



overview

Collective
Bargaining
Activity:
February
2011 -
September
2010

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BRITISH COLUMBIA

Direct Government/Crown Corporations

Members of the British Columbia General Employees' Union (BCGEU/NUPGE) employed by the BC Oil and Gas Commission reached a tentative settlement in January 2011. Some changes to the Agreement include the continuation of the Job Family Market multiplier and an additional vacation day for employees in remote locations. There was no general wage increase negotiated due to the provincial government's wage freeze. Ratification meetings are being scheduled.

Health Care

In December 2010, a tentative agreement was reached between the Health Science Professionals Bargaining Association (HSPBA) and Health Employers' Association of BC (HEABC). The agreement includes enhanced benefits coverage, improved opportunities for professional development, a fair and equitable process to protect job security, the establishment of working groups to address disability management, on-call and call-back issues, substantive classifications review, with two significant priorities being to lift Grade I to Grade II wage rates, and to recognize the value of professional practice leadership. In addition, a high-level joint committee including the Ministry of Health, Health Authorities and HSABC was established to recognize the value of health science professionals and involve them in decision-making about the health care system.

In December 2010, the Health Sciences Association of British Columbia (HSABC/NUPGE) members employed by CML Healthcare on Vancouver Island and the Lower Mainland negotiated a collective agreement. The contract includes the establishment of a group Registered Savings Plan (1% or 2% of regular non-overtime wages, employee contributions matched by the employer), an increase to 60% of the employer paid portion of health and welfare benefit premiums, as well as wage increases of 6.5% over four years. In addition, there are improvements to the wage grid for several classifications, work schedules, reimbursement for professional fees or exam fees, additional hours for casual and part-time members, increased uniform allowances and language concerning workload reviews.

Community-based Social Services/NGO Sector

Bargaining commenced in December 2010 for members of the British Columbia General Employees' Union (BCGEU/NUPGE) employed by the University of British Columbia Child Care Services. While progress is being made at the table, there are some very difficult issues to resolve around extended hours of work, averaging agreements, meal and relief breaks and overtime. Current hours of work and related provisions require change because of the changes in the employer's operation, primarily that of working extended hours shifts. The union is working hard to ensure that members' rights are protected under both the collective agreement and Employment Standards Act. Bargaining continues.

After nearly 14 months of bargaining, talks with employers broke down mid-December 2010 for BCGEU/NUPGE and HSABC/NUPGE members working in community and social

services. Priorities at the table have been to address low wages and inferior benefits in the sector, employment security during a time of layoffs, safe, healthy and respectful workplaces and fair work practices but the employer has shown little interest in resolving any of these issues.

In December 2010, members of BCGEU/NUPGE who work at Vancouver Aboriginal Friendship Centre Society (VAFCS) in Vancouver ratified a three-year agreement. Improvements include wage protection of current wage rates with a reduction in hours of work, an increase in benefits for non-status workers and improved access to overtime for regular and casual workers.

In September 2010, BCGEU/NUPGE members employed by the Renew Crew Foundation concluded negotiations for a collective agreement. Improvements to the contract include a 9% wage increase over the four-year term, new posting regulations, new classification for telephone representatives (inbound premium), the removal of the mandatory retirement at age of 65 years and clear language for casuals on the issue of work availability. This contract expires on July 3, 2014.

Post-Secondary Education

Bargaining began in May 2010 for BCGEU/NUPGE post-secondary educators. In October 2010, after frustrations at the table to reach a Common Agreement with the Post Secondary Employers' Association (PSEA), the negotiating committee turned its focus to reaching local agreements. Once completed, the bargaining committee will return to address outstanding issues for a common agreement.

Other

In February 2011, members of BCGEU/NUPGE employed by First Union Credit Union, Powell River and Texada Island branches ratified a collective agreement. The agreement provides ongoing economic benefits, long-term income security, enhancements in benefits and increased recognition for part-time employees.

Members of BCGEU/NUPGE employed the Land Title and Survey Authority (LTSA) of British Columbia have been in negotiations toward a collective agreement since September 2010. Talks with the employer broke down mid-December 2010 when the employer walked away from the table. In January 2011, members overwhelmingly approved a strike vote, with 98% of votes cast in favour. Two key issues remain unresolved: vacation scheduling and wages.

In January 2011, BCGEU/NUPGE members employed by Scho's Line Painting Ltd. ratified a collective agreement.

BCGEU/NUPGE members employed by Protrans BC have been negotiating toward a first collective agreement for over a year. After taking a strike vote due to the lack of progress at the table, the union was set to enter into additional mediation talks with the employer. Unfortunately the mediator was unable to find enough common ground to reach a settlement. In January 2011, the employer then applied for new mediation under section 55 of the Labour Relations Code which specifically deals with first agreements. This section gives the mediator

more leeway to reach a settlement but also restricts the options for a strike or lockout. While the union disagrees with this process, it will continue to bargain for the best possible settlement.

In January 2011, preparations for bargaining commenced for BCGEU/NUPGE members employed by VSA Highway Maintenance Ltd. (Service Area 14, Merritt) and Argo Road Maintenance (Service Area 15, Kamloops). Both bargaining units are in the process of electing bargaining committees for upcoming negotiations.

In November 2010, bargaining commenced for BCGEU/NUPGE members employed by Lake City Casinos (Gateway Casinos). In December 2010, a tentative agreement was reached but was rejected by the membership at ratification. The parties are back at the table to reach a settlement.

In September 2010, BCGEU/NUPGE members employed by Hudson's Hope reached a collective agreement. Improvements to the contract include a 6% wage increase over the three-year agreement, re-certification of reimbursement costs for pooled employees and increased bankable overtime hours. In addition, members will receive compassionate care leave without interruption of seniority or impact on eligibility of benefits and expanded bereavement leave. The contract expires on December 31, 2012.

ALBERTA

Health Care

The Health Sciences Association of Alberta (HSAA/NUPGE) members are preparing for negotiations for the provincial agreement which expires on March 31, 2011.

On February 3, 2011 HSAA/NUPGE members ratified a collective agreement with East Central 911 Call Answer Society. Significant wage gains were achieved, including a 4% increase in 2010, 3% in 2011 and another 3% in 2012. Members will see their Flex Benefit Spending Accounts increase by \$150 over three years. Other improvements include increased shift differentials, double time overtime provisions for all hours worked over a scheduled shift, faster vacation approval, paid sick notes, improved severance provisions and increased pension contributions.

The Alberta Labour Relations Board will hold hearings on March 2 and March 4 to consider the positions of HSAA/NUPGE and Alberta Health Services with respect to the recent recommendations rendered by Special Officer/Mediator John Moreau, regarding the transitioning of former CUPE EMS agreements into HSAA's provincial collective agreement. HSAA/NUPGE engaged in several days of EMS transition bargaining in December 2010 with the assistance of a mediator.

HSAA/NUPGE Communication Specialist members employed by Foothills Regional Emergency Services Commission negotiated a collective agreement in January 2011. This agreement sees modest wage increases, firm commitment from the employer for a stable

work environment and continuing positive relations between the parties.

HSAA/NUPGE members employed with the Child and Adolescent Services Association (CASA) ratified a three-year collective agreement with their employer in November 2010. The agreement includes a combined wage increase of 3% in the first year, 2% in the second year and another 3% in the final year of the collective agreement. In addition, members receive improved shift premiums for team leaders, special projects and individuals working on temporary assignments, with administration personnel receiving a 2% market adjustment as well as improvements to scheduling and hours of work. The contract expires on March 31, 2013.

In October 2010, HSAA/NUPGE members employed by the Chinook Emergency Services Ltd. negotiated a collective agreement. The contract will expire in June 2012.

In September 2010, an agreement was reached between HSAA/NUPGE members and the Stettler and District Ambulance Association. The agreement will expire in March 2011.

HSAA/NUPGE members employed by the Covenant Health Youville Home reached a settlement in September 2010. The contract will expire in March 2011.

SASKATCHEWAN

Health Care

Members of the Saskatchewan General Employees Union (SGEU/NUPGE) employed by the Saskatchewan Association of Health Organizations ratified a collective agreement in October 2010. Improvements include wage increases of 4% for April 1, 2008, 2% for April 1, 2009, 1.5% for April 1, 2010 and another 2% in April 2011. The contract expires in March 2012.

Post-Secondary Education

SGEU/NUPGE members employed by Saskatchewan Institute of Applied Science and Technology (SIAST) served strike notice in November 2010 after mediation to reach a collective agreement failed. After much debate over the selection of another mediator, dates were set for December 2010 and January 2011.

MANITOBA

Direct Government Services/Crown Corporations

Civil service members of the Manitoba General Employees' Union (MGEU/NUPGE) will be voting on the employer's final offer in February and March 2011. The bargaining committee returned to the table after the members rejected the tentative settlement in February 2011. Although not successful in achieving monetary increases in the first two years of the

agreement, the union was able to achieve further improvements such as layoff protection extended to non-seasonal departmental employees over the life of the agreement, assurances that dental fee guides will be kept current on an ongoing basis starting in 2012 and the continuation of kilometre reimbursement rates for employees regardless of distance travelled starting in 2013. Previously, the union achieved a general wage increase of 2.75% in each of the last two years and a no layoff clause which will be in effect for the full duration of the agreement. The agreement also includes a 2% long service step, effective in the third year for employees with 20 or more years of service, as well as approximately 1% allocated for special wage adjustments in the third year. Ratification meetings are being held across the province and members may also vote by mail. All ballots must be received by March 11, 2011 at noon.

Members of the Corrections sub-group reached a tentative collective agreement in January 2011. The ratification votes are taking place across the province with a deadline for ballots of March 1, 2011 at 4 pm.

MGEU/NUPGE members employed as adjustors by Manitoba Agricultural Service Corporation are in bargaining with all non-monetary issues resolved. Bargaining continues in March 2011.

Bargaining for MGEU/NUPGE members employed by Manitoba Lotteries Food and Beverage commenced in February 2011. More dates are set for March 2011.

MGEU/NUPGE members employed by the Medical Transportation Coordination Centre begin bargaining at the end of February 2011 with more dates set in March 2011.

Members employed by Travel Manitoba have settled non-monetary issues in bargaining. The bargaining unit is awaiting new dates from the employer.

Health Care

MGEU/NUPGE members employed in the community support sector ratified a collective agreement in November 2010. The contract includes general wage increases for all classifications totalling 5.8% over the four-year period as well as wage standardization adjustments of 7.8% for certified Home Care Attendants and Mental Health Proctor Level 3s to bring these classifications in line with counterparts in facilities. In addition, a process to establish full-time and part-time jobs in the sector was established.

Bargaining is ongoing for MGEU/NUPGE members employed by the Winnipeg Regional Health Authority.

Bargaining continues for MGEU/NUPGE members employed by Medical Transportation Coordination Centre.

MGEU/NUPGE members in the technical/professional bargaining unit at Westman Regional Laboratory are in negotiations. Dates are set for March 2011.

MGEU/NUPGE members in the Winnipeg Paramedic bargaining unit continue bargaining.

Community-based Social Services/NGO Sector

A tentative agreement was reached for MGEU/NUPGE members employed by Golden Door Geriatric Centre. The ratification vote has been scheduled for February 25, 2011.

MGEU/NUPGE members employed as support staff and supervisors by the Child and Family Service Central Manitoba and Child and Family Service Western Manitoba are awaiting new dates from the employer to continue bargaining.

In January 2011, MGEU/NUPGE members employed by Riverwood Square ratified their first collective agreement.

MGEU/NUPGE members employed by Westman Women's Shelter ratified a collective agreement in January 2011.

In December 2010, MGEU/NUPGE members employed by Addiction Foundation of Manitoba filed for conciliation. Meetings are scheduled for March 1 and 2, 2011. Negotiations began in February 2010 for MGEU/NUPGE members employed with progress over non-monetary issues but ground to a halt in December 2010 when the employer cancelled a meeting to discuss monetary issues. The cancellation of this meeting prompted the union to file for conciliation.

MGEU/NUPGE members employed by Macdonald Youth Services (Alternative Parent Home Program) negotiated a collective agreement including a 2% general wage increase as well as up to 2.9% in compensatory time off. In addition two classifications received a special wage adjustment to their salary scales. The contract expires in June 2011.

Post Secondary Education

To date there have been 11 bargaining sessions for MGEU/NUPGE members employed by the University College of the North. More dates have been set for March 2011.

Proposals have been exchanged for MGEU/NUPGE members employed by the University of Winnipeg Students' Association. More meetings are scheduled for March 2011.

Other

Members employed by the Manitoba Museum ratified a collective agreement in February 2011.

MGEU/NUPGE members employed by Signal Industries have bargaining dates set for March 2011.

ONTARIO

Members of the Ontario Public Service Employees Union (OPSEU/NUPGE) employed in the public service are preparing for negotiations toward a collective agreement. The current

agreement expires in March 2012.

In December 2010, OPSEU/NUPGE members employed by the Ontario Workplace Safety and Insurance Appeals Tribunal (WSIAT) ratified a five-year collective agreement. Members will receive wage increases of 2% in each of the first three years, increases in mileage and shift premiums, new seniority provisions for fixed term (unclassified) employees for internal job competitions, expansion of the bereavement leave provisions as well as improvements to the grievance procedures. The contract expires on June 30, 2015.

Health Care

Hospital Professional members of OPSEU/NUPGE continue to prepare for bargaining as the current contract expires in March 2011.

A one-year agreement was reached for OPSEU/NUPGE members employed by ParaMed Home Health Care. The contract contains a general wage increase of 2%, improved bereavement leave of up to five days off, no discrimination language, reduced time for discipline letters to remain on file and improved call in language for additional hours. The contract expires on December 31, 2011.

In November 2010, members of OPSEU/NUPGE employed by the Regional Municipality of Halton E.M.S negotiated a collective agreement. The highlights of this one-year renewal agreement include a general wage increase of 2.35%, increases to vision care and overtime provisions for part-time members who work over their daily scheduled hours.

Community-based Social Services/NGO Sector

OPSEU/NUPGE members employed in the development services sector are engaging in discussions with the employer examining a move to a central bargaining process.

In February 2011, OPSEU/NUPGE members employed by Guelph Independent Living ratified their first collective agreement. The agreement, which took over a year to negotiate, includes a 1% wage increase.

OPSEU/NUPGE members employed by Lee Manor ratified a collective agreement containing a wage increase of 2.5% for January 2009 and 1% for January 1, 2010 with full retroactivity. Members were also awarded an increase in shift premiums and benefits, a top-up for paid parental leave and improved bereavement leave language. Negotiations took place over two years to resolve and the improvements were finally awarded by an arbitrator.

OPSEU/NUPGE members employed by Homes First Society in Toronto ratified a three-year contract agreement in December 2010. The agreement contains a 2.5% wage increase in the first year, 2% in the second year and 1% in the third year. The employer has also agreed to increase its RRSP contributions by \$500.

In November 2010, OPSEU/NUPGE members employed by Cedarwood Gardens negotiated a three-year agreement containing a general wage increase of 2.5%, 2.25%, 2%, new anti-

bullying language, safe return to work language and improvements to bereavement leave. This contract expires on May 31, 2013.

OPSEU/NUPGE members employed by the Leeds & Grenville Rehabilitation & Counselling Services reached a collective agreement in November 2010. Members will receive a general wage increase of 1.5% on April 1, 2012, an additional pay step added on April 1, 2012 with 1.25% increase, signing bonus, increased sick leave credit, increased vacation time, increased mileage allowance and new bereavement leave for part-time members. The contract expires on March 31, 2011.

In November 2010, OPSEU/NUPGE members employed at the Geneva Centre for Autism Communication & Language Disorders reached a collective agreement. Members will receive a general wage increase of 2% on April 1, 2012, an additional holiday (Family Day) and the inclusion of the 2010 Ontario Dental Association fee schedule.

OPSEU/NUPGE members employed by Conway Opportunity Homes Inc. reached a collective agreement in October 2010. The contract includes a general wage increase of 1.5%, 1.75%, a 25 cent per hour increase for part-time members, an increase in kilometre rate, an increase in LTD employer paid premium from 50% to 100%, statutory holiday pay increase to double time and a half, enhanced recall period as well as enhanced protection of bargaining unit work. The agreement expires on March 31, 2012.

In October 2010, a threatened lockout has been averted at the Geneva Centre for Autism when OPSEU/NUPGE members reached a tentative agreement on a collective agreement.

OPSEU/NUPGE members employed at the Ontario March of Dimes negotiated a one-year agreement in October 2010. Improvements to the contract include a general wage increase of 1.35%, increases in the layoff/recall periods from 12 to 18 months, increased layoff notice periods from 45 to 90 days, improved contracting out language and new language restricting use of external agency staff and improved leave provisions. In addition, the benefit plan is now extended to part-time members if hours average 30 or greater.

As well, in October 2010, an agreement was negotiated for OPSEU/NUPGE members employed by the Ontario March of Dimes (Villa Verdi). Improvements include a general wage increase of 1.5%, an increase in the layoff/recall period to 18 months, 100% drug and dental benefits plan for part-time members working an average of 15 hours per week, improved bereavement leave, and additional vacation pay based on years of service for hours worked in excess of 35 hours per week. In addition, the contract now has strengthened contracting-out language and new language restricting use of external agency staff.

Members of OPSEU/NUPGE employed by the Homeward Family Shelter (Julliette's Place) reached a two-year agreement in October 2010. Improvements to the contract include provisions for union representation during the disciplinary process, organ donor unpaid leave entitlement of 13 weeks or more if required, an increase in the mileage allowance, increase in overtime pay for hours exceeding 44 hours per week, plus improvement to shift and scheduling language. In addition, new employees are now entitled to 150 hours of paid vacation annually and members will receive a 4%-6% employer contribution to RRSP. The contract expires on March 31, 2012.

In October 2010, OPSEU/NUPGE members employed by the Child Development Institute negotiated a three-year agreement which included a general wage increase of 2% on April 1, 2012, signing bonus of \$250 on April 1, 2010 and \$250 on April 1, 2011, a top up of 75% for maternity/parental leave and an expansion of the bereavement leave provisions, plus a wage re-opener clause.

Also in October 2010, a contract with the Elliot Lake Women's Group Inc. was reached for members of OPSEU/NUPGE. Members will receive a general wage increase of 10 cents per hour for part-time frontline Level 2 staff and, in November 2012, a 20 cent per hour increase for all members. In addition, boot allowance of \$100 every two years for custodial staff was included, expanded bereavement leave language, a 3% pay in lieu of time off for part-time members and a process to pay out 50% of employees hourly rate for unused sick credits.

In September 2010, OPSEU/NUPGE members employed by the Toronto Community Employment Services reached a collective agreement. Members will receive a general wage increase of 2% on August 1, 2010, improved vacation provisions, an additional holiday (Family Day) as well as a provision allowing new employees to receive two days of paid orientation. The contract also includes bullying and violence in the workplace language. The agreement expires on March 31, 2012.

OPSEU/NUPGE members employed by the Catundra Day Care Centre Inc. negotiated a collective agreement in September 2010. Members will receive a wage increase of 2% over the life of the agreement. The contract expires in December 2013.

OPSEU/NUPGE members employed by COTA Comprehensive Rehab & Mental Health Services ratified a two-year renewal agreement containing a general wage increase of 2% and a 1.5% retroactive pay increase from August 1, 2010 for the Individual Support Worker classification, new pregnancy/parental leave supplement of 80% of salary during the two week EI qualifying period, increases to weekend premiums and mileage reimbursements and three additional float days per year. Other improvements include new leave language of four hours paid for president/highest ranking union member, new paid jury leave language and recall period increased from 15 to 24 months as well as improved layoff notice language. This contract expires on July 31, 2012.

Post-Secondary Education

OPSEU/NUPGE members employed by Ryerson University ratified a collective agreement in February 2011. Members will receive wage increases of 8.5% over four years, a \$150 signing bonus for all active members, improvements to meal allowances, access to vacancies when laid off, staff development fund improvements and paid Family Day.

In November 2010, striking OPSEU/NUPGE members employed at the Northern Ontario School of Medicine settled a three-year first agreement at mediation. Improvements include an average annual wage increase of 1.08%, tuition reimbursement for employees and dependents, language to resolve workload issues, shift premiums and new language regarding hours of work and schedules. The members had been on strike for 81 days and had previously rejected one tentative offer.

In September 2010, OPSEU/NUPGE members employed by Trent University negotiated a collective agreement with the assistance of a mediator. The contract includes a “no layoff” guarantee for the term of the contract, a commitment to develop a plan to address pension issues by July 2012 and an increase in employer contributions to LTD of 50% in 2010 and to 75% in 2011. As well, members working past the age of 65 will receive health and dental coverage.

Bargaining preparations are underway for OPSEU/NUPGE support staff members employed at community colleges. The collective agreement expires in August 2011.

Other

In February 2011, OPSEU/NUPGE members employed by Compass Foods at Huron College concluded bargaining for a collective agreement. Members will receive an 8% wage increase over the four-year agreement with an additional 20 cents per hour wage increase for each of the last three years of the agreement. Bargaining for this contract began in November 2009 with the employer only available for six meetings in total.

In November 2010, OPSEU/NUPGE members employed by Sodexo Canada Ltd. at St. Lawrence College negotiated a three-year first agreement. This contract includes a general wage increase of 7.3%, 2%, 2.5% wage for custodial staff at main campus; 4.1%, 2%, 2% for residential staff and 14.2%, 1.8%, 2.3% for lead hand staff. In addition, there are increases in vision card, safety boot allowances, mileage premiums, bereavement leave plus language on bullying and harassment. Members will receive an increase of four sick days per year and five weeks paid vacation over 20 years of service. The contract expires on November 17, 2013.

Members of OPSEU/NUPGE employed by the Governing Council of the University of Toronto (Campus Police) negotiated a collective agreement which includes a general wage increase of 2% effective July 1, 2012 and lump sum payments of \$750 in 2010/11 and 2011/12, and payments of \$1,037 in 2012/13. In addition, three cents per member per hour worked will be contributed to a training fund to be managed by the local and two cents per member per hour worked will go into a fund for the local to set up for child care subsidies. The contract also includes workplace harassment and violence language.

In October 2010, OPSEU/NUPGE members employed by the Niagara Parks Commission (Parks Police) negotiated a collective agreement. The contract, which expires on October 31, 2015, provides for a general wage increase for Constables in the last three years of the agreement of 6%, 5% and 3%, a general wage increase for Communicators in the last three years of the agreement of 2%, 2%, 2%, and experience pay for Sergeants. In addition members receive a benefit cost sharing arrangement of 3% per year per full-time employee and there will be a new bargaining unit classification of Communication/Fire Safety Coordinator.

OPSEU/NUPGE members employed by Palin Foundation (Oakham House) negotiated a contract in October 2010. The four-year renewal agreement includes a general wage increase of 2%, 2%, 2%, 2.5%, 50% payment toward an athletic membership and an increase in the tuition fund of \$5,000 for full-time members. In addition, union representatives will receive paid time off for a minimum of three hours outside of work hours. Also included is a

Supplemental Unemployment Benefits (SUB) sick leave plan topped up to 95% for full-time members as well as a two shift per week guarantee for part-time members.

In September 2010, OPSEU/NUPGE members employed by the Peel Housing Corp. reached a settlement for a two-year collective agreement. Improvements included in the contract are a general wage increase of 4%, a one-time boot allowance of \$150, the ability to carry compensating time for 180 days, the establishment of a Monday to Friday schedule and the creation of a casual pool of cleaners to fill in for absences currently filled by non-union employees. In addition, moving expenses will be paid in advance of moving, cleaners will have Internet access and full-time positions will be filled by seniority among the same classifications. Finally, the contract establishes a development opportunity for three cleaners per year to be trained as superintendents.

NEW BRUNSWICK

Direct Government Services/Crown Corporations

Members of the New Brunswick Union of Public and Private Employees (NBUPPE/NUPGE) employed in Laboratory and Medical, Highway Supervisors, Engineering and Field and Technical Inspection bargaining units are in preliminary bargaining and/or the process of developing bargaining agendas.

Members of NBUPPE/NUPGE in the clerical and regulatory and administrative support bargaining units are awaiting the report of the Conciliation Board which met in January 2011.

Health Care

NBUPPE/NUPGE members in the Paramedical-Hospital Unit and Specialized Health Care professionals unit received the Conciliation Board's report. The bargaining committee returned to negotiations in February 2011. The committee has recommended rejection of both board reports.

Other

Members of NBUPPE/NUPGE, Local 362 Brewery and Soft Drink Workers (Moosehead) have been involved in negotiations with the company since early December 2010. The parties requested the assistance of a conciliation officer with no success. On February 19, 2011 the employer issued a notice of lockout to the 172-member bargaining unit.

Members of NBUPPE/NUPGE, Outside Workers Local 001 employed by the Town of St. George are preparing for bargaining.

NBUPPE/NUPGE members of the Woodstock Police Association are also preparing for bargaining.

NBUPPE/NUPGE members employed by Simms ratified a five-year renewal agreement. A major priority was to secure members a defined benefit pension plan. Other key features

include a 9% wage increase (1% of which is a lump sum). The contract expires in July 2014.

PRINCE EDWARD ISLAND

Direct Government Services/Crown Corporations

Negotiations for the Civil Service, Island Regulatory and Appeals Commission and Workers' Compensation members of the Prince Edward Island Union of Public Sector Employees (PEIUPSE/NUPGE) went to binding arbitration in July 2010. Meetings were held in December 2010 with the hope of a resolution by January or February 2011.

Health Care

PEIUPSE/NUPGE members employed in the health care sector received an arbitration award in October 2010. The award provides Department of Health and Wellness members with a 6% raise: April 1, 2009 (2%), October 1, 2009 (2%), October 1, 2010 (1%) and October 1, 2011 (1%). The contract expires in March 2012. Other classifications also received increases to bring them into balance with Atlantic counterparts.

Post-Secondary Education

PEIUPSE/NUPGE administrative and support bargaining unit members at Holland College voted to accept a contract in November 2010.

NOVA SCOTIA

Direct Government Services/Crown Corporations

Members of the Nova Scotia General Employees Union (NSGEU/NUPGE) employed in the civil service negotiated a collective agreement in August 2010. The agreement includes enhanced job security in light of the government's ongoing program review along with other language improvements including vacation and health & safety. It also includes a 1% economic adjustment in each of its two years. The contract expires on March 31, 2012.

NSGEU/NUPGE members employed by the Nova Scotia Liquor Corporation have met with the employer seven times but have not reached a settlement yet. In February 2011, the union filed for conciliation in order to resolve several outstanding issues.

NSGEU/NUPGE members employed by the Workers' Compensation of Nova Scotia exchanged proposals in January 2011. New dates are scheduled throughout the spring.

Health Care

NSGEU/NUPGE members employed by the Capital District Health Authority filed for

conciliation in January 2011 after talks broke down. Bargaining also began for District Health Authorities (1- 8) in October 2010.

In September 2010, home support bargaining committees from Cape Breton to Yarmouth met to prepare for the next round of bargaining.

Community-based Social Services/NGO Sector

NSGEU/NUPGE members employed by Regional Residential Services Society (RRSS) ratified a collective agreement in December 2010. The three-year contract includes wage increases of 2.9% in the first year, 1% in the second year and 1% in the third year as well as improvements to leave of absences and shift differentials.

Post-Secondary Education

Bargaining for NSGEU/NUPGE members employed by Dalhousie University is ongoing. The bargaining committee is fighting many concessions from the employer so it is proceeding to conciliation.

Members of NSGEU/NUPGE employed by Université Sainte-Anne reached an agreement in December 2010 at conciliation. In November 2010, members employed by Holland College began negotiations toward a contract.

In November 2010, administrative, clerical, technical and non-professional library members of NSGEU/NUPGE employed by St. Francis Xavier University voted to avert a strike and accept a collective agreement.

In November 2010, NSGEU/NUPGE maintenance and trade members employed by Cape Breton University (CBU) voted to accept an agreement to end a strike that began on October 25, 2010. The settlement includes a total wage increase from August 1, 2009 to April 1, 2012 of 8.67%. There will also be an additional .5% pension premium increase by the employer for all members of the local.

Other

In February 2011, members of NSGEU/NUPGE employed by the Chignecto-Central Regional School Board reached a settlement. The bargaining committee is recommending acceptance of this two-year agreement which includes 1% annual wage increases for all employees, an increase in the employer's portion of the cost share of benefits from the current 55% to 65% and assurances that members will receive the proper rate of pay for all casual hours worked in their classification.

In December 2010, NSGEU/NUPGE filed for conciliation after negotiations with the Metropolitan Regional Housing Authority (MRHA) ground to a halt. The union was fighting for a similar wage package to what was negotiated with other Housing Authorities (which included 2.9% increase retroactive to April 1, 2009). The employer refused, only offering 1% for that period, followed by another 1% in 2010 and 1% for 2011. Meeting dates are being set.

NSGEU/NUPGE members working as administrative and support workers employed by the South Shore Regional School Board (SSRSB) voted to accept a three-year agreement in December 2010. Members will receive a wage increase of 2.9% in the first year, 1% in the second year and 1% in the third year, an increase from 55% to 65% in the employer paid portion of the benefit plan and an additional one week vacation after 30 years of service. The contract will expire on March 31, 2012.

NSGEU/NUPGE members employed by the Annapolis Valley Regional School Board reached a collective agreement. The contract includes wage increases of 2.9% retroactive to April 1, 2009 and 1% retroactive to April 1, 2010, plus a further 1% raise on April 1, 2011. It also includes an increase from 50% to 65% in the employer paid cost share of the employees' benefit plan, vacation pay of 8% after 20 years of service and a new classification of the Student Support Worker 1 job description with a new rate of pay.

Members of NSGEU/NUPGE employed by the Tri-County Regional School Board (TCRSB) also ratified a collective agreement in December 2010. The three-year agreement contains increases of 2.9% retroactive to April 1, 2009, 1% retroactive to April 1, 2010 and 1% on April 1, 2011. Other gains include improvements in benefits and vacation.

Newfoundland and Labrador

Community-based Social Services/NGO Sector

The Newfoundland and Labrador Association of Public and Private Employees (NAPE/NUPGE) NAPE members with Presidential Estates Inc., a long-term care facility in Stephenville, voted to accept their first collective agreement. In addition to a significant salary increase, some of the enhanced benefits include a \$100 bonus per year, clothing allowance, paid breaks and meals, an additional statutory holiday, shift differential, paid training time, and improvements in annual leave, sick leave and overtime. The term of the contract is four years, expiring in November 2014.

NAPE/NUPGE members employed by Burin-Marystown Community Training and Employment Board reached a collective agreement in December 2010, after more than a year on strike.

In October 2010, NAPE/NUPGE members employed by the Bay St. George Community Employment Corporation (CEC) reached a collective agreement. Improvements include wage increases from \$12.51/hour to \$15.19/hour. The agreement expires in June 2013.

NAPE/NUPGE group home support workers employed by Humber Valley Co-operative Living Corporation voted to accept a first collective agreement in October 2010. The agreement contains improvements in overtime benefits, increases in the number of paid statutory holidays, improvements in paid vacation leave, sick leave, bereavement leave and family leave; improvements in pension benefits and group insurance benefits and severance. Benefits and wages are retroactive to July 1, 2009 and annual increases will bring wages to \$19.03 an hour in the third year. The collective agreement expires on June 30, 2012.

Other

In St. John's locked out members of NAPE/NUPGE employed by Purity Factories Ltd. reached a collective agreement in January 2011. The major stumbling block in negotiations had been wages but the new settlement addresses most members' concerns and includes a wage increase and enhanced benefits.

NAPE/NUPGE members employed by the Town of Deer Lake reached a four-year agreement in December 2010. Members will receive a wage increase totalling 13% over the life of the contract.

In November 2010, NAPE/NUPGE members working at the Bay Bulls Water Treatment Plant in St. John's reached a settlement on a four-year agreement.

NAPE/NUPGE members employed by Musgrave Harbour Town Council ratified a collective agreement in September 2010. Major improvements include an overall increase of \$4.15 over a three-year period, increased paid sick leave benefits to 1.5 days per month, increased clothing allowance and transportation expenses for recall. The agreement expires on December 31, 2012.