

Workplace Bulletin

May 17, 2010

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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.

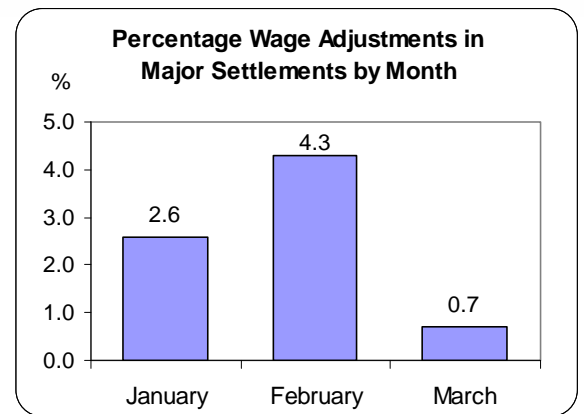
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Wage Settlements Covering 500 or More Employees

March 2010

Wage adjustments from major collective bargaining settlements reached in March 2010 averaged 0.7% annually over the contract term, down from the 4.3% figure in February and the 2.6% figure in January. The results for the month of March are based on a review of 16 settlements covering 91,340 employees.



When the parties to the March settlements previously negotiated, the resulting wage adjustments averaged 2.8%, significantly higher than in their current settlements. Contract duration in March 2010 averaged 28.5 months, compared to 45.5 months in the previous round of settlements.

Wage gains in March were lower in the public sector (0.2%) than in the private sector (1.9%). The largest concentration of employees (78.4%) was in the public sector. The low public-sector results were influenced by the 2 Health Employers Association of British Columbia agreements covering 62,000 employees which were subject to a wage freeze.

On a regional/jurisdictional basis, average wage adjustments in March were highest in Alberta, at 3.3%. The second largest average wage adjustment was in Manitoba at 2.8%. Wage adjustments were lowest in

British Columbia at 0.1%; the largest concentration of employees (73.4%) was also in British Columbia (due to the British Columbia health sector agreements mentioned above).

On an industry basis, March 2010 wage adjustments ranged from a wage freeze in the information and culture sector (a single agreement, MTS Allstream) to a high of 2.9% in both the utilities and public administration sectors. The largest concentration of employees (71.6% of all employees) was in education, health and social services, where wage adjustments averaged 0.1% (again due to the British Columbia health sector agreements).

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2010		
	January	February	March
Sectors			
Public Sector	2.8	4.8	0.2
Private Sector	2.1	1.1	1.9
All Industries/Jurisdictions			
Average Annual Adjustment	2.6	4.3	0.7
Non-COLA	2.6	4.4	0.7
COLA	-	1.2	2.1
First-Year Adjustment			
Non-COLA	2.9	4.4	0.5
COLA	-	1.6	3.2
Industries			
Primary Industries	-	0.8	-
Utilities	-	-	2.9
Construction	-	1.3	2.0
Manufacturing	1.8	0.4	1.2
Wholesale and Retail Trade	-	1.9	1.9
Transportation	3.3	4.5	2.3
Information and Culture	-	-	0.0
Education, Health and Social Services	2.9	4.8	0.1

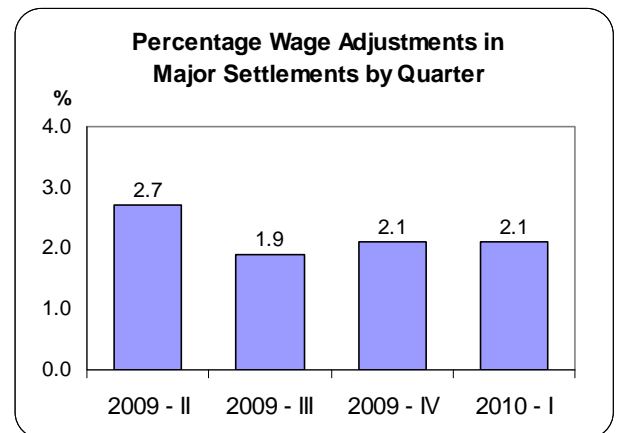
	2010		
	January	February	March
Entertainment and Hospitality	-	-	2.4
Public Administration	2.0	4.3	2.9
Jurisdictions			
Newfoundland and Labrador	-	1.1	-
Nova Scotia	2.1	1.9	-
New Brunswick	2.5	3.2	-
Quebec	2.0	2.0	1.9
Ontario	1.5	1.8	2.0
Manitoba	3.5	3.5	2.8
Alberta	-	5.8	3.3
British Columbia	3.3	-	0.1
<i>Public Service Labour Relations Act</i>	-	-	-
<i>Canada Labour Code, Part I</i>	-	-	1.7
Federal Jurisdiction	-	-	1.7

First Quarter 2010

Major collective bargaining settlements in the first quarter of 2010 provided base-rate wage adjustments averaging 2.1% annually over the contract term, the same as in the previous quarter. The results are based on a review of 63 settlements and cover 163,990 employees.

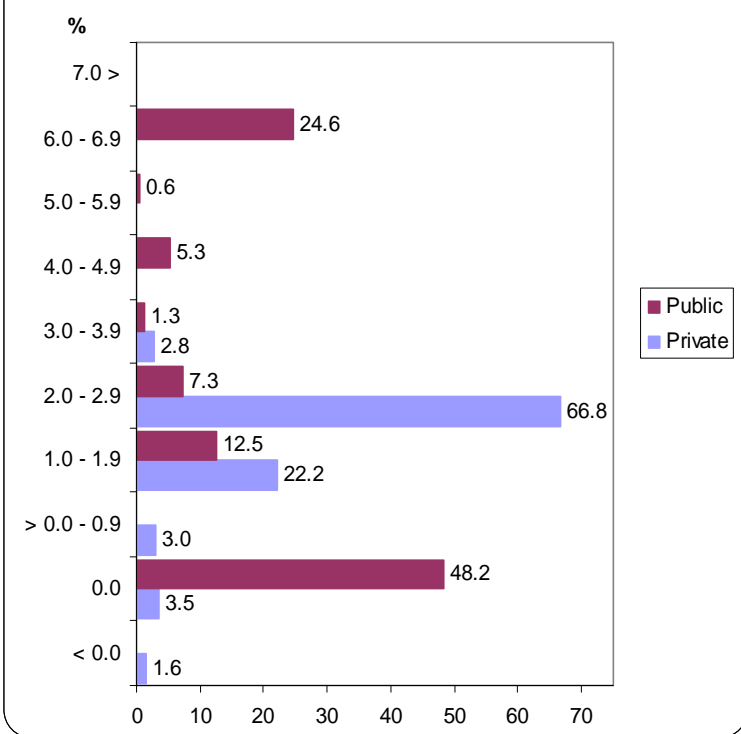
Upward pressure on the wage adjustment series came in February, recording a relatively high monthly average of 4.3% due in large part to wage settlements in the Alberta public sector, more specifically within the Alberta education sector. The 18 Alberta education agreements had wage adjustments averaging 6.0%. This was counterbalanced in March 2010 with a relatively low average wage adjustment of 0.7%, due to downward pressure exerted by 2 health sector agreements (with a large employee coverage) in British Columbia, both subject to a wage freeze. In January 2010, wage increases averaged 2.6%.

When the same parties to the first quarter settlements previously negotiated, the resulting wage adjustments averaged 3.2%, much higher than the 2.1% in their current round of settlements. Contract duration also averaged 27.2 months in the first quarter of 2010, compared to 38.2 months in their previous contracts.



In the first quarter of 2010, 38.6% of employees (in 4 agreements) were subject to a wage freeze; 34.8% of employees received adjustments in the 1.0 to 2.9% range; 19.3% of employees received wage increases of 6.0% (all Alberta education sector). One agreement and 0.3% of employees received a wage cut (Corner Brook Pulp and Paper Ltd.).

Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, First Quarter 2010



The majority of agreements (66.7%) and employees (78.4%) in the first quarter of 2010 were in the public sector. Public-sector wage adjustments averaged 2.2%, down a fraction from 2.3% in the previous quarter. The public-sector results are based on a review of 42 settlements and cover 128,520 employees.

Private-sector wage adjustments averaged 1.8%, up slightly from the 1.6% figure recorded in the previous quarter. The private-sector results are based on a review of 21 settlements and cover 35,470 employees. The majority of employees (66.8%) in the private sector received wage increases in the 2.0 to 2.9% range.

On an industry basis, the largest concentration of employees (73.9% of all workers) was in the education, health and social services sector where wage adjustments averaged 2.1%. The largest wage adjustment in the first quarter 2010 was in the transportation sector, at 3.7% (the average was raised upward by the City of Calgary bus driver settlement at 4.6%). The smallest average wage adjustment was in the information and culture sector with a wage freeze (a single agreement with MTS Allstream).

On a jurisdictional basis, the largest concentration of employees was in British Columbia (41.2% of employees), Alberta (22.8% of employees) and Ontario (19.4% of employees). The largest wage adjustment was recorded in Alberta at 5.6%, British Columbia averaged 0.2% and Ontario, 1.9%. The relatively high adjustment in Alberta was due to the Alberta education-sector agreements (at 6.0%) and the low in British Columbia due to the health sector agreements (wage freeze).

Average Annual Percentage Wage Adjustments by Quarter

	2009			2010
	2 nd	3 rd	4 th	1 st
Sectors				
Public Sector	2.8	2.2	2.3	2.2
Private Sector	1.9	1.6	1.6	1.8

	2009			2010
	2 nd	3 rd	4 th	1 st
All Industries/Jurisdictions				
Average Annual Adjustment	2.7	1.9	2.1	2.1
Non-COLA	2.7	2.0	2.1	2.1
COLA	2.8	0.8	1.8	1.4
First-Year Adjustment				
Non-COLA	2.6	1.9	2.2	2.0
COLA	2.3	0.0	1.7	1.9
Industries				
Primary Industries	-	-	-	0.8
Utilities	3.0	3.0	2.4	2.9
Construction	3.7	4.2	2.5	1.9
Manufacturing	1.8	1.2	1.2	1.1
Wholesale and Retail Trade	2.0	1.9	1.7	1.9
Transportation	1.7	0.3	2.1	3.7
Information and Culture	2.2	3.1	1.9	0.0
Finance and Professional Services	2.8	2.9	2.2	-
Education, Health and Social Services	2.9	2.7	2.4	2.1
Entertainment and Hospitality	1.5	1.9	-	2.4
Public Administration	2.4	2.0	2.3	2.8
Jurisdictions				
Newfoundland and Labrador	5.0	-	-	1.1
Nova Scotia	-	3.4	2.3	2.1
New Brunswick	-	6.0	-	2.6
Quebec	2.8	-	2.1	2.0
Ontario	2.5	2.2	1.9	1.9
Manitoba	3.2	-	2.4	3.3
Saskatchewan	-	4.8	-	-

	2009			2010
	2 nd	3 rd	4 th	1 st
Alberta	4.5	4.5	4.2	5.6
British Columbia	2.8	2.9	2.5	0.2
Territories	2.4	-	-	-
Multiprovince	-	3.0	-	-
<i>Public Service Labour Relations Act</i>	1.7	1.7	1.7	-
<i>Canada Labour Code, Part I</i>	1.3	0.3	2.0	1.7
Federal Jurisdiction	1.6	0.8	1.8	1.7

Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
Sectors				
Public Sector	3.4	3.5	2.5	2.2
Private Sector	3.2	2.5	1.8	1.8
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	3.2	2.4	2.1
Non-COLA	3.3	3.4	2.4	2.1
COLA	3.4	1.7	2.3	1.4
First-Year Adjustment				
Non-COLA	3.9	3.6	2.5	2.0
COLA	3.5	1.9	1.9	1.9
Industries				
Primary Industries	4.6	4.3	2.5	0.8
Utilities	3.9	2.3	3.0	2.9
Construction	3.4	5.4	3.7	1.9
Manufacturing	2.5	1.1	1.6	1.1
Wholesale and Retail Trade	2.4	2.8	1.8	1.9
Transportation	2.7	3.1	1.1	3.7

	2007	2008	2009	2010
Information and Culture	3.0	2.0	2.1	0.0
Finance and Professional Services	3.6	2.8	2.6	-
Education, Health and Social Services	3.5	3.8	3.0	2.1
Entertainment and Hospitality	3.3	1.9	2.0	2.4
Public Administration	3.4	2.8	2.1	2.8
Jurisdictions				
Newfoundland and Labrador	1.6	5.0	5.0	1.1
Prince Edward Island	2.8	3.0	3.6	-
Nova Scotia	3.0	4.0	2.9	2.1
New Brunswick	2.5	3.7	6.0	2.6
Quebec	3.2	2.4	2.2	2.0
Ontario	3.1	2.6	2.4	1.9
Manitoba	3.0	3.4	2.8	3.3
Saskatchewan	4.1	5.1	5.0	-
Alberta	4.9	4.8	4.5	5.6
British Columbia	3.0	2.7	2.8	0.2
Territories	3.0	4.4	2.4	-
Multiprovince	3.0	-	3.0	-
<i>Public Service Labour Relations Act</i>	2.8	2.9	1.7	-
<i>Canada Labour Code, Part I</i>	2.7	2.9	1.2	1.7
Federal Jurisdiction	2.8	2.9	1.6	1.7

Note: Data for 2010 cover the months of January through March.

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1990

Year	Public	Private	Both Sectors
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1

Year	Public	Private	Both Sectors
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	2.2	1.8	2.1

Note: Data for 2010 cover the months of January through March.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes \(PDF format, 200Kb\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

[Other detailed tables \(PDF format, 251KB\)](#) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in March 2010

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Utilities				
ATCO Electric province-wide, Alberta Canadian Energy Workers' Association (Independent- local) office employees; trade employees; technical employees	1,060	2.9	24.0	Dec 31, 2011
1 agreement	1,060	2.9	24.0	
Construction				
Electrical Trade Bargaining Agency of the Electric Contractors Association province-wide, Ontario International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	14,500	2.0	36.0	Apr 30, 2013
1 agreement	14,500	2.0	36.0	
Manufacturing				
Canadian Forest Products Ltd. Prince George, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mill employees	2,300	1.0	48.0	Jun 30, 2013
General Dynamics Lands Systems - Canada London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	500	2.1*	36.1	Mar 24, 2013
2 agreements	2,800	1.2	45.9	

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
Metro Ontario Inc. province-wide, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) grocery distribution centre employees	900	1.9	48.0	Oct 17, 2013
1 agreement	900	1.9	48.0	
Transportation				
Canadian National Railway Company system-wide, Multiprovince Teamsters Canada (CtW/CLC) locomotive engineers; trainmen	1,600	2.3	36.0	Dec 31, 2011
1 agreement	1,600	2.3	36.0	
Information and Culture				
MTS Allstream Inc. Canada-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) telephone operators; technical employees	550	0.0	24.0	Dec 31, 2011
1 agreement	550	0.0	24.0	
Education, Health and Social Services				
Brandon School Division Brandon, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	510	3.5	36.0	Jun 30, 2010
Health Employers Association of British Columbia province-wide, British Columbia British Columbia Government and Service Employees' Union (CLC); Canadian Union of Public Employees (CLC); United Food and Commercial Workers Canada (CtW/CLC) health service employees; home care workers	14,000	0.0	24.0	Mar 31, 2012

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Health Employers Association of British Columbia province-wide, British Columbia various unions service employees; technical and maintenance employees	48,000	0.0	24.0	Mar 31, 2012
Université du Québec à Trois-Rivières Trois-Rivières, Quebec Canadian Union of Public Employees (CLC) lecturers	800	2.2	60.0	May 31, 2015
Winnipeg School Division Winnipeg, Manitoba Winnipeg Association of Non-Teaching Employees (Independent-local) office employees; teaching assistants; food service employees	2,050	2.6	48.2	Jul 07, 2013
5 agreements	65,360	0.1	25.3	
Entertainment and Hospitality				
Coast Hotels Ltd. Nanaimo and other centres, British Columbia UNITE HERE Canada (AFL-CIO/CLC) hotel employees	500	2.1	36.0	Apr 30, 2012
Hospitality Industrial Relations province-wide, British Columbia UNITE HERE Canada (AFL-CIO/CLC) hotel employees	2,200	2.5	36.0	May 31, 2012
2 agreements	2,700	2.4	36.0	
Public Administration				
City of Red Deer Red Deer, Alberta Canadian Union of Public Employees (CLC) inside and outside employees	1,200	3.7	24.0	Dec 31, 2011

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Ville de Montréal Montréal, Quebec Canadian Union of Public Employees (CLC) school crossing guards	670	1.6	48.0	Aug 14, 2011
2 agreements	1,870	2.9	32.6	
Agreements with COLA - 1 agreement	500	2.1	36.1	
Agreements without COLA - 15 agreements	90,840	0.7	28.4	
All Agreements - 16 agreements	91,340	0.7	28.5	

Note: Data for 2010 cover the months of January through March.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes \(PDF format, 200KB\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

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	MED	Dec 09
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction, Private Sector				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
VIA Rail Canada Inc.	CAW Canada	2,910	CO	Dec 09
NAV CANADA	IBEW/ CAW Canada/PIPSC	1,980	B	Aug 09/Apr 10
Canadian Pacific Railway	IBEW/Teamsters Canada	1,500	B/TENT	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	CO	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	CO	Dec 09
Groupe TVA Inc.	CUPE	1,000	CO	Dec 09
Maritime Employers Association (Que.)	CUPE	830	TENT	Dec 08
Jazz Air Limited Partnership	CFAU	780	CO	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation du secteur 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
Gouvernement du Québec	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	CO/B	Mar 08/Mar 09
Alberta Health Services	UNA	23,500	MED	Mar 10
Community Social Services Employers' Association	BCGEU	15,000	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Government of Manitoba	MGEU	13,500	B	Mar 10
City of Montréal	Various unions	13,360	ARB/CO	Dec 06/ Aug 08
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Government of Nova Scotia	NSGEU/CUPE	7,690	B	Oct 09/Mar 10
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
Government of Yukon	PSAC	3,200	TENT	Dec 09
City of Toronto	IAFF	3,000	B	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	TENT	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Prince Edward Island	UPSE	1,950	B	Mar 10
Prince Edward Island Department of Health	IUOE/UPSE	1,610	CO/ARB	Mar 09
BC Hydro	COPE	1,600	B	Mar 10
City of Saskatoon	CUPE	1,490	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Regina	CUPE	1,200	B	Dec 09
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Halifax Regional School Board	CUPE	770	B	Jul 09
Government of Yukon	YTA	750	ARB	Jun 09
Government of Nunavut	NTA	640	MED	Jun 09
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	B	Apr 10
Construction Sector (Ont.)	Various unions	87,990	B	Apr 10
Canada Safeway Limited (Alberta)	UFCW Canada	10,725	B	Mar 10
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Suncor Energy Inc.	CEP	3,200	TENT	Apr 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	ARB	Apr 10
XL Foods Lakeside Packers.	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Leisureworld Inc.	SEIU	2,070	ARB	Apr 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10

* 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
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Upcoming Key Negotiations

Federal Jurisdiction, Public Sector

Government of Canada	CSN	5,950	May 10
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Federal Jurisdiction, Private Sector

Nothing to report.

Provincial and Territorial Jurisdictions, Public Sector

Government of Nova Scotia	NSTU	10,000	Jul 10
Universities (Ont.)	Various unions	6,870	May/June 10

Provincial and Territorial Jurisdictions, Private Sector

Nothing to report.

Major Work Stoppages

Involving 500 or more employees, from **April 16 to April 29, 2010.**

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

Employer, Location, Union, and Employees	Issues	Starting	Ending
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 employees	Not available	Apr 1/2010 Lockout	
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	Apr 15/2010
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	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- 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 get updated on topics such as:

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- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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