

Workplace Bulletin

December 30, 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
Newfoundland and Labrador Government of Newfoundland and Labrador and the C.A. Pippy Park Commission Newfoundland and Labrador Association of Public and Private Employees 1,100 service and maintenance employees 0667610	Feb 09
Nova Scotia Government of Nova Scotia Nova Scotia Teachers Union 10,000 elementary and secondary teachers 0461611	Feb 09
Manitoba Freshwater Fish Marketing Corporation National Automobile, Aerospace, Transportation and General Workers Union of Canada 240 plant and maintenance employees 0032110	Feb 09

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing \(PDF format, 176KB\)](#).



[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
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	B	Dec 09
Canada Post Corporation	CUPW	6,000	B	Sep 09
Government of Canada	ACFO	2,260	B	Nov 09
Federal Jurisdiction, Private Sector				
Bell Canada	CEP	7,620	TENT	May 09
VIA Rail Canada Inc.	CAW Canada	2,910	B	Dec 09
Canadian National Railway Company	Teamsters Canada	2,000	ARB	Dec 07/ Dec 08
Canadian Pacific Railway	IBEW/Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
Jazz Air LP	CFAU	780	B	Jun 09
NAV CANADA	CAW Canada	350	ARB	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation de la santé et des services sociaux	Various unions	174,820	B	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B	Mar 10
Government of Quebec	Various unions	68,990	B	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/SEIU/SGEU	27,500	B/CO	Mar 08/ Mar 09
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
City of Montréal	Various unions	14,030	B/ARB/BaWS	Dec 06/Aug 08
Government of Saskatchewan	CUPE/SGEU	13,690	B	Sep 09
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09
College Compensation Appointments Council	OPSEU	8,600	CO	Aug 09
Nova Scotia Association of Health Organizations	CAW Canada/ CUPE	5,700	B/CO	Mar 09
City of Toronto	IAFF	3,000	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
University of Regina and University of Saskatchewan	CUPE	2,400	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
City of Saskatoon	CUPE	1,490	B	Dec 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	MED	Dec 08
Ville de Québec	Various unions	1,310	B/ARB	Dec 06
City of Regina	CUPE	1,200	N	Dec 09
Halifax Regional Municipality	CUPE/NSUPE	1,130	N/CO	Oct 08
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
Government of Yukon	YTA	690	MED	Jun 09
Government of Nunavut	NTA	640	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	CO	Mar 09
Provincial and Territorial Jurisdictions, Private Sector				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09

Employer	Union	Employees	Status*	Expiry Month
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Dominion Stores (N.L.)	CAW Canada	1,700	B	Dec 09

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

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Nothing to report.			
Federal Jurisdiction, Private Sector			
Groupe TVA Inc.	CUPE	1,000	Dec 09
Provincial and Territorial Jurisdictions, Public Sector			
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

Employer	Union	Employees	Expiry Month
Provincial and Territorial Jurisdictions, Private Sector			
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	Apr 10
Lakeside Packers, division of Lakeside Feeders Ltd.	UFCW	2,100	Dec 09
Fishery Products International Limited	CAW Canada	1,700	Dec 09

Major Work Stoppages

Involving 500 or more employees up to **December 17, 2009**

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

Employer, Location, Union, and Employees	Issues	Starting	Ending
MVT Canadian Bus Inc. (HandyDART) Vancouver, British Columbia Amalgamated Transit Union 500 bus drivers and dispatchers (12% essential services)	Benefits and working conditions	Oct 26/2009	
Olymel, Limited Partnership Saint-Hyacinthe, Quebec United Food and Commercial Workers Canada 500 packing house employees	Wage freeze and working schedule	Oct 9/2009	
Serco DES Inc. (DriveTest) Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 500 administrative and support employees	Not available	Aug 21/2009	

Employer, Location, Union, and Employees	Issues	Starting	Ending
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees	Not available	Aug 3/2009 Lockout	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Innovative Workplace Practices—Third 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 statistics and anecdotes associated with contract duration and public/private sector analysis while Section II provides innovative practices. This analysis is based on a review of 45 collective agreements ratified during the third quarter of 2009.

Section I:

Duration

Of the 45 collective agreements analysed, agreement durations range between 12 and 60 months (71.1% have a duration of 36 months or more, and 40.0%, a duration of exactly 36 months). The overall average duration for the third quarter of 2009 is 34.1 months, compared to 42.2 months during the second quarter of 2009, which covered 101 collective agreements.

Public and Private Sectors

In the third quarter of 2009, settlements are split almost equally between the public and private sectors, with 23 coming from the private sector and 22 from the public sector. The average duration of private-sector settlements is 32.9 months, with higher frequencies for 12-, 36- and 48-month durations (21.7%, 30.4% and 17.4% respectively). The average duration of public-sector settlements is 35.3 months; exactly half of the 22 agreements have a duration of 36 months, and an additional 5 agreements (22.7%) have a duration of 48 months.

In the private sector, the longest agreement duration (60 months) involved two Ontario agreements: Cara Operations (Swiss Chalet Restaurants) and 2,660 service employees represented by the United Food and Commercial Workers Canada; and, Bell Technical Solutions (Entourage Solutions Technologies) and 1,730 technical employees represented by the Communications, Energy and Paperworkers Union of Canada. The public sector's longest duration (48 months) included four Ontario settlements: Toronto District School Board and Ontario Secondary School Teachers' Federation (6,000 teachers); Liquor Board of Ontario and Ontario Public Service Employees Union (5,500 office, warehouse and retail employees); City of Windsor and Canadian Union of Public Employees (1,510 inside employees); and, Hamilton-Wentworth District School Board and Canadian Office and Professional Employees Union (580 educational services employees). Several agreements in both the public and private sectors shared the third quarter's shortest duration of 12 months.

Continuing a trend evident in the first and second quarters of 2009, a large majority (86.3%) of public sector settlements took place in the province of Ontario. Almost half (53,510 or 49.8%) of the 107,450 employees reaching agreement in the third quarter resided in the province of Ontario.

Six settlements reached in the third quarter of 2009 provided for wage freezes over the term of the agreements: two Air Canada agreements, the first with the International Association of Machinists and Aerospace Workers (11,710 aircraft maintenance employees), the second with the Canadian Union of Public Employees (6,540 flight attendants); Greyhound Canada Transportation Corp. and Amalgamated Transit Union (950 drivers, mechanics and terminal employees); University of Guelph and Canadian Union of Public Employees (780 teaching assistants); and, two Lear Corporation agreements with the National Automobile, Aerospace, Transportation and General Workers Union of Canada (500 plant employees in both Kitchener and Whitby, Ontario).

The largest settlement analyzed this quarter occurred in the private sector: Air Canada and 11,710 aircraft maintenance employees represented by the International Association of Machinists and Aerospace Workers. The public sector shows the next three largest settlements: Government of Canada and 10,580 technical employees represented by the Public Service Alliance of Canada; and City of Toronto and Canadian Union of Public Employees (two agreements: 10,900 inside employees and 9,000 recreational employees). A third City of Toronto - CUPE bargaining unit - covering 5,800 outside employees - also ratified a 36-month contract extension in the quarter. All three City of Toronto bargaining units reached agreement following lengthy work stoppages during the summer.

Section II:

Innovative Practices

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

Compensation

Several Air Canada bargaining units have negotiated a **moratorium on past service pension contributions** for a 21-month period in 2009-2010, and fixed payments thereafter for the 2011, 2012 and 2013 calendar years. Current service payments will continue as per terms of the pension plan and there will be no change or reduction to the defined benefit plan. In the event that the plans have an aggregate solvency deficit of at least \$15 million as of

January 2014, the company will make additional contributions of equal value by December 31, 2014. Should Air Canada become subject to the Companies' Creditors Arrangement Act or the Bankruptcy and Insolvency Act there will be no amendments made to the pension plan without the consent of member unions. (Air Canada Pilots Association; International Association of Machinists and Aerospace Workers; Canadian Union of Public Employees; and, National Automobile, Aerospace, Transportation and General Workers Union of Canada). Executive compensation for the Chief Executive Officer and Executive Vice-Presidents will be frozen until March 31, 2011, and no improvements made to pension benefits until at least December 31, 2013.

Bell Technical Solutions, Entourage Solutions Technologies and the Communications, Energy and Paperworkers Union of Canada have amended the current Bell Product Promotion Program to reflect a new **monetary incentive system**. The program will remain voluntary, with employees distributing all promotional material at residential visits, and rates will vary according to special promotions and/or market trends. Both parties will jointly define the applicable rules of all new incentive compensation programs that could be introduced during the term of the agreement.

A modified **recruitment and retention** provision has been negotiated by Canadian Pacific Railway Ltd. and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (1,110 non-operating employees) to allow for better response to changing market conditions. Effective January 1, 2010, the employer may modify hourly start rates, in whole or in part, for certain job classifications beyond that stipulated in the collective agreement. If modified, the wage rate will not be reduced for a minimum period of 3 months. Employees whose rates were modified as a result of this provision will not have those rates reduced when the modified rates are restored to reflect the hourly rate stipulated in the collective agreement once market pressures subside. Canadian Pacific Railway Ltd. may also, upon union consent, increase regular job rates in other job classifications by location, as required.

Air Canada spin-off Aeroplan Canada Inc. and the National Automobile, Aerospace, Transportation and General Workers Union of Canada have negotiated a first agreement for 880 sales and customer service employees that **retains the main features of the current Air Canada pension plan**. If Air Canada eventually liquidates its pension plan, Aeroplan employees will have the option of transferring accumulated past service into the Aeroplan pension plan. The transfer will be done without incurring additional costs, and employees may not be able to purchase the same number of years of service. If such a situation occurs, employees will have the option of transferring pension credits into pre-determined contributions or into a personal RRSP.

Health and Welfare

The Liquor Control Board of Ontario and its 6,000 office, warehouse and retail employees represented by the Ontario Public Service Employees Union, Liquor Board Employees Division has **improved health benefits** access for its casual work force. Effective April 1, 2010, casual employees who have worked 1,300 hours in the previous calendar year and have 5 or more years' bargaining unit seniority will receive benefits equal to full-time employees, with limitations for basic life insurance, the dental plan and access to the prescription drug plan. Also, access to the Employee Assistance Program has been expanded to include casual employees.

The City of Windsor and Canadian Union of Public Employees (1,510 inside employees) has introduced an Employee **Retiree Benefit Account** for new employees to help defray the cost of health coverage for retirees after age 65. Regular full-time employees hired on or after April 18, 2009 who meet the eligibility for an unreduced pension will

be entitled to 100% employer-paid retiree benefits until age 65. These employees will have the option of deducting a specified amount per hour for each regular hour worked into the self-funded Account. Upon retirement, accumulated contributions and investment income can be used to pay the annual premium of the retiree's health care plan after age 65. Employees who meet eligibility requirements for an unreduced pension remain eligible for 100% employer-paid lifetime benefits coverage upon retirement.

The City of Windsor agreement also adds a provision dealing with **Influenza Vaccine** protocol and procedure at their long term care facilities. The City will assume the cost of treatment for residents and health care aide/personal support workers if the cost is not covered by other sources. Employees at Huron Lodge who fail to take the treatment will be placed on unpaid leave of absence covering the duration of the outbreak period. If treatment is refused because of medical concerns and a certificate is provided, the employee will be reassigned during the outbreak period, unless reassignment is not possible, in which case the employee will be paid normal wages.

The City of Toronto and Canadian Union of Public Employees has introduced a Short Term Disability Plan to its agreement covering its 10,900 inside employees. Effective January 1, 2010, the **Illness and Injury Plan** replaces the current sick leave plan for new hires. Current employees will have the option of staying with their existing sick leave accumulation plan or enrolling in the new plan. The Illness and Injury Plan will provide employees with income protection for up to 130 days at either 75% or 100% of normal salary depending on years of service.

A **Career Awareness and Development Initiative** will be introduced by the City of Toronto and the Canadian Union of Public Employees on behalf of the City's 5,800 outside employees. Effective January 1, 2010, a trial initiative will be developed to provide opportunities for employees and career awareness opportunities for youth and individuals from the City of Toronto's priority neighbourhoods. The initiative will support permanent employees in their career prospects by providing them with opportunities to work with permanent employees in other workplaces who have a desire to develop leadership and communication skills. In addition, the initiative will provide individuals from the community with exposure to the workplace to help them develop positive work habits and behaviours necessary for a successful entry into the labour market.

Working Conditions

Aramark Canada Limited in British Columbia and the Hospital Employees' Union, the Health Care Services Division of Canadian Union of Public Employees have strengthened provisions designed to **alleviate work assignment bottlenecks** and improve the integration process of employees transferred into other units. Where the absence of one or more employees creates a significant increase in workload for 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. Where an employee is assigned to an area where he/she has not previously worked, an orientation to that area will be provided. Where the employee's skill levels are not transferable to the new area, appropriate training will be provided.

Air Canada and the National Automobile, Aerospace, Transportation and General Workers Union of Canada have introduced a **vacation purchase program** for their 4,280 customer service employees. For calendar years 2010 and 2011, employees will be able to buy 1 or 2 additional weeks' vacation entitlement through payroll deduction, at the rate of 2.0% of basic salary per additional week, with the additional vacation awarded by seniority. A similar clause was subsequently negotiated by Air Canada's office employees represented by the International Association of Machinists and Aerospace Workers.

Montreal Airports and the Public Service Alliance of Canada have added a clause providing a 52- or 104-week unpaid leave of absence for employees who are the **victims of a criminal or violent act**. Such leave will be granted if the spouse or child of an employee dies following a criminal act, if a minor child is victim of a criminal act and suffers a serious injury, if a spouse or child commits suicide, or if a minor child goes missing.

Labour-Management Committees

The City of Windsor and Canadian Union of Public Employees have established a committee to review and modify the structure of the agreement with the goal of making it more “**reader friendly**”. Canadian Pacific Railway Ltd. and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union have established a committee to discuss and eventually implement new work rules dealing with **hours of service, work schedules and the creation of part-time** positions.

Montreal Airports and the Public Service Alliance of Canada have created a committee to investigate transportation issues related to the Montreal head office moving to Dorval, Quebec. Consultations will be held to gather comments and suggestions to encourage the use of **alternative methods of transportation**, such as carpooling. Other committees included in the collective agreements analysed dealt with such items as workload, health and safety, and job classification.

Readers' Corner

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

Coaching and Mentoring

Most of us have a general idea of what is involved in coaching and mentoring, but lack the specific knowledge to apply these concepts in the workplace.

What are the distinctions between coaching and mentoring, if any? Florence Stone has clearly defined the concepts, aptly highlighting elements which set them apart.

Coaching is the task of continually developing employees so that they do their jobs well. This involves assessment of development needs and training for those who need to be brought up to the level of excellence of the team as a whole.

Mentoring, on the other hand, is directed to developing an organization's outstanding performers in the achievement of excellence in their jobs, with the goal of furthering their career development within the organization.

See the [Readers' Corner](#) for reading material on “Creativity and Innovation in the Workplace”. 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.

Union Membership in Canada—2009

Each year, Workplace Information Division conducts an update of international, national, and other labour organizations as well as independent unions consisting of a bargaining unit with 50 or more members in Canada.

The information obtained indicates that at the beginning of 2009, 4,600,886 workers were union members. Consequently, the unionization rate or union density (union membership as a percentage of non-agricultural paid employment) is 29.9% for 2009. In comparison, Statistics Canada Labour Force Survey's unionization rate of paid employees is estimated at 29.5% for the first 6 months of 2009.

The full analysis can be found at [Union Membership in Canada](#), ([PDF format, 106KB](#)). Visit the [Directory of Labour Organizations](#) for more information of various unions.

Coming in the Next Issue

- Wage Settlements—**November 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:

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