



Labour Program: fair, safe and productive workplaces

Federal Mediation and Conciliation Service

Review of Fiscal Year 2016–17



Federal Mediation and Conciliation Service – Review of Fiscal Year 2016–17

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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 2016–17, conciliation and mediation officers from the FMCS dealt with 180 collective bargaining disputes under the Code. Ninety-seven percent of the disputes that were settled during the year were resolved without a work stoppage. Just less than one-hundredth of one percent (0.01%) 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 road, air, rail and marine transportation, grain handling, 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. In 2016–17, the issue of a “maintenance of activities” agreement was not 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 2016–17, the Relationship Development Program (RDP) continued to expand its reach and scope. A total of 252¹ relationship development interventions were provided during the fiscal year. This is a significant increase from the previous year of 143 interventions. Facilitation services represented the highest number of interventions, while workshop delivery and grievance mediation were also significant contributors. FMCS continued its collaboration with provincial authorities in reaching out to a broader range of stakeholders through the delivery of five public workshops on *Labour Relations and the Negotiation Cycle*, garnering over 245 participants from across Canada.

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

Arbitrators were appointed in 84 grievance arbitrations in 2016–17 under Part I of the Code. Under Part III of the Code, the FMCS also handled the ministerial appointment of 90 wage recovery referees and 389 unjust dismissal adjudicators and 5 appointments under the *Wage Earner Protection Program Act* during 2016–17.

Upcoming collective bargaining: Upcoming negotiations during fiscal year 2017–18 will involve, among others, Bell Canada, British Columbia Maritime Employers Association, Canada Post Corporation, Canadian National Railway Company, Canadian Pacific Railway Company, Garda Security Screening Inc., Halifax Employers Association Incorporated and Nav Canada.

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.

TABLE OF CONTENTS

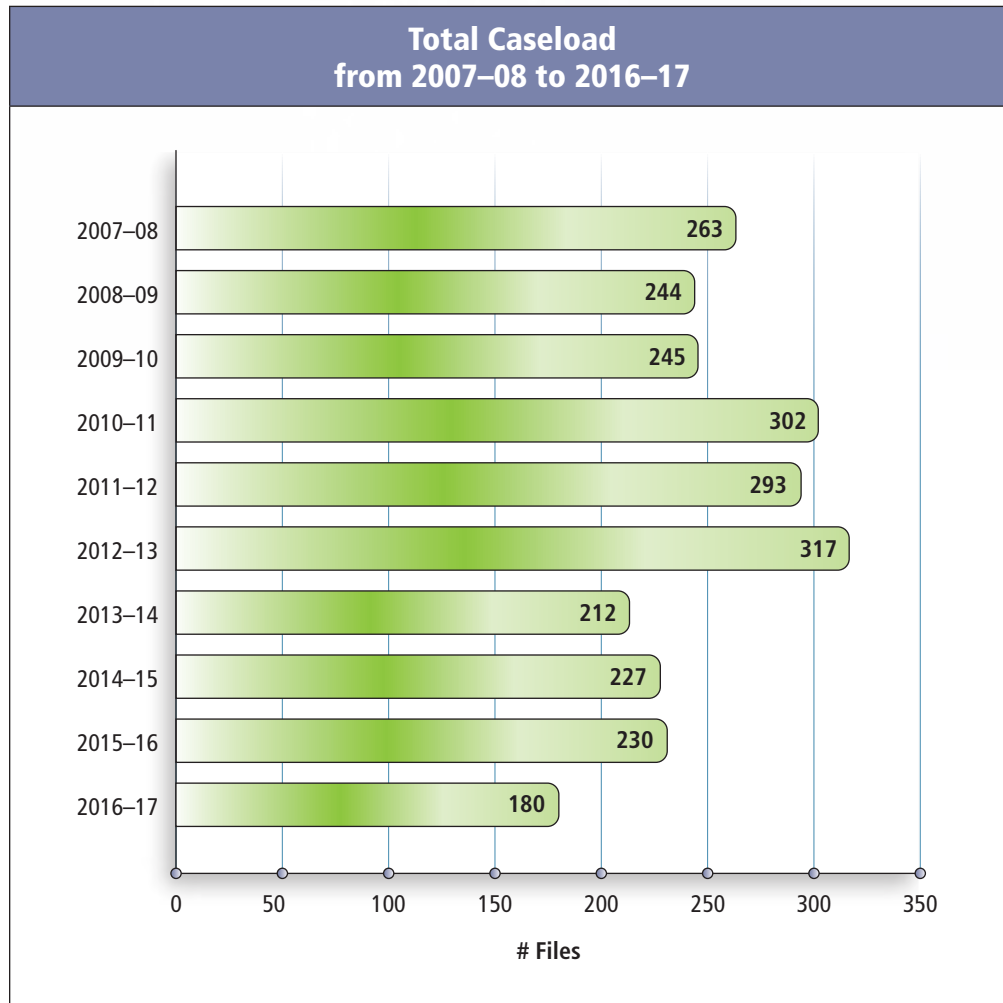
CASELOAD INFORMATION AND ACTIVITIES	1
Collective Bargaining Disputes	1
Post-conciliation Appointments	1
Settled Disputes	2
Settlement Stage	3
Disputes by Industry	4
WORK STOPPAGE ACTIVITIES	5
Ongoing and Initiated Work Stoppages	5
Days Lost to Work Stoppages	6
Work Stoppages by Industrial Sector	7
SIGNIFICANT SETTLEMENTS IN 2016–17	8
SIGNIFICANT CURRENT AND FORTHCOMING NEGOTIATIONS IN 2017–18	9
Expired and Expiring Collective Agreements	9
APPOINTMENTS UNDER PART III OF THE <i>CANADA LABOUR CODE</i> AND THE <i>WAGE EARNER PROTECTION PROGRAM ACT</i>	10
Appointments: Unjust Dismissal, Wage Recovery and Wage Earner Protection Program	10
GRIEVANCE ARBITRATION APPOINTMENTS UNDER PART I OF THE <i>CANADA LABOUR CODE</i>	11
Grievance Arbitration Appointments	11
RELATIONSHIP DEVELOPMENT PROGRAM SERVICES	12
OTHER KEY ACTIVITIES	14
<i>Status of the Artist Act</i> Activities	14
Ministerial Referrals to the Canada Industrial Relations Board Under subsection 87.4(5) of the <i>Canada Labour Code</i> – Maintenance of Activities Agreement	14
Back-to-work Legislation	14

THE INDUSTRIAL RELATIONS ADVISORY SERVICE	15
Technical Expertise for Interdepartmental Committees	15
Coordinator of Legislative Initiatives	15
Specialized Research in Support of Dispute Resolution Initiatives	16
Briefings for Ministerial Use	16
APPENDIX A FMCS Dispute Settlement Proceedings Since 2007–08	18
APPENDIX B Comparison of Settlement Stages Since 2007–08	19
APPENDIX C Caseload and Work Stoppages by Industrial Sector for Fiscal Year 2016–17	20
APPENDIX D Person Days Lost in the Federal Jurisdiction Since 2007–08	21
APPENDIX E Significant Settlements Achieved in Fiscal Year 2016–17	22
APPENDIX F Significant Current and Forthcoming Bargaining Situations	25
APPENDIX G Appointments Under Part I and III (UD and WR) of the <i>Canada Labour Code</i> and <i>Wage Earners Protection Program Act</i> Appointments Since 2007–08	31

CASELOAD INFORMATION AND ACTIVITIES

Collective Bargaining Disputes

In 2016–17, the Federal Mediation and Conciliation Service (FMCS) handled 180 collective bargaining disputes. Fifty disputes were carried over as ongoing disputes from previous fiscal years, and conciliation appointments were made in 130 disputes during the fiscal year.



Post-conciliation Appointments

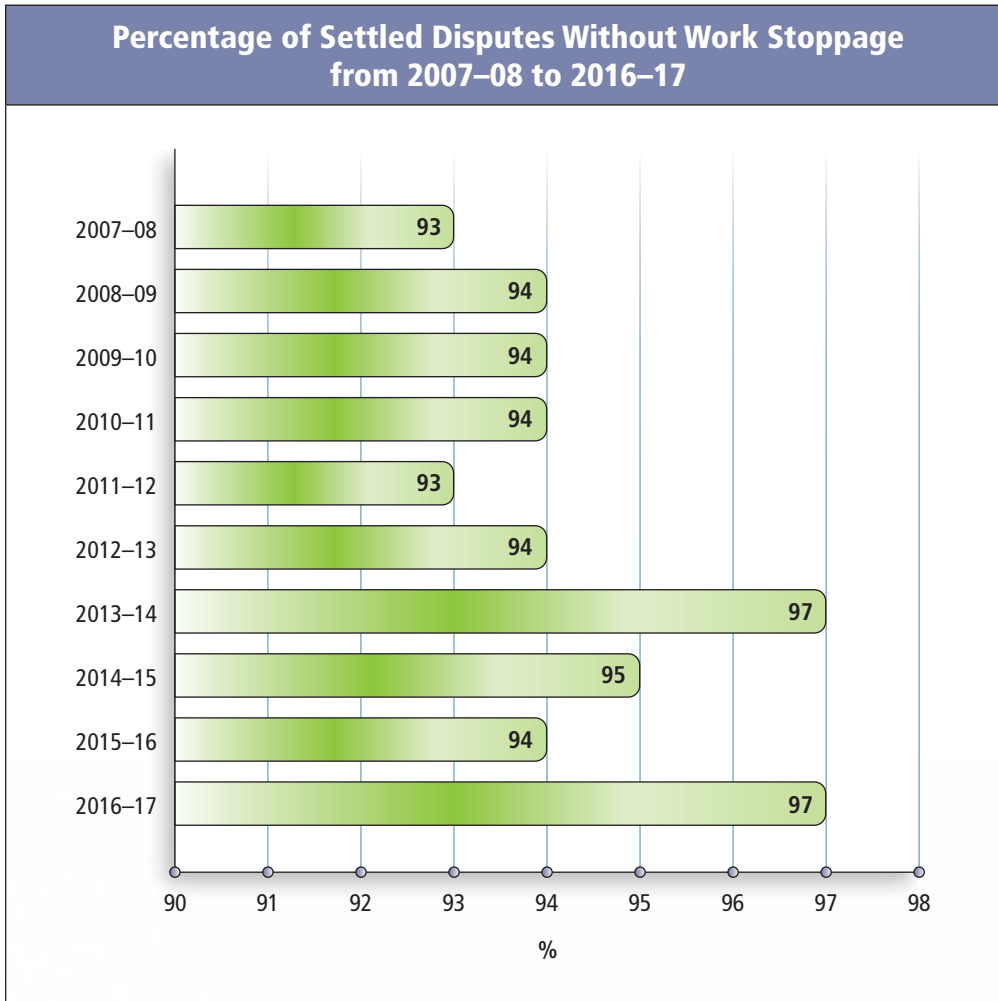
Sixty post-conciliation mediation appointments were made in 2016–17.



Settled Disputes

In 2016–17, of the 180 cases that were handled by the FMCS, 119 disputes were settled. Of these, 43 cases were carried over from previous fiscal years and 76 were new disputes. Ninety-seven 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.

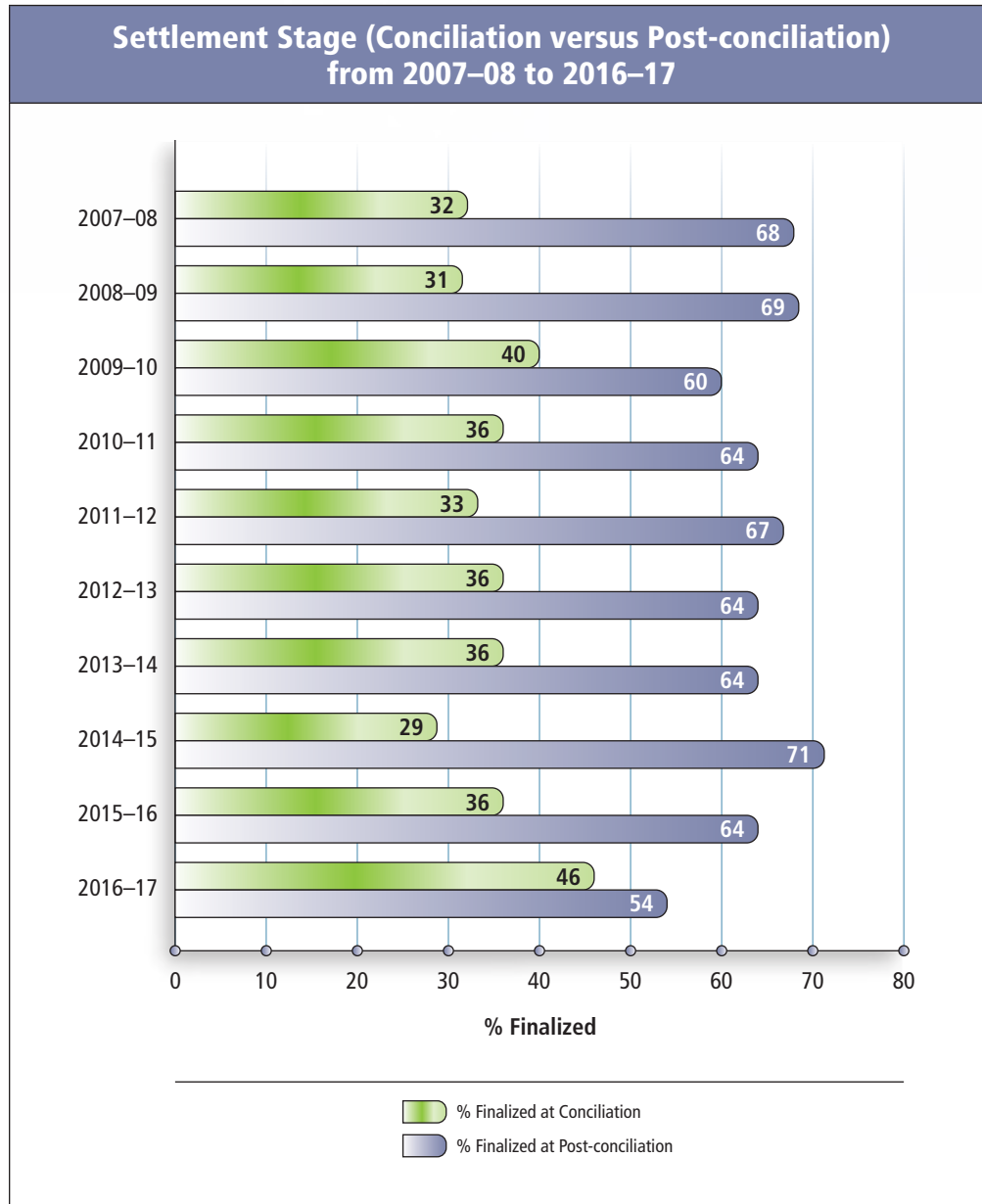
Total caseload and settlement rates for the last 10 years can be found in [Appendix A](#).



Settlement Stage

The majority of settlements continue to be reached at the post-conciliation stage of negotiations. During 2016–17, of disputes that were settled during conciliation versus post-conciliation stages, 54 percent were settled at the post-conciliation stage and 46 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.

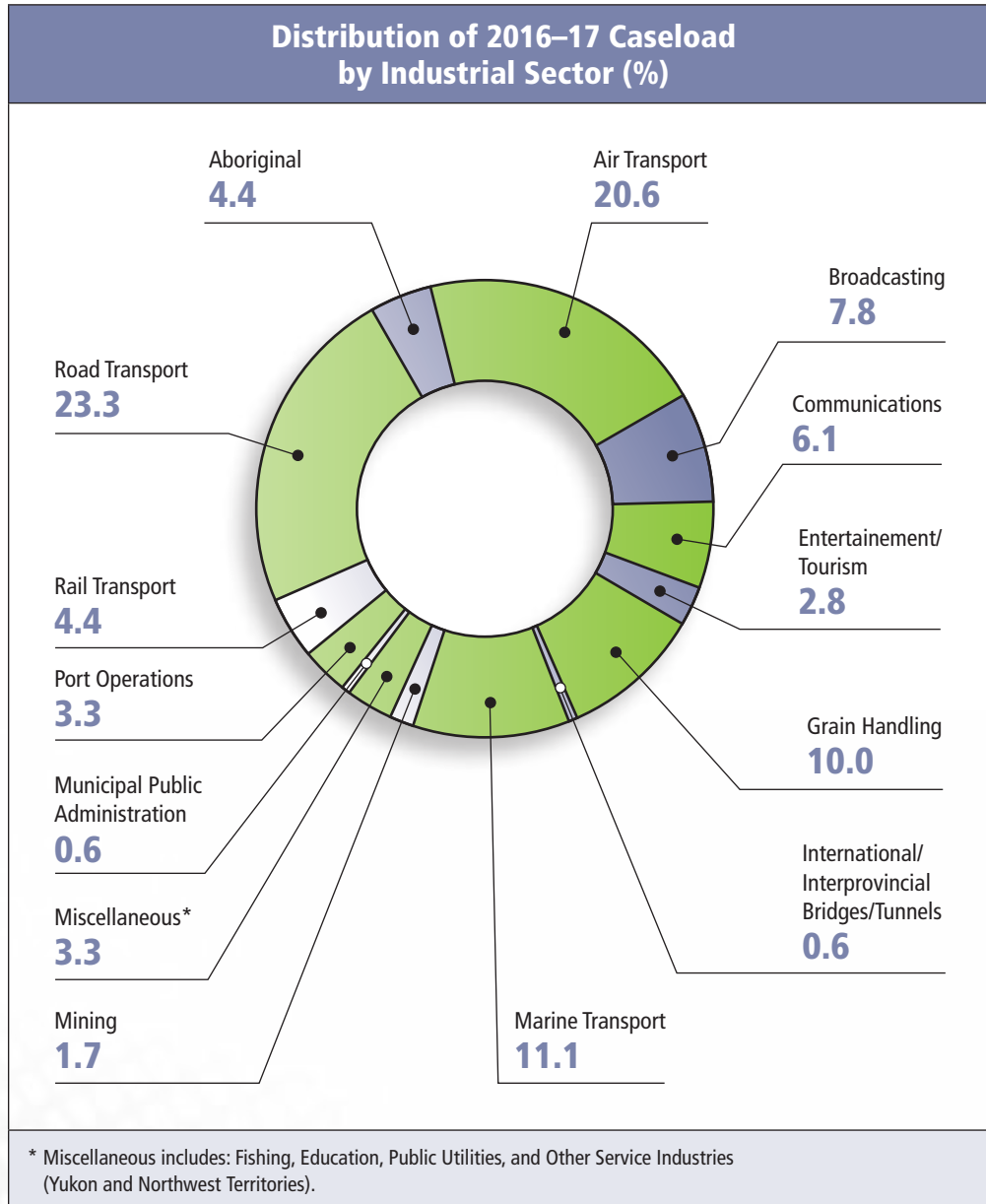
See [Appendix B](#) for a comparison of settlement stages since 2007–08.



Disputes by Industry

The largest number of disputes occurred in the road transportation sector (42) followed by the air transportation sector (37). When combined, disputes in the four transportation sectors (air, road, rail and marine) accounted for 59.4 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

Five work stoppages occurred during 2016–17. None were ongoing at the start of the fiscal year and five work stoppages were initiated during the fiscal year. There is one work stoppage ongoing as of April 1, 2017.

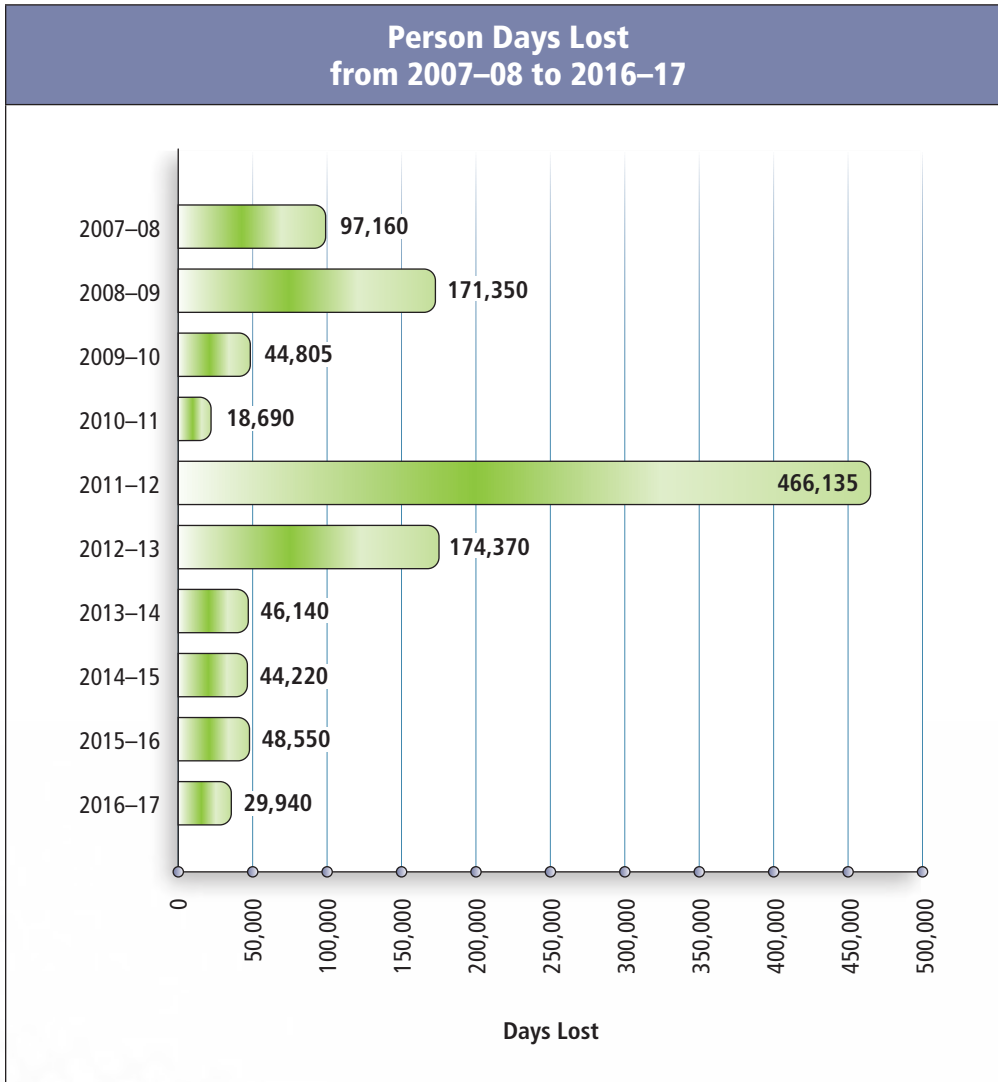
Parties	Bargaining Unit	Legal Work Stoppage		
		Began	Ended	# Days
1. THERE WAS NO ONGOING LEGAL WORK STOPPAGES CARRIED OVER INTO 2016–17				
2. LEGAL WORK STOPPAGES INITIATED IN 2016–17				
Old Port of Montreal Corporation and the Public Service Alliance of Canada	234 permanent, regular and occasional employees	May 27, 2016	October 27, 2016	154
Old Port of Montreal Corporation and the Public Service Alliance of Canada	16 seasonal employees	May 27, 2016	November 1, 2016	159
Blue Water Bridge (Canada), a division of The Federal Bridge Corporation Limited and the Public Service Alliance of Canada, Local 501	48 employees of Blue Water Bridge (Canada), including maintenance and toll collector employees	November 21, 2016	December 9, 2016	19
Société de transport de l'Outaouais and the Amalgamated Transit Union, Local 591	602 drivers and maintenance employees	March 16, 2017 – March 21, 2017 – March 30, 2017	March 16, 2017 – March 21, 2017 – March 30, 2017	3
Town of Watson Lake and the Public Service Alliance of Canada	approximately 15 municipal employees of the Town of Watson Lake	March 27, 2017	Ongoing*	5
MAXIMUM NUMBER OF WORKERS: 886				
NUMBER OF PERSON – DAYS NOT WORKED: 29,940				
* Work stoppage is ongoing at the start of Fiscal Year 2017–18.				



Days Lost to Work Stoppages

The five work stoppages accounted for 29,940 person days not worked. The number of working days lost due to work stoppages in 2016–17 represented one-hundredth of one percent (0.01%) of the total available work time in the federal private sector.

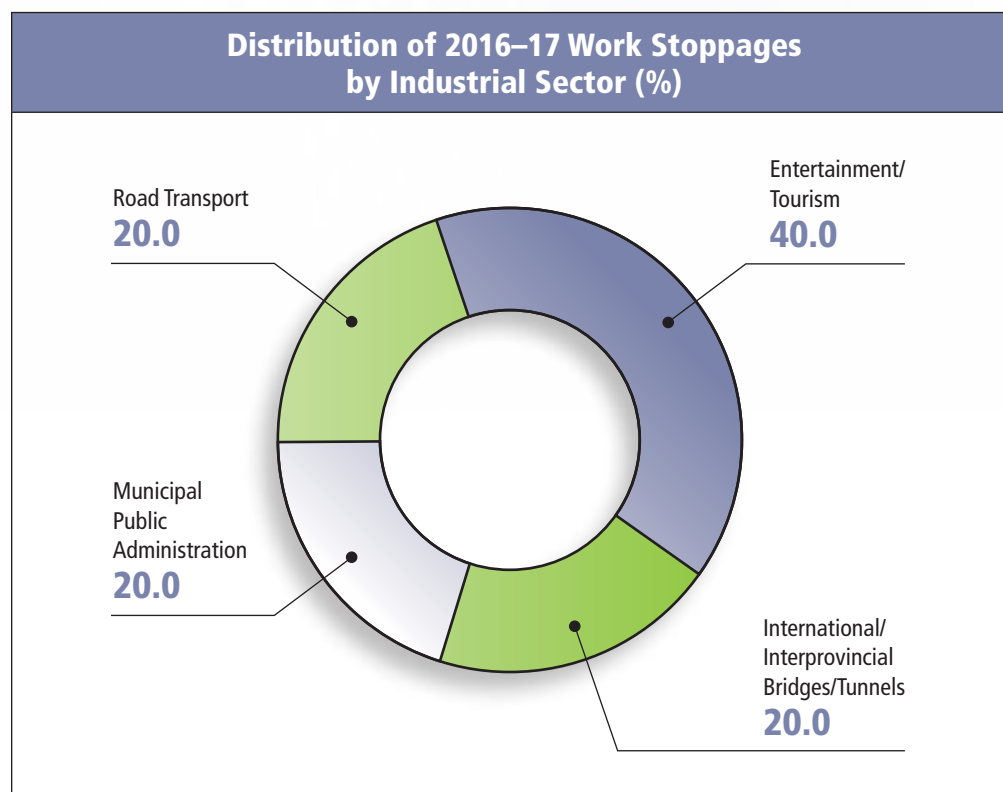
[Appendix D](#) shows work days lost as a percentage of available work time in the federal private sector.



Work Stoppages by Industrial Sector

There were two work stoppages in the Entertainment/Tourism sector and one work stoppage in each of the following sectors: Road Transportation, International/Interprovincial Bridges/Tunnels, and Municipal Public Administration.

[Appendix C](#) includes a breakdown of work stoppages by industrial sector.



SIGNIFICANT SETTLEMENTS IN 2016–17

A number of key agreements were renewed across all industrial sectors during fiscal year 2016–17.

A listing of significant settlements achieved in 2016–17 is attached as [Appendix E](#).

SIGNIFICANT CURRENT AND FORTHCOMING NEGOTIATIONS IN 2017–18

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](#).

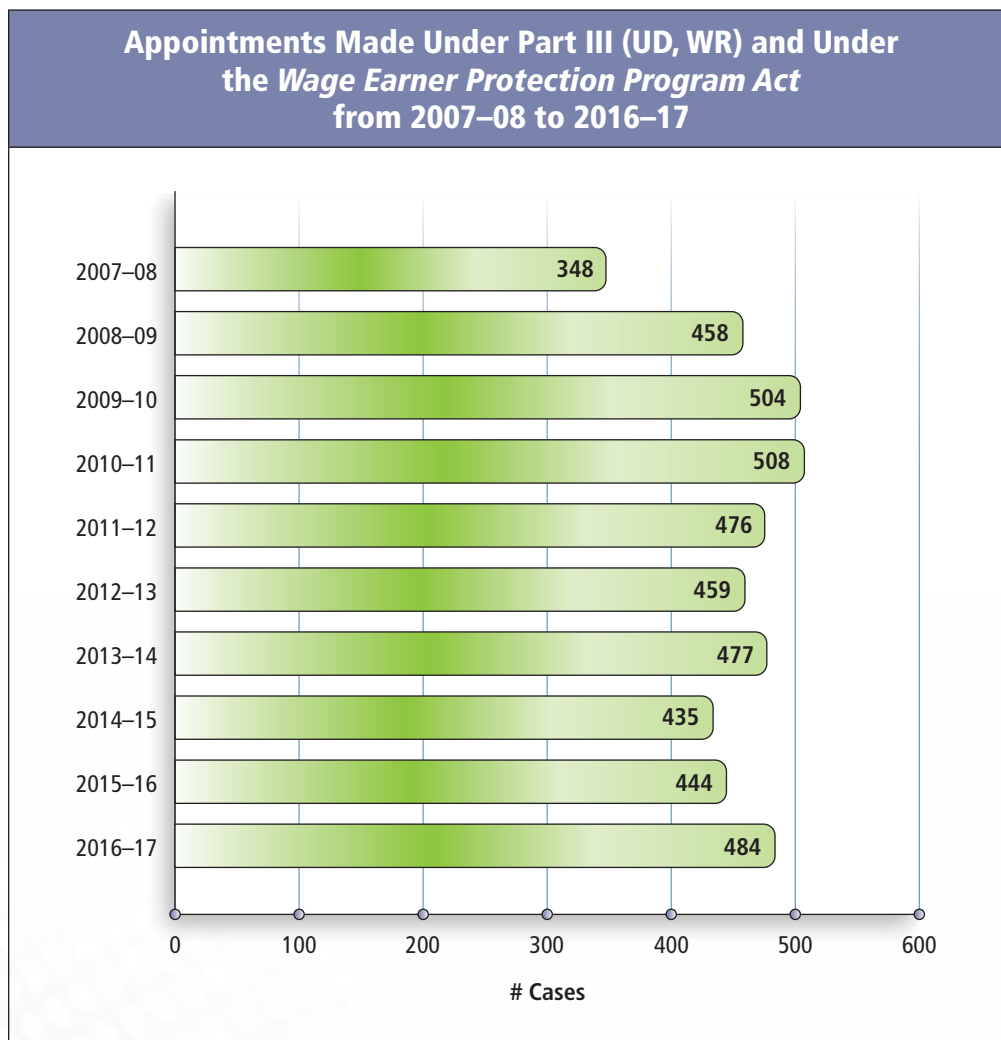


APPOINTMENTS UNDER PART III OF THE CANADA LABOUR CODE AND THE WAGE EARNER PROTECTION PROGRAM ACT

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

Initial appointments were made under Part III of the Code for 90 wage recovery (WR) appeal cases, 389 unjust dismissal (UD) complaint cases and 5 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 2007–08 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 84 grievance arbitration cases during fiscal year 2016–17. 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 2007–08 are included in [Appendix G](#).

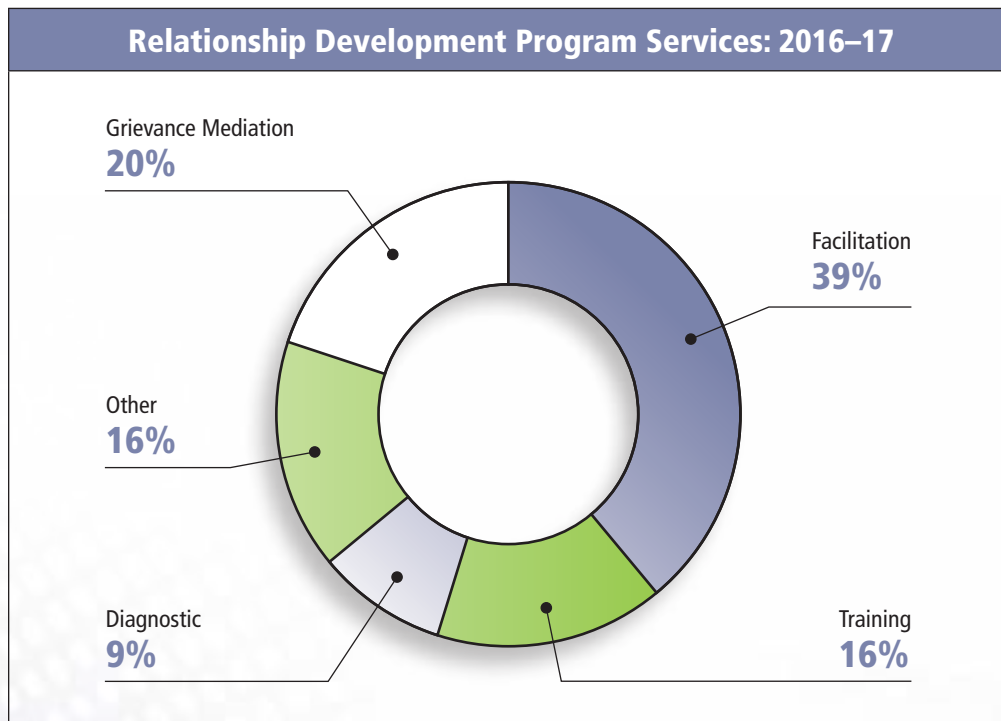


RELATIONSHIP DEVELOPMENT PROGRAM SERVICES

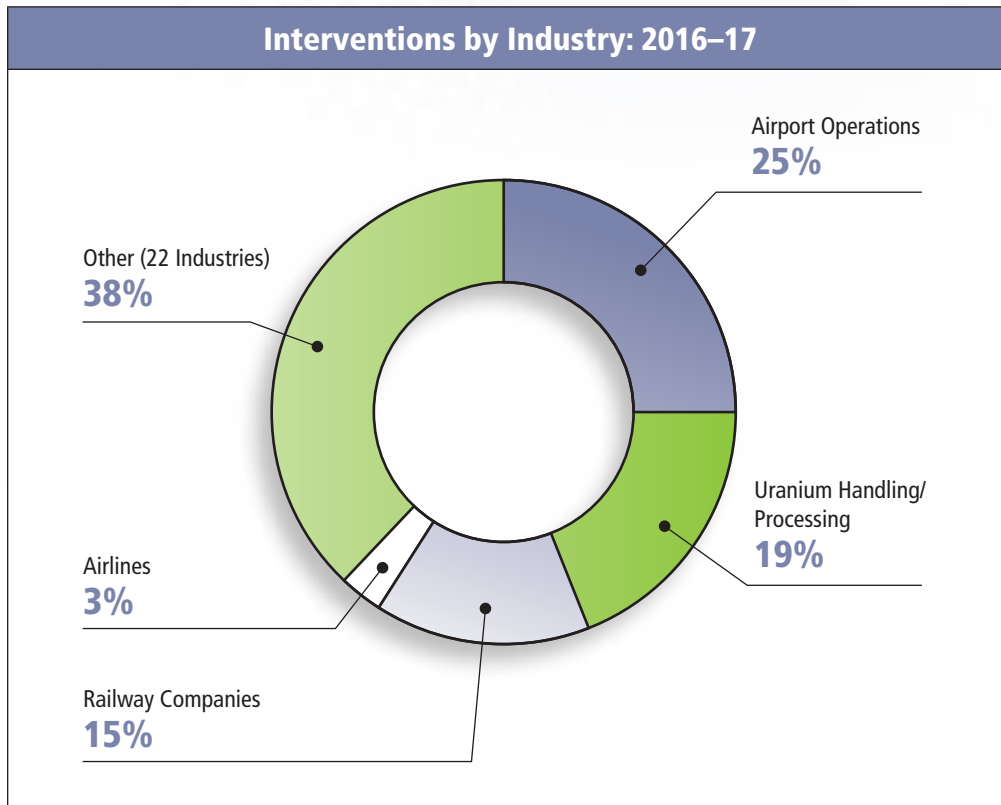
During fiscal year 2016–17, FMCS continued to develop the Relationship Development Program (RDP) by increasing its number of client interventions and reaching out to a broader range of stakeholders. It also continued its collaborative work with provincial jurisdictions through the joint delivery of public workshops. 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 252 relationship development interventions were made in 2016–17. The year was also marked by the delivery of five public workshops on *Labour Relations and the Negotiation Cycle* in collaboration with provincial authorities, garnering over 245 participants from across Canada, both from federally and provincially-regulated sectors. FMCS also offered a number of joint customized training workshops and helped facilitate various workplace issues, thus contributing to long-term stability among unions and employers.



The largest number of relationship development services were provided to clients involved with Airport Operations (25%), followed by Uranium Handling/Processing (19%) and Railway Companies (15%). The “Other” category (38%) includes 22 other industries under the federal jurisdiction.



OTHER KEY ACTIVITIES

Status of the Artist Act Activities

FMCS handled one request, which was carried forward from the two previous fiscal years, 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 if the parties are unable to reach agreement.

In 2016–17, no referral was made out of approximately 18 strike or lockout notices received.

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 2016–17, 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.

APPENDIXES



APPENDIX A

FMCS Dispute Settlement Proceedings Since 2007–08

Fiscal Year	Caseload			Settled			Settlements Without Work Stoppages	
	Carried Forward	New s.72 Appts	Total Caseload	Carried Over	New s.72 Appts	Total Cases Settled	Cases	%
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%
2016–17	50	130	180	43	76	119	116	97%

APPENDIX B

Comparison of Settlement Stages Since 2007–08

Fiscal Year	Total Cases Finalized	Total Settled at Conciliation Stage	% Finalized at Conciliation	Total Settled at Post-conciliation Stage	% Finalized at Post-conciliation
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%
2016–17	119	55	46%	64	54%



APPENDIX C

Caseload and Work Stoppages by Industrial Sector for Fiscal Year 2016–17

Industrial Sector	Total Caseload	% of Total Caseload	Number of Disputes with Work Stoppages	% of Total Disputes
Aboriginal	8	4.4%	0	0%
Air Transport	37	20.6%	0	0%
Broadcasting	14	7.8%	0	0%
Communications	11	6.1%	0	0%
Entertainment/ Tourism	5	2.8%	2	40%
Grain Handling	18	10.0%	0	0%
International/ Interprovincial Bridges/Tunnels	1	0.6%	1	20%
Marine Transport	20	11.1%	0	0%
Mining	3	1.7%	0	0%
Miscellaneous	6	3.3%	0	0%
Municipal Public Administration	1	0.6%	1	20%
Port Operations	6	3.3%	0	0%
Rail Transport	8	4.4%	0	0%
Road Transport	42	23.3%	1	20%
Total All Sectors	180	100%	5	100%
Total Transportation	107	59.4%	1	20%

APPENDIX D

Person Days Lost in the Federal Jurisdiction Since 2007–08

Fiscal Year	Number of Work Stoppages	Days Lost	As a % of All Available Time in Federal Jurisdiction
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%
2016–17	5	29,940	0.01%



APPENDIX E

Significant Settlements Achieved in Fiscal Year 2016–17

Employer and Union	Bargaining Unit
1791949 Ontario Ltd., c.o.b. as Toronto Ground Airport Services, Mississauga, Ontario, and the International Association of Machinists and Aerospace Workers, Transportation District 140 (Lester B. Pearson International Airport)	<ul style="list-style-type: none"> • 220 passenger agents
Aeroplan Canada Inc., Montréal, Quebec, and Unifor Local 2002	<ul style="list-style-type: none"> • 500 employees engaged in customer sales and service functions
Aéroport de Québec Inc., Québec, Quebec, and the Public Service Alliance of Canada	<ul style="list-style-type: none"> • 96 clerical/office employees
Air Transat A.T., Montréal, Quebec, and the Canadian Union of Public Employees	<ul style="list-style-type: none"> • 1,727 in-flight personnel
Airport Terminal Services Canadian Company, Richmond, British Columbia, and the International Association of Machinists and Aerospace Workers (Vancouver International Airport)	<ul style="list-style-type: none"> • 55 passenger service agents
ASIG Canada Ltd., Brampton, Ontario, and Teamsters Local Union No. 938 (Lester B. Pearson International Airport)	<ul style="list-style-type: none"> • 75 aircraft refuellers and ramp personnel
Atlantic Pilotage Authority, Halifax, Nova Scotia, and the Canadian Merchant Service Guild	<ul style="list-style-type: none"> • 40 marine pilots
Bell Canada, Montréal, Quebec, and Unifor	<ul style="list-style-type: none"> • 3,988 craft and services employees
Blue Water Bridge (Canada), a division of The Federal Bridge Corporation Limited, Point Edward, Ontario, and the Public Service Alliance of Canada Local 501	<ul style="list-style-type: none"> • 48 maintenance employees and toll collectors
Canada Post Corporation, Ottawa, Ontario, and the Canadian Union of Postal Workers	<ul style="list-style-type: none"> • 42,000 urban operations employees • 8,000 rural and suburban mail carriers
CanJet Airlines, a division of I.M.P. Group Limited, Enfield, Nova Scotia, and the Canadian Union of Public Employees Local 4044	<ul style="list-style-type: none"> • 31 and 150 (seasonal) flight attendants
CEVA Logistics Canada ULC, Oshawa, Ontario, and Unifor Local 222	<ul style="list-style-type: none"> • 200 warehousemen
Central Maine & Québec Railway Canada Inc., Montréal, Quebec, and TC Local 1976, United Steelworkers	<ul style="list-style-type: none"> • 36 locomotive engineers
Cogeco Câble Quebec general partnership, Trois-Rivières, Quebec, and the Canadian Union of Public Employees Local 3624	<ul style="list-style-type: none"> • 300 clerical/office employees • 300 technicians

Employer and Union	Bargaining Unit
DHL Express (Canada) Ltd., Brampton, Ontario, and Unifor Locals 114, 755, 4005, 4050 and 4457 (employees in Alberta, British Columbia, Manitoba, Nova Scotia and Ontario)	<ul style="list-style-type: none"> • 1,300 hourly employees and owner-operators
Bradley Air Services Limited, carrying on business as First Air, Kanata, Ontario, and Unifor Local 2002	<ul style="list-style-type: none"> • 317 baggage handlers
First Student Canada, Thunder Bay, Ontario, and the United Steelworkers of America Local 5481	<ul style="list-style-type: none"> • 85 drivers
FirstCanada ULC, carrying on business as First Student Canada, Markham, Ontario, and Unifor Local 4268	<ul style="list-style-type: none"> • 315 bus drivers
GardaWorld Cash Solutions, Calgary, Alberta, and Teamsters Local 927 (employees in New Brunswick and Prince Edward Island)	<ul style="list-style-type: none"> • 120 armoured car employees
Greater Toronto Airports Authority, Toronto, Ontario, and the Pearson Airport Professional Fire Fighters Association Local 4382	<ul style="list-style-type: none"> • 80 firefighters
Garda Security Group G.P., Montréal, Quebec, and the Syndicat des agent-es de sécurité de ADM-CSN (Montréal-Pierre Elliott Trudeau International Airport)	<ul style="list-style-type: none"> • 130 security officers licensed by the Department of Justice
Nova Scotia Division of the Canadian Corps of Commissionaires and the Public Service Alliance of Canada (Halifax International Airport)	<ul style="list-style-type: none"> • 190 security personnel
Prince Rupert Grain Ltd., Prince Rupert, British Columbia, and the Grain Workers Union Local 333 ILWU Canada	<ul style="list-style-type: none"> • 116 grain handlers
Saskatchewan Telecommunications, Regina, Saskatchewan, and Unifor	<ul style="list-style-type: none"> • 3,800 technical, office and clerical employees
Seaspan ULC, North Vancouver, British Columbia, and the Canadian Merchant Service Guild	<ul style="list-style-type: none"> • 220 masters, mates, chief engineers and marine engineers
Seaspan ULC, North Vancouver, British Columbia, and the International Longshore and Warehouse Union Local 400	<ul style="list-style-type: none"> • 180 unlicensed employees
Old Port of Montréal Corporation Inc., Montréal, Quebec, and the Public Service Alliance of Canada	<ul style="list-style-type: none"> • 234 permanent, regular and occasional employees • 16 seasonal employees
Sunwing Airlines Inc., Toronto, Ontario, and the Canadian Union of Public Employees Local 4055	<ul style="list-style-type: none"> • 900 cabin crew and cabin safety managers
Sunwing Airlines Inc., Toronto, Ontario, and Unifor Local 7378	<ul style="list-style-type: none"> • 300 flight crew members
Swissport Canada Fuel Services Inc., Montréal, Quebec, and the International Association of Machinists and Aerospace Workers (Dorval-Trudeau and Mirabel Airports)	<ul style="list-style-type: none"> • 85 refuelling employees, dispatchers, refuelling maintenance employees and mechanics
Swissport Canada Handling Inc., Richmond, British Columbia, and the International Association of Machinists and Aerospace Workers (Vancouver International Airport)	<ul style="list-style-type: none"> • 900 groomers, ground handlers and mechanics



Employer and Union	Bargaining Unit
Swissport Canada Inc., Calgary, Alberta, and the International Association of Machinists and Aerospace Workers, Transportation District Lodge 140, Local Lodge 2734 (Calgary International Airport)	<ul style="list-style-type: none"> • 140 ramp services agents, equipment mechanics, cabin service agents, customer service agents, operations agents and mechanics
Toronto Port Authority, Toronto, Ontario, and the International Longshoremen's Association Local 1842	<ul style="list-style-type: none"> • 25 mechanics, equipment operators, garage foremen and labourers
Toronto Terminals Railway, Toronto, Ontario, and the International Brotherhood of Electrical Workers, System Council No. 11	<ul style="list-style-type: none"> • 72 traffic controllers
Toronto Terminals Railway, Toronto, Ontario, and Unifor	<ul style="list-style-type: none"> • 95 maintenance of way employees
Vancouver International Airport Authority, Richmond, British Columbia, and the Public Service Alliance of Canada	<ul style="list-style-type: none"> • 325 clerical/office employees
Vancouver Terminal Elevator Association, Vancouver, British Columbia, and the Grain Workers Union Local 333 ILWU Canada	<ul style="list-style-type: none"> • 503 grain handlers
VIA Rail Canada Inc., Montréal, Quebec, and Unifor	<ul style="list-style-type: none"> • 691 off-train employees • 666 on-board services employees • 549 shopcraft/skilled trades employees
Viterro Inc., Regina, Saskatchewan, and the Grain and General Services Union (ILWU – Canada)	<ul style="list-style-type: none"> • 75 office employees • 375 operational and technical employees
Westshore Terminals Limited Partnership, Delta, British Columbia, and the International Longshore and Warehouse Union Local 502 (Port of Roberts Bank)	<ul style="list-style-type: none"> • 125 maintenance men, equipment and mobile machine operators and labourers engaged in handling bulk commodities

APPENDIX F

Significant Current and Forthcoming Bargaining Situations

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
July 22, 2016	Canadian National Railway Company, Montréal, Quebec, and Teamsters Canada Rail Conference	<ul style="list-style-type: none"> • 5 collective agreements – agreements 4.16, 4.3, 4.2, Algoma Central Railway and B.C. Rail 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
December 10, 2016	Consolidated Aviation Fueling of Toronto Ltd., Toronto, Ontario, and the International Association of Machinists and Aerospace Workers	<ul style="list-style-type: none"> • 270 aircraft refuellers
December 31, 2016	Canadian National Railway Company, Montréal, Quebec, and the International Brotherhood of Electrical Workers, System Council No. 11	<ul style="list-style-type: none"> • 670 service and maintenance employees
December 31, 2016	Marine Atlantic Inc., North Sydney, Nova Scotia, and Unifor	<ul style="list-style-type: none"> • 530 unlicensed personnel
December 31, 2016	Marine Atlantic Inc., St. John's, Newfoundland and Labrador, and the Canadian Merchant Service Guild	<ul style="list-style-type: none"> • 133 licensed personnel
December 31, 2016	NAV Canada, Ottawa, Ontario, and the Public Service Alliance of Canada	<ul style="list-style-type: none"> • 280 administrative and support employees
December 31, 2016	Vancouver Terminal Elevator Association, Vancouver, British Columbia, and the Grain Workers Union Local 333 ILWU Canada	<ul style="list-style-type: none"> • 503 grain elevator employees
January 13, 2017	Jazz Air Limited Partnership, Richmond, British Columbia (and Quebec City based employees), and Unifor	<ul style="list-style-type: none"> • 980 customer service agents



Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
January 31, 2017	Canadian North Inc., Calgary, Alberta, and the Air Line Pilots Association, International	<ul style="list-style-type: none"> • 130 pilots
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)	<ul style="list-style-type: none"> • 230 grain elevator employees
January 31, 2017	Yukon Hospital Corporation, Yukon Territory, and the Professional Institute of the Public Service of Canada	<ul style="list-style-type: none"> • 220 regular, part-time, term and casual professional employees
March 31, 2017	Aéroports de Montréal, Dorval, Quebec, and the Syndicat des employé-e-s des Aéroports de Montréal (CSD)	<ul style="list-style-type: none"> • 260 service and maintenance employees
March 31, 2017	Atomic Energy of Canada Limited (Chalk River Laboratories), Chalk River, Ontario, and the United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied-Industrial and Service Workers International Union (United Steelworkers)	<ul style="list-style-type: none"> • 480 technicians and technologists
March 31, 2017	Canadian National Railway Company, Montréal, Quebec, and Unifor	<ul style="list-style-type: none"> • 65 locomotive engineers, conductors and assistant conductors
March 31, 2017	Desgagnés Marine Cargo Inc., Québec, Quebec, and the Canadian Merchant Service Guild	<ul style="list-style-type: none"> • 30 deck officers
March 31, 2017	Desgagnés Marine Cargo Inc., Québec, Quebec, and the Seafarers' International Union of Canada	<ul style="list-style-type: none"> • 60 unlicensed personnel
March 31, 2017	Garda Security Screening Inc., Toronto, Ontario, and Teamsters Local 847 (London International Airport)	<ul style="list-style-type: none"> • 50 security screening of passengers and baggage
March 31, 2017	Great Lakes Pilotage Authority, Cornwall, Ontario, and the Corporation of the Upper St. Lawrence Pilots and the Canadian Merchant Service Guild	<ul style="list-style-type: none"> • 42 marine pilots
March 31, 2017	NAV Canada, Ottawa, Ontario, the Canadian Air Traffic Control Association, Unifor Local 5454	<ul style="list-style-type: none"> • 1,970 air traffic controllers

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
March 31, 2017	Ornge Air, Mississauga, Ontario, and the Office and Professional Employees International Union	<ul style="list-style-type: none"> • 28 engineers • 79 pilots • 7 supervisors
March 31, 2017	Pacific Pilotage Authority, Vancouver, British Columbia, and the International Longshore and Warehouse Union Local 520	<ul style="list-style-type: none"> • 25 dispatchers
April 1, 2017	Garda Security Screening Inc., Thunder Bay, Ontario, and the United Food and Commercial Workers Canada Local 175 (Thunder Bay International Airport)	<ul style="list-style-type: none"> • 35 security personnel
April 30, 2017	NAV Canada, Cornwall, Ontario, and the Canadian Federal Pilots Association	<ul style="list-style-type: none"> • 36 pilots
April 30, 2017	NAV Canada, Ottawa, Ontario, and the Professional Institute of the Public Service of Canada	<ul style="list-style-type: none"> • 390 computer systems and administrative employees
April 30, 2017	NAV Canada, Ottawa, Ontario, and Unifor	<ul style="list-style-type: none"> • 700 flight service specialists
May 2, 2017	PLH Aviation Services Inc., Edmonton, Alberta, and Teamsters Local 362	<ul style="list-style-type: none"> • 32 aircraft refuellers
June 30, 2017	National Gallery of Canada, Ottawa, Ontario, and the Public Service Alliance of Canada	<ul style="list-style-type: none"> • 185 employees
June 30, 2017	NAV Canada, Ottawa, Ontario, and Unifor	<ul style="list-style-type: none"> • 260 technical employees
September 7, 2017	Swissport Canada Handling Inc., Richmond, British Columbia, and Unifor (Vancouver International Airport)	<ul style="list-style-type: none"> • 71 passenger service agents
September 30, 2017	CAFAS Fueling ULC, Montréal, Quebec, and the International Association of Machinists and Aérospatiale Workers, District 140, Local Lodge 2301 (Montréal-Pierre Elliott Trudeau International Airport)	<ul style="list-style-type: none"> • 110 aircraft refuellers
September 30, 2017	Canadian Nuclear Laboratories (formerly Atomic Energy of Canada Limited), Chalk River, Ontario, and the Canadian Union of Public Employees	<ul style="list-style-type: none"> • 150 operational employees
October 31, 2017	Canpar Transport L.P., Brampton, Ontario, and Teamsters Canada Local 1976 USW	<ul style="list-style-type: none"> • 1,360 drivers
November 30, 2017	Bell Canada, Montréal, Quebec, and Unifor	<ul style="list-style-type: none"> • 6,000 office employees



Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
November 30, 2017	Quebec Ports Terminals Inc., Rivière-du-Loup, Quebec, and the International Longshoremen's Association Local 2033	<ul style="list-style-type: none"> • 30 longshoremen
December 31, 2017	Bell Aliant Regional Communications, Limited Partnership, and Unifor Atlantic Communication Locals (Unifor ACL) (employees in Nova Scotia, New Brunswick, Newfoundland and Labrador and Prince Edward Island)	<ul style="list-style-type: none"> • 3,700 office employees and technicians
December 31, 2017	Canada Post Corporation, Ottawa, Ontario, and the Canadian Union of Postal Workers	<ul style="list-style-type: none"> • 8,000 rural and suburban mail carriers
December 31, 2017	Canadian National Railway Company, Montréal, Quebec, and Teamsters Canada Rail Conference	<ul style="list-style-type: none"> • 4 agreements – agreements 1.1 (CN lines East), 1.2 (CN lines West), Algoma Central Railway and B.C. Rail covering 1,800 locomotive engineers and tour attendants
December 31, 2017	Canadian Pacific Railway Company, and Teamsters Canada Rail Conference Maintenance of Way Employees Division	<ul style="list-style-type: none"> • 2,050 maintenance of way employees
December 31, 2017	Canadian Pacific Railway Company, and the Canadian Signals and Communications System Council No. 11 of the International Brotherhood of Electrical Workers	<ul style="list-style-type: none"> • 420 signals and communications workers
December 31, 2017	Halifax Employers Association Incorporated, Halifax, Nova Scotia, and the Council of ILA Locals for the Port of Halifax	<ul style="list-style-type: none"> • 70 checkers
December 31, 2017	Halifax Employers Association Incorporated, Halifax, Nova Scotia, and the Council of ILA Locals for the Port of Halifax	<ul style="list-style-type: none"> • 300 longshoremen
December 31, 2017	Halifax Employers Association Incorporated, Halifax, Nova Scotia, and the Council of ILA Locals for the Port of Halifax	<ul style="list-style-type: none"> • 70 gear repair and maintenance employees
December 31, 2017	Laurentian Bank of Canada and Laurentian Trust of Canada, Montréal, Quebec, and the Syndicat des employées et employés professionnels-les et de bureau, section locale 434	<ul style="list-style-type: none"> • 2,475 administrative services employees

Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
December 31, 2017	Maritime Employers Association, Hamilton, Ontario, and the International Longshoremen's Association	• 49 longshoremen
December 31, 2017	Quebec Ports Terminals Inc., La Baie, Quebec, and Unifor Local 2004-Q, unit T.P.Q. (Port of Grande-Anse)	• 50 longshoremen
January 31, 2018	Canada Post Corporation, Ottawa, Ontario, and the Canadian Union of Postal Workers	• 42,000 urban operations employees
January 31, 2018	Garda Canada Security Corporation, Mississauga, Ontario, and the International Association of Machinists and Aerospace Workers (Lester B. Pearson International, Buttonville and Toronto City Centre Airports)	• 130 employees providing access control airside
January 31, 2018	GardaWorld Cash Services Canada Corporation, Vancouver, British Columbia, and Unifor	• 150 security guards
February 25, 2018	Swissport Canada Handling Inc., Saint-Laurent, Quebec, and the Canada Council of Teamsters (International Airports in Dorval and Mirabel)	• 280 groomers, ramp/ground handlers, mechanics, communications co-ordinators and storekeepers
February 28, 2018	Quebec North Shore and Labrador Railway Company Inc., Sept-Îles, Quebec, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers), Local 9344	• 310 railway operation employees
March 31, 2018	British Columbia Maritime Employers Association, Vancouver, British Columbia, and the International Longshore and Warehouse Union – Canada	• 4,500 longshoremen
March 31, 2018	British Columbia Maritime Employers Association, Vancouver, British Columbia, and the International Longshore and Warehouse Union – Canada Local 514	• 490 foremen
March 31, 2018	Canada Post Corporation, Ottawa, Ontario, and the Association of Postal Officials of Canada	• 3,100 supervisors
March 31, 2018	Canadian National Railway Company, Montréal, Quebec, and Unifor	• 1,750 office employees



Collective Agreement Expiry Date	Employer & Union	Bargaining Unit
March 31, 2018	G4S Secure Solutions (Canada) Ltd., Vancouver, British Columbia, and the International Association of Machinists and Aerospace Workers, Transportation District 140, Local Lodge 16 (Vancouver International Airport)	<ul style="list-style-type: none"> • 830 airport screening officers
March 31, 2018	Garda Security Screening Inc., Calgary, Alberta, and General Teamsters Local 362 (Calgary International Airport)	<ul style="list-style-type: none"> • 470 security personnel
March 31, 2018	Garda Security Screening Inc., Edmonton, Alberta, and General Teamsters Local 362 (Edmonton International Airport)	<ul style="list-style-type: none"> • 300 employees engaged in the security screening of passengers, non-passengers, and baggage
March 31, 2018	Garda Security Screening Inc., Ottawa, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) (Macdonald-Cartier International Airport)	<ul style="list-style-type: none"> • 250 airport screening officers
March 31, 2018	Garda Security Screening Inc., Toronto, Ontario, and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) (Sarnia Chris Hadfield Airport)	<ul style="list-style-type: none"> • 160 airport security screening officers
March 31, 2018	Garda Security Screening Inc., Winnipeg, Manitoba, and General Teamsters Local 979 (Winnipeg International Airport)	<ul style="list-style-type: none"> • 200 airport screening officers
October 31, 2018	Richardson International Limited, Regina, Saskatchewan, and the Grain and General Services Union (International Longshore & Warehouse Union Canada)	<ul style="list-style-type: none"> • 375 operation and maintenance employees
December 31, 2018	Maritime Employers Association, Montréal, Quebec, and the Longshoremen's Association, Local 1375 of the Canadian Union of Public Employees	<ul style="list-style-type: none"> • 100 longshoremen

APPENDIX G

Appointments Under Part I and III (UD and WR) of the *Canada Labour Code* and *Wage Earners Protection Program Act* Appointments Since 2007–08

Fiscal Year	Part III UD Appointments	Part III WR Appointments	WEPP Appointments*	Total UD, WR & WEPP	Part I Grievance Arbitration Appointments
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	8	435	64
2015–16	355	81	8	444	63
2016–17	389	90	5	484	84

* WEPP provisions came into force in July 2008.

