



report

Collective Bargaining Activity

July 2009 - December 2009

BRITISH COLUMBIA

Direct Government/Crown Corporations

A bargaining conference was held in November 2009 to prepare for the upcoming round of negotiations for BCGEU/NUPGE members employed by the provincial government.

Health Care

In December 2009, the Community Bargaining Association (CBA), of which both BCGEU/NUPGE and HSABC/NUPGE are members, and the Health Employers' Association of BC (HEABC) reached a tentative agreement on a two-year contract for 14,000 community health workers. The proposed contract includes a wage increase for Licensed Practical Nurses, LPN supervisors and Certified Dental Assistants of three percent and three percent over the next two years, a new weekend shift premium of 25 cents per hour, as well as increases in vision care and other benefits. Other improvements include: a new joint working group to improve scheduling practices, a drug card to improve workers' access to reimbursement, an increase in vision care of \$125, a new joint working group to improve short-term sick leave, an increase in the annual employee health benefit deductible and renewed and improved severance provisions to discourage contracting out. Ratification meetings are scheduled for January 2010.

Health care workers in the province's hospitals and long-term care facilities within the Facilities Bargaining Association (FBA) began talks with the HEABC for a new collective agreement on December 17 and 18. The union presented proposals focusing on employment security, increased compensation for groups like licensed practical nurses and nursing unit assistants, reorganization, health benefits, injury prevention and the continuation of policy tables. Negotiations will continue in January 2010.

In November 2009, HSABC/NUPGE held a bargaining conference to prepare for the upcoming round of negotiations.

In November 2009, BCGEU/NUPGE members employed by Maple Ridge Seniors Village ratified a new three-year collective agreement. Members will receive wage improvements as well as a new long-term disability package, weekend and night shift premiums, two additional statutory holidays and two additional personal days off with pay. Members also negotiated language around no contracting out of bargaining unit work. The new contract will expire on August 31, 2012.

BCGEU/NUPGE members employed at The Wellesley in Victoria ratified a new three-year agreement in November. The contract, negotiated with the assistance of a mediator, provides for wage increases of three percent in each year, more than a year of retroactive pay plus general wage lifts for newly-unionized

workers, improved benefits, health and safety protection, and working conditions. The members also prevented the employer from removing the no contracting out clause from the collective agreement.

BCGEU/NUPGE members employed by L.J. Christmas Manor ratified a new collective agreement on August 5, 2009.

Community-based Social Services/NGO Sector

In December 2009, HSABC/NUPGE and BCGEU/NUPGE, through the Community Social Services Bargaining Association (CSSBA), met with the employer to reach a new collective agreement. Unfortunately, the employer failed to respond in any serious fashion to the proposals put forward by the unions causing talks to collapse.

In December 2009, BCGEU/NUPGE bargaining committee for members employed by Ocean Crest Salvation Army, Campbell River began preparations for negotiations.

In September 2009, the BCGEU/NUPGE bargaining committee for members employed by the Simon Fraser Child Care Society cancelled bargaining once it was revealed that the employer had circulated proposals directly to members outside of the legal bargaining process. The union filed a complaint with the British Columbia Labour Board and returned to the bargaining table on September 24, 2009. In November 2009, the members ratified a new three-year agreement which included an immediate seven percent wage increase, plus a \$2,100 signing bonus for full-time workers (adjusted for part-time and casual workers). In addition, members negotiated a joint committee to design an education program around bullying in the workplace.

BCGEU/NUPGE members employed at the non-profit child care centre Trafalgar Out Of School Care Society in Vancouver ratified a new collective agreement in August 2009. Members will see wage improvements of three percent by September 2009, and another two percent by September 2010. Members also made improvements to their RRSPs, vacation benefits and substitution pay. The agreement expires on August 31, 2011.

In June 2009, bargaining continued for BCGEU/NUPGE members employed by BLJC-WSI. The stumbling block appeared to be the employer's wage offer. While the parties signed off on a number of language and some monetary issues, the wages, term and other outstanding matters are crucial to a settlement.

Other

In December 2009, BCGEU/NUPGE members employed by the Gateway Casinos (Grand Villa) ratified their first collective agreement. The new agreement

will provide increased wages, improved benefits, seniority rights, health and safety protection and, most importantly, respect and fairness in the workplace.

In November 2009, BCGEU/NUPGE members employed by the BC division of Information Systems Management Canada Corporation (ISM Canada), a subsidiary of IBM Canada, ratified a new collective agreement. The two year agreement includes a 2.75 percent wage increase in the first year (with the first instalment being paid before expiry of the current agreement), plus a two percent wage increase in the second year, and improvements in health and severance benefits. Members also remain part of the Public Services Pension Plan and fought an employer proposal to eliminate the province-wide seniority policy.

The bargaining committee for BCGEU/NUPGE members employed by Lafrentz Road Marking concluded negotiations in November 2009 with the assistance of a mediator. Members negotiated first year compensation improvements equal to an average 2.4 percent lump sum payment while the hourly wage increases for the following years will be a minimum of 2.5 percent or an amount equal to a specific labour index adjustment in Lafrentz's contract with the BC government, whichever is higher. Members also won enhanced seniority language in the new contract which expires on March 31, 2013.

In October 2009, members employed by VanCity Credit Union ratified a new three-year collective agreement. In the new agreement, which expires on December 31, 2011, members receive pay increases totalling five percent in three steps between September 2009 and January 1, 2011 plus an additional lump sum payment. In addition, improvements were made for part-time members as well as in the area of work-life balance where expanded compassionate leave provisions now grant time off with pay to deal with serious illness affecting a worker's immediate family. The union and employer also pledged to partner together on community projects that promote social justice.

ALBERTA

Health Care

In December 2009, HSAA/NUPGE applied to the Alberta Labour Relations Board requesting the use of a compulsory arbitration process to bring about a binding resolution to three important items which remain outstanding in the Cancer Care Transition negotiations. The outstanding issues involve how current Cancer Care educational premium, responsibility pay, and In-Service provisions will be integrated into the Receiving Agreement and for how long these current provisions will remain in effect.

Bargaining notice was served for East Central 911 Call Answer Society, Mountain View Regional EMS Commission and Foothills Regional EMS. Transition talks on the amalgamation of the regional health authorities commenced October 8, 2009. Progress has been made in ongoing EMS Transition Bargaining sessions between HSAA and Alberta Health Services.

In September 2009, bargaining began for HSAA/NUPGE members employed at the Stettler Emergency Services. Three months later, the members ratified a new collective agreement which will now expire on April 1, 2011.

In September 2009, bargaining began for EMS Transition Bargaining between HSAA/NUPGE and Alberta Health Services.

A final settlement was reached for the new HSAA/NUPGE members employed by DynaLife Dx in September 2009 after a long and difficult round of bargaining. The three-year agreement includes wage gains of 4 percent in the first year, 4 percent in the second year and the wage rate negotiated at the provincial bargaining table in year three. Other gains include wage retroactivity increases to April 1, 2009, a long service increment for all classifications of employees after six years at Step 7, lump sum payments for employees in the North group of 4 percent from April 1, 2008 to April 1, 2009, a new RRSP plan with employer contribution increases of 3 percent, \$1000 - \$2000 bonus for all full-time equivalent employees employed as of 60 - 120 days prior to ratification of the agreement and an increase in the overtime rate from 1.5 times regular pay to two times after an hour of overtime worked. The employees also fought off rollbacks for those in the North group.

SASKATCHEWAN

Direct Government/Crown Corporations

SGEU/NUPGE members began bargaining with the Saskatchewan government in November 2009. The employer proposals indicate it will be a tough round of bargaining. On the table are issues such as allowing the government to deem any worker out of scope without union consultation/negotiation, changes to hours of work, erosion of seniority rights, limits to time in lieu, redress on grievances, roll-backs for part-time workers, removal of language around Temporary Assignment of Higher Duties, reduction in sick leave benefits and general curtailing of union rights across the board.

Health Care

In December 2009, health provider members of SGEU/NUPGE held a strike vote in support of negotiations. Earlier in the month the employer broke off talks and

requested conciliation. 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). The two sides have met approximately eight times but the unions are frustrated by the concessions on the table and lack of equitable monetary package. Despite this, the unions are confident they can negotiate a settlement.

MANITOBA

Direct Government/Crown Corporations

Bargaining proposal meetings have been completed for MGEU/NUPGE members employed by the Government of Manitoba. A package is being prepared for negotiations.

Health Care

MGEU/NUPGE members employed by the Centre de santé Saint-Boniface ratified a new collective agreement in December 2009.

Bargaining continues for MGEU/NUPGE members employed by the Winnipegosis and District Ambulance Service in December 2009.

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

Negotiations continue for MGEU/NUPGE members employed by the Nisichawayashk Cree Nation Family and Community Wellness Centre (NCN).

Negotiations are on-going for MGEU/NUPGE members employed by Westman Regional Lab Support Services. New dates are set for January 2010.

Bargaining commenced for MGEU/NUPGE members employed in community support (Home Care) in late August 2009. Several days of bargaining have been held dealing with a number of housekeeping and minor issues. Major issues will be negotiating full-time positions and wages. All other health care sectors were settled previously and we have maintained with the employer that the Community Support wage settlement must be the same as other settlements in health care.

Post Secondary Education

Bargaining continues in January 2010 for members employed by Assinaboine and Red River Colleges.

Community-based Social Services/NGO Sector

A date for conciliation has been set in January 2010 for members employed by Family Visions Inc.

Bargaining continues in December 2009 for MGEU/NUPGE members employed by Family Services Family Support.

MGEU/NUPGE members employed by Halcrow Lake Day Care Centre continued bargaining in December 2009.

Bargaining continued for MGEU/NUPGE members employed by the Knowles Centre in December 2009.

Conciliation talks continue for MGEU/NUPGE members employed by the Nelson House Personal Care Home. Language issues have been resolved and now discussions turn to monetary issues. New dates will be scheduled in January.

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

A bargaining proposal meeting was held in November 2009 for MGEU/NUPGE members employed by the All Nations Coordinated Response Network (ANCR).

ONTARIO

Direct Government/Crown Corporations

OPSEU/NUPGE members employed by the Liquor Control Board of Ontario (LCBO) ratified a new collective agreement in July 2009. The four-year agreement includes a total wage increase of 7.75 percent, along with an increase to full-time jobs and marked improvements for fixed term casuals, casual and seasonal employees. Permanent full-time employees also receive increased benefits and improvements to scheduling.

Health Care

Over 7,500 hospital professional members of OPSEU/NUPGE began bargaining toward a new central collective agreement in January 2009. In February, issues were sent to arbitration after a collective agreement was not reached. Arbitration hearings were held 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. The arbitration award was released in November 2009, providing for a 2.5 percent per year

increases to hospital professionals such as lab technologists, pharmacists, physiotherapists, respiratory therapists and MRI technologists.

St. John's Rehabilitation Hospital's office and clerical members of OPSEU/NUPGE ratified a first collective agreement giving members an average annual wage increase of 2.5 percent. Members also negotiated other improvements such as a pre-paid leave plan and bereavement leave, increased vacation leave, a pregnancy and parental leave sub-plan, an increase in shift and weekend premiums of \$1 per hour, increased on-call premiums to \$3 per hour and \$3.50 per hour on paid holidays, increase mileage reimbursement to \$0.40 per kilometre and improvements to layoff and recall language. Part-time and casual members will see improvements in vacation pay from six percent to 12 percent depending on length of entitlement.

In October 2009, OPSEU/NUPGE maintenance members employed by the Thunder Bay Regional Health Sciences Centre negotiated a three-year collective agreement with an annual wage increase of 2.1 percent in each year. Red circled employees will receive a lump sum of \$500 per year increase. Other improvements were made in scheduling flexibility, increased mileage reimbursement rates to \$0.41 per kilometre, banked holiday time, change of shift language and improved standby language. This agreement expires on September 28, 2011.

OPSEU/NUPGE members employed by the North Bay Parry Sound District Health Unit negotiated a new contract in July 2009. The three-year agreement, set to expire in March 2012, provides for a 2.75 percent annual wage increase. Members will also see an increase to the travel allowance to \$0.37 per kilometre, a dinner per diem increase to \$30, an increase in the on-call/standby rates or compensatory time options as well as an agreement to create a workplace anti-violence program by the end of 2010.

Bargaining concluded for OPSEU/NUPGE members employed by St. Francis Memorial Hospital with a new agreement providing for a general wage increase of 1.5 percent and two percent over the life of the agreement. Both Registered Practical Nurse (RPN's) and HVAC mechanics will receive special wage adjustments. Shift premiums will increase to \$1.35 per hour for evenings, to \$1.60 per hour for night shifts and to \$1.75 per hour for weekends. Overtime language was improved and new workload language which includes a reporting form was also negotiated. This new agreement expires on March 31, 2011.

In July 2009, OPSEU/NUPGE members employed by the Lakeland Long Term Care Service Corporation ratified a new collective agreement, a first collective agreement separate from West Parry Sound Health Care. Members negotiated an average annual wage increase of three percent in each year of the two-year agreement. As well, members received a lump sum payment in lieu of a wage increase for 2008, an increased shift premium to \$0.35 per hour, improved vision care benefits to \$250 per 24 months, increased life insurance coverage paid 100

percent by the employer. Part-time members will see their pay in lieu of benefits increased by \$0.50 per hour.

OPSEU/NUPGE service and clerical members employed at St. Joseph's Health Care (London) negotiated a new collective agreement. There were numerous improvements made to the agreement including a general wage increase of 2.9 percent, 2.5 percent and 2.1 percent. Other improvements include: increased mileage reimbursement to \$0.40 per kilometre, overtime meal allowance increased to \$6, standby pay increased to \$3 per hour, various increase in health benefits, increase in number of union officers allotted time off for each pay period to conduct union business, provisions allowing for seniority accumulation when on a transfer outside the bargaining unit for less than 18 months, improved bereavement and military leave as well as increased separation allowance to a maximum of 26 weeks. All casual members will be converted to regular part-time status and part-time members gained improved language around the definition of part-time status as well as time off between shifts. The new contract expires on March 31, 2012.

OPSEU/NUPGE members employed by the City of Kawartha Lakes Emergency Medical Service (EMS) ratified a new collective agreement providing members with an average annual increase of three percent in each of the three years of the agreement. Other improvements include changes to shift change requests, increased lieu time bank allotments and improved bereavement and compassionate care leave language. As well, part-time members will now be considered for full-time vacancies before new employees based on seniority and part-time employees will also receive eight percent pay in lieu of benefits. The new agreement expires in December 2011.

In July 2009, OPSEU/NUPGE members employed by the Children's Centre in Thunder Bay negotiated a new collective agreement with an annual wage increase of 2.25 percent in each of the three years of the contract. Other improvements negotiated were: an increase in vacation leave for senior staff, an increase of 30 percent of pager duty rates, an increase in hours for the night relief and housekeeper positions to 35 hours per week, an increase to the top rate for the Intensive Behavioural Intervention Therapist position and a special adjustment for the lowest paid employee by 9.55 percent of annual income. Additionally, language on workplace violence was agreed to as well as agreement to develop a workplace anti-violence program. The new collective agreement will expire on March 31, 2012.

Conciliation talks brought about a settlement for OPSEU/NUPGE members employed by the Canadian Blood Services after months of negotiations and a 98 percent strike vote. Members will receive wage increases of three percent as of April 2008, 2.5 percent as of October 2008, 1.5 percent as of April 2009 and 1.5 percent in April 2010. On call rates will now be at the prevailing corporate per kilometre rate and members will receive a premium increase to \$1.75 per hour. In addition, drivers will be scheduled as per applicable legislation in order to

address rest between shift concerns. Meal allowances were increased to \$7.45 for breakfast, \$11 for lunch and \$16 for dinner.

Bargaining continues for OPSEU/NUPGE members employed by the Ontario Agency for Health Protection and Promotion after several days of discussion with a conciliation officer.

Bargaining concluded for OPSEU/NUPGE members employed by the Peel Halton Acquired Brain Injury Service (PHABIS) with a new agreement providing for general wage increase of two percent for April 2009 and two percent for April 2010. Members also negotiated improved language around personnel files, deployment, sick time, vacation days, lieu time as well as a wage re-opener clause. The new contract will expire on June 30, 2010.

Post Secondary Education

Bargaining began in June 2009 for OPSEU/NUPGE members employed at the provincial community colleges. Negotiations have been difficult throughout the summer and fall in large part due to management's unwillingness to use the specific referent groups (high school teachers and university professors) as benchmarks in salary discussions. In November 2009, management broke off talks and the union responded by significantly altering its proposal in December. Unfortunately, the employer refused to amend its package. The major issues which remain on the table are wages and benefits, workload issues and academic freedom. The faculty has maintained all along that in this round of bargaining the issue is improving quality education by implementing the recommendations of an independent task force established after the last round of bargaining in 2006.

OPSEU/NUPGE members employed the Michener Institute of Applied Health Sciences have been raising the long-standing issues around workload, wages and benefits during this round of bargaining but a settlement has been difficult. In October 2009, members were set to strike in order to achieve a settlement but with the assistance of a mediator were able to settle the issues at the table. Members will receive a wage increase of two percent in each of the three years of the contract as well as improved health benefits specifically covering costs of retiree packages until death. Other improvements were a reduction in workload averaging approximately 10 percent. Staffing levels will increase through the new Faculty Progression Model, members will also receive greater preparation time ratios, improved professional development benefits and language was negotiated addressing psychological harassment and bullying.

Community-based Social Services/NGO Sector

In October 2009, OPSEU/NUPGE members employed by the Child and Youth Wellness Centre of Leeds and Grenville ratified a new two-year collective agreement. Members will receive an annual wage increase of 1.5 percent in each

year of the contract as well as increases of the employer-paid premiums for the long-term disability plan. Contributions will rise to 25 percent in 2009 and 50 percent on April 1, 2010. Additionally, there was an increase in mileage reimbursement rates to \$0.45 per kilometre, new violence in the workplace provisions, provisions to review workload issues and language around psychological harassment and bullying. The new agreement expires on March 31, 2011.

OPSEU/NUPGE members employed by Sangate Women's Shelter of York Region Inc. ratified a new collective agreement providing for a general wage increase of three percent, three percent and 3.5 percent over the life of the contract. Members will also receive a top up on Employment Insurance benefits to 67 percent once sick leave credits are used and prior to Long-Term Disability approval, the inclusion of a new rest break provision, a new no discrimination harassment clause, improved leave of absence and vacation language as well as a new article covering work of the bargaining unit. Additionally, part-time members will be reimbursed for training and temporary full-time members will receive 10 percent in lieu of benefits. The contract expires on March 31, 2012.

OPSEU/NUPGE members employed in the developmental services division began preparations for bargaining at a proposals conference in September 2009.

In August 2009, OPSEU/NUPGE members employed by the Elizabeth Fry Society Hamilton Branch ratified a new agreement set to expire in September 2010. The new contract provides for a general wage increase of approximately four percent for six classifications, a special rate adjustment for the Community Service Order program workers, and a \$350 signing bonus for all classifications. Additionally, new no discrimination language, new bullying and psychological harassment language was negotiated as well as language which speaks to the barriers of systemically disadvantaged communities. Members will also receive an additional two days of religious observance per year, improved extended union leave language for accepting temporary assignment with the union as well as improved mileage reimbursement rates up to \$0.40 per kilometre.

OPSEU/NUPGE members employed by the Atikokan & District Association for Developmental Services ratified a new collective agreement in July 2009. Members will receive an average annual increase of two percent. Part-time members will now receive six percent pay in lieu of vacation and see improvements to scheduling language. Members also negotiated new short-term disability language with 100 percent of premiums paid by the employer and a letter of understanding to investigate joining the Broader Public Service pension plan. The new agreement expires in March 2011.

In July 2009, OPSEU/NUPGE members employed by the Children's Aid Society of Brockville and the United Counties of Leeds and Grenville negotiated a new two-year collective agreement. Members will receive an average annual wage increase of 2.5 percent. Other improvements includes improved workload

language, new travel reimbursement to alternate workplaces, increased vision care coverage to \$500 per 24 months, two additional days for compassionate care, an increase from three days to 10 days of family care sick leave and a letter of understanding on anti-bullying. In addition, members negotiated an increase mileage rate of \$0.43 per kilometre, with the condition that if the cost of gas increases to \$1.25 per gallon for more than 90 days, the rate will increase to \$0.45 per kilometre. The new contract expires in March 2011.

OPSEU/NUPGE members employed by the KidsAbility - Centre for Child Development concluded negotiations on a new four-year agreement, effective January 1, 2009. Members will receive an increase in the mileage reimbursement up to a maximum of \$0.44 per kilometre, the additional of bullying and discrimination language, an increase in pay in lieu of a notice of layoff and improved union orientation language. The general wage increase is two percent in each of the first three years and three percent in the final year of the agreement. In addition, letters of understanding were agreed to on the issues of workload management and violence in the workplace. The contract expires on December 31, 2012.

Other

OPSEU/NUPGE members employed by the Corporation of the Township of Augusta negotiated a new collective agreement providing for an average annual wage increase of two percent over 12 months.

With the assistance of a mediator, OPSEU/NUPGE members employed by the American Water Canada Corp. negotiated a new four-year agreement, effective January 1, 2009. Schedule A members will see a general wage increase of five percent, 3.5 percent, three percent and two percent over the life of the agreement, while Schedule B members will receive five percent in the first year, three percent in the second year, two percent in the third year and two percent in the final year of the agreement. All members will receive a signing bonus of \$1,000, three new floating holidays, improvement to sick leave, meal allowances and now the cost of eye examinations will be covered.

Bargaining for OPSEU/NUPGE members employed by the Niagara Parks Commission stalled in December 2009, as the employer filed for conciliation. Citing "philosophical difference" the employer refused to bargain on any of the priority issues for the union such as job security, scheduling, seniority and hours of work. The members will be holding strike votes in the new year.

OPSEU/NUPGE members employed by William W. Creighton Youth Services - Portage Youth Centre negotiated a new collective agreement in July 2009. Improvements in the contract include: an annual wage increase of one percent, the inclusion of the new residential escort classification in the wage grid and exploration of joining the Broader Public Service pension plan and the Joint Trusteed Benefit Fund. The new contract expires on March 31, 2011.

In July 2009, OPSEU/NUPGE members employed by the slots at Windsor Racetrack ratified a new contract which provides an increase of 1.82 percent in the first year and 1.53 percent in the second year. Other improvements include: improved recall language, language on tips as separate from wages, new modified work language, as well as a new Joint Health and Safety Committee, increased paramedical services, improved bereavement leave and notice to the union of 60 days prior to the employer shutting down operations. Part-time employees will receive six percent pay in lieu of benefits in the first year.

Two new agreements were also ratified by OPSEU/NUPGE members employed by Compass Group Canada (Beaver) Ltd. In one agreement which expires on August 31, 2011, members will receive annual wage increase of 1.13 percent. The second group of members negotiated an agreement which expires on March 31, 2012 with a 1.67 percent annual wage increase.

NEW BRUNSWICK

Direct Government/Crown Corporations

NBUPPE/NUPGE members throughout the provincial government begin bargaining toward a new collective agreement as their current contract expired on December 31, 2009.

Health Care

Members employed as paramedical and specialized health care professionals began bargaining toward a new collective agreement in December 2009.

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.

PRINCE EDWARD ISLAND

Health Care

Bargaining began in April 2009 for PEIUPSE/NUPGE members employed at various health care facilities across the province. After several dates of

negotiations, there are several unresolved items which require further assistance. A request for conciliation has been submitted to the Ministry of Labour.

Community-based Social Services/NGOs

PEIUPSE/NUPGE represents members employed at 13 different Early Childhood Education Centres. Negotiations among these 13 are continually on-going in one phase or another. The members employed by the Child Development Centre ratified a new collective agreement with the ability to re-open the negotiations for wages only in the next two years.

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

Direct Government/Crown Corporations

NSGEU/NUPGE members employed by the Government of Nova Scotia held a bargaining conference in December 2009 to prepare for negotiations.

NSGEU/NUPGE members employed by the Department of Justice began negotiations in October 2009. New dates have been set for February 2010.

Health Care

In November 2009, NSGEU/NUPGE agreed to a request by the Nova Scotia Association of Hospital Organizations (NSAHO) to delay the onset of bargaining in the Acute Care sector for two months in order to deal with the public needs around the H1N1 flu pandemic.

NSGEU/NUPGE members employed by the Canadian Blood Services reached a tentative contract in July 2009. Some of the agreement highlights include the continuation of matching the wage increase with members at the CDHA, improvements to overtime provisions, retirement allowance, jury/court leave, family illness leave and bereavement leave.

Negotiations continued through the summer for NSGEU/NUPGE members employed by Duncan MacMillan Nursing Home. A tentative agreement was reached in December, 2009 after four days of conciliation which concluded with the transfer of all employees to the Capital District Health Authority and resolve of all outstanding bargaining issues.

Post Secondary Education

NSGEU/NUPGE members employed at Mount Saint Vincent University began negotiations in December 2009. The union's proposals include improvements to vacation, overtime and call back, sick leave/personal bank, and language to incorporate the new maintenance group, new retirement allowance and many other language improvements. Proposals were exchanged, negotiations held for two days and further dates have been set for February 2010.

Contract negotiations began in December 2009 for NSGEU/NUPGE members employed by Saint Mary's University. The union proposals include improvements to vacation, overtime and call back, modified work week, job evaluation, bereavement and professional appointment leave, retirement incentives, plus many language improvements. Monetary proposals will be submitted once non-monetary items have been concluded. More dates have been set for January and February 2010.

In September, Nova Scotia Agricultural College withdrew its objections and returned to the bargaining table. New bargaining dates took place in November 2009 and more dates were scheduled for January 2010. Previously, 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 Act though limits the jurisdiction of the Board to determine issues so the Board has been requested to determine whether or not that violates members' constitutional rights. The Board heard these issues on June 23, 2009 and determined that it does have jurisdiction to determine these matters. Since the Employer has agreed that the matters in question are arbitrable if the parties are unable to reach an agreement through negotiations, any outstanding matter may be referred to interest arbitration for determination.

Community-based Social Services/NGOs

Bargaining commenced for NSGEU/NUPGE members employed by the Metropolitan Regional Housing Authority in December 2009.

NSGEU/NUPGE members employed by Chisholm Youth Services continued bargaining in September and October to reach a new collective agreement. The union's primary objectives are to have employees paid for all hours they are employed to work, and to equalize the full-time and part-time wages and benefits.

With the assistance of a conciliator, NSGEU/NUPGE members of the Metro Community Living Ltd. reached a new collective agreement in July 2009.

Negotiations began for NSGEU/NUPGE new members of Sherbrook Restoration Commission in July 2009. More dates are scheduled for February 2010.

Other

In December 2009, NSGEU/NUPGE members employed by Crothall Laundry Services applied for conciliation. While negotiations had been on-going, bargaining broke down with many issues outstanding. Bargaining continues.

NSGEU/NUPGE members employed by the Cape Breton Police Department reached a new collective agreement in advance of arbitration hearings. Bargaining was an exhaustive process beginning in October 2008, with conciliation in March 2009 and finally a settlement in August 2009.

Negotiations continued for members of NSGEU/NUPGE employed by the Tri-County Regional School Board in October 2009 settling most non-monetary issues.

Bargaining continued for NSGEU/NUPGE members employed by the Annapolis Valley Regional School Board in October 2009.

Also in October, NSGEU/NUPGE members employed by the South Shore Regional School Board resumed negotiations. The union was immediately disappointed with the offered wage and retirement allowance proposals as well as other demands for concessions.

Negotiations commenced in August 2009 for NSGEU/NUPGE members employed by the Municipal Administration, Pictou County but broke down after five days at the table. The contract was eventually reached on the second day of meetings with the assistance of a Conciliation Officer.

Newly certified NSGEU/NUPGE members employed by the Pictou District Planning Commission commenced negotiations in November 2009. More dates have been scheduled for January 2010.

NEWFOUNDLAND AND LABRADOR

Community Social-Services/NGOs

NAPE/NUPGE members employed by the Burin-Marystown Community Training and Employment Board voted to strike in July 2009 after almost a year of

negotiations and a failed conciliation attempt. The members held off the picket lines in order to try to reach a decent settlement. Finally, members felt as if they had no other option except to set up picket lines on November 27, 2009.

Other

In December 2009, NAPE/NUPGE members employed as outside workers by the Town of Springdale voted to accept a new three-year collective agreement. The agreement, which is effective on January 1, 2010, provides a \$1.00-an-hour increase for each of the three years. It also includes additional salary increases for several classifications and improvements in the protective clothing allowance.