



Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

September 29, 2008

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.

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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; the full complement of the **15 available reports** for this issue can be found at [Current Summary Reports \(PDF format, 126kb\)](#).

| Province, Employer, Union, Bargaining Unit, and File Number | Settlement Month/Year |
|---|-----------------------|
| <p>Quebec Société des casinos du Québec inc. et Resto-Casino Inc., Fédération des employé(e)s de services publics inc. et Fédération du commerce inc., (1,760 casino, restaurant, and hotel employees) 1020604</p> | Aug 08 |
| <p>Alberta HBA Services, Health Sciences Association of Alberta, (14,000 health professional employees) 1250704</p> | Aug 08 |
| <p>British Columbia Canada Safeway Limited, United Food and Commercial Workers Union Canada, (9,800 retail employees) 0427508</p> | Aug 08 |

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing \(PDF format, 146kb\)](#).



[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 conduct customized data searches.

Current and Upcoming Key Negotiations Covering 500 or more employees

| Employer | Union | Employees | Status* | Expiry Month |
|--|----------------|-----------|-----------|---------------|
| Federal Jurisdiction | | | | |
| Public Sector | | | | |
| Government of Canada | Various unions | 135,830 | ARB/MED/B | Mar 06–Jan 08 |
| Canada Revenue Agency | PIPSC | 9,490 | ARB | Oct 07 |
| Canada Border Services Agency | PSAC | 8,960 | B | Jun 07 |
| Canadian Food Inspection Agency | PIPSC/PSAC | 4,340 | B/ARB | Jun/Dec 07 |
| Parks Canada | PSAC | 4,320 | MED | Aug 07 |
| National Research Council of Canada | PIPSC/RCEA | 3,630 | B | Jul 07/Apr 08 |
| City of Ottawa - OC Transpo | ATU | 2,000 | MED | Mar 08 |
| Marine Atlantic | CAW Canada | 780 | B | Dec 07 |
| Provincial and Territorial Jurisdictions | | | | |
| Public Sector | | | | |
| Ontario Boards of Education | CUPE | 32,340 | B | Aug/Dec 08 |
| Ontario Catholic District School Boards | OECTA | 29,060 | B | Aug 08 |
| Saskatchewan Association of Health Organizations | CUPE/SEIU/SGEU | 24,800 | B | Mar 08 |
| City of Montréal | Various unions | 15,350 | B/ARB | Dec 06 |
| Health Boards of Alberta | AUPE | 15,000 | B/MED | Mar 08 |
| Government of Newfoundland and Labrador | NAPE | 14,185 | B | Mar 08 |

| Employer | Union | Employees | Status* | Expiry Month |
|--|---|------------------|----------------|---------------------|
| Regional Health Authorities of Manitoba | CUPE | 11,000 | B | Mar 08 |
| Government of Nova Scotia | Nova Scotia Teachers Union | 10,500 | B | Jul 08 |
| Toronto Transit Commission | ATU | 8,400 | MED-ARB | Mar 08 |
| Toronto Police Services Board | Toronto Police Association | 7,310 | ARB | Dec 07 |
| Government of New Brunswick | Teachers | 7,280 | B | Feb 08 |
| College Compensation and Appointments Council | OPSEU | 6,000 | TENT | Aug 08 |
| Government of Newfoundland and Labrador | Nurses | 4,800 | CO | Jun 08 |
| City of Québec | Various unions | 4,530 | B/ARB | Dec 06 |
| Government of New Brunswick | Nurses | 4,390 | TENT | Dec 07 |
| York University | CUPE/York University Staff Association | 3,600 | CO/TENT | Jul/Aug 08 |
| Conseils scolaires catholiques de langue française | Association des enseignantes et enseignants franco-ontariens | 3,400 | B | Aug 08 |
| Council of Academic Hospitals of Ontario | Professional Association of Internes and Residents of Ontario | 3,100 | B | Jun 08 |
| Red Cross - Community Health Services (Ont.) | SEIU | 3,000 | B | Jul 08 |
| Société de transport de Montréal | CSN | 2,200 | CO | Jan 07 |
| City of Winnipeg | Firefighters | 880 | ARB | Dec 07 |
| Prince Edward Island Department of Health | Nurses | 790 | B | Mar 08 |
| Private Sector | | | | |
| Real Canadian Superstores (Alta.) | UFCW | 8,150 | MED | Aug 06 |

| Employer | Union | Employees | Status* | Expiry Month |
|-----------------------------|-------|-----------|---------|--------------|
| Westfair Foods Ltd. (Man.) | UFCW | 3,100 | B | Sep 08 |
| Catalyst Paper Corp. (B.C.) | CEP | 2,100 | B | Apr 08 |

* 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

| Employer | Union | Employees | Expiry Month |
|---|---|-----------|--------------|
| Ontario Boards of Education | ETFO/OSSTF | 101,790 | Aug 08 |
| Government of Ontario | OPSEU/OPP | 52,030 | Dec 08 |
| City of Toronto | CUPE | 29,100 | Dec 08 |
| Hydro-Québec | CUPE/Engineers | 15,150 | Dec 08 |
| City of Ottawa | CUPE/CIPP | 10,140 | Dec 08 |
| City of Edmonton | Various unions | 8,400 | Dec 08 |
| Government of Newfoundland and Labrador | Teachers | 7,000 | Aug 08 |
| University of Toronto | CUPE | 4,040 | Apr 08 |
| ATCO Gas (Alta.) | Natural Gas Employees' Association | 1,840 | Dec 08 |
| Canadian National Railway Company | Various unions | 1,750 | Dec 08 |
| Cargill Ltd. (Alta.) | UFCW | 1,700 | Dec 08 |
| Ottawa Police Services Board | Ottawa Police Association | 1,680 | Dec 07 |
| Hudson Bay Mining and Smelting (Man.) | Various unions | 1,245 | Dec 08 |
| Halifax Regional Municipality | CUPE/NSUPE | 1,130 | Oct 08 |
| Bell Canada (Ont. and Que.) | Canadian Telecommunications Employees Association | 1,100 | Dec 08 |
| Lear Canada | CAW Canada | 740 | Nov 08 |

Major Work Stoppages

Involving 500 or more employees from **September 5 to September 18, 2008**

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 |
|--|---|---------------------------|---------------|
| University of Windsor Windsor, Ontario Faculty Association of University of Windsor 1,000 professors and librarians | Wages | Sep 18/2008 | |
| Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation Montréal, Quebec Fédération du commerce inc. (CSN) 600 hotel employees | Wages, working conditions, and benefits | Aug 28/2008 Aug 5/2008 | Aug 6/2008 |
| Potash Corporation of Saskatchewan Inc. Patience Lake, Allan, and Cory, Saskatchewan United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union 500 mining employees | Wages | Aug 7/2008 | |

Readers' Corner

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

Job Satisfaction

Job satisfaction is described as being a function of what one expects from a job compared to what is actually present in the job. This indicates clearly the potential for subjective elements which inform the topic. As a result, much has been written by both those who analyse job satisfaction and those who offer a multitude of perspectives.

See [Readers' Corner](#) for reading material on job satisfaction. 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 2008** 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 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.

For more information than what is provided in this issue and a complete listing of products and services, go to http://www.hrsdc.gc.ca/en/labour/labour_relations/info_analysis/index.shtml.

For more information, please contact:

Client Services at 1-800-567-6866

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

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