	SEIU	15,000	B	Oct 09
City of Montréal	Various unions	14,030	B/ARB	Dec 06/Aug 08
College Compensation Appointments Council	OPSEU	8,600	CO	Aug 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CAW Canada/CUPE	5,700	B/CO	Mar 09
McMaster University (Ont.)	CAW Canada/CUPE	4,280	TENT/MED	Jun 09/Aug 09
Société des alcools du Québec (SAQ)	SEMB	4,050	B	Mar 09
Emergency Health Services Commission of British Columbia	CUPE	3,500	WS/MED	Mar 09
Manitoba Hydro	CUPE/IBEW	3,000	B/CO	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	B	Dec 08
City of Calgary	Police	1,440	MED	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
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				
Metro Inc.	CAW Canada/UFCW	10,900	B	Sep 09/Oct 09
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Vale Inco (Ont.)	USW	3,450	WS	May 09
Prévost Car Inc. (Que.)	CAW Canada	1,200	B	Jun 09

* ARB - Arbitration	PAB - Post-arbitration bargaining
B - Bargaining	PCB - Post-conciliation bargaining
BaWS - Bargaining after work stoppage	PMB - Post-mediation bargaining
CO - Conciliation	TENT - Tentative settlement
MED - Mediation	WS - Work stoppage
MaWS - Mediation after 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.

Employer	Union	Employees	Expiry Month
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Upcoming Key Negotiations

Federal Jurisdiction, Public Sector

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

Federal Jurisdiction, Private Sector

Canadian Pacific Railway	IBEW/USW	2,890	Dec 09
TELUS Communications (Québec) Inc.	CUPE	1,010	Dec 09
Groupe TVA Inc.	CUPE	1,000	Dec 09

Provincial and Territorial Jurisdictions, Public Sector

Government of Saskatchewan	CUPE/SGEU	13,690	Sep 09
Regional Health Authorities of Manitoba	MNU	11,000	Sep 09
Capital District Health Authority	NSGEU	8,350	Oct 09

Employer	Union	Employees	Expiry Month
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
University of Regina and University of Saskatchewan	CUPE	2,400	Dec 09
SaskPower	CEP/IBEW	2,080	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
Provincial and Territorial Jurisdictions, Private Sector			
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
Bruce Power LP, General Partner Bruce Power Inc.	CUPE	2,600	Dec 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 **September 24, 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
Serco DES Inc. (DriveTest) Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 500 administrative and support employees	Not available	Aug 21/2009	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 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	

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Readers' Corner

The Service Canada and Human Resources and Skills Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Creativity and Innovation in the Workplace

Creativity is a mental and social process involving the generation of new ideas or concepts, or new associations made between existing ideas or concepts. It has been studied from many perspectives - behavioral and social psychology, cognitive science, artificial intelligence, philosophy, history, economics, business and management, to name a few.

Because of its multidisciplinary nature, whole industries have grown up around this fascinating phenomenon. The following books are a few which examine creativity within the context of the business environment.

See the [Readers' Corner](#) for reading material on "Creativity and Innovation in the Workplace". Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the [Library](#) Web site.

Coming in the Next Issue

- Wage Settlements—**August 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
- 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

Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

I would like to [ADD MY NAME](#) to the mailing list.

I would like to [REMOVE MY NAME](#) from the mailing list.

[PRIVACY STATEMENT](#)