

Workplace Bulletin

April 27, 2006

Également disponible en français.

The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

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.

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Recent Collective Bargaining Settlements

Available summary reports of the most recent collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. Use the individual links below to access the reports.

Province, Employer and Location
Union, Bargaining Unit
File Number

Settlement Date

Term of Contract

Prince Edward Island

Health Services & Regional Health Authorities of PEI,
province-wide
Canadian Union of Public Employees
(800 non-medical employees)

[0538009](#)

Dec 14/2005

Apr 01/2004 – Mar 31/2007

Nova Scotia

Halifax Regional Municipality,
Halifax
Canadian Union of Public Employees
(530 outside employees)

[1195703](#)

Nov 08/2005

Nov 01/2004 – Oct 31/2008

New Brunswick

New Brunswick Power Corporation,
province-wide
International Brotherhood of Electrical Workers
(600 customer service employees)

[1284902](#)

Nov 15/2005

Jan 01/2006 – Dec 31/2007

Province, Employer and Location
Union, Bargaining Unit
File Number

Settlement Date

Term of Contract

Quebec

Associated Clothing Manufacturers of the Province of
Quebec, Inc.,
Montréal
Union of Needletrades, Industrial and Textile Employees
(3,200 production employees)
[0090508](#)

Nov 30/2005

Dec 01/2005 – Nov 30/2009

Canadian Forces Base,
Valcartier
Public Service Alliance of Canada
(130 operational employees; administrative services
employees)
[0846808](#)

Feb 13/2006

May 01/2005 – Jun 30/2008

City of Gatineau,
Gatineau
Fédération des employées et employés de services publics inc.
(680 inside employees)
[1349501](#)

Oct 25/2005

Jan 01/2002 – Dec 31/2007

Innotech Aviation, Division of Groupe I.M.P. Limitée,
Dorval
Employees' Association of Innotech Aviation Enterprises Ltd.
(100 aircraft maintenance employees)
[0977506](#)

Dec 23/2005

Jul 01/2005 – Jun 30/2009

Les ameublements El Ran Ltée,
Pointe-Claire
Association des employés d'ameublement El Ran Inc.
(510 production employees)
[1138903](#)

Oct 11/2005

Apr 01/2005 – Mar 31/2010
Reopener: Apr 01/2008

Province, Employer and Location
Union, Bargaining Unit
File Number

Settlement Date

Term of Contract

MusiquePlus Inc.,
Montréal
Syndicat des employées et employés de MusiquePlus
(150 broadcast and television employees)
[1296002](#)

Oct 23/2005

Sep 01/2005 – Aug 30/2008

TD Visa,
Montréal
Communications, Energy and Paperworkers Union of Canada
(120 customer service employees)
[1344101](#)

Dec 07/2005

Dec 07/2005 – Mar 31/2007

University of Montréal,
Montréal
Fédération nationale des enseignantes et des enseignants du
Québec
(2,200 lecturers)
[0752008](#)

Oct 03/2005

May 02/2005 – Aug 31/2006

University of Montréal,
Montréal
Syndicat général des professeurs de l'Université de Montréal
(1,300 professors)
[0524012](#)

Dec 15/2005

Jun 01/2005 – May 31/2008

Ontario

Conseil des écoles catholiques de langue française du
Centre-Est,
Ottawa
Association des enseignantes et des enseignants
franco-ontariens
(800 elementary and secondary teachers)
[1127505](#)

Oct 03/2005

Sep 01/2006 – Aug 31/2008

Province, Employer and Location
Union, Bargaining Unit
File Number

Settlement Date

Term of Contract

Conseil scolaire catholique de district des Grandes Rivières,
Timmins
Association des enseignantes et des enseignants
franco-ontariens
(650 elementary and secondary teachers)
[1127204](#)

Oct 03/2005

Sep 01/2006 – Aug 31/2008

Conseil scolaire de district catholique Centre-Sud,
Toronto
Association des enseignantes et des enseignants
franco ontariens
(730 elementary and secondary teachers)
[1127304](#)

Oct 03/2005

Sep 01/2006 – Aug 31/2008

Conseil scolaire de district catholique de l'Est Ontarien,
L'Orignal
Association des enseignantes et des enseignants
franco ontariens
(630 elementary and secondary teachers)
[1127404](#)

Oct 03/2005

Sep 01/2006 – Aug 31/2008

DHL Express Canada Ltd.,
province-wide
National Automobile, Aerospace, Transportation and
General Workers Union of Canada (CAW-CANADA)
(1,100 couriers; owner operators; office employees)
[0366409](#)

Oct 28/2005

Nov 01/2005 – Oct 31/2008

Kawartha Pine Ridge District School Board,
Peterborough
Elementary Teachers' Federation of Ontario
(640 occasional teachers)
[1232605](#)

Feb 23/2006

Sep 01/2004 – Aug 31/2008

Province, Employer and Location
Union, Bargaining Unit
File Number

Settlement Date

Term of Contract

Lear Canada Ltd.,
Whitby

National Automobile, Aerospace, Transportation and
General Workers Union of Canada (CAW-CANADA)
(740 plant and maintenance employees)

[1299002](#)

Nov 23/2005

Nov 26/2005 – Nov 21/2008

National Grocers Co. Ltd.,
Toronto

United Food and Commercial Workers International Union
(770 warehouse employees)

[0431509](#)

Nov 10/2005

Nov 01/2004 – Apr 15/2013

Sisters of Charity of Ottawa Health Service,
Ottawa

Canadian Union of Public Employees
(860 health service and trade employees)

[1057604](#)

Oct 11/2005

Apr 01/2005 – Mar 31/2007

The Shopping Channel,
Toronto, Brampton and Mississauga

United Steel, Paper and Forestry, Rubber, Manufacturing,
Energy, Allied-Industrial and Service Workers Intl. Union
(250 retail and call centre employees; warehouse employees)

[1277603](#)

Nov 16/2005

Nov 15/2005 – Nov 14/2008

Transit Windsor,
Windsor

Amalgamated Transit Union
(200 bus drivers; administrative services employees;
service and maintenance employees)

[0376710](#)

Dec 04/2005

Oct 01/2005 – Sep 30/2009

Province, Employer and Location
Union, Bargaining Unit
File Number

Settlement Date

Term of Contract

Walker Exhausts,
Cambridge
United Steelworkers of America
(600 plant and maintenance employees)
[0199009](#)

Nov 26/2005

Feb 07/2006 – Feb 06/2009

Alberta

Grant MacEwan College,
Edmonton
Grant MacEwan College Faculty Association
(1,250 professors)
[1353601](#)

Oct 18/2005

Jul 01/2004 – Jun 30/2008
Reopener: Jul 01/2007

British Columbia

Okanagan Mainline Municipal Labour Relations Association,
Kelowna
Canadian Union of Public Employees
(530 inside employees; outside employees)
[0729408](#)

Oct 18/2005

Jan 01/2006 – Dec 31/2009

Nunavut

Government of Nunavut,
Territory-wide
Federation of Nunavut Teachers
(640 elementary and secondary teachers)
[1229903](#)

Nov 14/2005

Jul 01/2005 – Jun 30/2009

Province, Employer and Location
Union, Bargaining Unit
File Number

Settlement Date

Term of Contract

Multiprovince

Algoma Central Railway Inc.,
system-wide
various unions
(120 operating employees; shopcraft employees;
non-operating employees)

[1024204](#)

Nov 28/2005

Feb 01/2005 – Jan 31/2010

Bombardier Inc.,
Moose Jaw, Saskatchewan and Cold Lake, Alberta
International Association of Machinists and Aerospace
Workers
(130 aircraft maintenance employees)

[1343301](#)

Oct 23/2005

Jul 02/2005 – Jun 30/2007

St. Lawrence Seaway Management Corporation,
Maisonneuve Region, Quebec and Niagara Falls, Ontario
National Automobile, Aerospace, Transportation and
General Workers Union of Canada (CAW-CANADA)
(120 supervisors)

[0326609](#)

Dec 01/2005

Apr 01/2005 – Mar 31/2008

St. Lawrence Seaway Management Corporation,
St. Lawrence Region, Multiprovince and Cornwall, Ontario
National Automobile, Aerospace, Transportation and
General Workers Union of Canada (CAW-CANADA)
(460 operational employees)

[0326510](#)

Dec 01/2005

Apr 01/2005 – Mar 31/2008

Province, Employer and Location
 Union, Bargaining Unit
 File Number

Settlement Date

 Term of Contract

Upper Lakes Group Inc.,
 Great Lakes Region, Multiprovince and St. Lawrence
 Region, Multiprovince
 National Automobile, Aerospace, Transportation and
 General Workers Union of Canada (CAW-CANADA)
 (300 unlicensed personnel)

Nov 18/2005

 Apr 01/2005 – Mar 31/2008

[0318908](#)

A full listing of recent collective bargaining settlements is available in PDF format at [Current Settlement Listing](#).

[Negotech](#), a searchable labour relations database provides timely settlement reports and full text of collective agreements in Canada.

Current and Upcoming Key Negotiations

covering 500 or more employees

<i>Employer</i>	<i>Union</i>	<i>Employees</i>	<i>Status *</i>	<i>Expiry Month</i>
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	28,500	CO/B	May 02-Sep 05
Canada Post	CUPW/CPAA	12,630	B	Dec 05
Atomic Energy of Canada (Ont. and Que.)	various unions	1,610	B	Dec 05/Mar 06
Communications Security Establishment	PSAC	1,000	B	Feb 06

<i>Employer</i>	<i>Union</i>	<i>Employees</i>	<i>Status *</i>	<i>Expiry Month</i>
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
CBC/Radio-Canada	various unions	910	B	Dec 05
Private Sector				
NAV CANADA	CAW-CANADA/ IBEW	2,000	B/TENT/ MED	May 05/Aug 05
Air Transat	CUPE	1,180	CO	Oct 05
TELUS Corp. (Que)	CUPE	1,140	B	Dec 05/Mar 06
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Vancouver Terminal Elevators' Association	BCGSE	650	CO	Dec 05
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA/OPSEU	51,540	B	Mar 06
British Columbia Public School Employers Association	Teachers	42,000	B	Jun 06
British Columbia Health Sector	various unions	29,000	TENT	Mar 06
Government of Newfoundland and Labrador	Nurses/Teachers/ Healthcare	13,700	B/TENT	Aug 04/Jun 05

<i>Employer</i>	<i>Union</i>	<i>Employees</i>	<i>Status *</i>	<i>Expiry Month</i>
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of New Brunswick	NBPEA/CUPE	11,050	B/CO	Aug 04/Mar 05
College Compensation and Appointments Council (Ont.)	OPSEU	9,100	ARB	Aug 05
Calgary Health Authority	AUPE	8,500	TENT/B	Mar 04/Mar 05
Government of Ontario	Police	7,680	B	Dec 05
Government of Nova Scotia	CUPE/ CAW-CANADA	5,800	B	Mar 06
City of Edmonton	various unions	5,600	B	Dec 05
Government of Quebec	Police	4,800	B	Jun 02
Manitoba Hydro	various unions	4,060	B/CO	Mar 06/May 06
Hydro-Québec	CUPE	3,200	B	Dec 04
University of Montréal	CUPE	2,000	B	Nov 05
Private Sector				
B.C. Construction	various unions	26,000	B	Apr 04
Bombardier Aerospace (Que.)	Machinists	6,300	B	Nov 05
INCO Limited (Ont.)	Steelworkers	3,610	B	May 06

<i>Employer</i>	<i>Union</i>	<i>Employees</i>	<i>Status *</i>	<i>Expiry Month</i>
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	B	Mar 05
Falconbridge Ltd. (N.B.)	Steelworkers	650	B	Feb 06

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

Upcoming Key Negotiations

<i>Employer</i>	<i>Union</i>	<i>Employees</i>	<i>Expiry Month</i>
Ontario Hospital Association	various unions	34,650	Sept/Oct 06
Air Canada (wage reopeners)	various unions	30,790	Jun/Jul 06
Health Sectors in Prince Edward Island, Nova Scotia and Manitoba	various unions	16,300	Mar 06
Loblaws (Ont.)	UFCW	15,000	Jul 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **April 7 to 20, 2006**

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
New Flyer Industries, Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) 670 production employees	Wages, pension plan and job security	Apr 5/2006	
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and office employees	Subcontracting	Jan 26/2006 lockout	

The Canadian Labour Congress at 50: Commitment and Determination

The Canadian Labour Congress turns fifty this month. It was on April 23rd, 1956, at a convention in Toronto, that the Canadian Labour Congress was born from the union of the Trades and Labor Congress of Canada and the Canadian Congress of Labour. The Canadian Labour Congress, the national voice of the labour movement, represents 3 million Canadian workers and brings together Canada's national and international unions along with the provincial and territorial federations of labour and 135 district labour councils.

Over the years, the Canadian Labour Congress has been instrumental in helping to bring to all Canadians so many benefits that were first bargained in collective agreements one workplace at a time. Most notably: the Canada Pension Plan, overtime and holiday pay, student loans, universal public medicare, laws promoting health and safety including the right to refuse dangerous work, protection against harassment and more recently maternity and parental leaves.

In a show of public recognition of this record of accomplishments and of service to Canadian working families, on April 20, Canada Post issued a commemorative 51¢ stamp celebrating the 50th anniversary of the Canadian Labour Congress.

“We are thankful for this public acknowledgement of the value of unions to Canadian society and economy,” says Ken Georgetti, president of the Canadian Labour Congress. “Over the next few months in our regular work, the officers and staff of the Canadian Labour Congress will also mark this 50th anniversary with renewed commitment and determination to promote and improve the rights and the quality of life of working Canadians.”

For more information, visit the Web site at <http://canadianlabour.ca>.

Beyond Collision: High Integrity Labour Relations— NorskeCanada and Communications, Energy and Paperworkers Union of Canada Case Study

*Darcy Shenfield and Allen Ponak
Haskayne School of Business, University of Calgary*

By the 1990s, the British Columbia pulp and paper industry had a well-earned reputation for some of the most acrimonious labour-management relations in Canada. Following a bitter strike in 1997, Fletcher Challenge’s labour relations on the West Coast were among the worst in the industry. Today, the merged operations of Fletcher Challenge Canada and Pacifica Paper, known as NorskeCanada, have undergone a dramatic turnaround in labour-management relations. The change is the product of new management and ownership working with the Communications, Energy, and Paperworkers Union to establish a relationship that is maturing and is still best described as a work in progress. This case study looks at how the turnaround was achieved with special attention directed to the Powell River mill, formerly owned by Pacifica Paper, where the majority of the interviews were conducted.

The above is a summary of a full article available at [List of articles and case studies](#).

Coming in the Next *Bulletin*

- Wage Settlements Recent—**March and 1st Quarter 2006** analysis and wage data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Workplace Innovative Practices—**1st Quarter 2006**
- 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:

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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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