

# Workplace Bulletin

August 31, 2009

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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
<b>Newfoundland and Labrador</b> St. John's Shipping Association Limited Newfoundland and Labrador International Longshoremen's Association, Local 1953 (120 longshoremen) <a href="#">0321106</a>	Jul 08
<b>Nova Scotia</b> CanJet Airlines, division of IMP Group Limited, Canadian Union of Public Employees (142 flight attendants) <a href="#">1391201</a>	Jun 07
<b>Ontario</b> Highland Transport, United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 1976 (260 owner operators) <a href="#">1361602</a>	Aug 08
<b>British Columbia</b> Sodexo MS Canada Limited, Union of Public Employees (1,400 cleaning staff and attendants) <a href="#">1393201</a>	Dec 05

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing \(PDF format, 368kb\)](#).



[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
<b>Current Key Negotiations</b>				
<b>Federal Jurisdiction, Public Sector</b>				
Government of Canada	Various unions	14,710	B/MED/ARB/ TENT/CO	Apr 07/Jan 08
Canada Post Corporation	APOC/CPAA	14,100	ARB/B	Mar 09/Dec 09
Canada Revenue Agency	PIPSC	10,440	PMB	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
<b>Federal Jurisdiction, Private Sector</b>				
Bell Canada	CEP	14,000	B	May 09
Jazz Air LP	CAW Canada/CFAU	2,630	CO/B	Jun 09
Canadian National Railway Company	Teamsters Canada	2,000	CO	Dec 07/Dec 08
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
Canadian Pacific Railway	Teamsters Canada	1,100	TENT	Dec 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status*</b>	<b>Expiry Month</b>
NAV CANADA	CAW Canada	360	B	Jun 09
VIA Rail Canada Inc.	Teamsters Canada	350	ARB	Dec 06
<b>Provincial and Territorial Jurisdictions, Public Sector</b>				
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU/HSAS	27,500	B/CO	Mar 08/Mar 09
City of Montréal	Various unions	14,030	B/ARB	Dec 06/Aug 08
College Compensation Appointments Council	OPSEU	8,600	B	Aug 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	B	Mar 09
McMaster University (Ont.)	CAW Canada/CUPE	4,280	B	Jun 09/Aug 09
Emergency Health Services Commission of British Columbia	CUPE	3,500	WS/MED	Mar 09
Manitoba Hydro	IBEW/CUPE	3,000	B	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	B	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
<b>Provincial and Territorial Jurisdictions, Private Sector</b>				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	5,000	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
Lake Erie Steel GP Inc. (Ont.)	USW	1,000	WS	Jun 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

* 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**.

### Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
<b>Federal Jurisdiction, Public Sector</b>			
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	USW/IBEW	2,890	Dec 09
TELUS Communications (Québec) Inc.	CUPE	1,010	Dec 09
Groupe TVA Inc.	CUPE	1,000	Dec 09

Employer	Union	Employees	Expiry Month
<b>Provincial and Territorial Jurisdictions, Public Sector</b>			
Ontario Hospital Association	CUPE/SEIU/CAW Canada	34,650	Sep 09/Oct 09

Government of Saskatchewan	SGEU/CUPE	13,690	Sep 09
Regional Health Authorities of Manitoba	MNU	11,000	Sep 09
Capital District Health Authority	NSGEU	8,350	Oct 09
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
SaskPower	IBEW/CEP	2,080	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	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
<b>Provincial and Territorial Jurisdictions, Private Sector</b>			
Metro Inc.	UFCW/CAW Canada	12,600	Sep 09/Oct 09/ Dec 09
Bruce Power LP, General Partner Bruce Power Inc.	CUPE/IFPTE	3,440	Dec 09
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
<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Expiry Month</b>
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
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## Major Work Stoppages

Involving 500 or more employees up to **August 27, 2009**

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

<b>Employer, Location, Union and Employees</b>	<b>Issues</b>	<b>Starting</b>	<b>Ending</b>
National Steel Car Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 1,060 plant and maintenance employees	Not available	Apr 6/2009	Jun 25/2009
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 6500 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	

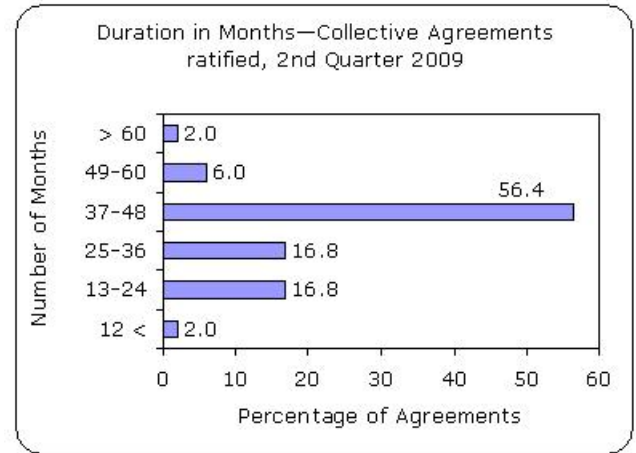
## Innovative Workplace Practices—2<sup>nd</sup> Quarter 2009

The Labour Program publishes a quarterly analysis of recently ratified collective agreements covering 500 or more employees across all industries as well as an overview of workplace innovative practices. Section I presents an outlook on the duration of the contract terms while Section II provides innovative practices. This analysis is based on a review of 101 collective agreements ratified during the second quarter of 2009.

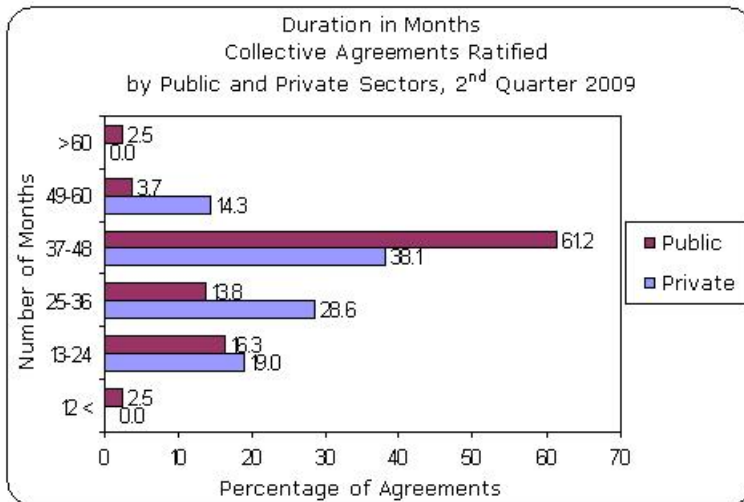
### Section I

#### Duration

Of the 101 collective agreements analysed, agreement durations range between 12 and 108 months (79.2% have a duration of 36 months or greater and 53.5%, a duration of 48 months). The overall average duration for the second quarter of 2009 is 42.2 months, compared to 45.3 months during the first quarter of 2009.



#### Public and Private Sectors



In the second quarter of 2009, almost 80% of settlements come from the public sector. The average duration of public-sector agreements is 42.9 months; just over 6 out of 10 agreements (61.3%) have a duration of 48 months and an additional 13 agreements (16.3%), a duration of 24 months. In the private sector, the average duration is 39.8 months. Highest duration frequencies occur in both the 36- and 48-month duration (23.8%).

In the public sector, the longest agreement duration (108 months) involved 850 faculty employees at Concordia University in Montréal and the Concordia University Part-time Faculty Association; the shortest,

a 12-month extension between Carleton University in Ottawa and 810 faculty employees represented by the Carleton University Academic Staff Association. The private sector's longest duration (60 months) included two Quebec agreements: IPL Inc. and 500 production employees represented by the Service Employees International Union; and Bell Technical Solutions Inc. and 1,090 technical employees represented by the Communications, Energy and Paperworkers Union of Canada.



The three largest settlements analyzed this quarter occurred in the public sector: 31,850 nurses with the Health Employers Association of British Columbia and the British Columbia Nurses' Union; 12,790 computer operations employees with the Government of Canada and the Professional Institute of the Public Service of Canada; and 10,380 elementary teachers of the Toronto District School Board and the Elementary Teachers' Federation of Ontario. The largest private-sector settlement occurred between the Canadian Film and Television Production Association (8,000 artists and production employees) and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (I.A.T.S.E.).

## Industry Sectors

During the second quarter of 2009, the average duration of agreements ranged from 24.0 months for one agreement in the **construction** sector to 47.0 months for 54 agreements in the **education, health, and social services** sector.

Those 54 agreements in the **education, health, and social services** sector represent slightly more than half (53.5%) of the total agreements in the quarter and an almost equal percentage (53.8%) of total employees. Again this quarter, the majority of these agreements (45 agreements covering 80,930 employees) were ratified in the province of Ontario.

In the **public administration** sector, several municipalities in western Canada negotiated 24-month contract extensions. A total of 13,120 employees of the cities of Winnipeg, Edmonton, and Calgary ratified six separate agreements during the second quarter of 2009 providing for average annual wage adjustments ranging from 3.5 to 4.5%.

## Section II

### Innovative Practices

The following provisions in collective agreements ratified during the second quarter of 2009 are considered to be innovative or of particular interest.

### Compensation

The Government of Newfoundland and Labrador has introduced a **conditional market adjustment** provision for its 5,200 nurses represented by the Newfoundland and Labrador Nurses' Union whereby the employer may provide benefits to employees superior to those outlined in the collective agreement, i.e. lump sum bonuses if the employer determines that it is unable to recruit employees in specific positions at a particular geographic site.

The Health Employers Association of British Columbia together with the Ministry of Health Services, Nursing Sub-Sector negotiated a 24-month agreement extension with the Nurses' Bargaining Association that introduces **enhanced recognition of previous experience** as a recruitment tool in an effort to attract and retain qualified nurses. Recognition of previous experience has been expanded to allow seniority credit where more than two years have elapsed since that experience was obtained. In such situations, salary recognition will be granted as follows: one annual increment for every 1-year experience minus one increment for each year the break in service exceeds two years, to a maximum of a 5-year lapse. If more than five years have elapsed, there will be no credit given for previous experience.



Cara Operations Limited in Toronto and Teamsters Canada have agreed to the introduction of a **defined contribution pension plan** to replace the previous employer/employee contribution of \$1.00 per hour to a union pension trust fund. The employer will contribute 5.0% of earnings per month to the plan on behalf of each eligible employee.

## Health and Welfare

A **flexible health spending account** has been introduced between Regional Health Authorities of Manitoba on behalf of participating Health Care Facilities throughout Manitoba and the Manitoba Government and General Employees' Union. Effective April 1, 2010, the employer contributes \$250 per year on behalf of each full-time employee and those part-time employees who have worked more than 1,500 hours during the last calendar year. Part-time employees who have worked less than 1,500 hours have \$125 deposited into their accounts. Effective April 1, 2011, contributions are increased to \$500 and \$250, respectively.

The Durham District School Board in Whitby, Ontario, has introduced a **quarantine/communicable disease leave** clause involving 1,000 occasional teachers represented by the Elementary Teachers' Federation of Ontario. An employee who is not ill but prevented by order of a physician from entering a particular school, classroom or other premises of the Board due to evident or suspected presence of a communicable disease, will be re-assigned. Court leave has also been introduced, with paid leave not to extend beyond the end of the teacher's current assignment.

## Working Conditions

The Canadian Fishing Company on the British Columbia Coast and the United Fishermen and Allied Workers' Union have negotiated a Roe Herring Processing Agreement as part of the shoreworkers' agreement for the contract years April 16, 2009 through April 15, 2013 that commits the employer to **expand herring processing** to Prince Rupert under the following conditions:

The employer commits to thaw, pop, and grade to the standards of the year, in Prince Rupert, all Canadian Fishing Company caught and purchased roe herring from the Queen Charlotte Islands and Prince Rupert herring fishing areas in any given year, subject to three conditions<sup>1</sup>.

If the company decides not to process roe herring in Prince Rupert in any given year, the company will notify the union prior to February 15 of that year and the union, at their sole option, would then have the right to **terminate the collective agreement** effective April 15 of that year.

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<sup>1</sup> (1) The company is able to freeze in an acceptable time frame to preserve the quality of herring caught in the northern areas in Prince Rupert and the company is able to store the frozen herring in a commercial cold storage in Prince Rupert at a commercially acceptable rate. The company is not obligated to process any roe herring in Prince Rupert that was not frozen and stored in Prince Rupert. (2) The company requires that the herring processing in Prince Rupert will fit with its overall sales and marketing schedule and that the company will not be required to process herring in Prince Rupert to a later date than it processes in southern British Columbia facilities. (3) Herring processing operations in Prince Rupert are limited to the quantity of herring that can be processed on a two-shift, straight-time schedule.

NAV CANADA and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) have introduced two pilot projects and several premium pay provisions designed to ease scheduling difficulties for their air traffic controllers. The parties will meet to establish the parameters for: a **job sharing** pilot project whereby two operational employees at a unit would share the work of one position, and a trial project to develop a **voluntary weekend worker** where employees would include weekend hours at straight-time hourly rates to their regular work schedule.

In addition, **overtime shifts will be counted as regularly scheduled shifts** in the calculation of an employee's monthly entitlement to vacation and sick leave, the Operational Facility Premium and/or the Air Traffic Controller Premium. An employee who has banked time off in lieu of overtime will be granted a payout of any portion of their accumulated bank upon request. A **weekend premium** has been introduced whereby, effective April 1, 2010, employees receive \$1.25 per hour for all straight-time hours worked on a Saturday or Sunday; and, a new provision introduced whereby employees who retire after 20 years of service will have their **unused sick leave credits paid out** at a rate of 50% of the employee's final rate of pay at time of retirement.

The new collective agreement signed by the Calgary Public Library and the Canadian Union of Public Employees expands **skills training** for 750 librarians and office employees. If technological changes are introduced which require new or greater skills, affected employees can apply for a transfer or, at the employer's expense, be given sufficient training to perfect or acquire new skills. The employer will determine the nature, specifics, and duration of training—up to a maximum of six months and such training is to be provided during regular shifts where possible. Employees will not suffer a reduction in salary during the training period and salaries will be protected for a 12-month period if the employee is eventually re-classified. If, after training, the employee is unable to acquire sufficient competence, the employee will be given preference for an available vacant position in the bargaining unit.

The Canadian Film and Television Production Association and the British Columbia and Yukon Council of Film Unions representing I.A.T.S.E. and Teamsters unions have introduced a side agreement relating to productions made for **New Media**. This addendum to the master agreement, effective for the life of that agreement, enumerates provisions that will apply to the production of entertainment motion pictures of the type that have traditionally been covered under the master agreement or the supplemental master agreement which are made for the internet, mobile devices or any other new media platform in existence as of March 29, 2009. The parties mutually recognize that the economics of "New Media" production are presently uncertain and that greater flexibility in terms of work scheduling, compensation and benefits, and employment parameters is mutually beneficial. A letter of understanding also addresses location issues arising out of the preparation for, and staging of, the **Vancouver 2010 Olympic and Paralympic Winter Games**.

Sodexo MS Canada Limited province-wide, British Columbia, and the Hospital Employees' Union, the Health Care Services Division of the Canadian Union of Public Employees in British Columbia, have agreed on **workload improvements** designed to reduce scheduling problems. Where the absence of one or more employees creates a significant increase in the workload of other employees, the employer will make every reasonable effort to resolve the matter by: discussing duty priorities with the affected employee(s); re-assigning work; and/or utilizing casual employees as per terms of the collective agreement.

The Health Employers Association of British Columbia, together with the Ministry of Health Services, Nursing Sub-Sector, negotiated a 24-month agreement extension with the Nurses' Bargaining Association that introduces a **job sharing** provision allowing for two regular employees to voluntarily job share a single full-time position. Part-time positions may also be shared where the employer and union are in agreement.

Kraft Canada Inc. in Toronto, and the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union have modified job security provisions to have **seniority applied on a plantwide** rather than a departmental basis. The retention of a seniority provision has also been moderately improved.

## Labour-Management Committees

During the second quarter of 2009, 56 of the 101 agreements analysed contained provisions for establishing committees dealing with a wide variety of issues.

Ontario Power Generation Inc. and the Canadian Union of Public Employees have established several labour-management committees that will meet during the term of their two 36-month agreements to discuss the following issues: **apprenticeship staffing and training**; the **merging of** the nuclear and non-nuclear **collective agreements**; the review and establishment of **consistent work parameters** for nuclear operators; and, the establishment of a search group to canvass and select an insurance carrier to provide **group out-of-country health coverage**.

NAV CANADA and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) have established a committee to develop recommendations for a **Women's Advocate Program** which would provide confidential support and referral services for victims of domestic or workplace violence, harassment, depression, etc.

The Government of Newfoundland and Labrador and the Newfoundland and Labrador Nurses' Union have established two committees designed to alleviate workload stress: a **senior work life** committee to address provincial nursing practice and patient care issues such as lack of relief, non-nursing duties, lift teams and violence prevention; and a **permanent float/unit-specific permanent positions** committee will discuss the possible conversion of permanent float positions to unit-specific permanent positions.

Several Ontario School Boards and Elementary Teachers' Federation of Ontario locals have established **group benefits** committees to explore and view options in developing alternative health plans with final reports expected by March 1, 2010.

The Health Employers Association of British Columbia together with the Ministry of Health Services, Nursing Sub-Sector negotiated a 24-month agreement extension with the Nurses' Bargaining Association that provides for the introduction of the following labour-management committees: a **quality of work life** committee is to be established to review the issues of workload, violence prevention, and occupational health and safety. The committee is to appoint ad hoc working groups on specific issues with clear terms of reference, specific work plans with time lines, and clear reporting relationships. An **enhanced disability management** committee is to be formed to jointly redesign and administer a comprehensive prevention program and an integrated disability management program. A goal of this committee will be to improve the current rehabilitation program by placing increased emphasis on insuring that nurses returning to work following illness or injury remain at work. This will be accomplished by addressing all

barriers, including medical, personal, vocational as well as workplace issues. Finally, a **health and welfare benefit review** committee working group will be established to explore means of redesigning, restructuring, costing and delivering health and welfare benefits, with a goal of improving the quality of planned benefits while reducing cost growth. The group will make recommendations by March 31, 2010.

The City of Ottawa and the Ottawa Professional Fire Fighters Association have established a committee **to review life insurance, line-of-duty-death, and accidental death and dismemberment coverage** in advance of the next round of negotiations.

Other committees included in the collective agreements analysed dealt with such items as workload, health and safety, and job classification.

Previous articles on innovative workplace practices are available under [Innovative Workplace Practices](#) .

## Coming in the Next Issue

- Wage Settlements—**July 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

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