

Workplace Bulletin

January 31, 2012

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.

In this issue

	<i>Page</i>
Recent collective bargaining settlements	1
Key negotiations	2
Major work stoppages	5
2012 Listing of expiring and reopening collective agreements.....	6
Innovative workplace practices—Fourth quarter 2011 ..	6
Coming up in the next issue	7
For more information	7
Mailing list	
Add or remove my name	7

Recent collective bargaining settlements

Summary reports feature highlights of recently negotiated collective bargaining settlements. A few examples are mentioned below. For a complete list, see [Listing of ratified settlements by province](#).

Province, employer, location, union, number of employees, and reference number	Settlement month/year
Ontario Brock University, St. Catharines Brock University Faculty Association 560 employees 1182106	Sep 11
Alberta City of Calgary, Calgary Canadian Union of Public Employees 3,200 employees 0725211	Jun 11
British Columbia British Columbia Rapid Transit Company Ltd., Surrey Canadian Union of Public Employees 530 employees 1165605	May 11
Multiprovince NAV CANADA, Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada 750 employees 1116506	Mar 11



[Negotech](#), a searchable repository that provides access to full collective agreement contract language, important benefit changes and latest wage adjustments.

Key negotiations

Covering 500 or more employees across Canada

Employer	Union	Employees	Status	Expiry month
Federal jurisdiction, Public sector				
<i>Multiprovince</i>				
Government of Canada	Various unions	68,240	Bargaining	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	Bargaining/ Arbitration	Jan 11/Dec 11
Federal jurisdiction, Private sector				
<i>Manitoba</i>				
Hudson Bay Mining and Smelting Company Limited	USW/Various unions	1,320	Bargaining	Dec 11
<i>Multiprovince</i>				
Air Canada	Various unions	15,450	Bargaining/ Conciliation	Mar 11
NAV CANADA	CAW-Canada/PSAC	1,040	Tentative settlement/ Bargaining	Apr 11/ Jun 11
Provincial and territorial jurisdictions, Public sector				
<i>Newfoundland and Labrador</i>				
Government of Newfoundland and Labrador	NAPE/CUPE	16,550	Upcoming	Mar 12
<i>Prince Edward Island</i>				
Department of Health and Wellness	CUPE/IUOE/ PEIUPSE	2,390	Arbitration/ Upcoming	Mar 10/Mar 12

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
<i>Nova Scotia</i>				
Health Association Nova Scotia	CUPE/ CAW-Canada/ NSNU	18,950	Upcoming	Oct 11
Government of Nova Scotia	CUPE/NSGEU	9,350	Arbitration/ Upcoming	Oct 09/Mar 12
<i>New Brunswick</i>				
Government of New Brunswick	NBUPPE/CUPE/ NBNU/NBTF	24,700	Bargaining/ Upcoming	Dec 09/Dec 10/ Apr 11/Jun 11/ Feb 12
<i>Quebec</i>				
City of Montréal	Various unions	12,470	Bargaining/ Tentative settlement	Dec 09/Dec 11
Société de transport de Montréal	Confédération des syndicats nationaux/ CUPE	7,350	Bargaining	Jan 12
City of Québec	Various unions	3,820	Bargaining	Dec 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	Bargaining	Jun 09
<i>Ontario</i>				
City of Toronto	CUPE	29,850	Bargaining	Dec 11
Ontario Hospital Association	SEIU	15,860	Bargaining	Oct 11
University of Ottawa University of Toronto York University Ryerson University	Various unions	13,960	Bargaining/ Conciliation	Apr 11/Jun 11/ Aug 11
City of Ottawa	CUPE/IAFF/ Civic Institute of Professional Personnel	11,320	Upcoming	Dec 11
Toronto Transit Commission	ATU	8,970	Arbitration	Mar 11
Ontario Power Generation	CUPE	7,710	Upcoming	Mar 12
Council of Academic Hospitals of Ontario	PAIRO	3,300	Bargaining	Jun 11
City of Toronto	IAFF	3,000	Bargaining	Dec 09
London Health Sciences Centre	CAW-Canada	1,190	Bargaining	Oct 10

Employer	Union	Employees	Status	Expiry month
----------	-------	-----------	--------	--------------

Provincial and territorial jurisdictions, Public sector (continued)

Manitoba

Manitoba Hydro	IBEW	2,910	Bargaining	Dec 11
City of Winnipeg	Winnipeg Police Association/IAFF	2,670	Arbitration/ Bargaining	Dec 10/Dec 11

Saskatchewan

Saskatchewan Association of Health Organizations	SUN/CUPE/ SEIU-West/SGEU	33,420	Upcoming	Mar 12
--	-----------------------------	--------	-----------------	--------

Alberta

Alberta Health Services	AUPE/HSA	34,000	Mediation	Mar 11
City of Edmonton	Various unions	8,770	Bargaining	Dec 10
City of Calgary	Various unions	2,980	Bargaining	Dec 10/Jan 11

British Columbia

Health Employers Association of British Columbia	BCNU/CUPE/ HSABC/BCGEU	105,000	Upcoming	Mar 12
British Columbia Public School Employers' Association	BCTF	41,000	Post-mediation bargaining	Jun 11
Government of British Columbia	BCGEU	29,000	Upcoming	Mar 12
Coast Mountain Bus Company	CAW-Canada	3,580	Upcoming	Mar 12
City of Vancouver	IAFF	900	Arbitration	Mar 10

Nunavut

Government of Nunavut	PSAC	2,100	Mediation	Sep 10
-----------------------	------	-------	-----------	--------

Provincial and territorial jurisdictions, Private sector

Newfoundland and Labrador

Iron Ore Company of Canada (Carol Project)	USW	1,070	Upcoming	Feb 12
--	-----	-------	-----------------	--------

Nova Scotia

Halifax Shipyard	CAW-Canada	500	Bargaining	Dec 11
------------------	------------	-----	------------	--------

Employer	Union	Employees	Status	Expiry month
----------	-------	-----------	--------	--------------

Provincial and territorial jurisdictions, Private sector (continued)

Ontario

Metro Ontario Inc., Retail Stores	UFCW-Canada	10,000	Bargaining	Nov 11
Metro Ontario Inc., Food Basics Franchisees	UFCW-Canada	6,500	Upcoming	Mar 12

British Columbia

Construction Labour Relations Association of British Columbia	Various unions	35,000	Bargaining/ Tentative settlement	Apr 10
Pacific Newspaper Group Inc.	CEP	950	Bargaining	Nov 10

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 2009 to January 2010 inclusively, their expiry dates are presented by this short form: **Sep 09 - Jan 10**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring. For example, either on July 2009 or April 2010 their expiry dates are presented by this short form: **Jul 09/Apr 10**.

Major work stoppages

Involving 500 or more employees, from **January 13 to January 26, 2012**.

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

Employer, location, union, number of employees, and bargaining unit	Issue(s)	Starting	Ending
Electro-Motive Canada Co. London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada 600 employees (plant and maintenance employees)	Wages, Benefits	Lockout (January 01, 2012)	
Rio Tinto Alcan Alma, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 755 employees (production and maintenance employees)	Sub-contracting	Lockout (January 01, 2012)	

2012 Listing of expiring and reopening collective agreements

The 2012 Listing of expiring and reopening collective agreements, covering 500 or more employees, is now available on the Web site at [Expiries and reopeners](#).

Innovative workplace practices—Fourth quarter 2011

Productivity bonus

Bridgestone Canada Inc. and the *Fédération de l'industrie manufacturière* have negotiated a bonus based on the exchange rate US\$/CAN\$ if annual production reaches 100% of its target. In fact, the employer will pay a \$2,500 bonus to each permanent employee if the Canadian dollar expressed in US dollars is at \$0.90 or less, or a \$5,000 bonus if it is at \$0.80 or less.

Work schedules

The Government of Quebec and the *Fédération des médecins résidents du Québec* have agreed on a change for residents' mandatory rotations. Transition arrangements will be made so that, no later than July 1, 2012, all rotation schedules will drop from 24 hours to 16 hours at an institution.

Leave

College Employer Council and the Ontario Public Service Employees Union have negotiated a new leave of absence with pay commencing 90 days prior to the expiry of the collective agreement and ending at time of ratification. A maximum of four employees will be granted leave in order to better inform other bargaining unit members on the collective bargaining process and various issues that will be presented at the bargaining table.

Women's Rights

Bombardier Transportation and the National Automobile, Aerospace, Transportation and General Workers Union of Canada have agreed to retain a Women's Advocate and recognize it as a necessary resource for women who are struggling with abusive relationships in a mostly male dominant workplace. The advocate will meet with women employees to discuss problems such as violence and harassment, and refer them to the appropriate external agency or resource when necessary. The advocate will also participate in an initial 40-hour basic training program and an annual 3-day update training program delivered by the union's National Women's Department.

Working conditions

In an environment that signals the evolution of a more diverse customer base, MTS Allstream Inc. and the Communications, Energy and Paperworkers Union of Canada, have agreed to expand their language premium criteria to include fluency in languages other than French. The existing language premium of \$1.25 per hour worked will now be paid to employees fluent in Tagalog, Spanish, or Punjabi.

Coming up in the next issue

- Wage adjustments— **December, Fourth quarter, and Year 2011** analysis and wage data tables
- Major work stoppages—Update

For more information

The *Workplace Bulletin* provides access to timely customized information on industrial relations and collective bargaining developments in Canada. It covers 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, click on [Collective Bargaining Information and Analysis](#) or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

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](#)