

Innovative Workplace Practices—First quarter 2011

The Workplace Information Division defines innovative workplace practices as being a creative and new idea collectively bargained between a union and an employer. Included in this overview are innovations found in settlements covering 500 employees or more within provincial jurisdictions and 100 employees or more under federal jurisdiction.

Retirement

The Centre de finition Global de Bombardier inc. and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 62, have agreed to grant three days of leave to employees age 50 and up. Employees are granted this leave once in their lifetime to take the CAW-Canada “retirement preparation” course.

The Canadian Broadcasting Corporation and the Canadian Union of Public Employees, Local 675, have negotiated a new phased retirement provision. Starting on November 26, 2010, for a three-year period, employees will be able to reduce the number of hours in their usual work schedules while receiving a portion of their severance pay as “partial retirement leave.” Employee compensation under the phased retirement provision would consist of 50% time worked and 50% “partial retirement leave.”

Subcontracting

The Centre de finition Global de Bombardier inc. and CAW-Canada, Local 62, have agreed to use additional workers to meet operational requirements. The additional workers would be employees hired by an outside recruitment agency and would not be permitted to make up more than 13% of the permanent workforce.

The parties will meet three times a year to assess the number of additional workers. In the event that the number of additional workers exceed 13%, surplus contract employees will become permanent employees automatically without a probation period and according to the order in which they were hired by the outside agency.

New technology

Canadian Pacific and CAW-Canada, Local 101, have agreed not to use GPS technology to monitor employees in the workplace. However, the parties agreed that GPS can be used in other situations, such as investigations of the causes of accidents.

Supplementary Employment Insurance Benefits Plan

Diffusion Métromédia CMR inc. and the Fédération nationale des communications (CSN) have agreed to introduce a Supplementary Employment Insurance Benefits Plan to supplement Employment Insurance benefits during temporary work stoppages caused by layoffs of regular full-time employees.

Laid-off employees would receive 25% of their pay in addition to their Employment Insurance benefits for a total amount of 95% of the weekly pay they received prior to being laid off.

The maximum period of supplementary Employment Insurance benefits would be 52 weeks.

Self-financed leave

The Canadian Broadcasting Corporation and the Canadian Union of Public Employees have agreed that, starting in March 2011, eligible employees may purchase five days of additional annual leave and include them in the amount of leave that they already have. Employees must take this leave within the same year in which they purchased them.

Wage increases

Maple Leaf Sports & Entertainment Ltd. and Teamsters, Local 847, have reached an agreement with respect to wages in the year in which the National Hockey League (NHL) or the National Basketball Association (NBA) is negotiating a renewal of their collective agreement. The salaries agreed upon will not take effect until the commencement of league play, with retroactive pay to the effective date, which is July 1. If a work stoppage should occur, increases will commence only on the first of the month in which the league starts.

Labour-Management Committee

Bruce Power L.P. and the Canadian Union of Public Employees, Local 1000, have agreed to provide night shift glasses to ensure the well-being of employees and address the company's health and safety concerns.