



report

Collective Bargaining Activity

January 2009 - June 2009

BRITISH COLUMBIA

Health Care

In May 2009, BCGEU/NUPGE members employed by Sodexo (George Pearson Centre) ratified a new collective agreement after six months of bargaining. Major improvements were made on wages, benefits and sick leave. Wages of \$13.05 an hour will increase by 15% to \$15.00 an hour by October 1, 2011. Benefit costs will also return to 7% employer-paid and 3% employee-paid as of October 1, 2009. Sick days will increase by one day in 2010 and by a second day in 2011 to a total of eight sick days per year. The settlement contained other language improvements for health and safety, job postings and a process for casuals to receive benefits (when the criteria is met) as well.

BCGEU/NUPGE members employed by Christmas Manor continued bargaining in May 2009.

In May 2009, members employed by Comox Valley Seniors Village ratified a new collective agreement. Improvements were made to wages, benefits, weekend and night shift premiums, leave provisions and seniority rights. Members will also receive two additional statutory holidays and two additional personal days. Language was also established to prohibit contracting out of bargaining unit work. The new contract expires on April 30, 2012.

The Nursing Bargaining Association reached a settlement to extend by 24 months the current provincial contract in March 2009. HSABC/NUPGE members received a 3% labour market adjustment in 2010 and 2011. This increase is in addition to the 4.2% wage increase already negotiated for 2009. Improvements were also made to benefits for casual employees in temporary positions, vacation scheduling, crediting previous experience, job sharing provisions and maternity leave. The Joint Quality Worklife Committee (JQWC) will also address issues such as workload, health and safety and violence prevention and discuss enhanced disability management, a Short Term Illness and Injury Plan (STIIP), use of agency nurses and staffing processes, a health and welfare benefit review and supervisory capacity (Levels 2 and 3).

In March 2009, BCGEU/NUPGE members employed by inSite Senior Care ratified the first collective agreement. The contract provides for wage increases, shift premiums and a signing bonus.

In January 2009 the bargaining committee for BCGEU/NUPGE members employed by Westminster House began negotiations focusing on benefit improvements, sick leave and wage increases. The employer refused to make any changes to these items. On February 18 and 19, a successful strike vote was taken. Bargaining continued and a tentative agreement was ratified in April.

Also in January, the BCGEU/NUPGE members employed by Dorchester Retirement Residence served a 72 hour strike notice after almost nine months of negotiations. The members had taken a strike vote in November 2008 with a 92% support rate. Finally on March 17, 2009 a new contract was ratified. The contract includes wage increases of 3%, 8% and 8% for cooks and 3%, 4% and 3% for all other staff over the life of the contract, plus an additional pay increase of approximately 1% in 2010 for longer service staff. As well, the bargaining committee negotiated stronger layoff and recall language, additional vacation time for long-serving employees, better sick leave provisions for full-time and part-time employees, and increased protection of bargaining unit work. The new contract also includes a responsibility premium of \$1.00/hour for evening receptionist staff and night housekeeping staff for hours they work alone.

Community-based Social Services/NGO Sector

In May 2009, preparations for bargaining commenced for the BCGEU/NUPGE members at the Simon Fraser University Child Care Society.

In April, bargaining continued for members employed by the Vancouver Society of Children's Centres. Voting on the tentative agreement was scheduled for June.

BCGEU/NUPGE members employed by the Children's Circle Childcare Society in Kamloops ratified a new three-year collective agreement in April 2009. The new agreement includes a 2% increase in each year, increases in benefits, and the establishment of an RRSP fund. This is the first collective agreement.

Other

In June 2009, BCGEU/NUPGE members employed by Caribou Regional District ratified a new five-year collective agreement. Members will receive a significant wage increase over the life of the agreement that gives them parity with other municipal workers in the area. The contract provides for 2.5% in each of the first three years, 3% in year four and 5% in the fifth year. It also includes improvements to harassment language, vacation entitlement and benefits.

BCGEU/NUPGE members employed by Gateway Casino continued negotiations in March and April.

In February and March, the bargaining committee representing members employed by the Gateway Casinos (Grand Villa) met with the employer for six days of negotiations. Non-monetary clauses were agreed to during the final few days. More meeting dates were scheduled in March to achieve this first collective agreement.

The bargaining committee for BCGEU/NUPGE members employed by Lafrentz Road Marking began negotiations in February. Many issues were settled quickly but major ones stood out such as the length of the employer contract with the

provincial government, the impact, if any, of the Labour Adjustment Index within that contract, the loss of some of the overall service area due to contract area readjustments and the impact of the present global economic situation. Discussions continue to reach a fair conclusion.

ALBERTA

Health Care

Bargaining continued throughout the spring for the new HSAA/NUPGE members employed by DynaLife Dx. In April 2009, after filing a bad faith complaint with the Alberta Labour Relations Board, the union entered into mediation with the employer after being unable to reach an agreement for several months. In May, after a few sessions with the mediator, the employer agreed to table its monetary proposals. Unfortunately, when the package was presented in June it fell far short of the bargaining unit's expectations and was a great distance away from the comparable agreements. The employer refuses to recognize seniority, pay retroactivity, offers a 20% lower salary package than comparable units, no pension plan, no long-service recognition and no retention program. The union held a membership meeting a short time later to provide an update on the process. Members overwhelmingly communicated their support for the bargaining committee by turning down the employer's final offer. The results sent a clear message to the employer that they would not accept a substandard collective agreement. The employer has accepted the union's offer of more bargaining dates to try to resolve the impasse.

In February 2009, members represented by HSAA/NUPGE employed by the Royal Oak Manor ratified an agreement for a new three-year contract. Members received improvements to wages, including market adjustments, a flexible health benefit spending account, a lump sum payment and positive changes to special leave provisions.

In January 2009, members employed by WCB Millard Negotiations reached an agreement with the help of a mediator. The union applied to mediation in November after talks broke off with the employer. HSAA/NUPGE members won increases in wages of 5% in 2009, 5% in 2010 and 4.5% in 2011, improved language on vacation scheduling, reimbursement for professional license/registration fees and a signing bonus of \$250. The agreement expires on December 30, 2011.

HSAA/NUPGE members employed by Covenant Health - Bonnyville Health Care Centre ratified a new three-year collective agreement in January 2009. Also in January, with the assistance of a mediator, the bargaining committee representing members of the Peace County Health EMS met with the employer to continue negotiations. The parties were unable to agree on monetary issues at

that time so looked for a recommendation of the mediator to find a compromise. In March the recommendations were presented and both sides accepted the findings. The new agreement expires on March 31, 2011.

SASKATCHEWAN

Direct Government/Crown Corporations

A proposals conference was held in May 2009 for SGEU/NUPGE civil service members to prepare for upcoming negotiations.

Health Care

Health provider members of SGEU/NUPGE continued negotiations during January, March and April 2009. Major monetary issues are negotiated through a tri-union coalition which includes the Canadian Union of Public Employees (CUPE) and the Service Employees International Union (SEIU Canada).

Community-based Social Services/NGO Sector

In April 2009, SGEU/NUPGE members employed by Pipestone Kinability Centre in Moosomin a non-profit organization that provides services to people with developmental disabilities signed a three year agreement. On top of a wage increase in the first year, wages increased 3%, 6.5% and 3% over the next two years. Numerous other improvements were also made.

Also in April, members employed by the Canadian Mental Health Association in Saskatoon ratified a new collective agreement. The two year agreement provides for a wage increase of 3.5% on April 1, 2008, 7% on October 1, 2008 and a wage re-opener for April 2009. Dental premiums are now paid for by the employer.

SGEU/NUPGE members employed by Saskatoon Community Mediation Services ratified their first collective agreement in January 2009. In addition to the basic protections, the contract provides for monthly earned days off and guaranteed pay increments. Members immediately began preparations for bargaining since the agreement expired in April 2009.

MANITOBA

Health Care

Notice has been sent to the employer to initiate bargaining for MGEU/NUPGE members employed by Winnipegosis and District Ambulance Service.

Members of the MGEU/NUPGE Health Care Support Services Component ratified a new collective agreement in June 2009 after more than a year of bargaining. The union held seven strike votes over a final issue of vacations for part-time employees but averted a strike when the employer agreed to the union's proposal to arbitrate the matter. Members won a 2.9% wage increase in each of the four years, retroactive to August 2008. Other improvements were 50/50 cost share for health premiums, the establishment of a Health Care Spending Account (HSA) of \$250 for full-time employees and \$150 for part-time employees to start in April 2010. The amounts will double in 2011.

Bargaining continues for MGEU/NUPGE members employed by the Centre de santé St. Boniface.

Negotiations are on-going for MGEU/NUPGE members employed by Westman Regional Lab Support Services.

Post Secondary Education

MGEU/NUPGE members employed at Brandon University ratified a new collective agreement in June 2009.

Bargaining will commence for members employed by Assinaboine and Red River Colleges in July. Preparations have been underway for some time.

Bargaining continues for MGEU/NUPGE members of the Association des professeurs de l'École technique et professionnelle du Collège universitaire de Saint-Boniface throughout June.

Community-based Social Services/NGO Sector

Members of MGEU/NUPGE employed by the Elizabeth Fry Society ratified a new collective agreement.

Bargaining continues for members employed by Family Visions Inc. in July.

MGEU/NUPGE members employed by Halcrow Lake Day Care Centre will begin bargaining in July 2009.

Proposals are being finalized and dates are being scheduled for bargaining at the Knowles Centre.

In June 2009, members employed by the MacDonald Youth Services Alternative Home Program ratified a new collective agreement.

The union met with the Chief and Council of Sandy Bay First Nation twice in March 2009, in an attempt to resolve issues arising from the implementation of their first collective agreement. An Unfair Labour practice complaint was

subsequently filed. The union received a letter from the Federal Labour Board on the unfair labour practices complaint. A meeting has been scheduled in June to resolve the issues. Notice has been served to initiate discussions for a wage re-opener for 2009.

Bargaining continues in June for MGEU/NUPGE members employed by the Society for Manitobans with Disabilities.

MGEU/NUPGE members employed by St. Norbert Personal Care Home were unable to reach an agreement with the employer. Parties put forward arguments to the Manitoba Labour Board (MLB) and are now awaiting a binding decision.

In March 2009, MGEU/NUPGE members employed by River Park Gardens Personal Care Home as support staff ratified a first collective agreement. Members wage increases of 2.9% on March 20, 2009, 2.9% on April 1, 2009 and a 2.9% in April 2010 and 2011. They also received a 2.15% retroactive increase.

Other

MGEU/NUPGE members employed by the Manitoba Technology Centre ratified a collective agreement in June.

Members employed by Peak of the Market ratified a new contract in June.

In June 2009, a new collective agreement was ratified by members employed by the Seine River School Division (Educational Assistants). Members will receive a 3% wage increase each year from July 1, 2008 to June 30, 2011, improvements to the long service allowance and an increase in the academic allowance.

New collective agreements have been reached in June for MGEU/NUGPE members employed by St. Amant Trades and the St. Boniface Trades.

In January 2009, the Seine River School Division (Custodial and Maintenance) ratified a new three-year collective agreement. Improvements in the contract include a 10% wage increase over three years for Class 1 employees, a 9% wage increase for Classes 2 and 4, significant changes to language affecting casual employees and the allocation of additional hours and sick leave. Long service allowance was increased and shift premiums went up 3% in each year.

ONTARIO

Direct Government/Crown Corporations

Bargaining preparations for the over 6,000 members of OPSEU/NUPGE who work for the Liquor Control Board of Ontario (LCBO) began in February 2008. In

early May 2009, a strike vote was taken to put pressure on the employer to address the union's concerns. A major issue in bargaining was the removal of full-time positions in lieu of casual and seasonal jobs. Just prior to the strike deadline of June 24, a tentative settlement was reached for a new four-year agreement. If accepted, members will receive wage increases of 1.75% in 2009, and 2% in each of the next three years, a signing bonus of \$500 (pro-rated for part-time, seasonal and casual employees as well as significant improvements on wages, benefits and rights for casual employees. The new collective agreement will expire on March 31, 2013.

In February 2009, OPSEU/NUPGE social services members employed by the Parry Sound Social Services Administrative Board turned down the employer's last offer after conciliation talks ended. An agreement was reached in March with the assistance of a mediator. Members will receive a wage increase, improvements to vacation benefits and gains in the supplementary pregnancy program.

In January 2009, OPSEU/NUPGE correction members rejected an employer's proposal with a strike vote of 89% mostly due to an attack on sick leave benefits. In March, a tentative agreement was reached which provides a wage increase of 7.75% over four years, special adjustments for other classifications, new language to address absenteeism and its causes as well as language to address workload issues.

Health Care

OPSEU/NUPGE members employed by the North East Community Care Access Centre reached a settlement on their first merger contract providing for an annual increase of 3%. Members employed at the Central East Community Care Access Centre also negotiated a new collective agreement with an average annual increase of 3%.

OPSEU/NUPGE members employed by the Canadian Blood Services in Thunder Bay negotiated a new collective agreement with an average annual wage increase of 2.4%.

In April 2009, OPSEU/NUPGE members employed by the Guelph Wellington Emergency Medical Services (EMS) ratified a new collective agreement providing an average annual wage increase of 2.8%, improved employer-paid dental benefits, short-term and long-term disability benefits increased to 26 weeks, increased vision and hearing benefits as well as improved meal allowances and shift premiums. Part-time members now can opt into benefits or take an increase to 12% of pay-in-lieu while the employer will now cover the cost of benefit premiums for retirees. The collective agreement expires on March 31, 2012.

Over 7,500 hospital professional members of OPSEU/NUPGE began bargaining toward a new central collective agreement in January as well. In February, issues

were sent to arbitration after a collective agreement was not reached. Arbitration hearings are at the end of June. Major issues in bargaining were maintaining wage and benefit equality with other health professionals, preventing contracting out, and addressing recruitment and retention issues.

Local agreements were reached in April 2009 for members employed Hotel Dieu Shaver Health and Rehabilitation Centre and the MICs Group of Health Services. In May 2009, local agreements were also reached for members employed by St Joseph's Health Centre, Huron Perth Healthcare Alliance, Guelph General Hospital, Cambridge Memorial Hospital, Niagara Health System, Ross Memorial Hospital, Sault Area Hospital, North Bay General Hospital, Sudbury Regional Hospital, Manitoulin Health Centre and Thunder Bay Regional Health Sciences. Also in June 2009, members employed at St. Thomas Elgin General Hospital, Grey Bruce Health Services, Muskoka Algonquin Healthcare, West Nipissing General Hospital and the Timmins District Hospital reached local agreements.

In February OPSEU/NUPGE members employed by the Ontario Agency for Health Protection and Promotion (OAHHP) began preparations for negotiations by electing the bargaining committee. The OAHHP came into being in December 2008 when the Ministry of Health and Long-Term Care divested public health labs to the new stand-alone agency. This will be the first collective agreement with this new employer. Bargaining dates were scheduled in April but cancelled due to the H1N1 outbreak. New dates have been scheduled for June.

In February 2009, OPSEU/NUPGE members employed by the Canadian Mental Health Association in Oxford County ratified a new collective agreement only days before a strike deadline. Members negotiated a 3% per year wage increase, a signing bonus to cover wage retroactivity from July 25, 2007, an increase in the mileage reimbursements amounts and a shift premium of 62¢ per hour for hours worked beyond 6:00 pm and on weekends.

Also in February the bargaining committee representing members employed by Canadian Blood Services presented proposals to the employer. In May 2009, after 10 days of negotiations and very little movement by the employer, the union applied for conciliation. Members voted at the end of the month to give the bargaining committee an overwhelming 98% strike mandate. Further conciliation talks were scheduled for June.

Post Secondary Education

In June 2009 the over 6,000 members of the Colleges of Applied Arts and Technology Academic bargaining unit began negotiations for a new collective agreement. Dates have been set for July and August if necessary. The collective agreement expires on August 31, 2009. Major issues during this round are improvements to the workload formula, academic freedom and reaching comparable salary improvements.

Members employed by the Association of Community Colleges negotiated a new three-year collective agreement which provides for an average annual increase of 1.67%.

Community-based Social Services/NGO Sector

In May, OPSEU/NUPGE members employed in the Community Safety Unit at Toronto Community Housing ratified a new collective agreement. Members will receive an average annual increase of 3%, improvements to training and transfer protocols, the addition of a wellness day in 2011 for those who have passed probation, improvements to health and safety equipment and a reduction in hours from 44 hours to 40 hours for overtime rates to begin. The new agreement expires on March 31, 2012.

OPSEU/NUPGE members employed by Open Doors for Lanark Child and Youth will receive an average annual wage increase of 1.5% over the life of the new two-year agreement.

The 74 OPSEU/NUPGE members employed by Mains Ouvert/Open Hands will receive an average annual wage increase of 3.1% during the life of their new collective agreement. The new contract expires in March 2010.

In April 2009, OPSEU/NUPGE members employed at Pathways to Independence ratified a new collective agreement. The contract provides for a general wage increase of 2% or 50¢ whichever is greater, new parental and maternity top-up language for part-time members, mileage reimbursement increase to 42¢/km, shift premium increase to 65¢ as well as improvement to vacation, vision and mandatory training language. Part-time members will also be able to opt into the basic life, health and dental plans. The contract expires in March 2010.

Negotiations concluded for OPSEU/NUPGE members employed by the Salvation Army Liberty House and Support Services in April 2009. The settlement included a signing bonus with a wage reopener, consideration of the BPS pension plan and new bullying and violence in the workplace language. The contract expires in March 2010.

OPSEU/NUPGE members employed by the Brockville Child and Youth Wellness Centre took a strike vote in April after the employer walked away from the bargaining table at the end of March 2009. Members gave the bargaining committee a mandate to take necessary job action which they did on April 16, 2009 by holding a solidarity walk. The employer indicated that it would file for conciliation but the union is still waiting to see the paperwork.

In April OPSEU/NUPGE members employed by the Ottawa Children's Aid Society (CAS) ratified a new three-year collective agreement with an average annual wage increase of 2.7%. OPSEU/NUPGE members employed by the CAS of Prince Edward County negotiated a new three-year agreement providing for an

average annual wage increase of 2.6%. Members will be back at the bargaining table in March 2012 when the contract expires.

A collective agreement was ratified by OPSEU/NUPGE members employed at York Children's Aid Society. The settlement included an average annual wage increase of 2.9%, a \$600 bonus for long term service (over 10 years), increased vision benefits to \$400 per two years and \$250/year for children, increased orthodontics to \$3,000 per person, improved union leave language and vacation benefits and additional training and information on violence in the workplace.

OPSEU/NUPGE members employed by the Centre for Spanish-Speaking Peoples ratified a new collective agreement with a 1% wage annual increase. Members also won an increase to the mileage reimbursement allowance bringing it to 46¢, improvements to long-term disability benefits as well as a letter of understanding regarding consideration of the BPS pension plan. The contract expires in March 2011.

OPSEU/NUPGE members employed by the Kingston Drop-in Centre reached a new three-year contract providing an average annual increase of 8.9%

Bargaining concluded for OPSEU/NUPGE members employed at One Kids Place with the ratification of a new collective agreement. Members negotiated a general wage increase of 20¢ for April 2009 and October 2009 and a 20¢ wage increase in April 2010 and October 2010. Other improvements include a vision increase to \$250 every two years, mileage reimbursement allowance increase to 43¢, family medical leave shared cost paid of up to eight weeks and increased paramedical benefits of \$30 per visit or a maximum of \$400 per practitioner. The contract expires in March 2011.

Other

OPSEU/NUPGE members employed by the Ontario Pension Trust reached a four-year collective agreement. Members will receive an average annual increase of 2.4%.

Bargaining for OPSEU/NUPGE members employed by the Tay Valley Township concluded in April 2009. This three-year agreement will provide for an average annual increase of 3%.

OPSEU/NUPGE members at the Fallsview Casino Niagara Resort and Casino Niagara voted in favour of strike action in April 2009 over concessions tabled by the employer. In June, the two bargaining units voted in favour of a new collective agreement that will see Improvements ranging from wage increases of 40¢ per hour in each year of the agreement, language preserving full-time employment, option for part-time workers to opt into health benefit plan or opt for pay in lieu of benefits, reimbursement for security licenses, employer-paid certification for members and other language improvements.

NEW BRUNSWICK

Direct Government/Crown Corporations

The negotiations committee for NBUPPE/NUPGE members in the Resource Services bargaining unit met with the employer in March to exchange proposals and several times more through April and May.

Other

Bargaining began in January 2009 for NBUPPE/NUPGE members employed by Carleton Kirk Lodge. Four more dates were set in March to continue discussions.

The negotiating team representing NBUPPE/NUPGE members employed at Loch Lomond Villa met with the employer to exchange proposals in January 2009. More dates were set for April to continue negotiations.

The NBUPPE/NUPGE Brewery and Soft Drink Workers employed by Moosehead Brewery rejected the employer's offer in February 2009 after six months of bargaining. Following the overwhelming show of support for the bargaining committee, a new one-year collective agreement was reached on January 10, 2009. The major issues at the table were concessions relating to health and dental benefits and post-retirement benefits.

PRINCE EDWARD ISLAND

Direct Government/Crown Corporations

Negotiations began in February 2009 for PEIUPSE/NUPGE members employed by the PEI Grain Elevators Corporation. In the new collective agreement, ratified in March 2009, members gain night shift premiums, increased compensation for long-term casuals, an extension of the "harvest season" allowing greater access to overtime, wage increases of 2% as well as a cash bonus of \$1000. The new agreement expires on March 31, 2011.

Health care

In April 2009, negotiations began for PEIUPSE/NUPGE members employed at various health care facilities across the province. Several dates are scheduled for bargaining sessions throughout June. Many of the issues at the table revolve around understaffing in the face of worker shortages i.e. overtime, scheduling of vacations and other leave, postings and staff replacement.

Community-based Social Services/NGOs

PEIUPSE/NUPGE represents members employed at thirteen different Early Childhood Education Centres. Negotiations among these thirteen are always on-going in one phase or another. In the round of bargaining for members employed by St. Peter's Early Learning Centre the only outstanding issue is wages. Discussions continue to reach a new collective agreement.

Other

Negotiations began for PEIUPSE/NUPGE operational and maintenance members employed by Strait Crossing Bridge Ltd in January 2009. During bargaining management announced its intention to re-structure the staffing complement. In April 2009, members rejected the employer's offer. Bargaining resumed and a new collective agreement was reached in May 2009 resolving many of the outstanding issues. Improvements included adding shift premiums, getting recognition for new duties and improving insurance and pension benefits.

NOVA SCOTIA

Health Care

Members represented by NSGEU/NUPGE and employed by the Canadian Blood Services applied for conciliation in February 2009. Members have been without a contract since January 1, 2008. Key issues were increased overtime provisions, call back, job security and contracting out, retiree benefits and allowances, and scheduling/hours of work issues. After filing for conciliation the union learned of plans to move donor testing from Halifax to Toronto by the end of 2011, a move that could result in the loss of as many as 28 positions in Halifax. Six days of conciliation were held throughout April, May and June. On June 24, 2009 a tentative settlement was reached with the assistance of the conciliation officer for a new four-year agreement. Highlights include improvement in wages, overtime provisions, retirement allowance, jury/court leave, family illness and bereavement leave. As well, there are improvements in the existing severance package. The new agreement expires on December 31, 2011.

Negotiations commenced in May 2009 for NSGEU/NUPGE members employed by Duncan MacMillan Nursing Home. Bargaining continued for a total of six (6) days before talks broke down. The union has filed for conciliation.

NSGEU/NUPGE members employed by Northside Homemaker Services Society concluded bargaining after two days of negotiations. The new contract was ratified on February 19, 2009.

NSGEU/NUPGE members employed at Metro Community Living Support Services began negotiations in September, 2008 and reached an impasse on October 17, 2008. Bargaining sessions were again held in January and March 2009. NSGEU/NUPGE applied for conciliation and met with employer in June. Dates are scheduled for July as well.

Post Secondary Education

NSGEU/NUPGE members employed by the Nova Scotia Agricultural College have been frustrated with the employer's refusal to move on the issue of wage parity with other universities or on other issues of concern. The union has requested the appointment of a board of arbitration to hear the arguments. The employer is arguing that intellectual property rights and distributed learning are unable to be referred to arbitration as it is not contained in Schedule B of the Civil Service Collective Bargaining Act. The Union requested that the Civil Service Employee Relations Board refer these two issues to arbitration on the basis that the exclusion of these matters from interest arbitration is contrary to the charter.

The Civil Service Employee Relations Board held a hearing on June 23, 2009 to deal with the claim of the employer that the Board does not have the jurisdiction to apply the Charter. The Board found that it does have jurisdiction and hearings on the merits of our claim were scheduled for September 21, 23 & 28, 2009.

Community-based Social Services/NGOs

NSGEU/NUPGE members employed by Chisholm Youth Services exchanged proposals with the employer in June 2009. Negotiations are scheduled to continue on September 16 (half day) and are tentatively scheduled for October 8 and November 1, 2009.

NSGEU/NUPGE members employed by Veith House reached a tentative agreement in March 2009. The new three-year agreement includes increases of 4% in each year (fully retroactive), 6 weeks vacation after 15 years, Christmas Eve added to paid holidays, increased paid hours from 32.5 to 35 hours for full-time employees, paid time for meetings with stewards for new workers, agreement to work towards establishment of a pension plan during life of agreement, increased hours to full-time for pre-school position, employer-paid time off for bargaining increases to 80 hours from 65 and the Executive Director position becomes a Coordinator position with 25% acting pay added to wage. Each member of the bargaining unit received a \$500 signing bonus

Other

In April 2009, NSGEU/NUPGE members employed by the Tri County School Board, Annapolis Valley Regional School Board and the South Shore Regional School Board began negotiations for the next collective agreement. Negotiations continue.

In March 2009, the Cape Breton Regional Police Service filed for conciliation after efforts to secure a new contract failed. Outstanding issues were wages and hours of work for "E Platoon". Conciliation was held on April 23, 2009. A tentative agreement was reached in advance of the arbitration dates that were scheduled for August 12 & 13, 2009 with Arbitrator Veinot.

NSGEU/NUPGE members employed by Stock Transportation took a strike vote in January 2009 in response to the employer's final offer. A conciliator was appointed but discussions were unsuccessful. A strike date was set for January 27, 2009 but in the early morning hours of January 25 a settlement was reached. Members received an immediate and retroactive wage increase of 20% with an additional 2.9% in the second year and a 3.7% in the final year of the agreement.

On January 13, 2009 NSGEU/NUPGE members employed by the Chignecto Central Regional School Board ratified a new collective agreement.

Also in January 2009, members employed by the Halifax Regional School Board ratified a new collective agreement by 98%.

NEWFOUNDLAND AND LABRADOR

Direct Government/Crown Corporations

NAPE/NUPGE members in the bargaining units of General Service, Marine Services, Newfoundland Liquor Corporation, School Boards and Student Assistants ratified new collective agreements in February 2009. Members will receive a wage increase of 8% in the first year and 4% in each of the following three years.

Health Care

NAPE/NUPGE members employed by Canadian Blood Services ratified a new four-year collective agreement in June 2009. Wages will increase by 8% in the first year and then 4% in each of the subsequent three years of the agreement retroactive to April 1, 2008. Members will also receive an increase in shift and weekend premiums, paid leave for medical appointments, two additional family leave days, employer-paid extended health plan premiums, an increase in the uniform allowance and an additional wage increase for two other classifications. This new contract expires on March 31, 2012.

In February 2009, NAPE/NUPGE Health Professionals, Hospital Support Staff, Laboratory and X-Ray, Maintenance and Operational Services ratified new four-year collective agreements. Members will receive a wage increase of 8% in the first year and 4% in each of the following three years. The new collective agreement expires on March 31, 2012.

Post Secondary Education

Faculty members of NAPE/NUPGE employed by College of the North Atlantic ratified a new collective agreement in March 2009.

In February NAPE/NUPGE support staff members and the members working in the Supported Employment Program at the College of the North Atlantic ratified new collective agreements. Improvements include wage increases of 8% in the first year and 4% in each of the remaining three years of the agreement.

Other

In February 2009, NAPE/NUPGE members employed at the Arts and Culture Centres as ushers finalized a collective agreement which provides for wage increases of 8%, 4%, 4% and 4% over a four-year agreement.