

SECTION 3

INNOVATIVE WORKPLACE PRACTICES

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Of the 75 major collective bargaining settlements reached recently, 31 settlements (42 per cent) cite a number of new or innovative practices related to the work environment, and more precisely, those which affect both the organization of work and working conditions.

Duration

The 75 settlements provide for an average duration of **34.7 months**, which represents a slight decrease from the average of 36.4 months resulting from 1999 settlements.

Numerous contracts (43 per cent) were renewed for a period of 36 months whereas approximately one fourth (27 per cent) are scheduled to expire within 24 months or less. Included among the 14 settlements (19 per cent) with a term of 48 months or more are a first agreement between Maple Leaf Meats Inc. and the United Food and Commercial Workers International Union, Local 832, in Manitoba which provides for a term of **89 months** and two renewal agreements in the Ontario pulp and paper industry extending over a period of **72 months**.

Labour-Management Committees

More than half (55 per cent) of the 31 settlements reporting innovative practices, provide for the implementation of new initiatives through the establishment of a joint committee. Among these is the labour-management committee to be instituted by the Board of Governors of Ryerson Polytechnic University and the Ryerson Faculty Association in order to gather information about developing **workload** (fair and equitable) that encompass the expected range of faculty members' academic activities. Elsewhere, the settlement between the Government of Quebec, the Employers Health and Social Services Bargaining

Committee and several health sector unions provides for the creation of various committees to address issues such as **workload, organization of work including telework, safety and health as well as violence in the workplace**. A joint committee established by the Toronto Transit Commission and the Amalgamated Transit Union, Local 113, will be responsible for **health and safety** related inspections, investigations and recommendations as well as matters to be referred to a **dispute resolution process**.

Organization of Work

Two of the 31 new settlements reporting an innovation provide examples of initiatives which affect **work methods and procedures**. Included among these are the Ryerson Polytechnic University and Government of Quebec settlements which refer to the establishment of joint committees for this purpose. Furthermore, the afore-mentioned agreement with the Government of Quebec makes specific reference to the **recognition of work and family balance** while addressing organization of work-related issues.

Compensation and Working Conditions

Four of the 19 settlements reporting initiatives in the area of compensation and working conditions also lend themselves to **balancing of work and family or personal obligations**. These measures include the introduction of **paid personal leave** in both the settlement between Bell Canada and the Canadian Telephone Employees' Association as well as the agreement between the University of Toronto and Canadian Union of Public Employees, Local 3261; and a new provision for **paid family-related** leave in the settlement between the Regional Municipality of Ottawa-Carleton and Canadian Union of Public Employees, Local 503, and the renewal agreement between Extencicare Canada Inc. and the Service Employees International Union, Locals 299 and 333.

Three settlements provide for compensation-related initiatives such as the agreement between INCO Limited and the United Steelworkers of America, Local 6166, which through a **Success Sharing Program**, provides for the distribution of a percentage of the return on operating investment. Employees are also to be involved in co-design projects initiated to improve operational efficiencies.

Finally, other agreements citing the introduction of practices affecting working conditions include two settlements with the Dufferin-Peel Catholic District School Board and the Ontario English Catholic Teachers' Association which provide for a **safe school environment** through the espousal of a Code of Student Behaviour and Discipline. Other initiatives include the provision of **tuition assistance** for dependent children in both the agreement between Lear Corporation and the Canadian Auto Workers, Local 1973, and that of the Governors of the University of Calgary and the University of Calgary Faculty Association.

Training and Development

The three settlements which contain a reference to training and development include the renewal agreement between McGregor Hosiery Mills and the Canadian Auto Workers, Local 40, which refers to a **new training program** for mechanics and skilled trade groups; the contract between Northern Sawmills Inc. and the Communications, Energy and Paperworkers Union of Canada, Local 38X, now offering an **apprenticeship program**; and the settlement between Calgary Laboratory Services and the Health Sciences Association of Alberta with a guarantee of no loss of regular earnings when attending **in-service education programs** not identified as compulsory by the employer.

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