

# Prairies Bargaining Update

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**CBB Negotiations**

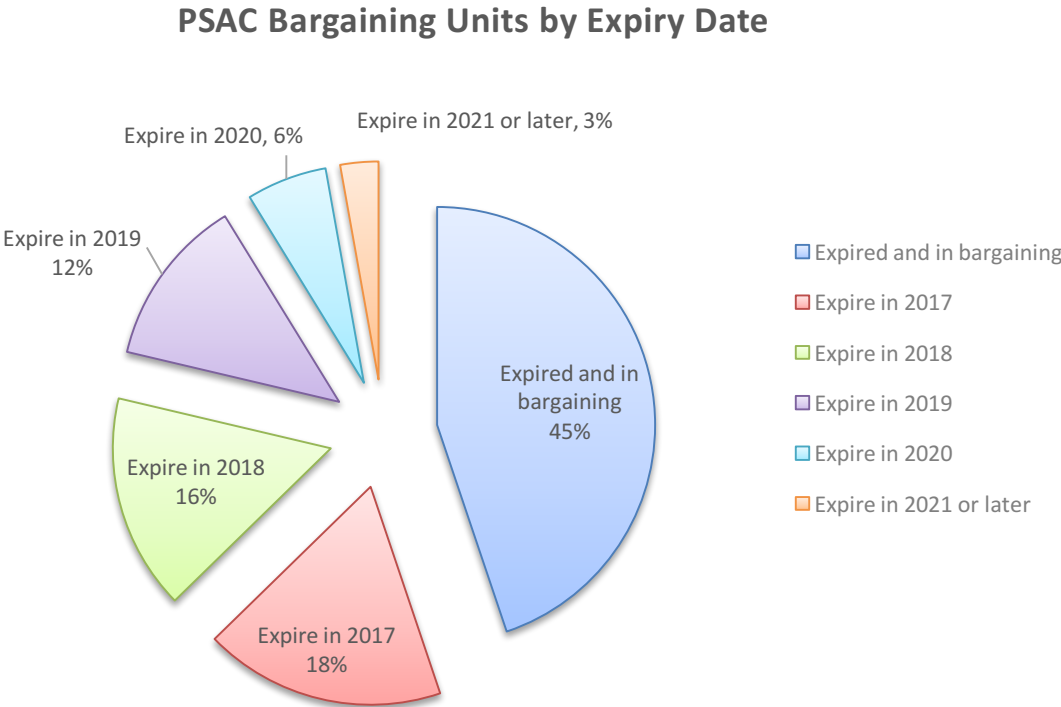
**3/23/2017**

**Table of Contents**

National Overview of Collective Bargaining ..... 2  
 PSAC Bargaining Unit Growth 1997 -2017: ..... 4  
 Regional and National Bargaining Unit Distribution: ..... 5  
 Regional Units: ..... 7  
 Bargaining Timeline..... 8  
 Recent Agreements..... 9

**National Overview of Collective Bargaining**

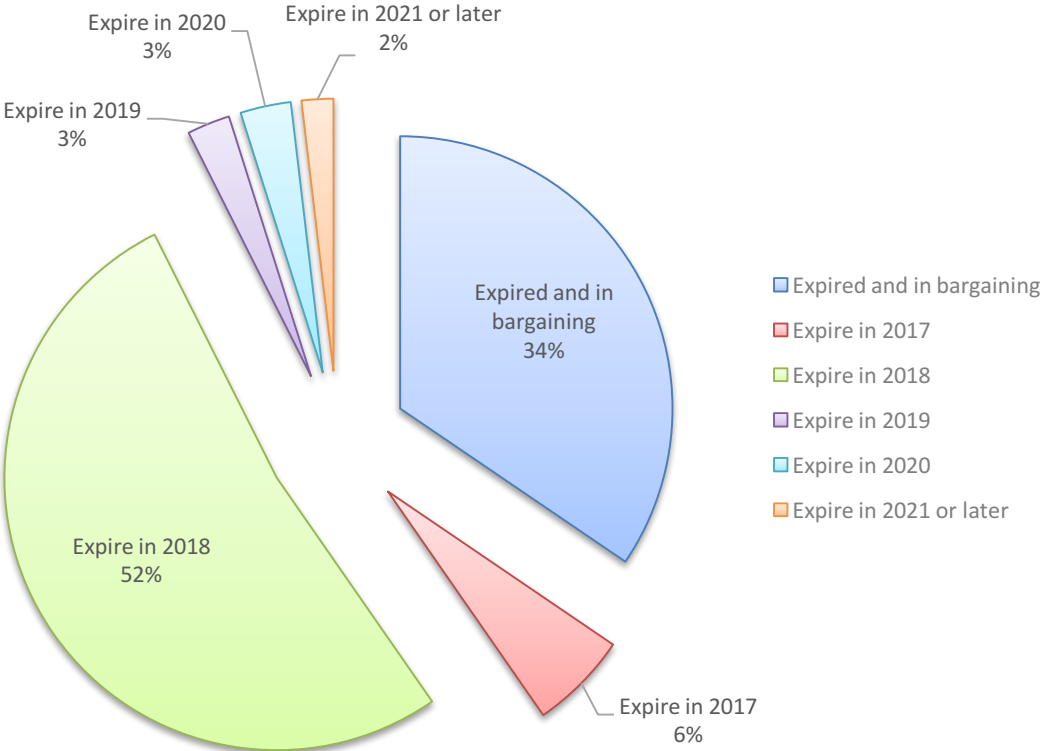
There are currently 319 bargaining units of which there are 147 agreements that are expired or are set to expire prior to the end of 2017 (including 26 first collective agreements). The following chart outlines the expiry dates for PSAC bargaining units:



As the above Table outlines, 63% of the PSAC bargaining units are currently engaged or will be engaged by the end of the year in bargaining. This number does not include the Treasury Board units that are currently in the ratification process. In looking at the number of units currently in bargaining, first agreements make up 18% of our bargaining work.

The following Table illustrates the number of members that are currently being bargained for and the number of members by contract expiry year:

### PSAC Membership By Expiry Dates

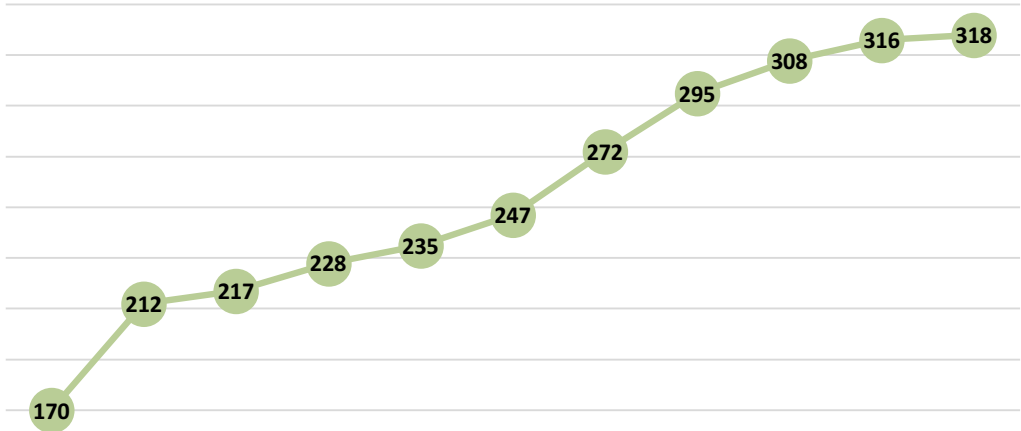


As the above table illustrates we are currently engaged in negotiation for close to 35% of our membership. Should our 4 Treasury Board groups (PA, SC, TC, EB) ratify their new collective agreements expiring in 2018, 52% of our membership will see their agreements ending in 2018.

**PSAC Bargaining Unit Growth 1997 -2017:**

As the following table illustrates, PSAC has undergone an 87% increase in the number of its bargaining units since 1997. PSAC membership has increased by 33% over the same period.

**Bargaining Unit Growth 1997 to 2017**

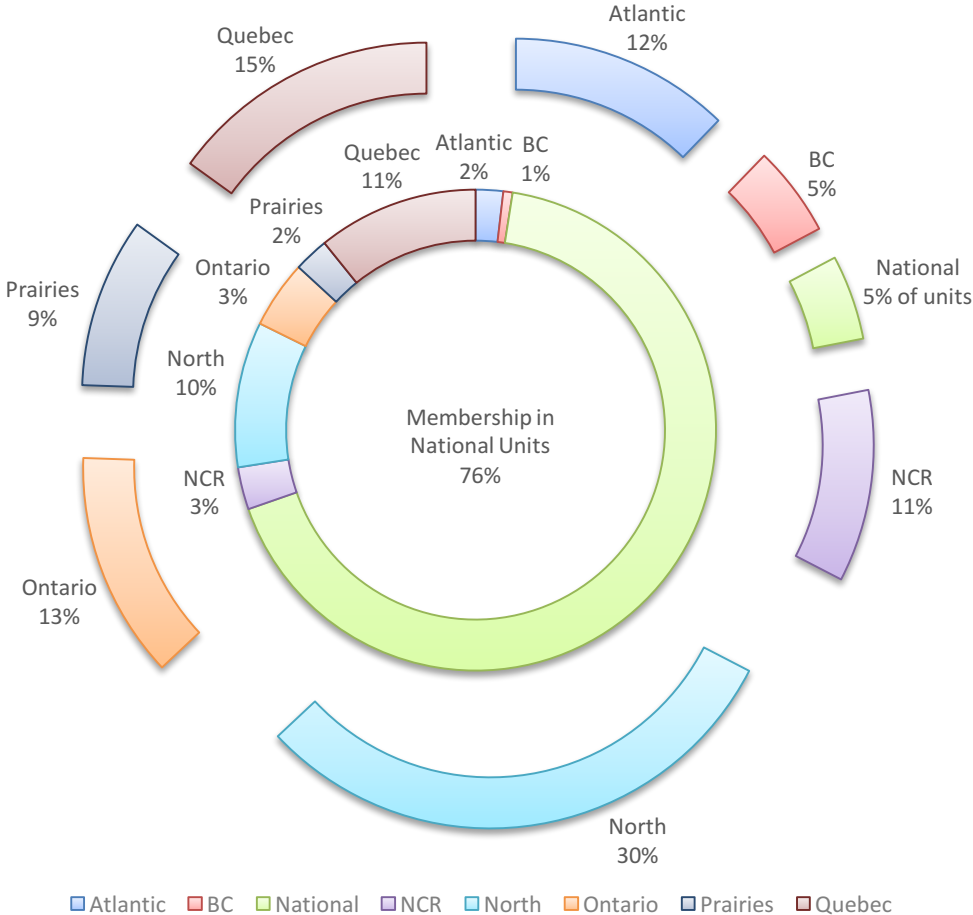


	1997	1999	2001	2003	2005	2007	2009	2011	2013	2015	2017
—●— Units	170	212	217	228	235	247	272	295	308	316	318

# Regional and National Bargaining Unit Distribution:

The Public Service Alliance of Canada represents workers in every province and territory in Canada.

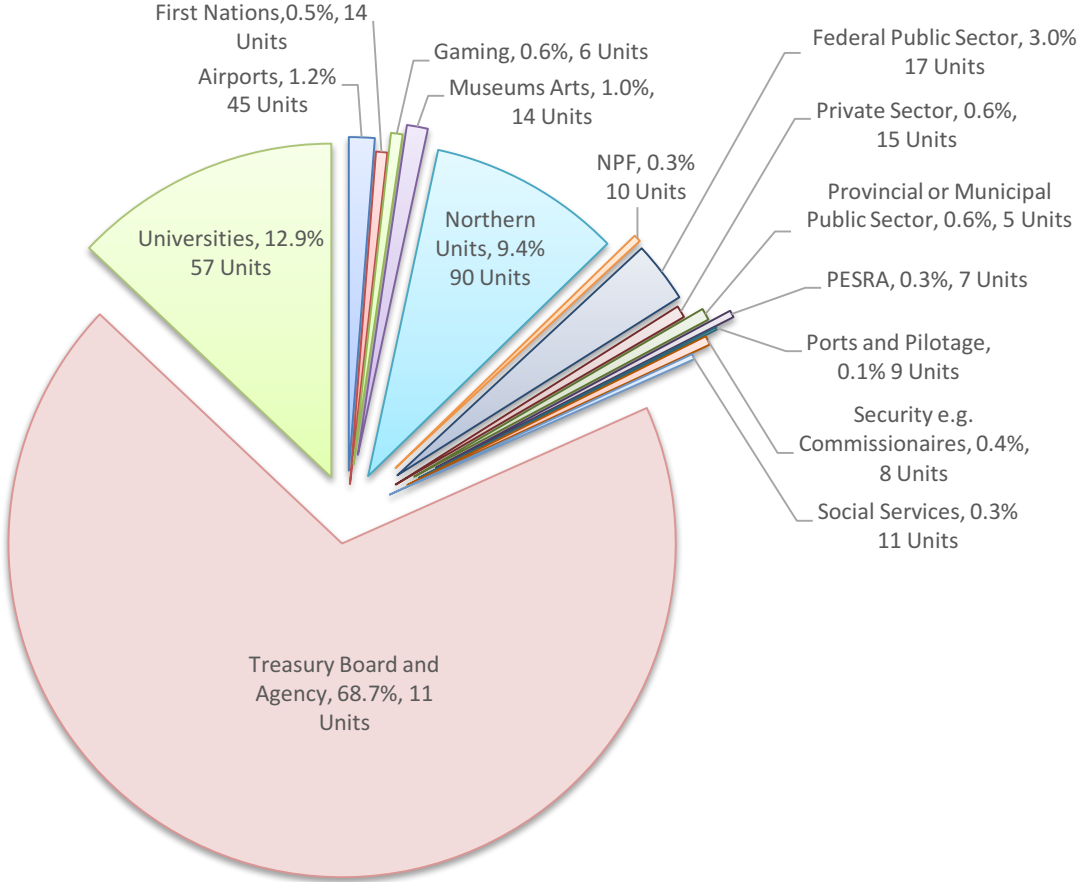
**% Membership (inner circle) versus % of units (outer circle)**



As the above chart illustrates 30% of our bargaining units are located in the Northern regions and the Territories with the rest divided across Canada. While our large national units only represent 5% of our bargaining units, they cover 76% of our membership including 50% alone for our 5 Treasury Board units.

PSAC members work for a wide variety of organizations including federal government departments and agencies, Crown Corporations, universities, casinos, community services agencies, Aboriginal communities, airports, and the security sector among others. The following chart summarize the distribution of our members and units by sector:

### PSAC Membership by Sector

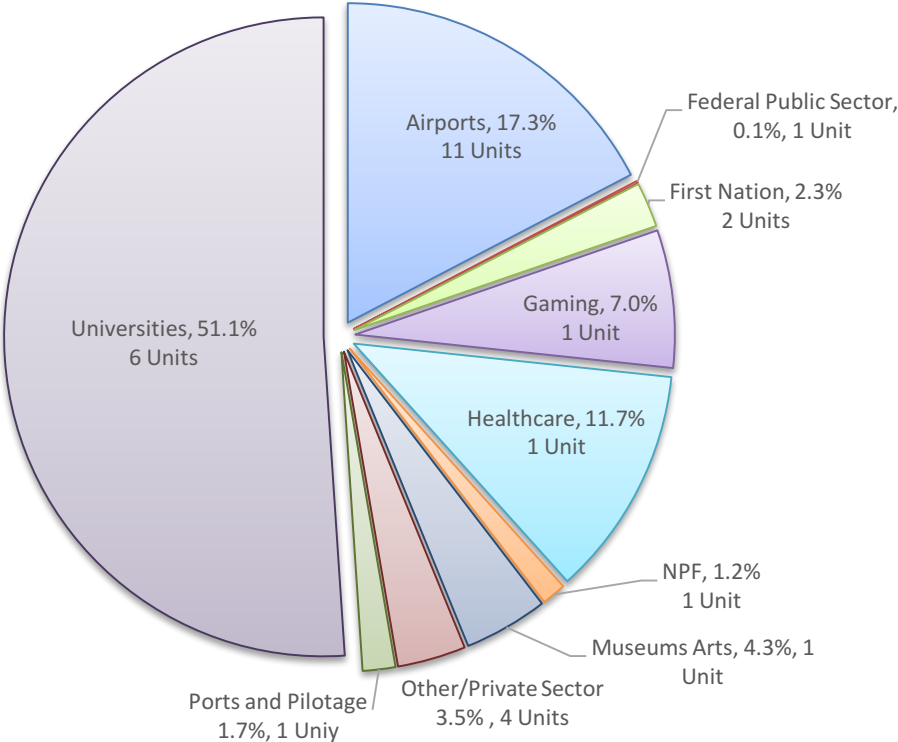


As the above chart illustrates, the majority of our membership (68.7%) arise from our Treasury Board and agency units followed by universities and northern sectors with respectively 12.9% and 9.4% of our membership. These three sectors account for 91% of PSAC’s total membership.

**Regional Units:**

As outlined in a previous chart, Prairies Regional units represent 9% of the PSAC Bargaining units and 2% of PSAC membership. The majority of these members' work in Universities, Airports or Healthcare and there are also a significant number of gaming sector employees:

**Prairies Membership by Sector**



## Bargaining Timeline

Of the Prairies regional units, there are 12 bargaining units currently in bargaining, 4 of which are bargaining for a first collective agreement. Furthermore, 4 units have ratified a new agreement and are currently awaiting official signing of their new collective agreement. The following table divulge the negotiation status for the bargaining units between January 1<sup>st</sup> 2015 and March 1<sup>st</sup> 2017.

Collective Bargaining Name	Notice to Bargain	Settlement Date	Contract Expiry	Negotiations Status	Unit Nbr.
Winnipeg Airport Authority	7-Apr-16		30-Jun-16	Active	144
Edmonton Regional Airports Authority (Operational)	19-Oct-16		31-Dec-16	Active	192
Brandon University-Research Assistant	3-Aug-16		31-Aug-16	Active	179
Canadian Museum of Human Rights	22-Feb-16		31-Mar-16	Active	193
Casino Regina	29-Nov-16		31-Dec-16	Active	316
Centre for Aboriginal Human Resource Development	8-May-15		7-Aug-15	Active	69
Hudson Bay Port Company	31-Aug-15		31-Dec-15	Active	75
University of Winnipeg-English Language Program Instructor	4-Nov-15		31-Dec-15	Active	27
Bouygues Energies and Services Canada Limited	12-Dec-16	First agreement		Active	30
University of Winnipeg-Research Assistants	18-Jun-12	First agreement		Active	240
University of Saskatchewan	3-Jul-15	First agreement		Active	1500
University of Saskatchewan - Postdoctoral Fellows	9-Jan-17	First agreement		Active	180
ATCO - 15 Wing Moose Jaw, CFB Maintenance & Operational Services	20-Nov-15	25-Oct-16*	31-Dec-17	Ratified	33
Winnipeg Airport Authority (FR)	15-Apr-15	10-Aug-16*	30-Jun-18	Ratified	15
Edmonton Regional Airport Authority (Fire Captain)	25-Nov-14	25-Jan-17*	31-Dec-16	Ratified	2
Royal Canadian Mint – Protective Services	25-Oct-13	01-Mar-17*	31-Dec-17	Ratified	39
SRG Security Resources Group	16-Oct-14	25-Nov-15	31-Dec-16	Closed	115
Sodexo MS Canada Limited	7-May-14	17-Mar-15	30-Jun-19	Closed	33
University of Winnipeg-Academic Capacity	12-Jul-11	26-Jan-17	26-Jan-18	Closed	188
Edmonton Regional Airports Authority - (FR)	25-Nov-14	20-Dec-16	31-Dec-16	Closed	28
Aramark Canada Ltd. - 15 Wing Moose Jaw	29-Apr-16	6-Sep-16	30-Jun-19	Closed	6
Staff of the Non-Public Funds, CFB Suffield, Alberta	25-Jan-16	15-Aug-16	31-Mar-20	Closed	55
Churchill Marine Tank Farm Company	17-Jan-14	24-Dec-15	23-Dec-18	Closed	3
Saskatoon Airport Auth. (all employees)	16-May-14	16-Jun-15	30-Jun-19	Closed	37
Pro-Tec Fire Services of Canada (Saskatoon Airport)		28-Nov-14	30-Nov-18	Closed	10
All Nations' Healing Hospital Inc.		29-May-14	31-Mar-17	Closed	34
Deer Lodge Centre Inc.		25-Sep-14	31-Mar-17	Closed	530
Freshwater Fish Marketing Corp.		30-Sep-14	30-Apr-17	Closed	5
Regina Airport Authority		25-May-14	30-Jun-18	Closed	42
Calgary Airport Authority		22-Jul-13	31-Dec-17	Closed	254

\* Ratification



## Prairies Agreements Since January 1<sup>st</sup> 2015:

Collective Bargaining Name	Settlement Date	Contract Expiry	Unit Nbr.	AAI	Other Collective Bargaining Wins
Churchill Marine Tank Farm Company	24-Dec-15	23-Dec-18	3	n/a	13.5% wage increase for the Fuel Technician Supervisor and Fuel Technician. The employer agreed to the Social Justice Fund article.
Sodexo MS Canada Limited	17-Mar-15	30-Jun-19	33	2.20%	Vacation entitlement increases for employees at eight years instead of ten years; Bereavement leave increased from 4 days to 5 days. The employer agreed to the Social Justice Fund article.
Saskatoon Airport Auth. (all employees)	16-Jun-15	30-Jun-19	37	3.05%	Increase of Standby, Overtime and Shift Premiums
SRG Security Resources Group	25-Nov-15	31-Dec-16	115	\$0.30	WFA clause improvement.
University of Winnipeg-Academic Capacity	26-Jan-17	26-Jan-17	240	2.00%	Wins on job security; Includes seniority hiring provisions; Immediate wage increases of 10-23% for all members.
Edmonton Regional Airports Authority - (FR)	20-Dec-16	31-Dec-16	28	2.37%	Enhance healthcare benefits.
Aramark Canada Ltd. - 15 Wing Moose Jaw	6-Sep-16	30-Jun-19	6	\$0.25	Leave with pay increased to 10 days; Leave for birth or adoption can now be split over two periods of time
Staff of the Non-Public Funds, CFB Suffield, Alberta	15-Aug-16	31-Mar-20	56	n/a	New pay grid with 3 years of economic increases; Inclusion of minimum wage protection language; Increase from 4 days to 5 days for a sick leave; New family related leave.
Winnipeg Airport Authority (FR)	6-Sep-16*	30-Jun-18	15	2.00%	Wins on carry-over of banked time.
ATCO - 15 Wing Moose Jaw, CFB Maintenance & Operational Services	25-Oct-16*	31-Dec-17	33	2.50%	Addition of float days to be taken in place of designated holidays; New salary premium.
Edmonton Regional Airport Authority (Fire Captain)	25-Jan-17*	31-Dec-16	2	2.37%	Adjustment of \$0.50 to all rates prior to the wage increase + \$3500 lump sum; Shift pattern fully implemented in the CA.
Royal Canadian Mint – Protective Services	01-Mar-17*	31-Dec-17	39	1.56%	New salary grid and bonus structure.

\* Ratification

Other significant gains in this new collective agreement include: job postings for all positions; fair and transparent hiring process and disciplinary procedures; paid training and orientation sessions for all employees; and protection against discrimination and harassment.