



report

Collective Bargaining Activity

September 2007 - March 2008

BRITISH COLUMBIA

Health Care

In late January a settlement worth \$75 million was negotiated to resolve over 4,000 grievances and additional claims arising from the Health and Social Services Delivery Improvement Act, 2002 which was struck down by the Supreme Court of Canada last year. This was a landmark case which established collective bargaining rights as substantive rights under the Charter of Rights and Freedoms. Members of both BCGEU/NUPGE and HSABC/NUPGE were affected by Bill 29. Out of that settlement, the Community Bargaining Association, of which BCGEU is the lead union, will have \$4 million to administer for direct payments and training; the Health Science Professionals Bargaining Association of which HSABC is the lead union will have \$3 million to administer for employees directly affected and for professional development.

HSABC/NUPGE members employed at CML Healthcare, a private provider of medical diagnostic testing services, ratified a new collective agreement in December 2007. Improvements to the agreement include: significant wage increases with an emphasis on improving starting wages, increased staffing to alleviate workload and the creation of Occupational Health and Safety committee structures to address long-standing safety issues at the Lower Mainland sites. For members in the Lower Mainland locations of CML Healthcare, it is a first agreement, as earlier this year they joined the existing bargaining unit representing their colleagues on Vancouver Island.

BCGEU/NUPGE members employed by the Peninsula Resort Retirement Living ratified a new collective agreement. The process went relatively well since most of the language was previously agreed to at two other Chartwell worksites.

Community-based Social Services/NGO Sector

BCGEU/NUPGE members employed by the YMCA are preparing for the next round of bargaining. The bargaining committee has been elected and met in February to review membership surveys. The current collective agreement expires on March 31.

BCGEU/NUPGE members employed by Community Living B.C., a devolved government authority which provides care to mentally handicapped individuals through contracted service providers ratified a tentative four-year agreement. This new contract is very similar to the last provincial government settlement.

On October 12, 2007 BCGEU/NUPGE members employed by the Simon Fraser University Child Care Society voted to accept a mediated settlement to the strike which began on July 30th. The deal turned on the employer finally withdrawing all of its demands for cuts to rights and benefits and a longer agreement. The new

three year collective agreement gives the early childhood educators a \$1,250 bonus in lieu of a wage increase in the first year, plus a 2.5% increase in each of the following two years. Pension benefits that were lost in 2003, following the Campbell government cuts to child care funding, have been partially restored.

Other

BCGEU/NUPGE members employed by the Firefighters Social & Athletic Club reached a new collective agreement in February.

BCGEU/NUPGE members employed by Interior Roads Ltd reached an agreement in February. The agreement includes retroactive wage increases of 3% effective July 5, 2006 and 3% effective July 5, 2007. Further increases include the labour adjustment increase or 3% (whichever is greater) on July 5th of 2008, 2009 & 2010. Temporary (auxiliary) employees who meet the requirements, will now have an opportunity to be part of the Pension Plan. The Pension Plan is the BCGEU Pension Plan with 5% employer contributions and 5% employee contributions. The union has negotiated a requirement that the Employer maintain a minimum of 22 regular employees (there are 18 presently with no minimum requirements). The agreement also includes, commencing December 1, 2008, amounts in lieu of benefits for temporary employees (none exist presently). This is a first collective agreement for members that rejoined the union after leaving the BCGEU in 1988 when highway maintenance services were privatized.

A new agreement was finally reached for members employed by Emil Anderson Maintenance in January averting a looming job action. On November 27, 2007 BCGEU/NUPGE members employed at Emil Anderson gave their bargaining committee a 95.6% strike vote. Vince Ready was once again brought in to assist with negotiations but negotiations broke down on December 20. Emil Anderson is looking for concessions and is unwilling to increase salaries for the auxiliary workers on whom it increasingly relies. The 135 workers are responsible for maintaining more than 2,400 kilometres of roads and highways in the eastern Fraser Valley and Fraser Canyon including Mission, Abbotsford, Chilliwack, Manning Park, Hope and Boston Bar. The new agreement is in keeping with the core pattern already established in the province.

Throughout the fall, new collective agreements were ratified for BCGEU/NUPGE members employed by Argo, Mainroad, Yellowhead Road and Bridge, Emcon, VSA, Lakes District Maintenance, Nechako Northcoast Construction and Capilano Highway Services. These agreements include salary increases in each year of a five year deal. Workers will get a 3% salary increase in each of the first two years of the contract. They will get 3% in each of the last three years of the contract or the Annual Labour Adjustment, whichever is greater. Sick benefits have been improved. Auxiliary workers will see substantial improvements to recall rights and many will see substantial improvements to wage rates. Local issues have included improvements to training and contracting out.

BCGEU/NUPGE members ratified a new agreement with highways maintenance contractor HMC in the North Cariboo. The new agreement includes a salary increase of at least 3% in each year over five years. Other improvements included: sick benefits, auxiliary recall provisions and wages and job postings.

Members employed by Caribou Road Services South (CRSS) ratified a new collective agreement last November. The new agreement includes annual salary increases which will total 19.04% over the six year contract.

Members of BCGEU/NUPGE employed by Lake City Casinos began negotiations in December. Non-monetary proposals have been exchanged and more dates have been scheduled in January 2008 for discussions.

BCGEU/NUPGE Members employed by the Coast Canadian Inn ratified a new collective agreement last December 2007. The new agreement includes wage increases of 3% upon ratification, 2% on June 1, 2008, 2.5% on June 1, 2009 and 3% on June 1, 2010. Other improvements include: leave provisions, job classifications, definitions around employee status and grievance procedures. The new agreement will expire on May 31, 2011.

BCGEU/NUPGE Hospitality Master Agreement members at BW Kings Inn, Crest Hotel, Dalewood Inn and Haida Inn have ratified new collective agreements in November 2007. Improvements to the collective agreements include: changes to probationary employee definitions to cover the same amount of days for probationary employees; shift differential for employees working the graveyard shift of 30 cents per hour; a protocol agreement for Occupational Health and Safety (OHS) that ensures training requirements are met; the creation of a "Critical Incident Debriefing" protocol; procedures around emergency communications; and a personal safety protocol for employees assigned to transport night deposits; the addition of "*personal harassment*" to clause 1.6 – Harassment; consideration to employee preferences on scheduling and tighter language on the structure of the Labour/Management Committee. The new collective agreement will expire on December 31, 2010.

Members employed by BW Kings Inn and Crest Hotel will receive wage increases of anywhere from 2.9% to 3.8% in the first year; between 1.9% and 2.5% in the second year; and between 1.8% and 3.2% in the last year.

Members employed at Dalewood Inn will receive a wage increase of five cents per hour per year on January 1st, 2008 and January 1st, 2009. In the last year, a wage increase of 10 cents per hour will be added on January 1st, 2010.

Members employed at Haida Inn will receive wage increases of anywhere from 1.3% to 1.7% per year in the first two years and in the third year (depending on the hourly rate) the amounts range from 1.9% to 2.8%.

BCGEU/NUPGE members employed at Sodexo MS Canada began bargaining last September and reached a tentative agreement in January. The term of the new agreement is only one year in length. Gains were established in the non-

monetary language aspects of the collective agreement, including a grievance and arbitration procedure for resolving disputes, language to address the protocol structure of a health and safety committee, language to address labour management meetings, language that secures the Union's rights at the worksite and ensures the rights of workers to have shop steward representation when dealing with management, seniority protection in the event of layoff or recall, improved leave language. Members will also receive some wage improvements and now have language for sick days.

The collective agreement for members of the Brewery, Winery and Distillery Workers Union Local 300 employed by Pacific Western Brewing Company Ltd. expired at the end of June 2007. Negotiations are underway for members employed by the Mission Hill Vineyards Plant and Mission Hill Vineyards Wine Store and Tours as the collective agreements expired at the end of December 2007.

ALBERTA

Health Services

In preparation for another round of provincial negotiations, the HSA Board selected the members who will sit on the Multi-Employer Provincial Bargaining Committee. Bargaining proposals were developed following the provincial bargaining conference held on January 18, 2008. Proposals were exchanged on February 13, 2008 with Health Boards of Alberta Services, the organization representing the nine health regions, and the parties met again on February 27 and 28 for further negotiations. The issue of recruitment and retention of scarce professional and technical personnel continues to dominate the bargaining agenda. Such initiatives as phased retirement schemes, hours of work flexibility and generally more elastic worker attachment to the work force are some of the issues that are under discussion. Obviously the use of direct compensation incentives such as lump sums and long term employee recognition programs will factor into the discussions as well. The state of the provincial economy and recent settlements (i.e. 22% over three year's total compensation for Nurses) continues to provide some indication that the levels of wage settlement will be higher than previous settlement patterns.

HSA/NUPGE members employed by Lacombe Municipal Ambulance Service met in February to negotiate a new collective agreement which expired on December 31, 2007. The next bargaining date was scheduled for March 2008.

In November 2007, Emergency Medical Services (EMS) members employed by the Mountain View Regional Emergency Services Commission ratified a new collective agreement with the assistance of a mediator.

SASKATCHEWAN

Community-based Social Services/NGOs

SGEU/NUPGE members employed by the Regina Transition House met in November to elect a bargaining committee and adopt bargaining guidelines.

In November, SGEU/NUPGE members at the Saskatchewan Arts Board ratified a new collective agreement.

In September 2007, SGEU/NUPGE members employed at the Saskatchewan Cancer Agency ratified a new collective agreement. Improvements in the agreement include wage increases of four percent on base wages on January 1, 2007, 2008 and 2009 although nurses will also receive an increase on their legacy supplement and a \$0.50 per hour applied to Step 5 in all pay bands effective May 1, 2008.

SGEU/NUPGE members employed at the Moose Jaw Housing Authority were presented with a final settlement offer in September by the employer. The highlights included wage increases of 2.6 percent in January 2007 and four percent in January 2007, 2008 and 2009, a \$1000 signing bonus, a special adjustment for lower-paid caretaker, an increase in the seasonal rate from \$8 to \$9 per hour, an increase in severance pay to two weeks per year of service, a reimbursement for employees required to hold a driver's license and the addition of Easter Monday as a designated holiday. There are also improvements to sick leave provisions, the staffing process, worker's compensation, on call provisions and the creation of a harassment policy.

MANITOBA

Direct Government/Crown Corporations

A Civil Service Master Agreement is in effect until March 2010. A number of issues arising from the last round of negotiations are being worked on:

- A new Clerical Class series with a reduced number of classifications – from about 45 classifications down to 4 levels.
- A new Social Services Class Series incorporating Child and Family Services Social Workers, Economic Security Counsellors, and Health and Social Development series employees.

Both of these changes have resulted in changes to pay ranges and additional dollars being added to the classifications.

MGEU/NUPGE Corrections members have been unable to conclude a collective agreement through negotiations. The first day of arbitration was completed in February 2008 with more dates scheduled for March and April.

The first of the major Crown Corporation agreements to come up is the Manitoba Public Insurance (MPI) in September 2008. Dates have been set for May and June 2008 to begin negotiations. Typically the MPI agreement sets the templates for the Civil Service agreement and other large crowns. There is now a 2-year gap between MPI and the Civil Service.

Members employed by Manitoba Agricultural Services Corporation (Administration) are preparing for March bargaining dates.

Members employed at the Health Sciences Centre Site (Winnipeg Regional Health Authority) Security served notice to bargain in February.

Government Community Workers represented by MGEU/NUPGE had several dates scheduled for bargaining in March, May, June, August as well as October.

Corrections Workers went to arbitration in February 2008 with further dates scheduled throughout March and April.

After taking a strike vote in November 2007, MGEU/NUPGE members employed by Manitoba Lotteries Food and Beverage ratified a new collective agreement.

Manitoba Agricultural Services Corporation Adjustors rejected the tentative agreement and new dates are scheduled.

Health Care

Health Care Support Agreements expire in March 2008. These agreements are negotiated at one table that includes all facilities around the province.

MGEU/NUPGE members at the Golden Door Geriatric Centre ratified a new collective agreement.

Community-based Social Services/NGO Sector

MGEU members employed at Main Street Project served notice to bargain in February.

Members employed at the Child and Family Services All Nations Coordinated Response (ANCR) Network began bargaining in February of this year.

MGEU/NUPGE members employed at Nelson House Personal Care Home began bargaining in February 2008 while members at Nelson House (Direct Service Workers) prepare for bargaining dates in March 2008.

MGEU/NUPGE members employed by the Addictions Foundation of Manitoba conducted a strike vote in December 2007 which was narrowly rejected. As a result, the offer members voted on and rejected in last July becomes the new collective agreement.

In December 2007, MGEU/NUPGE members employed by Community Option Resource Enterprises Inc. ratified a new collective agreement. Negotiations provided improvements for members in areas of sick and family related leaves, mileage expenses, clothing allowances and group health benefits. Members will receive an eight percent wage increase over the three year agreement plus a \$250 signing bonus. The new contract expires in April 2009.

Last November, members employed at the Deaf Centre of Manitoba voted in favour of the arbitration process to resolve the outstanding collective agreement. An arbitrator will be appointed and a date set for the arbitration process.

Post-Secondary Education

Brandon University is the first of these post-secondary education agreements to expire in March 2009. For the first time, the three main colleges have differing expiry dates. The Assiniboine Community College and Red River Community College agreements expire in June 2009. The University College of the North (UCN) expires in June 2010. The members employed at UCN rejected their first agreement in the last round of bargaining. They ultimately settled on an agreement that included a fourth year for which the other two bargaining units had not settled. The fourth year was offered later to members at Red River College and Assiniboine College as an amendment to their agreements, however, both rejected it. In the past all three bargaining units negotiated at a common table, however this will now change, as it appears there may be three separate tables for all three Colleges. College Universitaire de Saint Boniface has three bargaining units for the Support, Teachers and Professors. Each agreement expires in June 2010.

Other

Members employed at St. Amant Community Homes began in February 2008. Further dates are scheduled for March.

Members employed by the South Indian Lake Community Council (OPCN) met in February 2008 for bargaining. The Union has filed unfair labour practice complaints with the Labour Board.

MGEU/NUPGE members employed by the YWCA Residence Inc. Thompson held a proposal meeting in February 2008 and have served notice to bargain.

In December 2007, MGEU/NUPGE members employed by DC Café & Bethania Housing voted to go to binding arbitration to settle their collective agreement.

ONTARIO

Direct Government Services/Crown Corporations

The collective agreement with the provincial government covering direct government employees expires Dec. 31, 2008. Preparations are under way.

Health Care

OPSEU/NUPGE members at ORNGE, the corporation that runs air ambulance dispatch, ratified an agreement expiring December 31, 2009. The agreement includes a significant wage increase with pay merits for training. Part-time employees achieved 6% in lieu of benefits and a varying scale in lieu of vacation with a maximum of 8%.

The City of Hamilton paramedics and attendants received a long overdue arbitration award in October 2007. This award constitutes a first collective agreement since the amalgamation of several municipal ambulance services in 2001. The award maintained the provincial standard of wages for paramedics and dealt with meal allowances and pay in lieu of benefits for part-timers.

Workers at the Whitby Mental Health Centre, a psychiatric facility recently divested from the Crown, ratified collective agreements with wage increases and wage standardization. The agreements, which cover professionals, RPNs, Nurses, Office & Clerical and Service staff, expire March 31, 2009.

Community-Based Social Services/NGO Sector

About 200 workers at the York Region Children's Aid Society struck for 17 days in August-September 2007 to achieve a new collective agreement. They gained significant wage increases and improved workload language.

Post Secondary Education

About 400 professional, technical, office and clerical and services workers at Trent University in Peterborough ratified a new collective agreement that will expire in June, 2010. Access to early retirement was improved and an early retirement penalty eliminated. The agreement also includes wage increases and benefit improvements.

OPSEU/NUPGE members at University of Toronto (Campus Police) ratified a new collective agreement expiring June 30, 2010. The agreement includes new return-to-work and accommodation language.

The collective agreement covering almost 9,000 support staff in Ontario's community colleges expires August 31, 2008. Bargaining is under way.

Other

OPSEU/NUPGE members at the Royal Ontario Museum (majority are part-time) ratified a new agreement after a difficult round of bargaining that included a strike vote. Improvements include significant economic and benefit increases, extra protection for part-time workers, including the distribution of hours of work.

Security officers employed by the Ontario Gaming and Lottery Commission at The Slots and Rideau Carleton Raceway bargained a three-year agreement with wage, benefit, and shift-scheduling improvements.

NEW BRUNSWICK

Direct Government Services/Crown Corporations

In January 2008, 750 NBUPPE/NUPGE members in the Community College Instructional group ratified a new four-year collective agreement. New features included: a wage increase range from 12 to 18% with 14% average, a new pay scale, a commitment to term employee conversion, and a new appeal process for workload and flexibility for March break. The newest component, the 150 member Non-Instructional group including Curriculum Advisors, Deans, Department Heads, Guidance Counsellors, is in preparation for negotiations.

Other

NBUPPE/NUPGE is engaged in a service agreement with the 45 members of the St. Croix Stevedores who work on the Bayside waterfront. These members work primarily on a part-time basis and labour relations are governed by the Canada Labour Code. The new agreement features an increase in employer contributions to the health plan in the first year, 2% increase on all rates in the 2nd, 3rd and 4th years and a major increase in new cargo rate for rolled paper. The term of the agreement runs until December 31, 2010.

Members employed by Moosehead Breweries will prepare for bargaining as the collective agreement expires in December 2008. Matters relating to pension, new scheduling and expansion will predominate in the negotiations.

NOVA SCOTIA

Direct Government Services/Crown Corporations

Based on the recent Supreme Court of Canada ruling on collective bargaining, NSGEU/NUPGE sent a "Notice of Referral" to the Civil Service Employee Relations Board asking the Board to rule that certain Sections of the Civil Service Collective Bargaining Act are "inconsistent with Section 2(d) of the Charter of Rights and Freedoms" and "have no force and effect and the seasonal employees of the Department of Natural resources should be considered employees under the Act and included in the appropriate bargaining units under the Act". This matter was discussed with the Civil Service Bargaining Unit Negotiating Council in September and November 2007. An agreement was reached with the Public Service Commission with the legislative changes taking effect in February 2008. Approximately two thousand current casual employees benefit from this agreement.

NSGEU/NUPGE members employed by the Nova Scotia government negotiated a three year agreement which provides for economic adjustments of 2.9% on April 1, 2007, 2008 & 2009.

Members employed by the Cobequid Housing Authority began negotiations toward a new collective agreement last June. The committee met on several occasions, but in January 2008 negotiations reached an impasse. The Union has applied for conciliation.

Members employed by the Eastern Mainland Housing Authority are preparing for bargaining.

After five days of negotiations a tentative agreement was reached in December 2007 for NSGEU/NUPGE members employed by the Tri-County Housing Authority. Wage settlements are 2.9% effective April 1, 2007/08/09. In addition, the contributions to their defined benefit pension plan will increase from 3% to 6% over the life of the collective agreement.

Bargaining preparations are in progress for members employed by the Cape Breton Regional Police. NSGEU/NUPGE has just filed an application with the Labour Relations Board to represent the Truro Police Department who are currently represented by the Police Association of Nova Scotia (PANS).

NSGEU/NUPGE corrections members exchanged proposals in January 2008. After 7 days of negotiations an impasse was reached. The Union will be applying for interest arbitration.

Members of the Pictou County Municipal Administration bargaining unit negotiated a new collective agreement. Wage settlements for this group included increases of 4%, 3.25%, 3% and 3% effective November 1, 2005/06/07/08.

Members employed by the Nova Scotia Business Inc. exchanged proposals in October 2007. The bargaining committee has met with the employer on several occasions and negotiations are ongoing.

With the assistance of a conciliator, a tentative agreement was reached on January 21, 2008 for members in the Stores and Warehouse bargaining unit and the Office and Clerical bargaining unit of the Nova Scotia Liquor Commission. Wage settlements include 2.9% effective April 1, 2007/2008/2009.

NSGEU/NUPGE Manager & Assistant Manager members employed by the Nova Scotia Liquor Commission held negotiations in January and reached a tentative agreement in January 2008.

NSGEU/NUPGE members employed at the Workers Compensation Board, negotiated a new collective agreement in September 2007. Members will receive wage adjustments of 2.9% on January 1, 2007/08/09.

NSGEU/NUPGE members employed by the following school boards received wage settlements of 2.9% in each year of the renewed contracts: South Shore Regional School Board, Annapolis Valley Regional School Board, Halifax Regional School Board, Tri County Regional School Board and Conseil scolaire acadien provincial. Bargaining continues at the Chignecto-Central Regional School Board.

Negotiations are ongoing for the following NSGEU/NUPGE home care bargaining units: Antigonish & Area Homemaker Service, Cape Breton County Homemakers, City Homemakers Digby/Clare Home Support Agency, Guysborough Home Support, Inverness County Home Support Society, Northwood Home Care, Clerical & Schedulers, Richmond County Home Support, VON Bedford, Caseload Planners, VON Home Support and Yarmouth/Argyle Home Support. Negotiations continue at all bargaining tables.

NSGEU/NUPGE members employed by Northwood Home Support began bargaining in April 2007. Several meetings were held until talks broke down in May with the Employer walking away from the table. The Employer filed for conciliation. The Union filed a complaint with the Labour Relations Board which was withdrawn when the Employer agreed to return to the bargaining table. Bargaining resumed in September and continued in November and January 2008. Conciliation was held in February 2008, however, they were unable to reach an agreement. A strike vote was scheduled for early March.

Health Care

Negotiations are continuing for NSGEU/NUPGE members employed by the Victoria Order of Nurses Home Support.

Members employed by City Homemakers Service Society continue negotiations for a new collective agreement.

On June 27, 2007, an impasse was reached after three (3) days of negotiations. NSGEU/NUPGE applied for conciliation. Conciliation was held on three dates in October 2007. The Employer requested that the union proceed with the terms of the binding conciliation agreement signed last February and conduct a vote among members to determine whether members wish to strike or settle the agreement by binding conciliation. The Union did not hold a vote due to pending legislation to ban strikes. The Conciliator filed his report with the Minister of Environment & Labour on October 29, 2007. The Conciliator inquired as to whether the parties wished to return to conciliation in early November. NSGEU/NUPGE was very much in favour of returning to conciliation in the hopes of reaching a tentative agreement. However, the Employer refused as they did not receive any new instructions to change their offer of October 17th. In December 2007, the Bill to prohibit strikes in the Healthcare and Community Services sectors proceeded to second reading in the legislature. However, the Tory minority government ended the debate and there was no vote taken by the Legislative Assembly. The Bill now sits and may possibly resurface at a future date. By agreement between the parties, conciliation resumed on January 17, 2008 and a tentative agreement was reached. Members voted 60% in favour of the tentative agreement.

The deal includes economic adjustments of 2.9% on November 1st, 2006, November 1st 2007, November 1st 2008 and 2.1 % April 1, 2009. In addition, effective April 1, 2008 a late career registered nurse with 25 years of nursing experience with any employer will receive an increment of 3.5%. As well, when a registered nurse is eligible to retire with an unreduced pension and if she agrees to work for 12 months, she will receive a lump sum payment equal to 2% of base earnings (excluding premiums) at the conclusion of the 12 months. She can receive this 2% Retention Bonus for each subsequent year. The lump sum will be considered as pensionable earnings unless prohibited by the pension plan.

NSGEU/NUPGE Office & Clerical Bargaining Unit members employed by the Capital District Health Authority ratified a new collective agreement which includes wage adjustments of 2.9% on November 1 of 2006/07/08. In addition to the economic increases, Medical Transcriptionists received one pay grade higher (just slightly more than 3%) due to retention and recruitment problems.

NSGEU/NUPGE members in the Office & Clerical Bargaining Unit employed at the IWK Health Centre reached a collective agreement which includes wage

adjustments of 2.9% on Nov. 1 of 2006/07/08. Medical Transcriptionists received the same additional pay grade as the Office and Clerical members.

Members employed by the Capital District Health Authority in the Support Services bargaining unit exchanged proposals on January 22, 2007 and negotiations reached an impasse after three (3) days at the table. NSGEU/NUPGE applied for conciliation with dates set for March 2008.

The NSGEU/NUPGE bargaining committee for clerical members employed by District Health Authorities 1, 2 & 3 met in October to develop proposals. The committee is awaiting dates from the Employer to commence bargaining.

Members employed by the Canadian Blood Services served notice to bargain in October. Proposals are being prepared by the bargaining committee. NSGEU/NUPGE members employed at the NS Hearing and Speech Clinic exchanged proposals with the employer in July. Negotiations were held in October and November 2007. The Union applied for conciliation on January 21, 2008. Outstanding issues are wages, vacation, bereavement leave, retiree benefits and retirement allowance.

NSGEU/NUPGE members employed by the Public Health and Addiction Services (District Health Authorities 1-8) exchanged proposals with the employer in October 2007. Negotiations continue.

Bargaining continues toward new collective agreements for NSGEU/NUPGE members employed by three home support agencies - Guysborough Home Support, Antigonish Home Support and Inverness Home Support.

Negotiations concluded for NSGEU/NUPGE members employed by the Duncan MacMillan Nursing Home. Members will receive wage increases of 2.9% in each year of a 3 year contract. Licensed Practical Nurses and Personal Care Workers will receive rate adjustments to achieve parity with provincial acute care facilities.

Bargaining preparation meetings for members employed by Evergreen Home for Special Care took place in January. Dates are being arranged with the Employer.

Community-based Social Services/NGO Sector

Members employed by Colchester Residential Services Society reached a new collective agreement in January 2008.

The first collective agreement for members employed by Chisholm Youth Services provides for 2.9% increases effective April 1, 2004/05/06/07/08.

NSGEU/NUPGE members employed by Residential Services Society concluded negotiations in September 2007. Wage increases were 2.9% effective April 1, 2007/08/09.

Post Secondary Education

NSGEU/NUPGE Teacher members employed by Cape Breton University exchanged proposals in September 2007 and continued negotiations in October and November. In December, the Union applied for conciliation. Two days of meetings were held in February 2008.

NSGEU/NUPGE members employed by Dalhousie University ratified a new collective agreement in February. The following wage increases are provided:

- July 1, 2007: 3% for all classifications
- January 1, 2008: 2% for all union members in C5 and C6 classifications;
- July 1, 2008: 3% for all classifications;
- January 1, 2009: 2% for all union members in C5 and C6 classifications;
- July 1, 2009: 3% for all classifications;
- January 1, 2010: 2.2% for all union members in C5 and C6 classifications.

Negotiations continue for members at the Nova Scotia College of Art and Design and at the Nova Scotia Community College.

Other

NSGEU/NUPGE members employed by Stock Transportation began negotiations in February 2008. More dates are scheduled for April.

PRINCE EDWARD ISLAND

Direct Government Services/Crown Corporations

While many issues have been signed off, a few larger issues remain unaddressed. After 34 days at the table over the last 12 months, the Union has filed for conciliation. The meeting is scheduled for March 2008.

Community-Based Social Services/NGO Sector

PEIUPSE/NUPGE has reached agreements at a number of small-sized early childhood development centres. The Union had organized several such centres throughout PEI and is incrementally working towards agreements in all.

Post-Secondary Education

The collective agreement for PEIUPSE/NUPGE Teaching Faculty employed by Holland College expires on March 31, 2008. The parties have bargaining teams in place and are scheduling dates.

NEWFOUNDLAND AND LABRADOR

Direct Government/Crown Corporations

Many NAPE/NUPGE members employed in the public sector commenced bargaining in February. The Marine Service bargaining unit and the Student Assistants are the first teams at the table. Other bargaining groups, representing Hospital Support Staff, Laboratory and X-Ray, Health Professionals, Maintenance and Operational Services, School Boards, General Service, Air Services, College of the North Atlantic Support Staff, and Newfoundland Liquor Corporation are scheduled to commence bargaining over the coming weeks.