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Labour

Federal Mediation & Conciliation Service

Review of Fiscal Year 2014–15



Federal Mediation and Conciliation Service – Review of Fiscal Year 2014–15

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EXECUTIVE SUMMARY



FEDERAL MEDIATION AND CONCILIATION SERVICE

The Federal Mediation and Conciliation Service (FMCS) was established to provide dispute resolution and relationship development assistance to trade unions and employers under the jurisdiction of the *Canada Labour Code* (Code). The Code governs federally regulated employees in key sectors of the economy.

The FMCS offers employers and unionized employees tools for:

- dispute resolution through the services of conciliation and mediation officers—third parties whose mandate is to assist both parties in reaching a mutual agreement; and
- relationship development services that are intended to prevent disputes before they occur. This is achieved by training workshops on collective bargaining and joint conflict resolution. The FMCS also provides grievance mediation services. These are all ways of resolving disagreements and improving industrial relations during the term of the collective agreement.

The FMCS also plays an important role in another method of conflict resolution: arbitration. It coordinates the appointment of arbitrators, adjudicators and referees to resolve certain types of disputes governed by the Code, such as grievances, unjust dismissal complaints and wage recovery appeals. The FMCS also coordinates appointments under the *Wage Earner Protection Program Act* (WEPP Act).

In Canada, the use of neutral third parties—conciliation and mediation officers—appointed by the government to resolve labour relation disputes dates back to the *Conciliation Act* of 1900. The *Conciliation Act* created the federal Labour Department with a mandate to assist in preventing and resolving labour disputes.

Over the years, the FMCS and its forerunners have provided employers and unions with professional skills essential to the resolution of their collective bargaining disputes.

Conciliation and mediation: During fiscal year 2014–15, conciliation and mediation officers from the FMCS dealt with 227 collective bargaining disputes under the Code. Ninetyfive percent of the disputes that were settled during the year were resolved without a work stoppage. Just less than two-hundredths of one percent (0.02%) of all available work time was lost due to work stoppages during the same period. These negotiations involved companies in most of the industrial sectors covered by Part I of the Code and resulted in major agreements in such industrial sectors as air, road, rail and marine transportation, communications and broadcasting.

Maintenance of activities: The Code stipulates that during a strike or lockout, the employer and the employees of the bargaining unit must continue the supply of services, operation of facilities or production of goods to the extent necessary to prevent an immediate and serious danger to the safety or health of the public. The Code sets a process for the negotiation of a “maintenance of activities” agreement and provides a role for the Minister of Labour and the Canada Industrial Relations Board (CIRB) if the parties are unable to reach agreement. On one occasion in 2014–15, the issue of a “maintenance of activities” agreement was referred by the Minister to the CIRB under subsection 87.4(5).

Legislation: No special legislation was enacted to end a work stoppage.

Relationship Development Program services: During fiscal year 2014–15, the name of the Dispute Prevention Program was changed to the Relationship Development Program to more accurately capture the spirit and intention of the services offered. A total of 88 relationship development services were provided during 2014–15. Of the 88 services, grievance mediation was most frequently provided (32), accounting for 36 percent of services delivered. Training (24), including the 6 regional workshops, accounted for 27 percent, followed closely by facilitation (23) at 26 percent. Six diagnostic assessments were conducted (7 percent) and 3 presentations were delivered (4 percent).

Appointments of neutral third parties – Part I, Part III and the WEPP Act:

Arbitrators were appointed in 64 grievance arbitrations in 2014–15 under Part I of the Code. Under Part III of the Code, the FMCS also handled the ministerial appointment of 130 wage recovery referees and 297 unjust dismissal adjudicators and 7 appointments under the *Wage Earner Protection Program Act* during 2014–15.

Upcoming collective bargaining: Upcoming negotiations during fiscal year 2015–16 will involve, among others, Air Canada, Air Transat, the Canadian Broadcasting Corporation, CanJet Airlines, Garda Security Screening Inc., Jazz Air Limited Partnership, the Maritime Employers Association, the Port of Saint John Employers Association Inc., Securitas Transport Aviation Security Limited, Servisair Inc. and VIA Rail Canada Inc.



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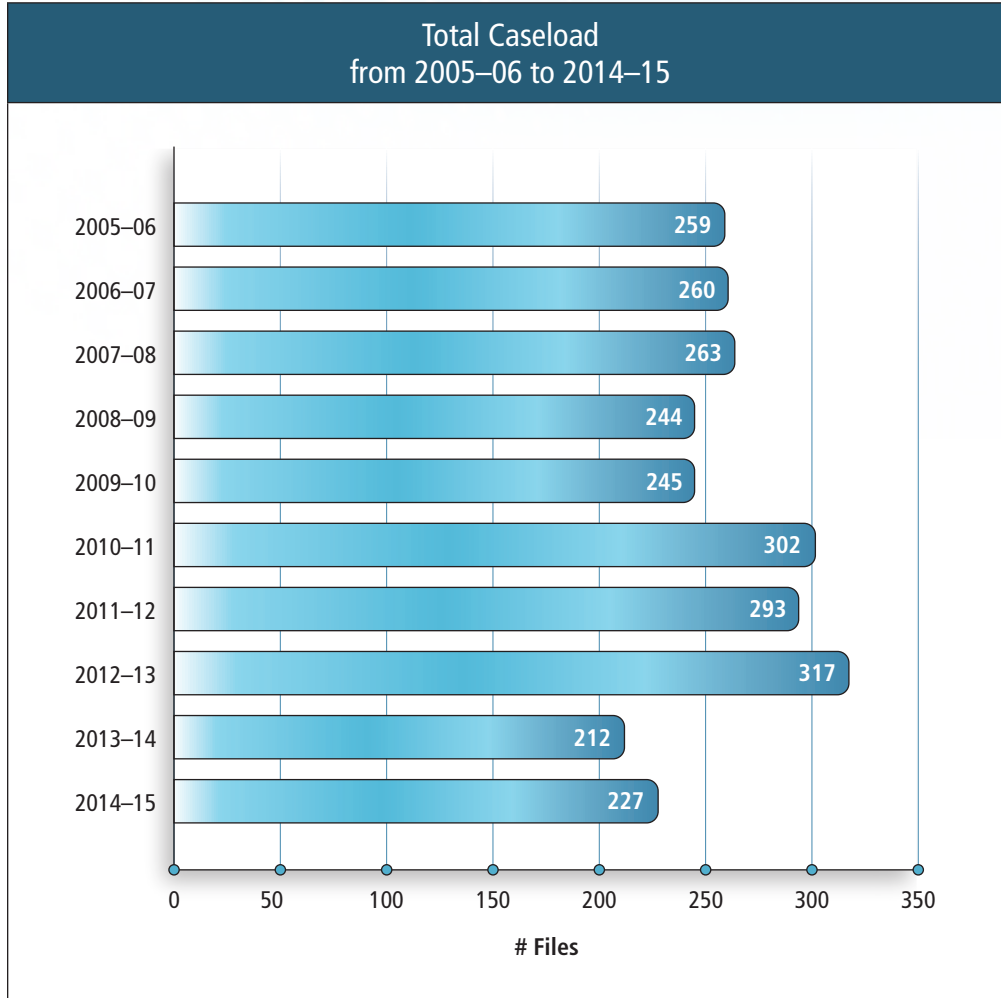
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1. CASELOAD INFORMATION AND ACTIVITIES

1.1. Collective Bargaining Disputes

In 2014–15, the Federal Mediation and Conciliation Service (FMCS) handled 227 collective bargaining disputes. Fiftythree disputes were carried over as ongoing disputes from previous fiscal years, and conciliation appointments were made in 174 disputes during the fiscal year.



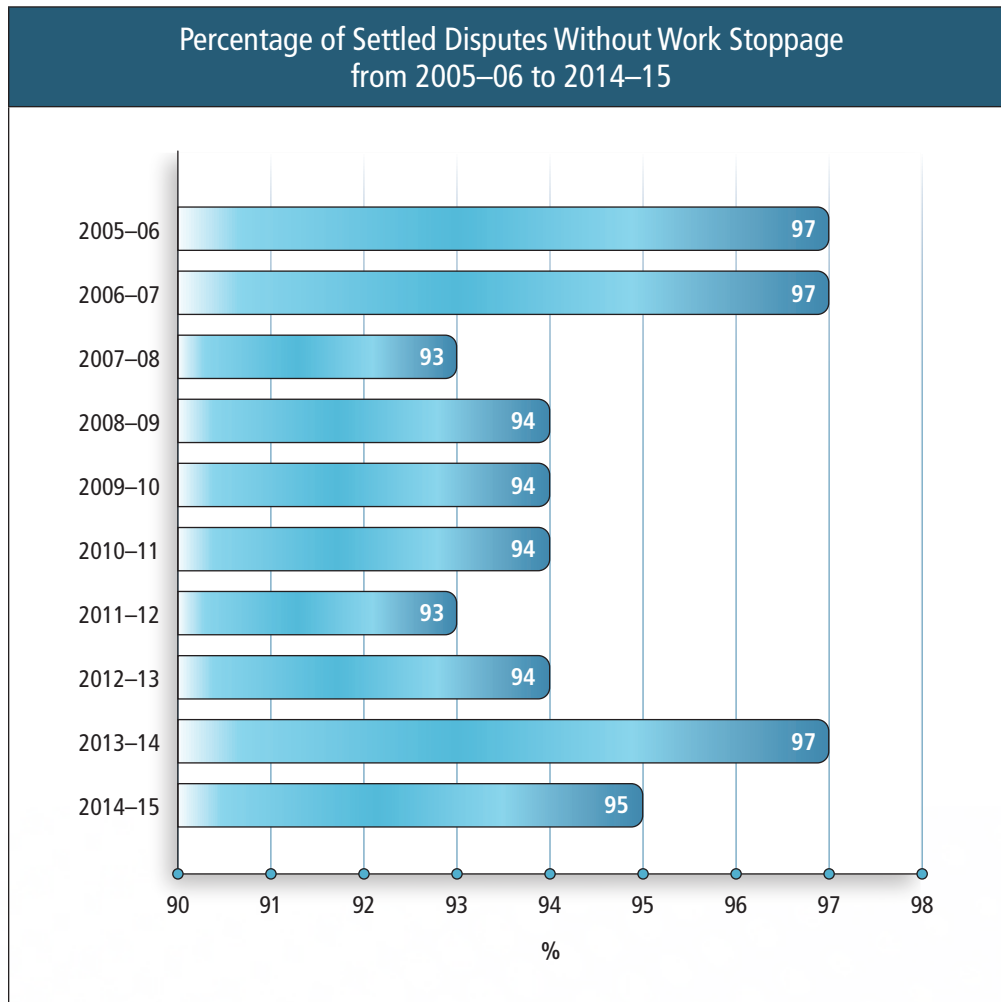
1.2. Post-conciliation Appointments

Sixtyfour post-conciliation mediation appointments were made in 2014–15.

1.3. Settled Disputes

In 2014–15, of the 227 cases that were handled by the FMCS, 129 disputes were settled. Of these, 42 cases were carried over from previous fiscal years and 87 were new disputes. Ninetyfive percent of all settled disputes were settled without a work stoppage. The FMCS has recorded settlement rates of 93 to 97 percent in the past 10 years.

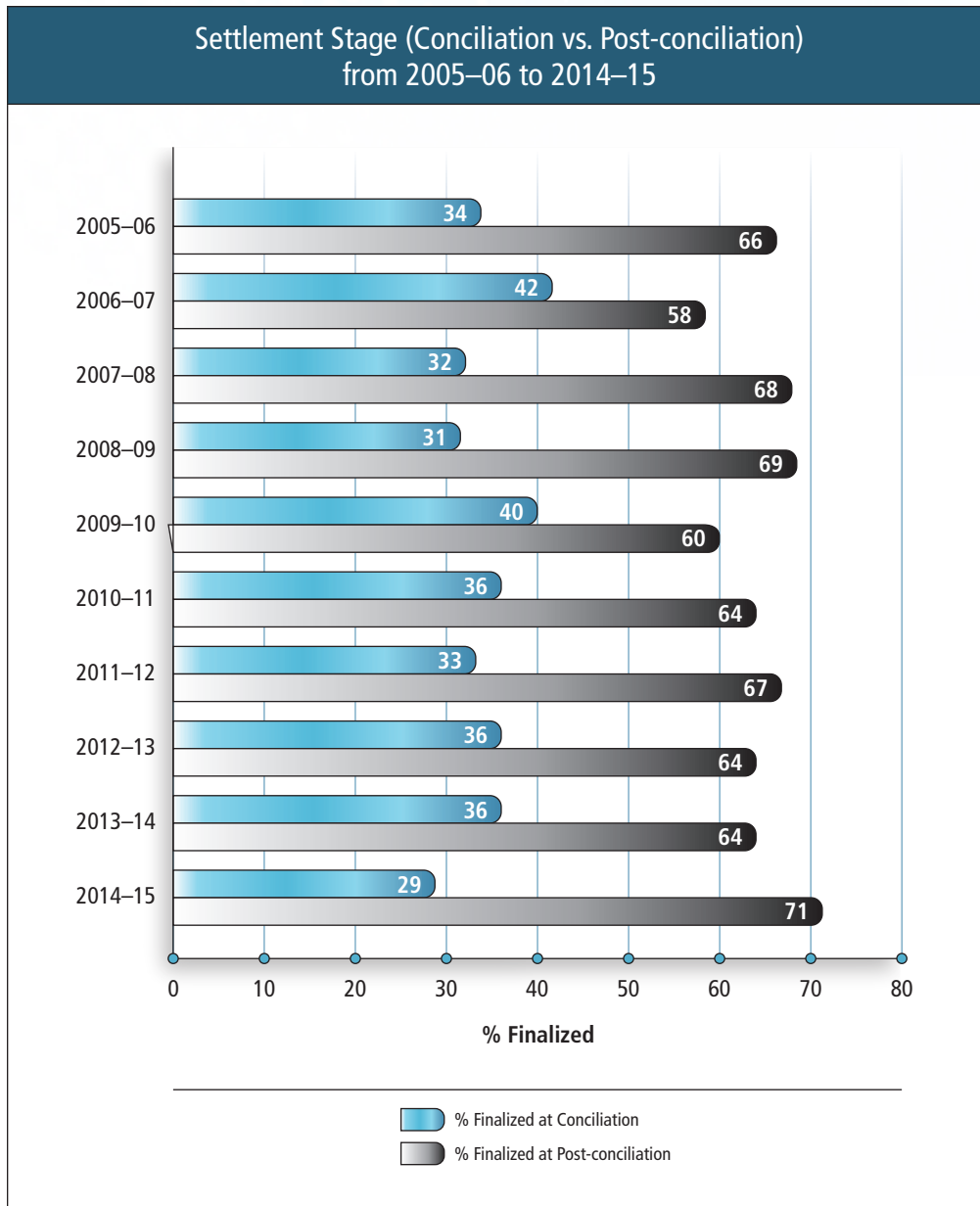
Total caseload and settlement rates for the last 10 years can be found in **Appendix A**.



1.4. Settlement Stage

The majority of settlements continue to be reached at the post-conciliation stage of negotiations. During 2014–15, of disputes that were settled during conciliation vs post-conciliation stages, 71 percent were settled at the post-conciliation stage and 29 percent were settled during conciliation. This trend began after the 1999 revisions to Part I of the Code, which limited the conciliation period to 60 days unless the parties mutually agree to extend it.

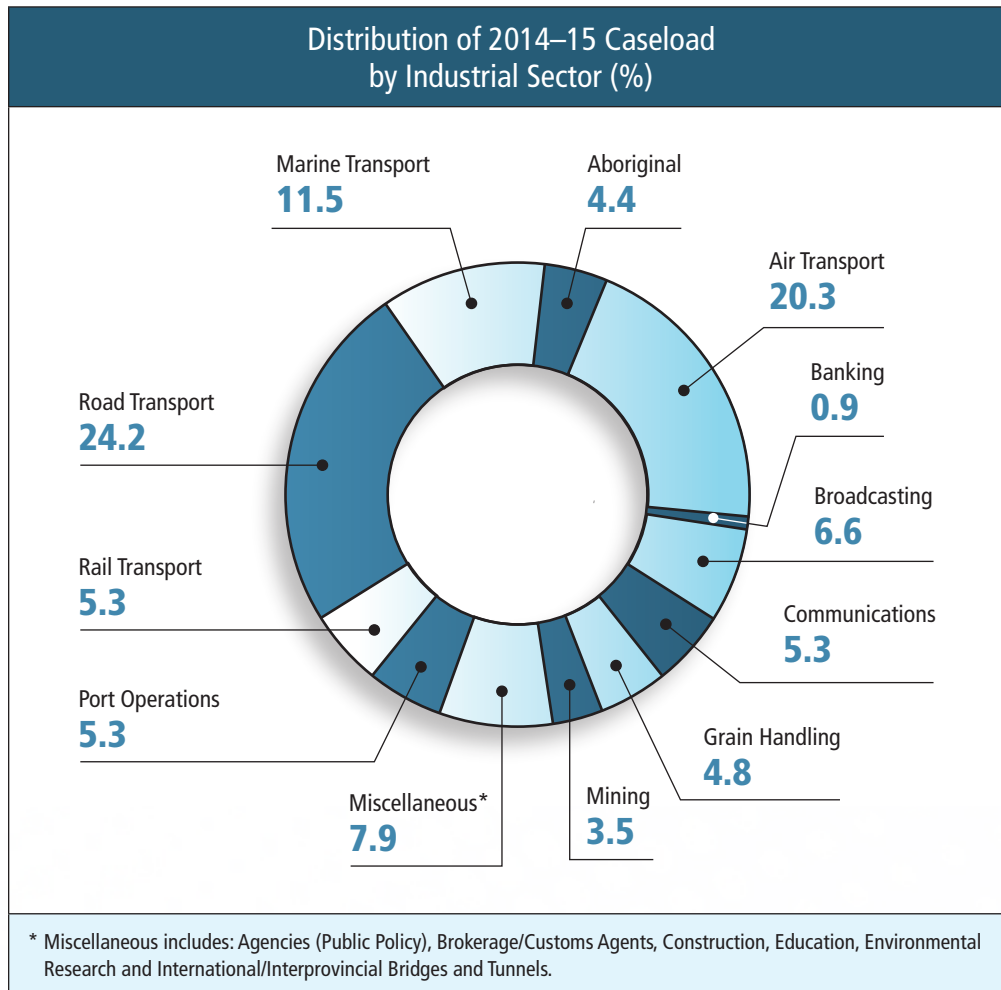
See **Appendix B** for a comparison of settlement stages since 2005–06.



1.5. Disputes by Industry

The largest number of disputes occurred in the road transportation sector (55) followed by the air transportation sector (46). When combined, disputes in the four transportation sectors (air, road, rail and marine) accounted for 61.2 percent of the total number of disputes handled during the fiscal year.

A breakdown of caseload and work stoppage by industrial sector can be found in **Appendix C**.



2. WORK STOPPAGE ACTIVITIES

2.1. Ongoing and Initiated Work Stoppages

Eleven work stoppages occurred during 2014–15. One was ongoing at the start of the fiscal year and 10 work stoppages were initiated during the fiscal year. Two work stoppages are still ongoing as of March 31, 2015.

Parties	Bargaining Unit	Legal Work Stoppage		
		Began	Ended	# Days
1. ONGOING LEGAL WORK STOPPAGES CARRIED OVER INTO 2014–15				
Maritime Broadcasting System Limited and Canadian Media Guild	7 radio station employees	June 25, 2012	June 15, 2015	721
2. LEGAL WORK STOPPAGES INITIATED IN 2014–15				
Air North Charter & Training Ltd. and the Public Service Alliance of Canada	25 flight attendants or in-charge flight attendants	Sept. 29, 2014	Oct. 1, 2014	3
Cameco Corporation – Mining Division and the United Steelworkers Local 8914	536 warehouse and office employees	Aug. 30, 2014	Sept. 12, 2014	13
Canadian Pacific Railway Company and Teamsters Canada Rail Conference	3,800 employees designated as locomotive engineer, conductor, baggageman, brakemen, car retarder, operator, yardman, switchtender, yardmaster, assistant yardmaster, locomotive fireman (helper) working on the Canadian East and West lines of Canadian Pacific Limited and its subsidiaries and leased lines	Feb. 15, 2015	Feb. 16, 2015	2
Cardinal Couriers Ltd. and Teamsters Local 879	15 drivers	April 28, 2014	May 2, 2014	5

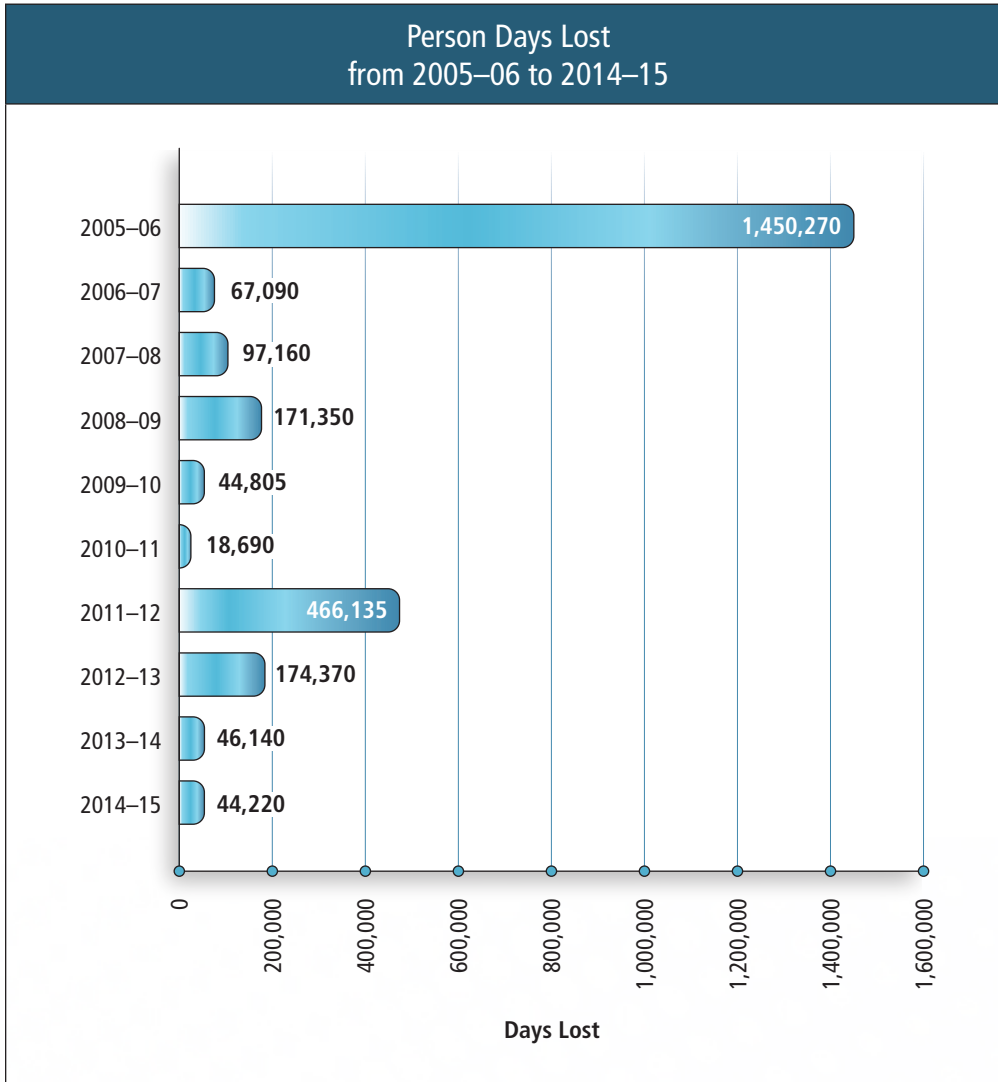
Parties	Bargaining Unit	Legal Work Stoppage		
		Began	Ended	# Days
Cardinal Couriers Ltd. and Teamsters Local 938	11 drivers	Mar. 9, 2015	Ongoing*	23
Cascade Aerospace Inc. and Unifor	450 aircraft mechanics; avionics; composites; hydraulic shop; machine shop; structures; cleaners; interior shop; paint shop; facilities; ground support equipment (technicians); planning (clerks); purchasing stores; tool crib; including crew leaders and casual employees	June 4, 2014	Aug. 21, 2014	79
Fort Smith Housing Authority and the Public Service Alliance of Canada	6 tenant relations officer, clerk typist, finance clerk, housing maintenance foreman, maintenance serviceman, painter, plumber, carpenter, oil burner mechanic, casual office employee, casual painter and casual labourer	Feb. 2, 2015	Feb. 27, 2015	26
Richardson Milling and the United Food and Commercial Workers Local 1400	34 maintenance employees, mill operations, shippers/receivers, power engineers, lab technicians and electricians	Sept. 10, 2014	Nov. 10, 2014	61

Parties	Bargaining Unit	Legal Work Stoppage		
		Began	Ended	# Days
Stz'uminus First Nation and The Hospital Employee's Union	22 personal care aides, janitor, community health representative, brighter futures, mental health clinician, addictions counsellor/mental health worker, dental receptionist, patient travel clerk, home care nurse, community health nurse, elders coordinator, LPN and receptionist	Jan. 29, 2015	Mar. 15, 2015	45
Town of Hay River and the Public Service Alliance of Canada	63 administration and operational employees	Feb. 9, 2015	Ongoing*	51
* As of March 31, 2015				
MAXIMUM NUMBER OF WORKERS: 4,969				
NUMBER OF PERSON DAYS NOT WORKED: 44,220				

2.2. Days Lost to Work Stoppages

The 11 work stoppages accounted for 44,220 person days not worked. The number of working days lost due to work stoppages in 2014–15 represented two-hundredths of one percent (0.02%) of the total available work time in the federal private sector.

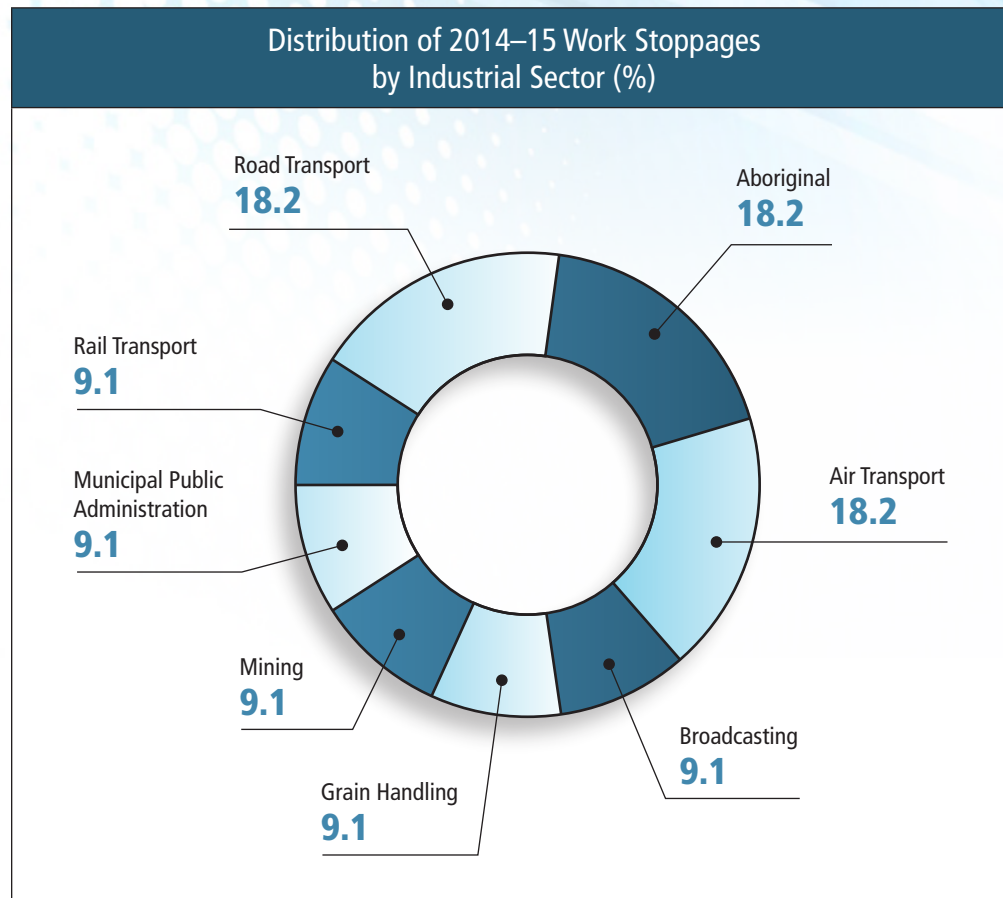
Appendix D shows work days lost as a percentage of available work time in the federal private sector.



2.3. Work Stoppages by Industrial Sector

There were two work stoppages in the Aboriginal Public Administration sector, two in the Air Transportation sector, two in the Road Transportation sector and one in each of the following sectors: Broadcasting, Grain Handling and Milling, Mining, Municipal Public Administration and Rail Transportation.

Appendix C includes a breakdown of work stoppages by industrial sector.



3. SIGNIFICANT SETTLEMENTS IN 2014–15

A number of key agreements were renewed across all industrial sectors during fiscal year 2014–15.

A listing of significant settlements achieved in 2014–15 is attached as **Appendix E**.

4. SIGNIFICANT CURRENT AND FORTHCOMING NEGOTIATIONS IN 2015–16

4.1. Expired and Expiring Collective Agreements

There are 312 collective agreements that are scheduled to expire during fiscal year 2015–16 and 396 contracts expired over the previous fiscal year.

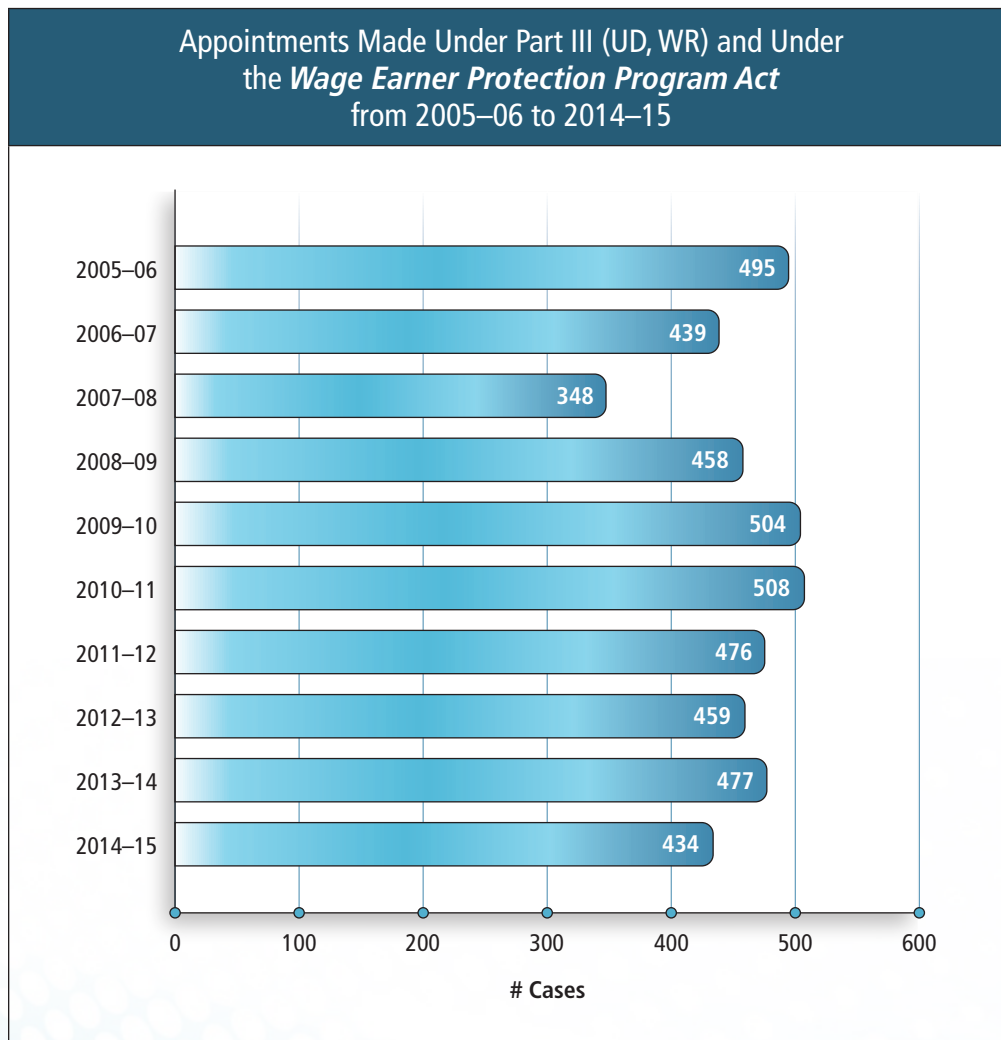
A listing of significant current and forthcoming bargaining situations is attached as **Appendix F**.

5. APPOINTMENTS UNDER PART III OF THE CANADA LABOUR CODE AND THE WAGE EARNER PROTECTION PROGRAM ACT

5.1. Appointments: Unjust Dismissal, Wage Recovery and Wage Earner Protection Program

Initial appointments were made under Part III of the Code for 130 wage recovery (WR) appeal cases, 297 unjust dismissal (UD) complaint cases and 7 Wage Earner Protection Program (WEPP) appeal cases. In 2009, the FMCS first handled WEPP appeals after the *Wage Earner Protection Program Act* provisions came into force in July 2008.

A table showing adjudicator and referee appointment levels since 2005–06 is found in **Appendix G**.

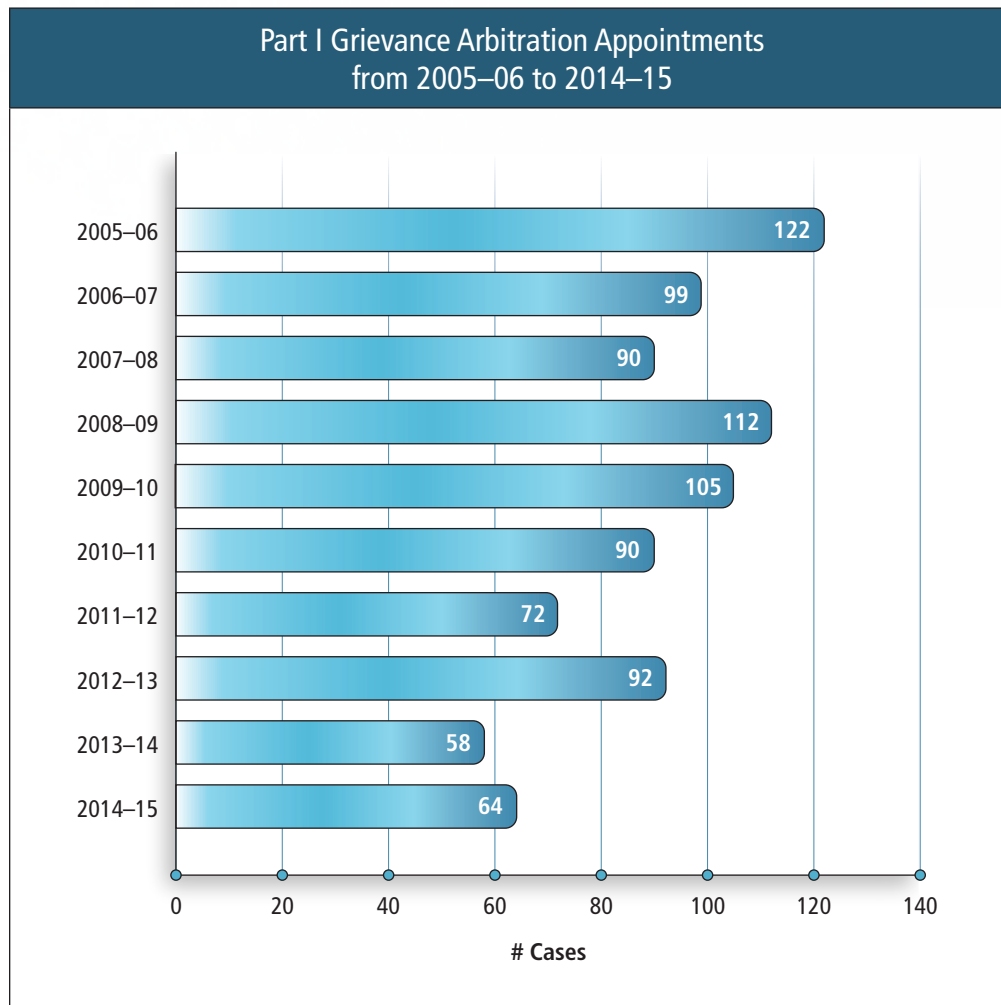


6. GRIEVANCE ARBITRATION APPOINTMENTS UNDER PART I OF THE CANADA LABOUR CODE

6.1. Grievance Arbitration Appointments

Initial appointments were made under Part I of the Code for 64 grievance arbitration cases during fiscal year 2014–15. These appointments are made when employers and unions are unable to agree upon an arbitrator or arbitration board chairperson to deal with grievances that relate to the application, interpretation, administration or alleged contravention of their respective collective agreements.

Grievance arbitration appointment levels since 2005–06 are included in **Appendix G**.



7. RELATIONSHIP DEVELOPMENT PROGRAM SERVICES

7.1. Relationship Development Program

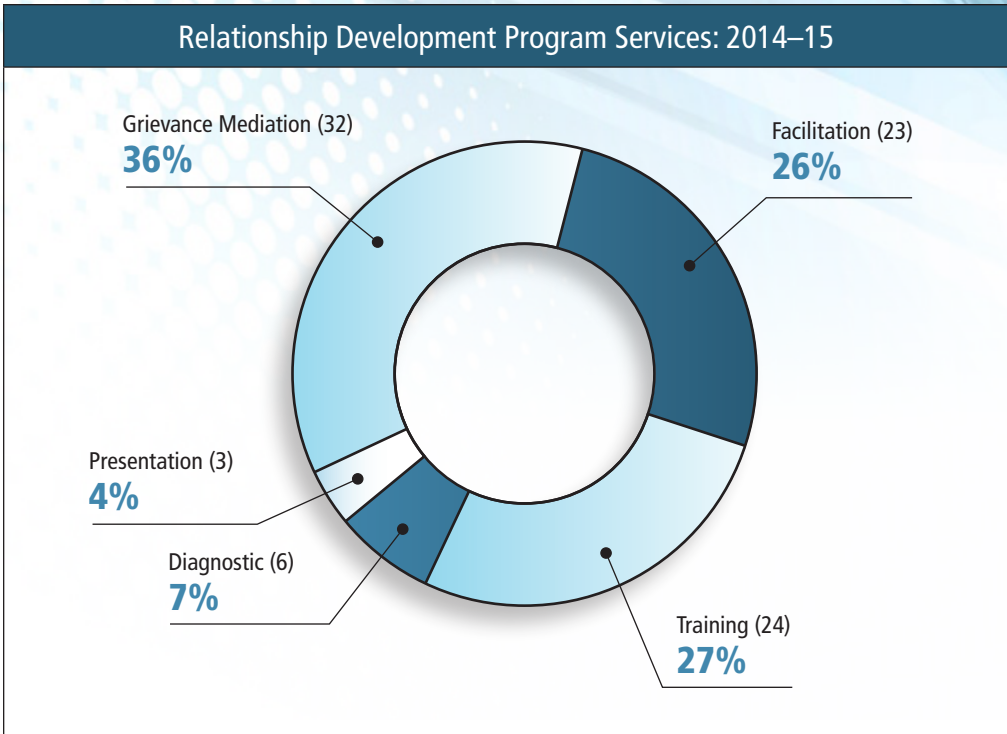
During fiscal year 2014–15, the name of the Dispute Prevention Program was changed to the Relationship Development Program in order to more accurately capture the spirit and intention of the services offered. During the year, the mediators collaborated on the creation of a three- to five-year action plan to further develop the program. Planned activities include the redesign/refreshing of training material and the development of new training/workshops and promotional material.

The services currently offered include:

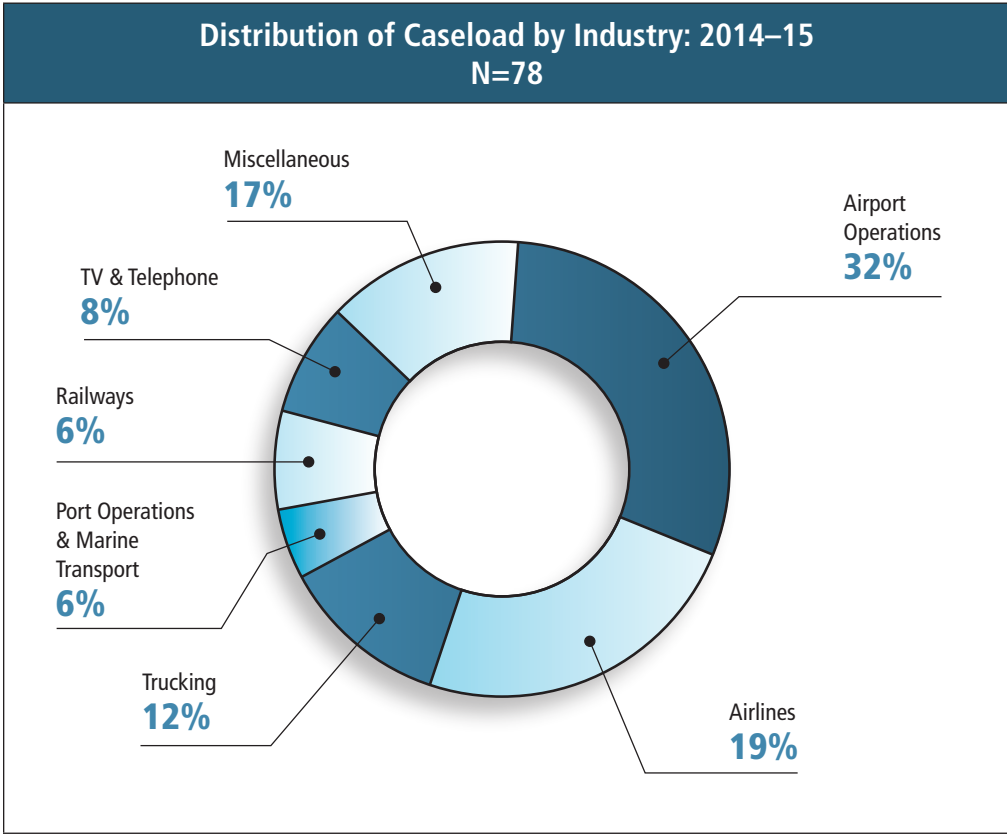
- a diagnostic of the relationship;
- customized training/workshops;
- a conference-style regional workshop: Labour Relations and the Negotiation Cycle;
- facilitation of committee meetings;
- facilitation of direct negotiations; and
- grievance mediation.

A total of 88 relationship development services were provided. An additional 11 mediator appointments were made for requests received in 2014–15 (presentation, diagnostics, regional workshop and grievance mediation). Delivery of these services will occur in 2015–16.

Of the 88 services, grievance mediation was most frequently provided (32) during 2014–15, accounting for 36 percent of services delivered. Training (24), including the 6 regional workshops, accounted for 27 percent, followed closely by facilitation (23) at 26 percent. Six diagnostic assessments were conducted (7 percent) and three presentations were delivered (4 percent).



A complete listing of Relationship Development Program services provided during 2014–15 can be found in **Appendix H** and **Appendix I**.



The largest number of relationship development services were provided to clients involved with airport operations (25), followed closely by airlines (15) accounting for 51 percent of all services offered. An additional 24.5 percent of services were provided to other transportation sectors: trucking (9); port operations and marine transport (5); and, railways (5). The remaining 24.5 percent of services were delivered to clients in TV, cable and telephone (6), and 13 services to varied industries captured under miscellaneous (e.g., banks, mining, armoured cars, seed/feed mills, grain elevators, public utilities, public policy agencies, and federal government departments).

Note: Ten services were provided to single parties, or at multiparty events. Industry information is not captured in these situations.

7.2. Training and Facilitation

The following services are included under training and facilitation: presentations, diagnostic assessments, training/workshops, facilitation of committees and facilitation of direct negotiations. While the number of services offered in 2014–15 (56) is consistent with those offered in 2013–14 (56), considerably more resources were expended in 2014–15. Previously, the conference-style workshop, Labour Relations and the Negotiation Cycle, had only been offered in the Atlantic and Ontario regions. In 2014–15, all the course material was translated into French and mediators from the Montréal office were supported in expanding delivery into Quebec, with a workshop delivered in Trois-Rivières. Two sessions were also offered in the Northwestern Region in Winnipeg and Calgary. In total, for 2014–15, six Labour Relations and the Negotiation Cycle workshops were provided in Calgary, Guelph, Ottawa, Trois-Rivières, Winnipeg and Toronto. Planning is underway to deliver the workshop in the Pacific Region with a session scheduled for Vancouver in May 2015.

A complete list of Training and Facilitation cases during 2014–15 can be found in **Appendix H**.

7.3. Grievance Mediation Activities

During 2014–15, mediators were appointed on 32 grievance mediation cases to deal with 3,685 grievances.

Size of Grievance Mediation Cases: N=32		
# of grievances per case	# of cases	% of caseload
Less than 10	26	81
10–99	3	9
100–999	2	6
1,000–3,000	1	3
Total	32	100 (rounding)

Twenty-seven of the 32 cases were closed in the fiscal year. The 5 open cases carrying over to fiscal year 2015–16 account for 3,465 grievances.

The 27 closed cases accounted for 220 grievances:

- 132 settled (60 percent)
- 56 withdrawn (25 percent)
- 32 proceeding to arbitration (15 percent)

This gave the FMCS a success rate of 85 percent.

A complete listing of grievance mediation cases during 2014–15 can be found in Appendix I.

8. OTHER KEY ACTIVITIES

8.1. *Status of the Artist Act* Activities

The FMCS handled one request for mediation assistance under Part II – Professional Relations, section 45 of the *Status of the Artist Act*. The parties involved are Groupe Media TFO and l’Union des Artistes.

8.2. Ministerial Referrals to the Canada Industrial Relations Board Under Subsection 87.4(5) of the *Canada Labour Code* – Maintenance of Activities Agreement

The Code stipulates that during a strike or lockout, the employer and the employees of the bargaining unit must continue the supply of services, operation of facilities or production of goods to the extent necessary to prevent an immediate and serious danger to the safety or health of the public. The Code sets out a process for the negotiation of a “maintenance of activities” agreement and provides a role for the Minister of Labour and the Canada Industrial Relations Board (CIRB) if the parties are unable to reach agreement.

In 2014–15, 1 referral was made out of approximately 36 strike or lockout notices received.

In 2014–15, the issue of a “maintenance of activities” agreement was referred to the Canada Industrial Relations Board (CIRB) under subsection 87.4 (5) of the <i>Canada Labour Code</i> in the following dispute:			
Parties	Number of employees	Referral Date	Decision
CityWest Telephone Corp., Prince Rupert, British Columbia, and Local Union No. 213 of the International Brotherhood of Electrical Workers	38 employees of CityWest Telephone Corp. including journey person, Internet service specialist, coordinator, QA rep, cleaner, customer service representative, payroll/accounts payable clerk, credit clerk, cable dispatcher and finance clerk	March 13, 2015	On April 8, 2015, the CIRB issued a decision following a settlement agreement reached between the parties on the level of service required in order to comply with section 87.4(1) of the <i>Code</i> in the event of a work stoppage. The CIRB is satisfied that the parties’ agreement is sufficient to prevent an immediate and serious danger to the safety or health of the public and has incorporated their agreement into the decision.

8.3. Back-to-Work Legislation

In some exceptional circumstances, where there has been a high-profile work stoppage ongoing for some time, the Minister may decide to intervene in a dispute by tabling legislation. This step is taken when there is a high level of public pressure on the government to terminate a dispute that is affecting the public interest or the economy. In 2014–15, back-to-work legislation was not enacted to end a strike or lockout.

9. THE ADMINISTRATIVE UNIT OF THE FEDERAL MEDIATION AND CONCILIATION SERVICE

The Federal Mediation and Conciliation Service Administrative Unit is part of the Director General’s Office. It consists of three full-time employees. The Unit is responsible for the administrative and financial aspects of the Directorate.

9.1. Administrative Unit Services

The Administrative Unit maintains the budgetary transactions from salary forecasts to operating and maintenance expenditures. The Unit also makes recommendations to senior management regarding any financial adjustments required.

The Unit handles over 1,500 invoices per year. This includes: acquisition card purchases, travel requests and claims, purchase orders and arbitrator and referee invoices. The Unit processes journal vouchers, monitors commitments and expenditures and identifies trends and reports.

This Unit coordinates the Long Service Awards, Retirement and Instant Recognition Program. It also prepares and processes event requests, Blanket Travel Authorities, signature cards, memberships, subscriptions, training and conference requests.

The Unit coordinates the hires and departures of employees, including any assignments, leave without pay requests and cash-outs. It also supports requests for human resource services and prepares memoranda and supporting documentation requested as per human resource policies.

The Administrative Unit also directs the six Regional Office Coordinators to ensure they are following departmental procedures and policies and provides training, support and mentorship.

FMCS 2014–15 Expenditures	
Salary	\$4,563,485
Operating and maintenance (O&M)	\$2,126,114
Some details include:	
Travel	\$551,306
UD/WR/WEPP	\$1,092,169
Relationship Development Program (O&M)	\$246,429



APPENDIXES



Appendix A.

FMCS Dispute Settlement Proceedings Since 2005–06

Fiscal Year	Caseload			Settled			Settlements Without Work Stoppages	
	Carried Forward	New s.72 Appts	Total Case-load	Carried Over	New s.72 Appts	Total Cases Settled	Cases	%
2005–06	84	175	259	62	117	179	174	97%
2006–07	80	180	260	59	118	177	172	97%
2007–08	83	180	263	61	114	175	162	93%
2008–09	89	155	244	58	101	159	150	94%
2009–10	83	162	245	46	96	142	134	94%
2010–11	87	215	302	60	99	159	150	94%
2011–12	104	189	293	88	101	189	176	93%
2012–13	89	228	317	69	165	234	221	94%
2013–14	77	135	212	62	97	159	155	97%
2014–15	53	174	227	42	87	129	122	95%

Appendix B.

Comparison of Settlement Stages Since 2005–06

Fiscal Year	Total Cases Finalized	Total Settled at Conciliation Stage	% Finalized at Conciliation	Total Settled at Post-conciliation Stage	% Finalized at Post-conciliation
2005–06	179	60	34%	119	66%
2006–07	177	74	42%	103	58%
2007–08	175	56	32%	119	68%
2008–09	159	50	31%	109	69%
2009–10	142	57	40%	85	60%
2010–11	159	57	36%	102	64%
2011–12	189	63	33%	126	67%
2012–13	234	85	36%	149	64%
2013–14	159	57	36%	102	64%
2014–15	129	37	29%	92	71%

Appendix C.

Caseload and Work Stoppages by Industrial Sector for Fiscal Year 2014–15

Industrial Sector	Total Caseload	% of Total Caseload	Number of Disputes with Work Stoppages	% of Total Disputes
Aboriginal	10	4.4	2	18.2
Air Transport	46	20.3	2	18.2
Banking	2	0.9	0	0.0
Broadcasting	15	6.6	1	9.1
Communications	12	5.3	0	0.0
Entertainment/ Tourism	0	0.0	0	0.0
Grain Handling	11	4.8	1	9.1
Mining	8	3.5	1	9.1
Miscellaneous/ *Municipal Public Administration	18	7.9	1*	9.1
Port Operations	12	5.3	0	0.0
Rail Transport	12	5.3	1	9.1
Road Transport	55	24.2	2	18.2
Territorial Public Administration	0	0.0	0	0.0
Marine Transport	26	11.5	0	0.0
Total All Sectors	227	100.0	11	100.0
Total Transportation	139	61.2	5	45.5

Appendix D.

Person Days Lost in the Federal Jurisdiction Since 2005–06

Fiscal Year	Number of Work Stoppages	Days Lost	As a % of All Available Time in Federal Jurisdiction
2005–06	7	1,450,270	0.71%
2006–07	12	67,090	0.03%
2007–08	16	97,160	0.05%
2008–09	8	171,350	0.08%
2009–10	6	44,805	0.02%
2010–11	9	18,690	0.01%
2011–12	13	466,135	0.22%
2012–13	17	174,370	0.08%
2013–14	5	46,140	0.02%
2014–15	11	44,220	0.02%

Appendix E.

Significant Settlements Achieved in Fiscal Year 2014–15

Employer and Union	Bargaining Unit
Aéroport de Montréal, Montréal, Quebec, and the Public Service Alliance of Canada	200 professional employees
Aéroport de Montréal, Montréal, Quebec, and the Syndicat des employées des aéroports de Montréal – CSD	250 technical employees
Airport Terminal Services Canadian Company, Richmond, British Columbia, and the International Association of Machinists & Aerospace Workers	100 passenger agents
Algoma Central Corporation, St. Catharines, Ontario, and the Canadian Merchant Service Guild	55 deck officers
Algoma Central Corporation, St. Catharines, Ontario, and the Canadian Merchant Service Guild	61 marine engineers and electricians
Algoma Tankers, St. Catharines, Ontario, and the Canadian Merchant Service Guild	30 engineering officers
Algoma Tankers, St. Catharines, Ontario, and the Canadian Merchant Service Guild	38 navigation officers
Bradley Air Services Limited, carrying on business as First Air, Carp, Ontario, and the Canadian Union of Public Employees	81 flight attendants

Employer and Union	Bargaining Unit
Canada Malting Company Limited, Thunder Bay, Ontario, and the United Food and Commercial Workers	32 grain handlers
Canada Post Corporation, Ottawa, Ontario, and the Public Service Alliance of Canada	1,400 technical employees
Canadian National Railway Company (former rail lines & territory of Savage Alberta Railway Inc.), Montréal, Quebec, and Unifor	65 locomotive engineers and conductors
Canadian National Railway Company, Montréal, Quebec, and Teamsters Canada Rail Conference	185 traffic controllers
Canadian National Railway Company, Montréal, Quebec, and Unifor	10 operator-excavators
Canadian National Railway Company, Montréal, Quebec, and Unifor	1,750 clerical and intermodal employees
Canadian National Railway Company, Montréal, Quebec, and Unifor Local 100	2,000 shopcraft employees
Canadian National Transportation Limited, Brampton, Ontario, and Unifor	800 owner-operator truck drivers
Canadian Pacific Railway Company, Calgary, Alberta, and Unifor Local 101R	2,200 shopcraft employees
Envoy Air Inc., Toronto, Ontario, and Unifor Local 2002	60 baggage handlers
Essex terminal Railway Company, Windsor, Ontario, and Teamsters Local 879	16 yardmen
Field Aviation West (division of Field Aviation Co. Inc.), Calgary, Alberta, and the International Association of Machinists and Aerospace Workers	70 maintenance employees
Garda Security Screening Inc., Brandon, Manitoba, and Teamsters Local 979	6 airport screening officers
Halifax Employers Association Incorporated, Halifax, Nova Scotia, and the International Longshoremen's Association for the Port of Halifax representing the Halifax Freight and Steamship Checkers' Union Local 1341	70 checkers
Halifax Employers Association Incorporated, Halifax, Nova Scotia, and the International Longshoremen's Association for the Port of Halifax representing the Halifax Longshoremen's Association Local 269	300 longshoremen

Employer and Union	Bargaining Unit
Halifax Employers Association Incorporated, Halifax, Nova Scotia, and International Longshoremen's Association for the Port of Halifax representing the Halifax Gear Repair and Maintenance Men Union Local 1825	70 maintenance employees
Halifax Port Authority, Halifax, Nova Scotia, and the International Longshoremen's Association Local 1843	17 maintenance employees
Kelowna Flightcraft Air Charter Ltd., Kelowna, British Columbia, and the Air Line Pilots Association, International	95 pilots
Lakehead Terminal Elevators Association, Thunder Bay, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) Local 1976, Unit Lodge 650	245 grain handlers
Marine Atlantic Inc., St. John's, Newfoundland and Labrador, and the Public Service Alliance of Canada	65 supervisors
Marine Atlantic Inc., St. John's, Newfoundland and Labrador, and USW/ILA Council of Trade Unions	442 clerical and terminal personnel
Montreal Gateway Terminals Partnership and the Canadian Union of Public Employees Local 4317	28 longshoremen
National Arts Centre Corporation, Ottawa, Ontario, and the Public Service Alliance of Canada	70 parking attendants
National Gallery of Canada, Ottawa, Ontario, and the Public Service Alliance of Canada	185 clerical/office employees
NAV CANADA, Ottawa, Ontario, and the Public Service Alliance of Canada	280 clerical/office employees
Niagara Falls Bridge Commission, Niagara-on-the-Lake, Ontario, and Teamsters Local 879	36 toll collectors
North Peace Airport Services Limited, Fort St. John, British Columbia, and the Public Service Alliance of Canada	7 maintenance employees
Nova Scotia Division of the Canadian Corps of Commissionaires, Halifax, Nova Scotia, and the Public Service Alliance of Canada	193 security personnel
Oceanex (1997) Inc., St. John's, Newfoundland and Labrador, and the International Union of Operating Engineers	8 owner-operator truck drivers
Ottawa MacDonald-Cartier International Airport Authority, Ottawa, Ontario, and the Public Service Alliance of Canada	161 clerical/office employees

Employer and Union	Bargaining Unit
P & H Milling Group, Lethbridge, Alberta, and the United Food and Commercial Workers	35 millers
Quebec Port Authority, Québec, Quebec, and the Public Service Alliance of Canada	12 clerical/office employees
Quebec Tugs Limited, Québec, Quebec, and the Canadian Merchant Service Guild	8 masters/mates
Regina Airport Authority, Regina, Saskatchewan, and the Public Service Alliance of Canada	43 firefighters
Servisair Inc. (Lester B. Pearson International Airport), Saint-Laurent, Quebec, and the Canada Council of Teamsters Local 419	520 baggage handlers
Servisair Inc. (Lester B. Pearson International Airport), Saint-Laurent, Quebec, and Unifor Local 2002	500 passenger agents
Smith Harbour Towage Vancouver Inc., Vancouver, British Columbia, and the Canadian Merchant Service Guild (Western Branch)	27 masters/mates and engineers
Société du Vieux-Port de Montréal Inc., Montréal, Quebec, and the Public Service Alliance of Canada	220 maintenance employees
St. John's Shipping Association, St. John's, Newfoundland and Labrador, and the Longshoremen's Protective Union Local 1953 of the International Longshoremen's Association	90 longshoremen
Swissport Canada Handling Inc. (Dorval and Mirabel International Airports), Saint-Laurent, Quebec, and the Canada Council of Teamsters	281 groomers

Appendix F.

Significant Current and Forthcoming Bargaining Situations

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
July 31, 2013	Algoma Tankers Ltd. (Atlantic Coast) and the Seafarers' International Union of Canada	93 unlicensed personnel on board ships where the bulk of the trade is in the Maritime provinces
September 30, 2013	Seaspan ULC, North Vancouver, British Columbia, and the Canadian Merchant Service Guild	220 employees of Seaspan ULC employed as masters, mates, chief engineers and marine engineers aboard vessels owned and/or operated by, or bareboat chartered to, Seaspan ULC
December 31, 2013	Oceanex Inc., Montréal, Quebec, and the United Steelworkers Local Union 2008	29 licensed employees and a unit of 31 unlicensed employees working aboard the vessels Avalon and Connaigra
January 31, 2014	Servisair Inc., Saint-Laurent, Quebec, and Unifor Local 2002	350 passenger service and lounge agents working at the international airports in Montréal (Pierre Elliot Trudeau and Mirabel)
March 31, 2014	Atomic Energy of Canada Limited, Chalk River, Ontario, and the Atomic Energy Allied Council (CRL)	300 full-time, part-time, term and casual employees
March 31, 2014	Canadian Broadcasting Corporation (CBC), province-wide Quebec and Moncton, New Brunswick, and the Syndicat des techniciens(nes) et artisan(e)s du réseau français de Radio-Canada	1,160 technical employees, general tradespersons and production employees
June 30, 2014	CanJet Airlines (Division of IMP Group Limited), Halifax, Nova Scotia, and the Canadian Union of Public Employees	650 flight attendants
June 30, 2014	Saskatoon Airport Authority, Saskatoon, Saskatchewan, and the Public Service Alliance of Canada	25 aircraft maintenance employees

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
September 30, 2014	Innotech Aviation, Dorval, Quebec and Innotech Aviation Limited Employees' Association	320 aircraft maintenance employees
December 31, 2014	Canada Post Corporation, Ottawa, Ontario, and the Canadian Postmasters and Assistants Association	11,000 postmasters
December 31, 2014	Canadian North Inc., Calgary, Alberta, and the Air Line Pilots Association, International	130 pilots
December 31, 2014	Port of Saint John Employers Association Inc., Saint John, New Brunswick, and the General Longshore Workers, Checkers, Shipliners of the Port of Saint John, N.B., Local 273 of the International Longshoremen's Association	70 longshoremen
December 31, 2014	VIA Rail Canada Inc., Montréal, Quebec, and Teamsters Canada Rail Conference	350 running trades employees
December 31, 2014	Worldwide Flight Services Inc. (Lester B. Pearson International Airport), Toronto, Ontario, (Pierre Elliot Trudeau International Airport and Mirabel Airport), Montréal, Quebec, and Unifor Local 2002	70 aircraft maintenance employees, mechanics and passenger agents
February 28, 2015	Air Canada, Saint-Laurent, Quebec, and Unifor Local 2002	4,100 customer sales and service agents
March 31, 2015	Air Canada and the Canadian Union of Public Employees	6,800 flight attendants
March 31, 2015	Fort McMurray Regional Airport Commission, Fort McMurray, Alberta, and the Canadian Union of Public Employees	47 aircraft maintenance employees
March 31, 2015	G4S Secure Solutions (Canada) Ltd., Richmond, British Columbia, and the International Association of Machinists and Aerospace Workers, Transportation District 140, Local Lodge 16	1,130 security screening officers at the Vancouver International Airport

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
March 31, 2015	Garda Security Screening Inc. (MacDonald-Cartier International Airport), Ottawa, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	220 airport screening officers
March 31, 2015	Garda Security Screening Inc. (Regina International Airport), Regina, Saskatchewan, and Teamsters Canada	63 baggage handlers and ramp attendants
March 31, 2015	Garda Security Screening Inc., Sarnia, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	33 airport security screening officers
March 31, 2015	Securitas Transport Aviation Security Limited and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union Locals 5319 and 9342	588 airport screening officers working at airports located in New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland and Labrador
March 31, 2015	Securitas Transport Aviation Security Limited (Montréal Pierre Elliot Trudeau International Airport), Montréal, Quebec, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union Local 1976	630 airport screening officers working at Montréal Pierre Elliot Trudeau International Airport
May 22, 2015	Air Canada, Saint-Laurent, Quebec, and Unifor	48 flight operations crew and scheduling personnel
May 22, 2015	Air Canada, Saint-Laurent, Quebec, and Unifor	73 in-flight service crew resource utilization personnel
May 31, 2015	Servisair Inc. (Québec City Jean Lesage International Airport), Québec, Quebec, and Unifor	120 customer service employees, ramp agents and aircraft cabin cleaning agents

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
June 30, 2015	Jazz Air LP (Multiprovince) and the Canadian Flight Attendants Union	760 flight attendants
June 30, 2015	Swissport Canada Handling Inc., Mississauga, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	550 baggage handlers and ramp attendants
July 19, 2015	Servisair Inc. (Edmonton International Airport), Edmonton, Alberta, and the International Association of Machinists and Aerospace Workers	125 baggage handlers and ramp attendants
July 31, 2015	Air Transat A.T. Inc., Montréal, Quebec, and the International Association of Machinists and Aerospace Workers	40 crew schedulers
August 31, 2015	Servisair Inc. (Vancouver International Airport), Richmond, British Columbia, and the International Association of Machinists and Aerospace Workers	240 baggage handlers and ramp attendants
September 30, 2015	Jazz Air Limited Partnership (Multiprovince) and Unifor	950 aircraft maintenance employees
October 31, 2015	Air Transat (Multiprovince) and the Canadian Union of Public Employees	1,500 flight attendants
October 31, 2015	Globeground Fuel Services Inc. (Vancouver International Airport), Servisair Inc. (Vancouver International Airport), Richmond, British Columbia, and the Public Service Alliance of Canada	72 aircraft maintenance employees
October 31, 2015	Richardson International Limited (Multiprovince) and the Grain and General Services Union (ILWU Canada)	950 grain elevator employees
November 30, 2015	First Air, Carp, Ontario, and the Group Association of First Air Employees	220 aircraft maintenance employees
November 30, 2015	Sunwing Airlines, Toronto, Ontario, and Unifor	160 pilots

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
December 31, 2015	Bearskin Lake Air Service LP, Thunder Bay, Ontario, and Air Line Pilots Association, International	63 pilots
December 31, 2015	Canada Post Corporation, Ottawa, Ontario, and the Canadian Union of Postal Workers	6,000 mail carriers
December 31, 2015	Élevateurs des Trois-Rivières, division of ULG Corporation, Trois-Rivières, Quebec, and the Fédération des employées et employés de services publics inc.	27 grain elevator employees
December 31, 2015	First Air (Multiprovince) and the Canadian Union of Public Employees	95 flight attendants
December 31, 2015	First Air/Bradley Air Services Ltd., Carp, Ontario, and the Air Line Pilots Association, International	120 pilots
December 31, 2015	Maritime Employers Association, Trois-Rivières, Quebec, and the Canadian Union of Public Employees	100 longshoremen
December 31, 2015	Northumberland Ferries Limited, Charlottetown, Prince Edward Island, and Unifor	40 engineer officers
December 31, 2015	Servisair Inc., Ottawa, Ontario, and the International Association of Machinists and Aerospace Workers	110 service and maintenance employees
December 31, 2015	Toronto Terminal Railway Company, Toronto, Ontario, and Unifor	120 trainmen
December 31, 2015	Vancouver Terminal Elevators' Association, Vancouver, British Columbia, and the British Columbia Government and Service Employees' Union	430 grain elevator employees
December 31, 2015	VIA Rail Canada Inc. (Multiprovince) and Unifor	1,110 off-train employees
December 31, 2015	VIA Rail Canada Inc. (Multiprovince) and Unifor	860 on-board services employees
December 31, 2015	Viterra Inc. (Province-wide Saskatchewan) and the Grain and General Services Union (ILWU Canada)	950 grain elevator employees

Appendix G.

Appointments Under Part I and III (UD and WR) of the *Canada Labour Code* and *Wage Earners Protection Program Act* Appointments Since 2005–06

Fiscal Year	Part III UD Appointments	Part III WR Appointments	WEPP Appointments*	Total UD, WR & WEPP	Part I Grievance Arbitration Appointments
2005–06	328	167		495	122
2006–07	320	119		439	99
2007–08	221	127		348	90
2008–09	318	140		458	112
2009–10	364	136	4	504	105
2010–11	386	121	0	507	90
2011–12	305	170	1	476	72
2012–13	315	142	2	459	92
2013–14	334	135	8	477	58
2014–15	297	130	7	434	64

* WEPP provisions came into force in July 2008.

Appendix H.

Training and Facilitation Cases in Fiscal Year 2014–15

Employer	Union	Lead Region	Service	Description
Bell Canada operating as Bell Aliant	Unifor, Atlantic Communications	Atlantic	Facilitation	Interest-Based Negotiations
Bell Canada operating as Bell Aliant	Unifor, Atlantic Communications	Atlantic	Training	Interest-Based Negotiations
Canadian Corps of Commissionaires, Nova Scotia Division	Public Service Alliance of Canada	Atlantic	Facilitation	Labour Management Committee
Canadian Corps of commissionaires, Nova Scotia Division	Public Service Alliance of Canada	Atlantic	Facilitation	Facilitation of Joint Meetings (scheduling issue)
Fredericton International Airport Authority Inc.	Public Service Alliance of Canada	Atlantic	Training	Transitioning Relationships
Fredericton International Airport Authority Inc.	Public Service Alliance of Canada	Atlantic	Facilitation	Labour Management Committee

Employer	Union	Lead Region	Service	Description
Fredericton International Airport Authority Inc.	Public Service Alliance of Canada	Atlantic	Facilitation	Facilitation of Direct Negotiations
Fredericton International Airport Authority Inc.	Public Service Alliance of Canada	Atlantic	Training	Interest-Based Negotiations
Halifax Employers Association	International Longshoremen's Association Locals for the Port of Halifax	Atlantic	Training	Transitioning Relationships
Jazz Air LP	Canadian Flight Attendants Union	Atlantic	Training	Transitioning Relationships
Securitas Transport Aviation Security Ltd.	United Steelworkers	Atlantic	Training	Pre-Bargaining Workshop
Securitas Transport Aviation Security Ltd.	United Steelworkers	Atlantic	Facilitation	Bargaining Facilitation
St. John's International Airport Authority	Public Service Alliance of Canada	Atlantic	Training	Transitioning Relationships (1)
St. John's International Airport Authority	Public Service Alliance of Canada	Atlantic	Training	Transitioning Relationships (2)
St. John's International Airport Authority	Public Service Alliance of Canada	Atlantic	Training	Transitioning Relationships (3)
St. John's International Airport Authority	Public Service Alliance of Canada	Atlantic	Facilitation	Labour Management Committee
Transport Canada	Canadian Federal Pilots Association	National Capital Region	Training	Interest-Based Negotiations
Transport Canada	Canadian Federal Pilots Association	National Capital Region	Facilitation	Interest-Based Negotiations
Canpar Transport L.P.	United Steelworkers	National Capital Region	Facilitation	Relationship by Objectives

Employer	Union	Lead Region	Service	Description
Various	Various	National Capital Region	Training	Labour Relations and the Negotiation Cycle Workshop & Simulation Ottawa, Ontario October 2014
Not applicable	Public Service Alliance of Canada	National Capital Region	Other	Presentation
Various	Various	Northwestern	Training	Labour Relations and the Negotiation Cycle Workshop & Simulation Calgary, Alberta November 2014
Canadian North Inc.	Air Line Pilots Association, International	Northwestern	Training	Interest-Based Negotiations
Canadian North Inc.	Air Line Pilots Association, International	Northwestern	Facilitation	Interest-Based Negotiations
Canadian North Inc.	Air Line Pilots Association, International	Northwestern	Facilitation	Facilitation of Direct Negotiations
Hudson Bay Railway Company	Teamsters Canada Rail Conference and Unifor	Northwestern	Facilitation	Facilitation of Direct Negotiations
Various	Various	Northwestern	Training	Labour Relations and the Negotiation Cycle Workshop & Simulation Winnipeg, Manitoba May 2014
Northland Utilities Ltd.	Canadian Energy Workers Association	Northwestern	Facilitation	Facilitation of Direct Negotiations
Not applicable	United Steelworkers	Northwestern	Training	Interest-Based Negotiations
Air Canada	Unifor	Ontario	Training	Interest-Based Negotiations

Employer	Union	Lead Region	Service	Description
Air Canada	Unifor	Ontario	Facilitation	Interest-Based Negotiations
Canada Malting Co. Ltd.	United Food and Commercial Workers Canada	Ontario	Facilitation	Committee Facilitation
Grand Valley Institution for Women (Correctional Service Canada)	Union of Canadian Correctional Officers	Ontario	Training	Train the Trainer – Health and Safety Committee
Various	Various	Ontario	Training	Labour Relations and the Negotiation Cycle Workshop & Simulation Guelph, Ontario June 2014
Various	Various	Ontario	Training	Labour Relations and the Negotiation Cycle Workshop & Simulation Toronto, Ontario March–April 2015
Sunwing Airlines	Unifor	Ontario	Diagnostic	Diagnostic
Air North Charter & Training Ltd. doing business as Air North, Yukon’s Airline	Public Service Alliance of Canada	Pacific	Facilitation	Facilitation
British Columbia Maritime Employers’ Association	Not applicable	Pacific	Other	Visit of Joint Training Facility
Help and Hope for Families Society	Yukon Employees’ Union/Public Service Alliance of Canada	Pacific	Facilitation	Facilitation
Labour Affairs Officers	Not applicable	Pacific	Training	Alternative Dispute Resolution
Prince Rupert Airport Authority	Public Service Alliance of Canada	Pacific	Diagnostic	Diagnostic
Air Inuit Ltd.	Teamsters Quebec	Quebec	Diagnostic	Diagnostic

Employer	Union	Lead Region	Service	Description
Air Inuit Ltd.	Teamsters Quebec	Quebec	Training	Interest-Based Negotiations
Autocars Orléans Express Inc.	Service Employees Union	Quebec	Facilitation	Facilitation of Direct Negotiations
Canadian National Railway Company	Unifor	Quebec	Facilitation	Relationship by Objectives
Compagnie de chemin de fer Arnaud	United Steelworkers	Quebec	Training	Relationship by Objectives
Quebec North Shore and Labrador Railway Company Inc.	United Steelworkers	Quebec	Diagnostic	Diagnostic
Groupe TVA Inc.	Canadian Union of Public Employees	Quebec	Facilitation	Facilitation
Laval University	Not Applicable	Quebec	Other	Presentation
Various	Various	Quebec	Training	Labour Relations and the Negotiation Cycle Workshop & Simulation Trois-Rivières, Quebec May 2014
Securitas Transport Aviation Security Ltd.	United Steelworkers	Quebec	Training	Negotiation Skills
Securitas Transport Aviation Security Ltd.	United Steelworkers	Quebec	Facilitation	Facilitation
Securitas Transport Aviation Security Ltd.	United Steelworkers	Quebec	Facilitation	Facilitation
Transport Jacques Auger Inc.	Unifor	Quebec	Diagnostic	Diagnostic
Via Rail Canada Inc.	CAW	Quebec	Facilitation	Relationship by Objectives
Vidéotron S.E.N.C.	Syndicat des employé(e)s de Vidéotron ltée – Canadian Union of Public Employees	Quebec	Facilitation	Facilitation

Appendix I.

Grievance Mediation Services in Fiscal Year 2014–15

Clients	Status
Air Transat and the International Association of Machinists and Aerospace Workers	Closed
Amix Marine Services Ltd. (previously Sea-Link Marine) and the Canadian Merchant Service Guild	Closed
Autocars Orléans Express Inc. and Service Employees Union	Closed
Bearskin Lake Air Service LP. (Bearskin Airlines) and the International Association of Machinists and Aerospace Workers	Closed
Bell Canada, Western Region, and Unifor	Closed
BFI Canada Inc. and Teamsters	Closed
Canadian North and the Canadian Union of Public Employees	Closed
Coopérative de transport maritime et aérien and the Seafarers' International Union of Canada	Ongoing
Dolphin Delivery Ltd. and Unifor	Closed
Don Anderson Haulage Ltd. and the Canadian National Federation of Independent Unions	Ongoing
Field Aviation Company Inc. and the International Association of Machinists and Aerospace Workers	Closed
FMW Towing Ltd. and the Canadian Merchant Service Guild	Ongoing
GardaWorld and Teamsters	Closed
Groupe de sécurité Garda Inc. and the Confederation of Nation Trade Unions	Ongoing
Groupe TVA inc. and the Canadian Union of Public Employees	Ongoing
Hudbay Minerals and the International Association of Machinists and Aerospace Workers	Closed
ICS Courier and Unifor	Closed
ICS Courier and Unifor	Ongoing
Nutreco Canada inc. (Shur-Gain) and Syndicat des travailleuses et travailleurs de Shur-Gain Yamachiche (CSN)	Closed
Reimer Express Ltd. and Unifor	Closed
Securiguard Services Ltd. and the International Association of Machinists and Aerospace Workers	Closed

Clients	Status
Securitas Transport Aviation Security Ltd. and the United Steelworkers	Closed
Securitas Transport Aviation Security Ltd. and the United Steelworkers	Ongoing
Servisair Inc. and the International Association of Machinists and Aerospace Workers	Closed
Servisair Inc. and Unifor	Closed
Société des Arrimeurs de Québec and the Syndicat des débardeurs du Port de Québec (Canadian Union of Public Employees)	Ongoing
Sunwing Airlines Inc. and the Canadian Union of Public Employees	Closed
TBH (Toronto Baggage Handling) Services and the International Association of Machinists and Aerospace Workers	Closed
The Bank of Nova Scotia and the United Steelworkers	Closed
TST Overland Express and Teamsters	Closed
Verspeeten Cartage Limited and Teamsters	Closed
Wasaya Airways and the Air Line Pilots Association, International	Closed