



Labour Program: fair, safe and productive workplaces

Federal Mediation & Conciliation Service

Review of Fiscal Year 2015–16



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:

- dispute resolution support 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 unions and employers in the prevention and resolution of 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 2015–16, conciliation and mediation officers from the FMCS dealt with 230 collective bargaining disputes under the Code. Ninety-four 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, marine, rail transportation, broadcasting, and communications.

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 2015–16, 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: During fiscal year 2015–16, the Relationship Development Program (RDP) continued to develop its internal capacity by hiring a director to provide strategic leadership to the program and through the development of a five-year plan for expanding its reach and scope. A total of 143¹ relationship development interventions were provided during the fiscal year. While grievance mediation still represented the highest number of interventions, facilitation services and workshop delivery are on the rise. FMCS continued to reach out to a broad range of stakeholders through the delivery of six public workshops on *Labour Relations and the Negotiation Cycle*, garnering over 320 participants from across Canada.

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

Arbitrators were appointed in 63 grievance arbitrations in 2015–16 under Part I of the Code. Under Part III of the Code, the FMCS also handled the ministerial appointment of 81 wage recovery referees and 355 unjust dismissal adjudicators and 8 appointments under the *Wage Earner Protection Program Act* during 2015–16.

Upcoming collective bargaining: Upcoming negotiations during fiscal year 2016–17 will involve, among others, Air Transat, Canadian National Railway Company, Canada Post Corporation, Jazz Air Limited Partnership, Marine Atlantic Inc., Maritime Employers Association, NAV Canada, Sunwing Airlines Inc., TELUS Communications Inc. and VIA Rail Canada Inc.

¹ Note: RDP services encompass the following: presentations, training, facilitation of joint initiatives, a diagnostic of the parties’ relationship and grievance mediation. Any given service can be delivered over an undetermined period time and include more than one intervention.

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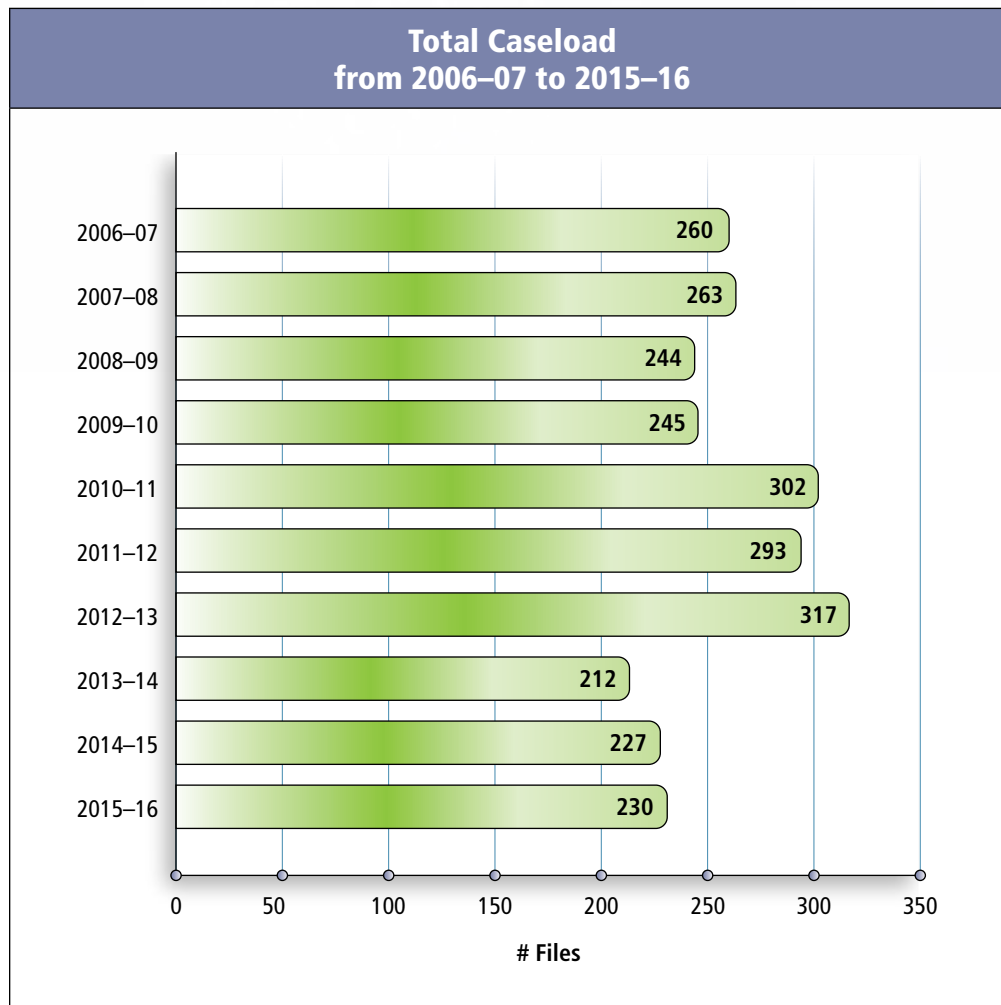
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CASELOAD INFORMATION AND ACTIVITIES

Collective Bargaining Disputes

In 2015–16, the Federal Mediation and Conciliation Service (FMCS) handled 230 collective bargaining disputes. Ninety-eight disputes were carried over as ongoing disputes from previous fiscal years, and conciliation appointments were made in 132 disputes during the fiscal year.



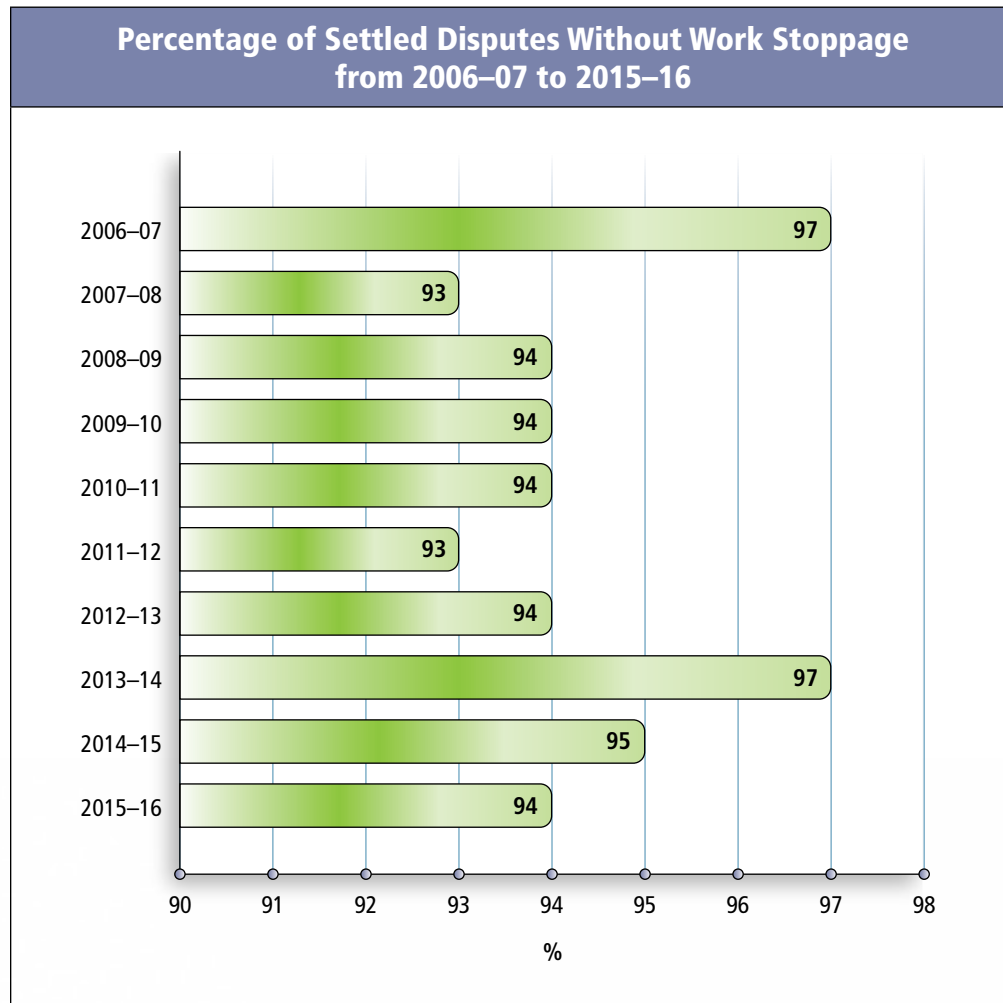
Post-conciliation Appointments

Fifty-seven post-conciliation mediation appointments were made in 2015–16.

Settled Disputes

In 2015–16, of the 230 cases that were handled by the FMCS, 180 disputes were settled. Of these, 93 cases were carried over from previous fiscal years and 87 were new disputes. Ninety-four percent of all settled disputes were settled without a work stoppage. FMCS has recorded settlement rates of 93 to 97 percent in the past 10 years.

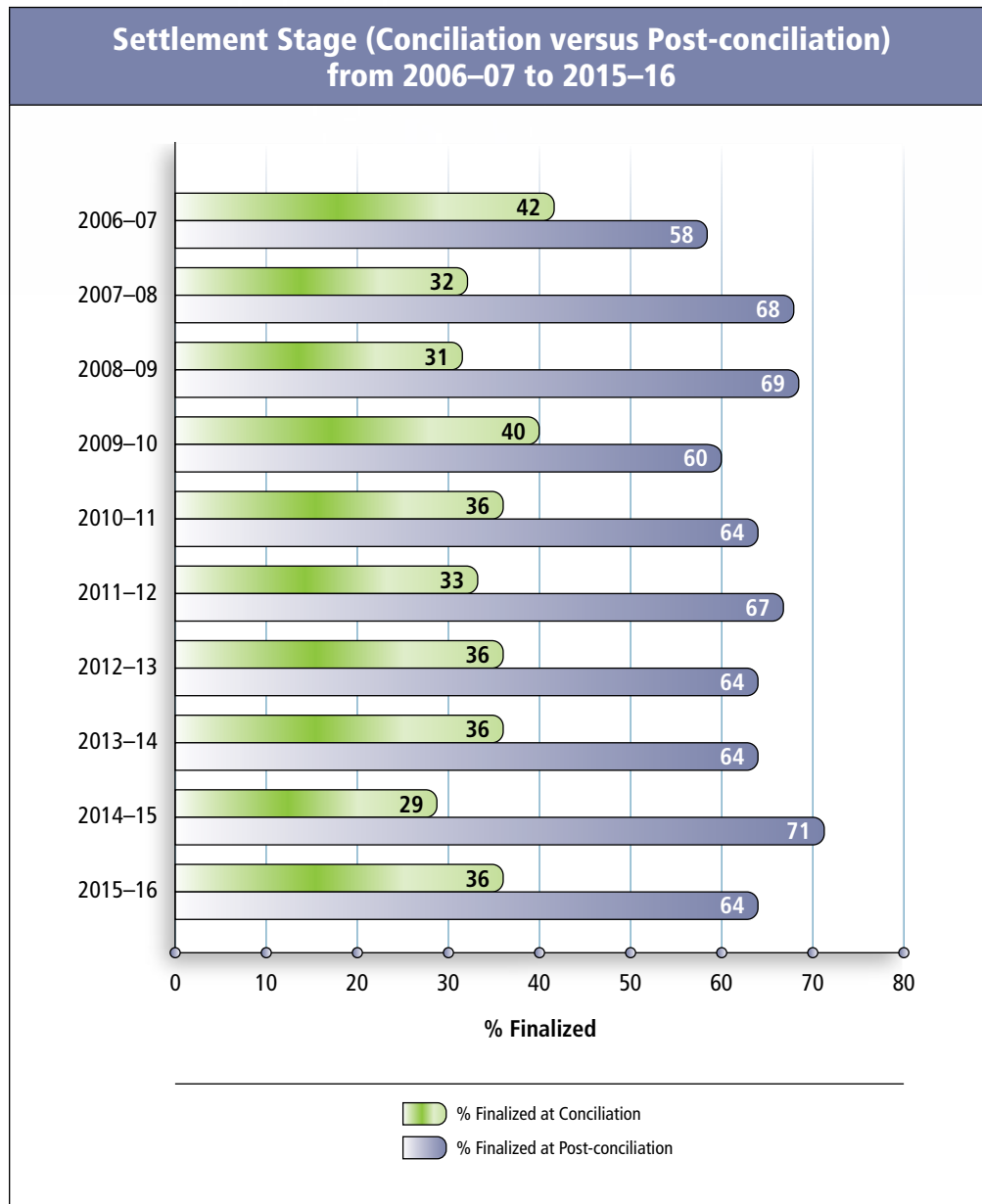
Total caseload and settlement rates for the last 10 years can be found in **Appendix A**.



Settlement Stage

The majority of settlements continue to be reached at the post-conciliation stage of negotiations. During 2015–16, of disputes that were settled during conciliation versus post-conciliation stages, 64 percent were settled at the post-conciliation stage and 36 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.

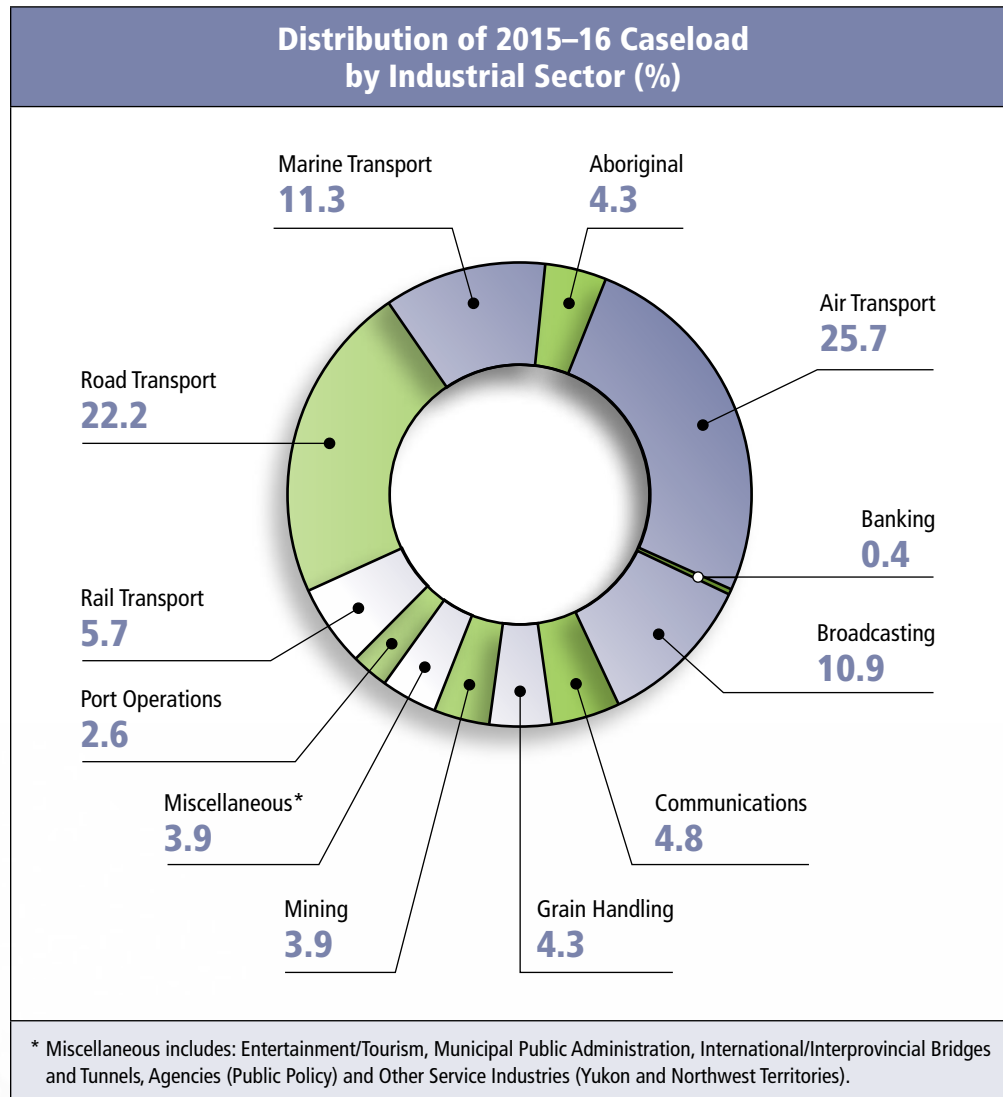
See **Appendix B** for a comparison of settlement stages since 2006–07.



Disputes by Industry

The largest number of disputes occurred in the air transportation sector (59) followed by the road transportation sector (51). When combined, disputes in the four transportation sectors (air, road, rail and marine) accounted for 64.9 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**.



WORK STOPPAGE ACTIVITIES

Ongoing and Initiated Work Stoppages

Eight work stoppages occurred during 2015–16. Two were ongoing at the start of the fiscal year and six work stoppages were initiated during the fiscal year. There are no work stoppages ongoing as of March 31, 2016.

Parties	Bargaining Unit	Legal Work Stoppage		
		Began	Ended	# Days
1. ONGOING LEGAL WORK STOPPAGES CARRIED OVER INTO 2015–16				
Cardinal Couriers Ltd. and Teamsters Local 938	11 drivers	March 9, 2015	May 14, 2015	67
Town of Hay River and the Public Service Alliance of Canada	63 administration and operational employees such as clerks, officers, inspectors, labourers, operators, maintainers, carpenters, mechanics, lead hands and general foremen	February 9, 2015	August 5, 2015	178
2. LEGAL WORK STOPPAGES INITIATED IN 2015–16				
La Coopérative de transport maritime et aérien and the United Steelworkers Local 9538	20 licensed personnel, deck officers and engineers employed on vessels owned or operated by CTMA, including the Chief Engineer on board the MV Madeleine	April 27, 2015	July 24, 2015	89
CityWest Telephone Corporation and the International Brotherhood of Electrical Workers Local 213	38 journeypersons, internet service specialists, coordinators, quality assurance representatives, cleaners, customer service representatives, payroll/accounts payable clerks, credit clerks, cable dispatchers and finance clerks	June 3, 2015	June 3, 2015	1

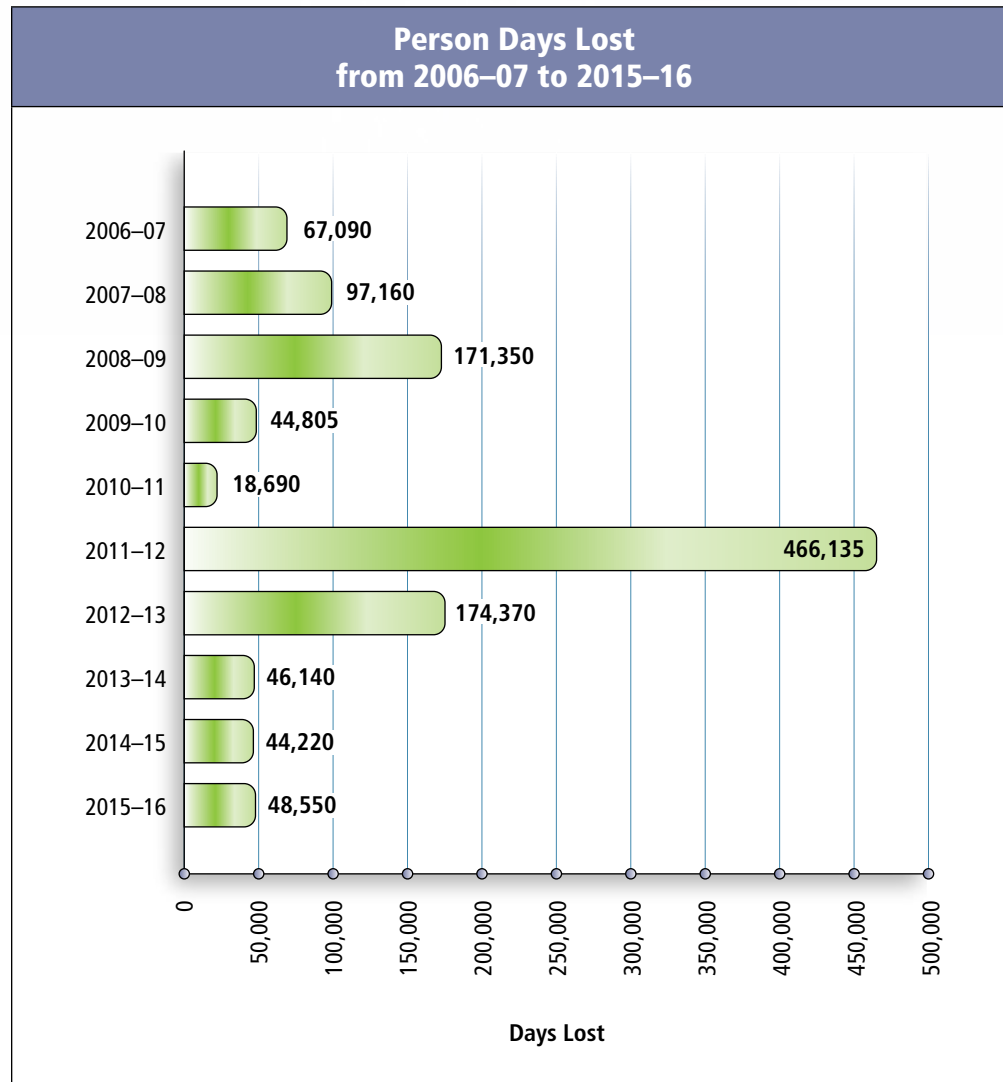


Parties	Bargaining Unit	Legal Work Stoppage		
		Began	Ended	# Days
Hudbay Minerals Inc. (Hudbay) and the International Association of Machinists and Aerospace Workers, Machinist Local 1848	180 mechanics, machinists, utilities servicemen, pipefitters, technicians, oilers, bricklayers, operators, pump operators and pipeline patrolmen, floormen and stock tenders	May 2, 2015	August 28, 2015	119
GardaWorld Cash Services Canada Corporation and Unifor Local 4266	131 drivers	May 14, 2015	December 7, 2015	207
Harbour Link Container Services Inc. and Unifor	90 owner-operators, drivers for dependent contractors and company drivers employed by Harbour Link Container Services Inc. in British Columbia, excluding office and sales staff and terminal managers	November 30, 2015	January 15, 2016	47
Ontario Northland Transportation Commission and Unifor Local 103 – Agreement 12	209 employees assigned to the inspection, maintenance, and servicing of rolling stock, motive power equipment, track maintenance equipment, and highway motor coaches	November 14, 2015	December 14, 2015	31
MAXIMUM NUMBER OF WORKERS: 742				
NUMBER OF PERSON – DAYS NOT WORKED: 48,550				

Days Lost to Work Stoppages

The eight work stoppages accounted for 48,550 person days not worked. The number of working days lost due to work stoppages in 2015–16 represented two-hundredths of one percent (0.02%) of the total available work time in the federal private sector.

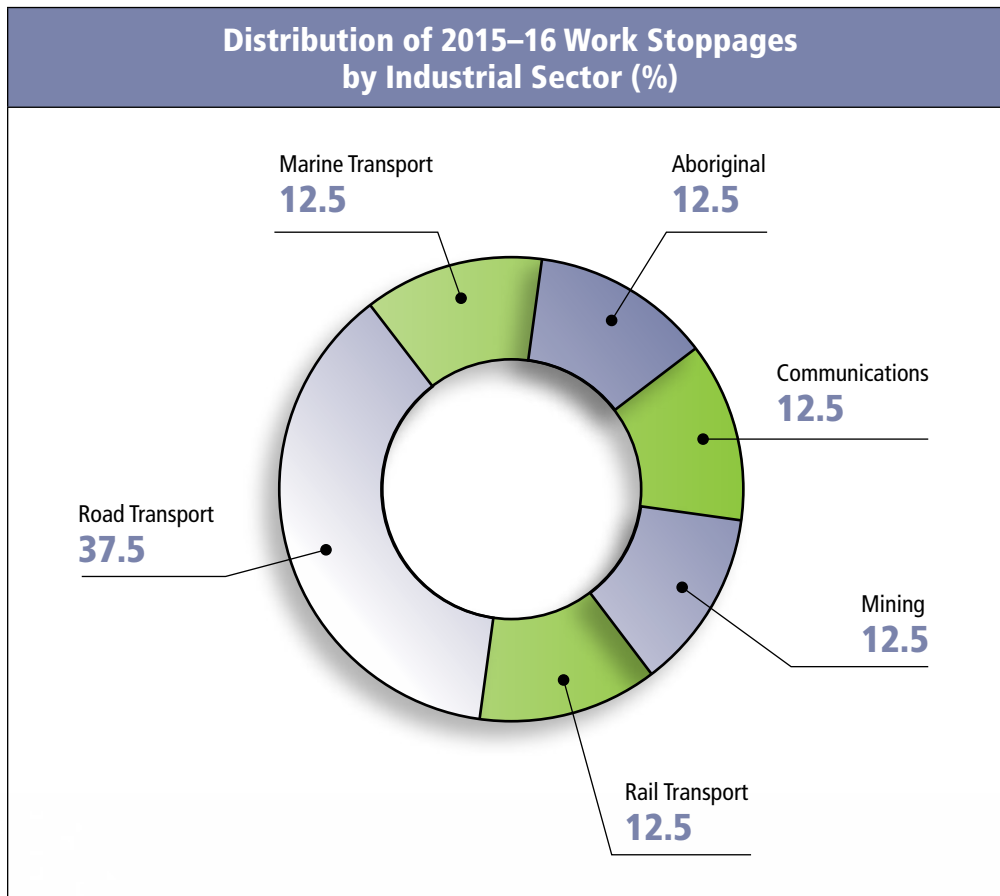
Appendix D shows work days lost as a percentage of available work time in the federal private sector.



Work Stoppages by Industrial Sector

There were three work stoppages in the Road Transportation sector and one in each of the following sectors: the Aboriginal Public Administration, Communications, Marine Transportation, Mining, and Rail Transportation.

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



SIGNIFICANT SETTLEMENTS IN 2015–16

A number of key agreements were renewed across all industrial sectors during fiscal year 2015–16.

A listing of significant settlements achieved in 2015–16 is attached as **Appendix E**.



SIGNIFICANT CURRENT AND FORTHCOMING NEGOTIATIONS IN 2016–17

Expired and Expiring Collective Agreements

There is an average of 350 collective agreements that expire during a year.

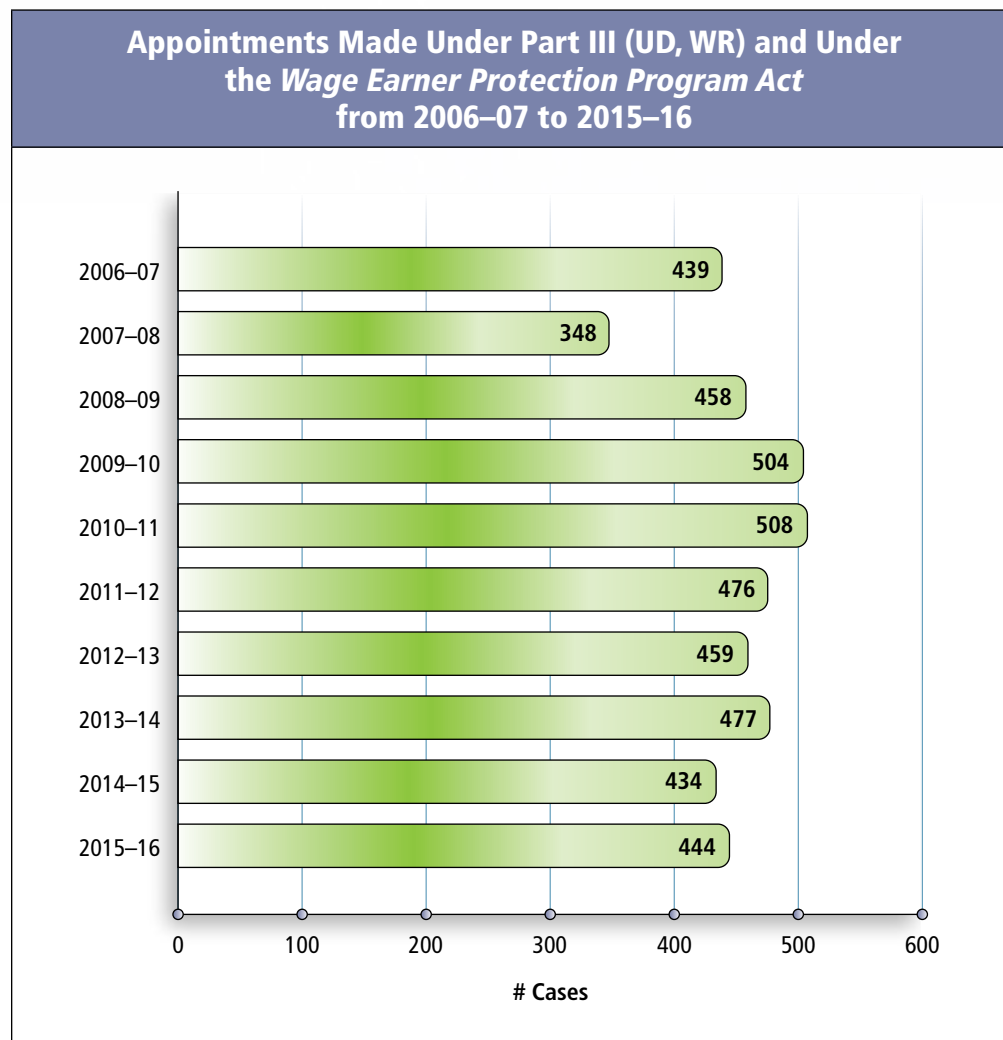
A listing of significant current and forthcoming bargaining situations is attached as **Appendix F**.

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

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

Initial appointments were made under Part III of the Code for 81 wage recovery (WR) appeal cases, 355 unjust dismissal (UD) complaint cases and 8 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 2006–07 is found in **Appendix G**.

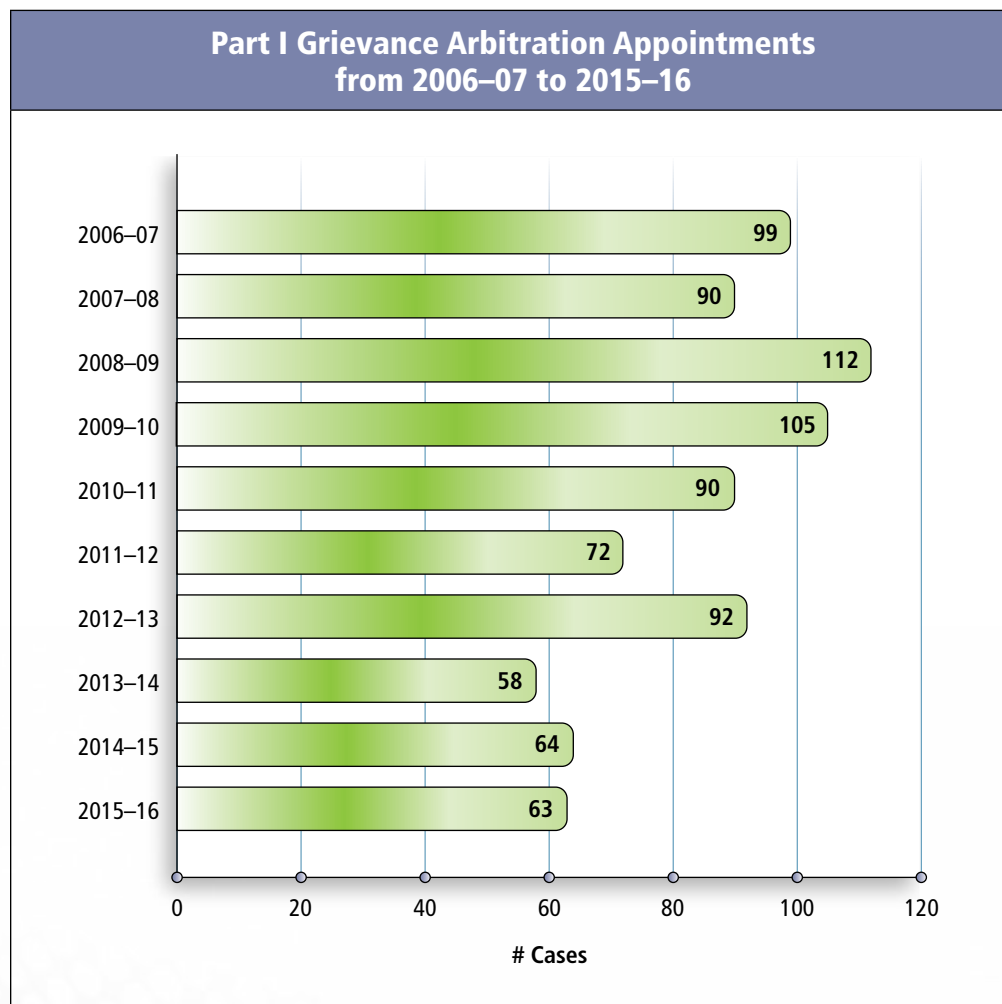


GRIEVANCE ARBITRATION APPOINTMENTS UNDER PART I OF THE CANADA LABOUR CODE

Grievance Arbitration Appointments

Initial appointments were made under Part I of the Code for 63 grievance arbitration cases during fiscal year 2015–16. 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 2006–07 are included in **Appendix G**.



RELATIONSHIP DEVELOPMENT PROGRAM SERVICES

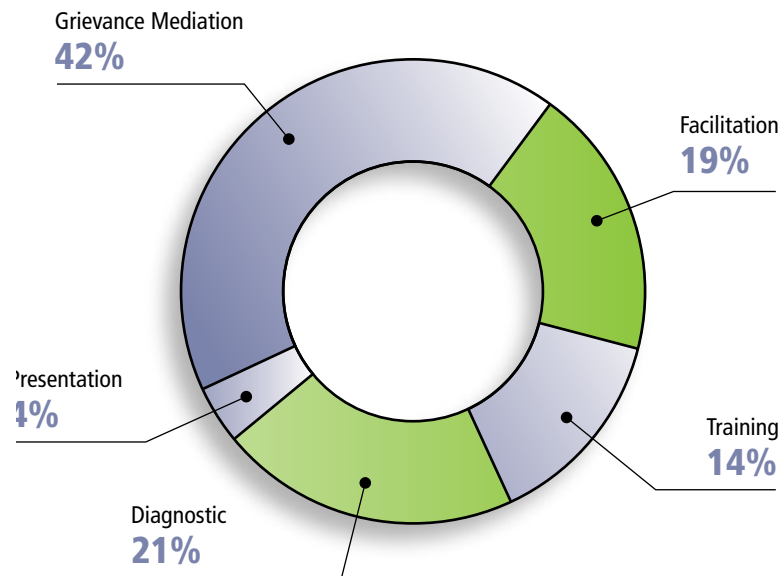
During fiscal year 2015–16, a Director was hired to provide long term leadership to the Relationship Development Program (RDP). A five-year strategic plan was drafted to map out how FMCS can extend the reach of the RDP while developing internal capacity for mediators to design and deliver dispute prevention services. The plan also aims to bolster current offerings while increasing collaboration with provincial jurisdictions. While work is underway to further develop the RDP, mediators continue to offer an array of services to clients across Canada, including:

- public workshops on *Labour Relations and the Negotiation Cycle*;
- relationship diagnostics;
- customized training workshops;
- facilitation of committee meetings;
- facilitation of direct negotiations; and
- grievance mediation.

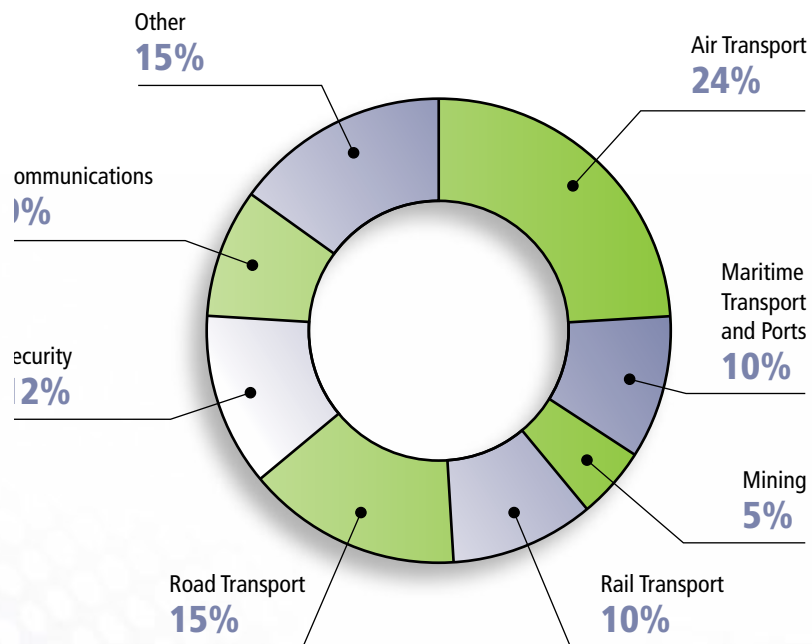
A total of 143 relationship development interventions were made in 2015–16. Of note, mediators were called on close to 20 occasions to provide federally-regulated employers with a diagnostic of their labour relations. Moreover, 2015–16 was marked by the delivery of six public workshops on *Labour Relations and the Negotiation Cycle*, garnering over 320 participants from across Canada, both from federally and provincially-regulated sectors. FMCS also offered a number of customized training workshops and helped facilitate various workplace issues, thus contributing to long-term stability among unions and employers.



Relationship Development Program Services: 2015–16



Distribution of Caseload by Industry: 2015–16



The largest number of relationship development services were provided to clients involved with air transport (24%), followed by road transport (15%) and security (12%). The “Other” category (15%) includes employers such as businesses operating in the Territories, the banking industry as well as crown corporations.



OTHER KEY ACTIVITIES

Status of the Artist Act Activities

FMCS handled one request, which was carried forward from the previous fiscal year, 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.

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 2015–16, one referral was made out of approximately 18 strike or lockout notices received.

In 2015–16, the issue of a “maintenance of activities” agreement was referred to the Canada Industrial Relations Board (CIRB) under subsection 87.4 (5) of the *Canada Labour Code* in the following dispute:

Parties	Number of Employees	Referral Date	Decision
Yukon Hospital Corporation, Whitehorse, Yukon Territory and the Public Service Alliance of Canada	293 employees working at the Whitehorse General Hospital, Watson Lake Community Hospital and Dawson City Community Hospital including but not limited to administrative employees, cooks, health & social workers, traditional medicine coordinators, health records technicians, laboratory employees, licensed nurses, pharmacy technicians, preventive maintenance engineers, recruitment specialists, security officers, transport services workers, ultrasonographer technologists and warehouse persons	April 2, 2015	On April 9, 2015, the parties reached an agreement on the level of services that is required of them in order to comply with subsection 87.4(1) of the Code. The board reviewed the agreement and, on April 17, 2015, has accepted its filing pursuant to subsection 87.4(3) of the Code and has declared that the agreement has the same effect as an Order of the Board.

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 2015–16, back-to-work legislation was not enacted to end a strike or lockout.

THE INDUSTRIAL RELATIONS ADVISORY SERVICE

Industrial Relations Advisory Service (IRAS) carries out a variety of activities intended to ensure the maintenance of an appropriate framework for collective bargaining in the federal jurisdiction. This area has the responsibility for coordinating any legislative initiatives undertaken by the FMCS, including amendments to existing industrial relations legislation, and analyzes labour board and court decisions, government initiatives and representations by client groups to assess their implications for labour relations. Through its research, liaison and advisory activities, IRAS contributes to the overall FMCS mandate for dispute settlement and prevention. Research is conducted into current and emerging industrial relations problems and issues in order to develop strategies and initiatives that will support labour relations in the federal jurisdiction.

Technical Expertise for Interdepartmental Committees

IRAS provides industrial relations expertise for inter-departmental committees dealing with policy initiatives having implications for labour-management relations or government labour policies. Specific activities include:

- presentation of departmental positions;
- provision of an understanding of the government's labour relations philosophy;
- discussion and decisions which take account of legislative requirements, as well as acquired rights of both labour and management; and
- provision of information and data on specific industrial relations situations.

Coordinator of Legislative Initiatives

FMCS Program involvement in the legislative area can be ad hoc (e.g. emergency back-to-work legislation). IRAS is responsible for providing the Minister with the support and briefing material required for Cabinet deliberations and parliamentary consideration of Bills. Activities include:

- preparation of a Memorandum to Cabinet;
- instruction of Department of Justice drafters;
- preparation of Minister's speech and briefing material; and
- implementation of the Act, once proclaimed.

Specialized Research in Support of Dispute Resolution Initiatives

Operational research expertise is provided to conciliators and mediators, conciliation commissioners, industrial inquiry commissions, and other dispute resolution specialists on industrial relations and economic issues. This direct support is provided both in relation to specific needs arising out of ongoing dispute resolution or preventive mediation initiatives and, as well, on a continuing basis.

Specific activities include:

- analysis of employer/union positions on key issues in dispute and the prevailing industry practices; and
- preparation of major industry bargaining histories which detail, over a time period, the bargaining relationship, the extent and nature of third-party assistance, changes in key issues and terms of settlement and any other significant economic or industrial relations variables.

Briefings for Ministerial Use

IRAS prepares, on a regular basis, briefing notes to support the Minister in the management of high profile labour disputes and to support the Minister when meeting with stakeholders.



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.

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 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 2015–16 Expenditures	
Salary	\$4,634,930
Operating and maintenance (O&M)	\$1,891,195
Some details include:	
Travel	\$496,679
UD/WR/WEPP	\$926,851
Relationship Development Program (O&M)	\$228,462

APPENDIXES



APPENDIX A

FMCS Dispute Settlement Proceedings Since 2006–07

	Caseload			Settled			Settlements Without Work Stoppages	
Fiscal Year	Carried Forward	New s.72 Appts	Total Caseload	Carried Over	New s.72 Appts	Total Cases Settled	Cases	%
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%
2015–16	98	132	230	93	87	180	169	94%

APPENDIX B

Comparison of Settlement Stages Since 2006–07

Fiscal Year	Total Cases Finalized	Total Settled at Conciliation Stage	% Finalized at Conciliation	Total Settled at Post-conciliation Stage	% Finalized at Post-conciliation
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%
2015–16	180	64	36%	116	64%



APPENDIX C

Caseload and Work Stoppages by Industrial Sector for Fiscal Year 2015–16

Industrial Sector	Total Caseload	% of Total Caseload	Number of Disputes with Work Stoppages	% of Total Disputes
Aboriginal	10	4.3%	1	12.5%
Air Transport	59	25.7%	0	0.0%
Banking	1	0.4%	0	0.0%
Broadcasting	25	10.9%	0	0.0%
Communications	11	4.8%	1	12.5%
Entertainment/ Tourism	0	0.0%	0	0.0%
Grain Handling	10	4.3%	0	0.0%
Mining	9	3.9%	1	12.5%
Miscellaneous	9	3.9%	0	0.0%
Port Operations	6	2.6%	0	0.0%
Rail Transport	13	5.7%	1	12.5%
Road Transport	51	22.2%	3	37.5%
Territorial Public Ad- ministration	0	0.0%	0	0.0%
Marine Transport	26	11.3%	1	12.5%
Total All Sectors	230	100.0%	8	100.0%
Total Transportation	149	64.8%	5	62.5%

APPENDIX D

Person Days Lost in the Federal Jurisdiction Since 2006–07

Fiscal Year	Number of Work Stoppages	Days Lost	As a % of All Available Time in Federal Jurisdiction
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%
2015–16	8	48,550	0.02%



APPENDIX E

Significant Settlements Achieved in Fiscal Year 2015–16

Employer and Union	Bargaining Unit
ADM Agri-Industries, Windsor, Ontario, and the United Food and Commercial Workers Local 175	15 grain handlers
Air Canada, Saint-Laurent, Quebec, and Unifor Local 2002	4,100 ticket agents
Air Transat A.T. Inc., Saint-Laurent, Quebec, and the Air Line Pilots Association	524 pilots
Airport Terminal Services Canadian Company, Mississauga, Ontario, and Unifor Local 2002 (Lester B. Pearson International Airport)	186 ramp personnel
Airport Terminal Services Canadian Company, Richmond, British Columbia, and the International Association of Machinists & Aerospace Workers, Transportation District 140 Local 16 (Vancouver International Airport)	61 passenger service agents
Bell Aliant, Montréal, Quebec, and Unifor	560 technicians
Cameco Fuel Manufacturing Inc., Port Hope, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers), Local 14193	100 production employees
Canadian National Railway Company, Montréal, Quebec, and Teamsters Canada Rail Conference	1,800 locomotive engineers
Canadian Nuclear Laboratories (formerly Atomic Energy of Canada Limited), Chalk River, Ontario, and the Atomic Energy Allied Council	300 mechanics
Canadian Nuclear Laboratories (formerly Atomic Energy of Canada Limited), Chalk River, Ontario, and the Professional Institute of the Public Service of Canada	750 professional employees
Canadian Pacific Railway Company Ltd., Calgary, Alberta, and Teamsters Canada Rail Conference	3,800 locomotive engineers
Expertech Network Installation Inc., Montréal, Quebec, and Unifor	959 technical employees
Exploits Valley Air Services Ltd., Gander, Newfoundland and Labrador, and Unifor	55 pilots
Garda Canada Security Corporation, Mississauga, Ontario, and Teamsters Local 362 (Edmonton International Airport)	92 security personnel
Garda Canada Security Corporation, Mississauga, Ontario, and the International Association of Machinists & Aerospace Workers (Lester B. Person International Airport)	130 security personnel

Employer and Union	Bargaining Unit
Garda Security Screening Corporation, Toronto, Ontario, and the International Association of Machinists & Aerospace Workers, Transportation District 140 (Lester B. Person International, Buttonville and Toronto City Centre Airports)	1,633 airport screening officers
Garda Security Screening Inc., Calgary, Alberta, and Teamsters Local 395 (Regina International Airport)	64 airport screening officers
Garda Security Screening Inc., Calgary, Alberta, and the General Teamsters Local 362	Security personnel Airports: <ul style="list-style-type: none"> • 471 (Calgary International) • 18 (Grande Prairie) • 6 (Medicine Hat)
Garda Security Screening Inc., Calgary, Alberta, and the General Teamsters Local 362	Airport screening officers Airports: <ul style="list-style-type: none"> • 299 (Edmonton International) • 3 (Lloydminster)
Garda Security Screening Inc., Calgary, Alberta, and the General Teamsters Local 362 (Red Deer Regional Airport)	5 baggage Handlers
Hudbay Minerals Inc., Flin Flon, Manitoba, and the United Steelworkers Local 7106	750 mining employees
Innotech Aviation, Dorval, Quebec, and Association des employés d'Innotech Aviation	275 technicians
Laurentian Pilotage Authority, Montréal, Quebec, and the Public Service Alliance of Canada	25 clerical/office employees
Mara Tech Aviation Fuels Ltd. and Mara Tech Aviation Services Ltd. Niagara-on-the-Lake, Ontario, and Labourers' International Union of North America, Ontario Provincial District Council	15 aircraft refuellers
PLH Aviation Services Inc., Ottawa, Ontario, and Teamsters Local 91	27 aircraft refuellers
Port of Saint John Employers Association, Inc., Saint John, New Brunswick, and the General Longshore Workers, Checkers, and Shipliners of the Port of Saint John, N.B., Local 273 of the International Longshoremen's Association	70 longshoremen
Rio Tinto Alcan Inc., La Baie, Quebec, and Unifor Local 1946	142 longshoremen

Employer and Union	Bargaining Unit
Securitas Transport Aviation Security Limited and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers), Locals 5319 & 9342	Airport screening officers Airports: <ul style="list-style-type: none"> • 14 (Bathurst) • 39 (Charlottetown) • 2 (Churchill Falls) • 37 (Deer Lake Regional) • 87 (Fredericton International Greater Moncton International) • 16 (Gander International) • 14 (Goose Bay) • 210 (Halifax Stanfield International) • 6 (St. Anthony) • 90 (St. John's International) • 23 (Sydney/J.A. Douglas McCurdy) • 14 (Wabush) • 8 (Stephenville International) • 40 (Saint John)
Securitas Transport Aviation Security Limited, Dorval, Quebec, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers), TC Local 1976 (Montréal-Pierre Elliott Trudeau International Airport)	690 airport screening officers
Shaw Media Inc., Toronto, Ontario, and Unifor	335 TV station employees
St. Lawrence Seaway Management Corporation, Cornwall, Ontario, and Unifor	450 maintenance employees
Swissport Canada Fuel Services Inc., Saint-Laurent, Quebec, and the Public Service Alliance of Canada	70 aircraft refuellers
Swissport Canada Inc. (formerly Servisair inc.), Saint-Laurent, Quebec, and Unifor (Québec City Jean Lesage International Airport)	120 baggage handlers
Swissport Canada Inc., Saint-Laurent, Quebec, and the International Association of Machinists & Aerospace Workers – Transportation District 140 Local 1681	180 ticket agents
Transit Windsor, Windsor, Ontario, and Amalgamated Transit Union Local 616	242 mechanics
United Parcel Service (UPS) Ltd., Concord, Ontario, and Canada Council of Teamsters	6,700 drivers
VIA Rail Canada Inc., Montréal, Quebec, and Teamsters Canada Rail Conference	350 locomotive engineers
Yukon Hospital Corporation, Whitehorse, Yukon Territory, and the Public Service Alliance of Canada	293 clerical/office employees

APPENDIX F

Significant Current and Forthcoming Bargaining Situations

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
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	Garda Security Screening Inc., Sarnia, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers)	33 airport security screening officers
April 30, 2015	Oceanex Inc., Corner Brook, Newfoundland and Labrador, and the International Longshoremen's Association	23 longshoremen
May 22, 2015	Air Canada, Saint-Laurent, Quebec, and Unifor	48 attendants assigned for scheduling flight crews
May 22, 2015	Air Canada, Saint-Laurent, Quebec, and Unifor	73 crew schedulers
June 30, 2015	Air Inuit Ltd. (1985), Dorval, Quebec and Teamsters Québec Local 1999	220 flight attendants
July 31, 2015	Air Transat A.T. Inc., Montréal, Quebec, and the International Association of Machinists and Aerospace Workers	40 crew schedulers
September 30, 2015	Jazz Aviation 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	Richardson International Limited, Regina, Saskatchewan, and the Grain and General Services Union (International Longshore & Warehouse Union Canada)	375 operation and maintenance employees
November 30, 2015	Bradley Air Services Limited (carrying on business as First Air), Carp, Ontario, and the Group Association of First Air Employees	220 aircraft maintenance employees
November 30, 2015	Sunwing Airlines Inc., Toronto, Ontario, and Unifor	160 pilots
December 31, 2015	Aéroport de Québec Inc., Québec, Quebec, and the Public Service Alliance of Canada	97 office employees and technicians
December 31, 2015	Bearskin Lake Air Services LP, Thunder Bay, Ontario, and the Air Line Pilots Association International	63 pilots

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
December 31, 2015	Bradley Air Services Limited (carrying on business as First Air) (Multiprovince) and the Canadian Union of Public Employees, Airline Division	95 flight attendants
December 31, 2015	Bradley Air Services Limited, carrying on business as First Air, Kanata, Ontario, and the Air Line Pilots Association, International	120 pilots
December 31, 2015	Canada Post Corporation, Ottawa, Ontario, and the Canadian Union of Postal Workers	8,000 rural and suburban mail carriers
December 31, 2015	Élévateurs des Trois-Rivières, division of ULG Corporation, Trois-Rivières, Quebec and the Fédération des employées et employés des services publics inc.	27 grain elevator employees
December 31, 2015	Hudson Bay Port Company, Winnipeg, Manitoba, and the Public Service Alliance of Canada	71 operational employees
December 31, 2015	Maritime Employers Association, Montréal, Quebec, and the Canadian Union of Public Employees	100 longshoremen
December 31, 2015	Northumberland Ferries Limited, Charlottetown, Prince Edward Island, and Unifor	40 marine engineers
December 31, 2015	Servisair Inc., Ottawa, Ontario, and the International Association of Machinists and Aerospace Workers, Local 243	110 service and maintenance employees/ramp personnel
December 31, 2015	TELUS Communications Inc., Burnaby, British Columbia, and the Telecommunications Workers, United Steelworkers Local 1944	12,400 telephone operators
December 31, 2015	Toronto Terminals Railway, Toronto, Ontario, and Unifor	120 maintenance employees
December 31, 2015	Vancouver Terminal Elevators' Association, Vancouver, British Columbia, and the Grain Workers Union Local 333	430 grain elevator employees
December 31, 2015	VIA Rail Canada Inc. (Multiprovince) and Unifor	710 shopcraft 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 Local 4409	860 on-board services employees

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
January 11, 2016	West Wind Aviation Limited Partnership, Saskatoon, Saskatchewan, and Unifor	80 pilots
January 31, 2016	Atlantic Pilotage Authority, Halifax, Nova Scotia, and the Canadian Merchant Service Guild	42 marine pilots
January 31, 2016	Canada Post Corporation, Ottawa, Ontario, and the Canadian Union of Postal Workers	42,000 urban operation unit
January 31, 2016	Westshore Terminals Limited Partnership, Delta, British Columbia, and the International Longshore & Warehouse Union Canada Local 502	130 longshoremen
March 30, 2016	Canadian Museum of History, Gatineau, Quebec, and the Public Service Alliance of Canada	420 museum employees
March 31, 2016	Air Canada, Montréal, Quebec, and the International Association of Machinists and Aerospace Workers	260 office employees
March 31, 2016	Canadian Nuclear Laboratories (formerly Atomic Energy of Canada Limited), Chalk River, Ontario, and the Canadian Union of Public Employees	150 operational employees
March 31, 2016	Canadian Nuclear Laboratories (formerly Atomic Energy of Canada Limited), Chalk River, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers)	160 utility workers
March 31, 2016	NAV Canada, Ottawa, Ontario, and Unifor	2,000 air traffic controllers
March 31, 2016	Old Port of Montréal Corporation Inc., (Canada Lands Company Limited), Montréal, Quebec, and the Public Service Alliance of Canada	220 service and maintenance employees
March 31, 2016	Victoria Airport Authority, Sydney, British Columbia, and the Public Service Alliance of Canada	26 service and maintenance employees
April 30, 2016	NAV Canada, Cornwall, Ontario, and Canadian Federal Pilots Association	34 pilots
May 31, 2016	Algoma Central Marine, a division of Algoma Central Corporation, St. Catharines, Ontario, and the Seafarers' International Union of Canada	400 unlicensed personnel



Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
May 31, 2016	Algoma Central Marine, a division of Algoma Central Corporation, St. Catharines, Ontario, and the Canadian Merchant Service Guild	71 ship officers
May 31, 2016	Canada Steamship Lines, a division of The CSL Group, Montréal, Quebec, and the Seafarers' International Union of Canada	310 unlicensed personnel
May 31, 2016	Sunwing Airlines Inc., Toronto, Ontario, and the Canadian Union of Public Employees	950 flight attendants
May 31, 2016	V. Ships Canada/Canada Streamship Lines, a division of The CSL Group, and the Canadian Merchant Service Guild	<ul style="list-style-type: none"> • 98 ship officers (Multiprovince) • 6 ship officers (St. Catharines, Ontario)
May 31, 2016	V. Ships Canada/Canada Streamship Lines, a division of The CSL Group, and the Canadian Merchant Service Guild	2 agreements covering an unknown number of engineer officers (multi-province)
May 31, 2016	V. Ships Canada Inc. and the Canadian Merchant Service Guild	<ul style="list-style-type: none"> • 48 engineer officers (Multiprovince) • 64 engineer officers (St. Catharines, Ontario)
May 31, 2016	V. Ships Canada Inc., Montréal, Quebec, and the Canadian Merchant Service Guild	44 unlicensed personnel
May 31, 2016	V. Ships Canada Inc., Montréal, Quebec, and the Seafarers' International Union of Canada	310 unlicensed personnel
May 31, 2016	V. Ships Canada Inc., Saint Andrews, New Brunswick, and the Canadian Merchant Service Guild	72 ship officers
May 31, 2016	V. Ships Canada Inc., Thorold, Ontario, and the Canadian Merchant Service Guild	72 engineer officers
June 30, 2016	Canadian Broadcasting Corporation, Montréal, Quebec, and the Association of Professionals and Supervisors	650 supervisors

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
June 30, 2016	Garda Security Group Inc., Montréal, Quebec, and Syndicat des agents de sécurité Garda, section CPI-CSN	160 security personnel
June 30, 2016	Wasaya Airways Limited Partnership, Thunder Bay, Ontario, and the Air Line Pilots Association, International	94 pilots
July 22, 2016	Canadian National Railway Company, Montréal, Quebec, and Teamsters Canada Rail Conference	5 agreements – agreement 4.16, 4.3, 4.2 Algoma Central Railway agreement B.C. Rail agreement – covering 3,315 conductors and assistant conductors (road and yard), baggage persons, car retarder operators, yard operations employees, switch tenders, traffic coordinators and assistant traffic coordinators
July 31, 2016	Algoma Tankers Limited, St. Catharine, Ontario, and the Canadian Merchant Service Guild	29 engineer officers
July 31, 2016	Algoma Tankers Limited, St. Catharines, Ontario, and the Canadian Merchant Service Guild	39 ship officers
December 12, 2016	Consolidated Aviation Fueling of Toronto Ltd., Toronto, Ontario, and the International Association of Machinists and Aerospace Workers	270 aircraft refuellers
December 31, 2016	Canadian National Railway Company, Montréal, Quebec and the International Brotherhood of Electrical Workers	670 service and maintenance employees
December 31, 2016	Candu Energy Inc., Mississauga, Ontario, and the Public Service Alliance of Canada	54 technical employees
December 31, 2016	Candu Energy Inc., Mississauga, Ontario, and the Public Service Alliance of Canada	670 professional employees
December 31, 2016	Candu Energy Inc., Mississauga, Ontario, and the Public Service Alliance of Canada	233 technical employees
December 31, 2016	Marine Atlantic Inc., North Sydney, Nova Scotia, and the Canadian Merchant Service Guild	35 masters/mates



Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
December 31, 2016	Marine Atlantic Inc., North Sydney, Nova Scotia, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers)	440 longshoremen
December 31, 2016	Marine Atlantic Inc., North Sydney, Nova Scotia, and Unifor	60 maintenance employees
December 31, 2016	Marine Atlantic Inc., North Sydney, Nova Scotia, and Unifor	530 unlicensed personnel
December 31, 2016	Marine Atlantic Inc., St. John's, Newfoundland and Labrador, and the Canadian Merchant Service Guild	133 licensed personnel
January 13, 2017	Jazz Air Limited Partnership, Richmond, British Columbia, and Unifor	980 customer service employees
January 31, 2017	Lakehead Terminal Elevators Association, Thunder Bay, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union Local 1976, Unit Lodge 650 (United Steelworkers)	230 grain elevator employees
March 31, 2017	Canadian National Railway Company, Montréal, Quebec, and Unifor	65 locomotive engineers
March 31, 2017	Desgagnés Marine Cargo Inc., Québec, Quebec, and the Canadian Merchant Service Guild	30 licensed personnel
March 31, 2017	Desgagnés Marine Cargo Inc., Québec, Quebec, and the Seafarers' International Union of Canada	60 unlicensed personnel

APPENDIX G

Appointments Under Part I and III (UD and WR) of the *Canada Labour Code* and *Wage Earners Protection Program Act* Appointments Since 2006–07

Fiscal Year	Part III UD Appointments	Part III WR Appointments	WEPP Appointments*	Total UD, WR & WEPP	Part I Grievance Arbitration Appointments
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	1	508	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
2015–16	355	81	8	444	63
* WEPP provisions came into force in July 2008.					

