



LABOUR PROGRAM

Workplace Bulletin

January 16, 2006

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The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada, is available twice a month. Access the printable version in [PDF format, 292kb](#)

The *Workplace Bulletin* keeps you apprised 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, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge**, add your name to our [mailing list](#).

The Workplace Information Directorate offers more information than what is listed below; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

Wage Settlements

- Annual base rate wage adjustments from major collective bargaining settlements reached in **November 2005** averaged **2.3%**.
- **Public sector** wage adjustments which averaged **3.0%** in November 2005 were higher than those in the **private sector** at **1.7%**.
- On an industry basis, the largest average annual adjustment was in the **public administration** sector at **3.3%**, while the smallest was in the **transportation** sector at **0.0 %**.

LINK: [Wage Adjustments](#) in html and PDF format

Current Key Negotiations

- Vancouver Terminal Elevators' Association (returned to bargaining after rejecting a tentative agreement)
- Saskatchewan Association of Health Organizations (tentative agreement)
- Hydro One and Ontario Power Generations (ratified agreements)
- Others

LINK: [Key Negotiations](#) in html ([PDF format, 38kb](#))

Work Stoppages

Only one reported work stoppage covered 1,500 employees at Station Mont-Tremblant, Mont-Tremblant, Quebec. The employees went on strike on December 18, 2005 over the issue of wages. They have now actually returned to work as of January 4, 2006. See the full 2005 listing for more information on major work stoppages.

Also available, is an updated weekly report.

LINK: [Work Stoppages](#)

Beyond Collision: High Integrity Labour Relations Calgary Laboratory Services—Health Sciences Association of Alberta Case Study

In 1996, the creation of Calgary Laboratory Services consolidated the previously fragmented medical laboratory industry by merging a number of public and private organizations of varying size and union status into one new entity. The Calgary Laboratory Services management and the Health Sciences Association of Alberta union avoided a potential labour-management disaster by providing strong leadership and focusing on working together to deal with the challenges posed by the merger.

At Calgary Laboratory Services, everything starts with management's belief in the constructive role of the union in business and the union's belief that the current management genuinely cares about its employees. At the heart of their relationship is a very distinct labour-management philosophy that the parties have developed over the past eight years. Susan Cassidy recruited as the vice-president of human resources states:

We are interdependent...the interdependence goes to an ultimate goal of an effective working environment for people...employees being able to come to work, being generally satisfied...feeling productive, that they are contributing, that they are doing what they want to do. So we need that and they need that. There is an interdependence.

John Vanderkaay, director of labour relations for the Association, sees this interdependence based on mutual trust:

Calgary Laboratory Services trusted us. I believe it's Calgary Laboratory Services' management, no question about that when I compare it to other management we deal with. It's the individuals involved. There is a will about management to establish a good working relationship with Health Sciences...We believe it is in our interest to develop a great working

relationship with the employer. Whether we like it or not, we are a partnership. What's good for them is good for us and vice-versa.

Labour-management relations is not a finished job at Calgary Laboratory Services, it is an ongoing process. Susan Cassidy's thoughts on improvement: "We're not perfect. We have acceptance and grace around that... Communicate, communicate, communicate. Even then, communicate more."

LINK: [Beyond Collision: High Integrity Labour Relations](#) in html and PDF format

Coming in the Next *Bulletin*

- Current Settlements Listing
- Current Key Negotiations—Update
- 2005 Major Work Stoppages—Update
- Etc.

FOR MORE INFORMATION

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services: 1 800 567-6866

Ottawa-Gatineau area: 819 997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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