



Bargaining Update June 21st, 2007

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Overview

There are ratified settlements in respect to **8** of the **25** trade jurisdictions in the sector.

Applications for Strike Votes:

As noted in the last Update, applications for supervised strike votes are being processed by the Labour Relations Board. The applications have been filed by the **Electricians, Boilermakers, Millwrights, Plumbers & Pipefitters, and Refrigeration Mechanics**, 5 of the 7 unsettled trades in Group 1. Correspondence has been exchanged relative to those with eligibility to vote, the voting processes, and the timing. Labour Relations Board determinations respecting voter eligibility are likely to be required at some point in these proceedings.

We understand from one of the unions that there are plans for the voting in respect to all 5 trade jurisdictions to be conducted in the same venues, at the same times, on July 4th. We have some information indicating that the voting will be conducted on July 4th, between 10:00 a.m. and 10:00 p.m., at the Stonebridge Hotel in Fort McMurray, the Mayfield Inn in Edmonton, and the Blackfoot Inn in Calgary. All of these unions are required to file their finalized voting plans and voters' lists with the Labour Relations Board at least 7 days before the date of the vote. Accordingly, we expect to receive and be able to share confirmed information in the coming week, in respect to each of these trade jurisdictions, and *until then, we caution against relying on the above voting schedule and plans.*

Emerging Consensus Around New Settlement Terms:

Meanwhile, new memoranda of settlement have been concluded in respect to **6** trade jurisdictions: **Sheet Metal Workers** and **Sheeters & Cladders** on June 8th, **Ironworkers – Structural** and **Ironworkers – Reinforcing** on June 15th, **Operating Engineers – Crane Rental** (in the Specialty sector) on June 18th, and **Insulators** on June 21st. Ratification votes in respect to all of these settlements will be conducted by mail, and will be completed at various times between the end of June and mid-July. These new settlements enhance the terms of settlement relative to the previous pattern by combining

the increments in each of the first two years, such that approval will yield an immediate increase of 6.5%, with a subsequent increase of 5% in May 2008, as follows:

- on the effective date: 6.5% of the current gross rate
- on May 4th 2008: 5% of the current gross rate
- on May 3rd 2009: 4% of the April 2009 gross rate
- on November 1st 2009: 2.5% of the April 2009 gross rate
- on May 2nd 2010: 3% of the April 2009 gross rate
- on October 31st 2010: 2% of the April 2009 gross rate.

To address concerns and uncertainties surrounding the length of the deal, and what may or may not happen in terms of demand and inflation and so on as we approach the 3rd and 4th year, the new settlements incorporate a wage re-opener for the industrial base wage. Either party would be able to serve notice on the other, in either year 3 or year 4, of an intention to re-open negotiations relative to the industrial base rate. A period of negotiation would follow, and in the event the parties were unable to agree on an appropriate adjustment, the matter would be referred to a pre-appointed arbitration tribunal. Following a prompt hearing, the arbitration tribunal would be limited to the choice of imposing the union's last request, or the employers' last offer, or the rates already included in the collective agreement. All would be completed before May of the year in which the re-opener was triggered.

The settlements incorporate the balance of the provisions from the previous memoranda, including provisions for commercial / institutional work. The effective date will be the first Sunday following ratification.

We expect that, as a result of an emerging consensus around these enhanced settlement terms, more memoranda of settlement will be executed in the coming two weeks.

More to Come:

The next Bargaining Update can be expected within a day or so of our receipt of information from the Labour Relations Board confirming plans for the supervised strike votes. Meanwhile, the ratification processes are clearly more impactful on the round of bargaining than the impending strike votes.

Status of Settlements:

The current situation in respect to settlements and pending settlements is as follows:

Group 1:

Boilermakers
Elevator Constructors
Millwrights
Plumbers / Pipefitters
Sheet Metal

Electricians
Ironworkers- Structural
Operating Engineers
Refrigeration Mechanics
Sprinkler Fitters

Group 2:

Bricklayers-Refractory

Insulators

Painters

Sheeters / Cladders

Group 3:

Bricklayers-General

Cement Masons

Labourers

Teamsters

Glassworkers

Lathers / ISM

Plasterers

Tile Setters

Carpenters

Ironworkers-Rebar

Roofers

[**Bold** indicates settled. *Bold Italics* indicates settled and ratified.]

Settlements

The terms of the ratified settlements for **Bricklayers – General**, **Glassworkers**, and **Tilesetters** were reported in the May 1st Update, as were the settlement provisions for the **Plumbers & Pipefitters**, on which most of the settlements since, including the ratified settlements with the **Cement Masons** and **Operating Engineers**, have been patterned.

The terms of the ratified settlement with the **Elevator Constructors** were reported in the May 25th Update.

Trade Tables

The following are trade tables for which we have some information. We will add information on other bargaining in future updates as we receive it.

Boilermakers: The union has applied for a supervised strike vote.

Bricklayers – Refractory: Few issues are outstanding. Talks will continue on June 22nd.

Carpenters: In response to an application from the Union, a mediator has been appointed, and the negotiations will reconvene on June 26th with the mediator.

Electricians: The union is also in the midst of an election of officers. Those internal election processes will be completed this week, and discussions between the parties are expected to resume soon after. Meanwhile, the union is among the trades that have applied for a supervised strike vote.

Insulators: On June 21st, the parties agreed on the terms of a new memorandum of settlement, as outlined in the overview to this Update. Ratification will be conducted by mail, with the ballots counted on July 14th.

Interior Systems Mechanics – Lathers: Notice has been served. No meetings have yet been convened.

Ironworkers – Reinforcing: On June 15th, the parties agreed on the terms of a new memorandum of settlement, as outlined in the overview to this Update. Ratification will be conducted by mail, with the ballots counted on July 9th. The settlement also resolves a longstanding contentious trade issue regarding gloves.

Ironworkers – Structural: On June 15th, the parties agreed on the terms of a new memorandum of settlement, as outlined in the overview to this Update. Ratification will be conducted by mail, with the ballots counted on July 9th.

Labourers: The parties met on June 11th. Potential terms of settlement have been explored with the unions, and the differences between the parties' positions have been narrowed. We have been advised, though not formally notified, that the unions have applied for mediation.

Millwrights: The union has applied for a supervised strike vote.

Operating Engineers – Crane Rental (Specialty Sector): On June 18th the parties agreed on the terms of a new memorandum of settlement, as outlined in the overview to this Update. Ratification will be conducted by mail, with the ballots counted on July 19th.

Plasterers: The terms of a memorandum of settlement concluded on May 24th were narrowly rejected. The parties have had some discussions relative to a path forward.

Plumbers & Pipefitters: The union has applied for a supervised strike vote.

Refrigeration Mechanics: The union has applied for a supervised strike vote.

Roofers: In the wake of a number of employee-led decertification proceedings, leaving only a very few contractors affected by the registration certificate, discussions continued on May 29th. A further meeting date is being discussed.

Sheet Metal Workers: On June 8th the parties agreed on the terms of a new memorandum of settlement, as outlined in the overview to this Update. Ratification will be conducted by mail, with the ballots counted on June 29th.

Sheeters, Deckers and Cladders: On June 8th the parties agreed on the terms of a new memorandum of settlement, as outlined in the overview to this Update. Ratification will be conducted by mail, with the ballots counted on June 29th.

Teamsters: Notice to bargain has been served. We are not aware of any meetings that have yet been scheduled.

Please call either Association office for any clarification or further information, or with information to be included in the next Update. All staff can also be contacted by direct e-mail.