

Workplace Bulletin

March 16, 2009

Également disponible en français

The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

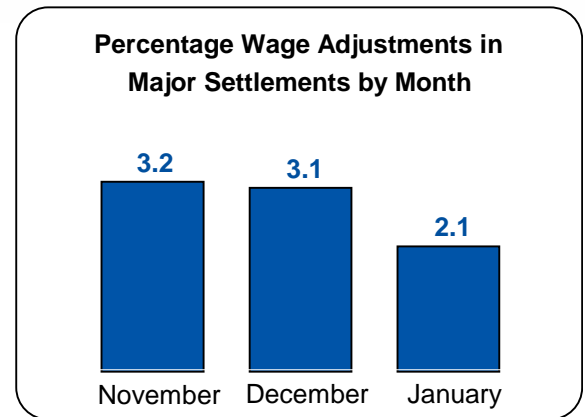
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Wage Settlements Covering 500 or More Employees

January 2009

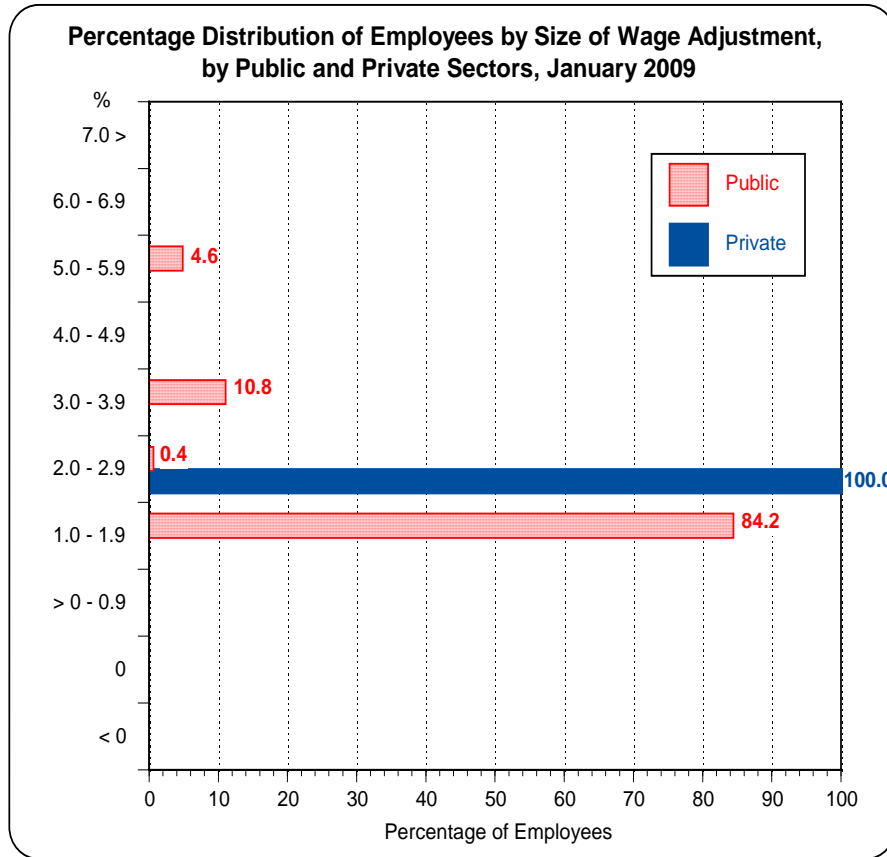
Major collective bargaining settlements reached in January 2009 provided base-rate wage adjustments averaging 2.1% annually over the term of the contracts. These results are based on a review of 32 settlements and cover 165,890 employees.



When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.4%, a higher gain than in their current settlements. Contract durations in January 2009 averaged 47.9 months, compared to 47.4 months in the previous round of settlements.

The vast majority of agreements (29 of 32) settled in January 2009 and the largest concentration of employees (163,780 employees or 98.7%) were in the public sector. Wage adjustments in the public sector averaged 2.1%, down from the 3.2% figure in the previous month. The January figure was influenced largely by 7 federal public-service agreements, including the Communications Security Establishment Canada agreement, and covered 94,290 employees, which accounted for 57% of the public-sector employee coverage and 56% of the total employee coverage for January. The largest of these, by number of employees, was with the Program

and Administrative Services group (Table 1 negotiations, including the AS, CR, IS, PM, and ST classifications) which provided 69,930 public servants with an average annual wage adjustment of 1.7% over a 4-year contract. One Government of Canada agreement provided 870 ship repair employees on the West Coast with a wage adjustment averaging 3.6% over 40 months. Excluding the 7 federal public-service contracts, the remaining 22 public-sector agreements provided 69,490 employees with wage adjustments averaging 2.5%.



Private-sector wage adjustments averaged 2.3%, a decrease from the 2.5% figure recorded in the previous month. The private-sector results for January 2009 are based on a review of only 3 settlements and cover 2,110 employees.

Excluding the 7 federal public-service contracts from the total (both public and private sectors), the remaining 25 public-sector agreements provided 71,600 employees with wage adjustments averaging 2.5%.

On an industry basis, wage adjustments ranged from a low of 1.7% in transportation, to a high of 3.6% in the education, health, and social services sector. The largest concentration of agreements and employees was in the public administration sector where wage adjustments averaged 1.8%.

On a jurisdiction basis, wage adjustments ranged from a low of 1.5% in Quebec, to a

high of 5.0% in Newfoundland and Labrador. The largest concentration of employees was in the federal jurisdiction (57.5% of employees) where wage adjustments averaged 1.8%; the second largest concentration was in Ontario (34% of employees) where wage adjustments averaged 2.3%.

In January 2009, 83.1% of employees recorded wage adjustments in the 1.0 to 1.9% range; 1.6% of employees received adjustments in the 2.0 to 2.9% range; 10.7% of employees received adjustments in the 3.0 to 3.9% range; 4.6% of employees received wage increases in the 5.0 to 5.9% range.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2008		2009
	November	December	January
Sectors			
Public Sector	3.1	3.2	2.1
Private Sector	4.0	2.5	2.3
All Industries/Jurisdictions			
Average Annual Adjustment	3.3	3.1	2.1
Non-COLA	3.3	3.2	2.1
COLA	2.7	2.1	3.0
First-Year Adjustment			
Non-COLA	3.4	3.3	2.5
COLA	3.1	2.0	3.0
Industries			
Primary Industries	3.2	-	-
Utilities	-	-	3.0
Manufacturing	1.3	2.2	2.5
Wholesale and Retail Trade	4.8	-	-
Transportation	-	2.6	1.7
Information and Culture	-	-	2.0
Finance and Professional Services	-	3.2	-
Education, Health and Social Services	3.1	3.2	3.6
Entertainment and Hospitality	3.2	-	2.6
Public Administration	4.5	3.3	1.8
Jurisdictions			
Newfoundland and Labrador	-	-	5.0
New Brunswick	-	3.7	-
Quebec	2.0	2.2	1.5

	2008		2009
	November	December	January
Ontario	3.0	3.1	2.3
Manitoba	-	2.8	-
Saskatchewan	4.4	4.2	-
Alberta	4.8	6.1	2.5
British Columbia	2.5	2.4	-
Federal Jurisdiction	-	3.0	1.8

Average Annual Percentage Wage Adjustments by Quarter

	2008			
	1 st	2 nd	3 rd	4 th
Sectors				
Public Sector	3.2	3.1	4.5	3.4
Private Sector	3.9	1.7	3.0	2.9
All Industries/Jurisdictions				
Average Annual Adjustment	3.4	2.4	4.1	3.3
Non-COLA	3.3	2.8	4.1	3.3
COLA	5.1	1.3	4.1	2.3
First-Year Adjustment				
Non-COLA	3.3	2.3	5.6	3.5
COLA	5.6	0.5	6.0	2.3
Industries				
Primary Industries	4.8	3.4	-	3.2
Utilities	3.3	2.1	3.5	-
Construction	5.8	-	4.7	-
Manufacturing	1.1	1.1	3.1	1.8
Wholesale and Retail Trade	4.6	1.7	2.5	3.4

	2008			
	1 st	2 nd	3 rd	4 th
Transportation	3.2	2.9	3.2	2.9
Information and Culture	2.0	2.1	1.6	2.0
Finance and Professional Services	2.0	2.9	-	2.9
Education, Health and Social Services	3.5	3.9	4.7	3.4
Entertainment and Hospitality	-	1.2	2.3	3.2
Public Administration	2.1	3.3	3.0	3.4
Jurisdictions				
Newfoundland and Labrador	-	5.0	-	5.0
Prince Edward Island	3.0	-	3.0	-
Nova Scotia	3.5	2.9	4.7	-
New Brunswick	3.9	3.0	3.7	3.7
Quebec	2.4	2.1	2.8	2.6
Ontario	3.0	1.9	2.9	3.0
Manitoba	4.1	3.5	3.3	1.8
Saskatchewan	2.3	-	6.2	3.5
Alberta	4.0	4.7	5.3	5.0
British Columbia	3.3	3.4	2.6	2.5
Territories	-	4.4	-	-
Federal Jurisdiction	3.4	2.6	3.3	2.7

Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
Sectors				
Public Sector	2.6	3.4	3.5	2.1
Private Sector	2.2	3.2	2.7	2.3

	2006	2007	2008	2009
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	3.3	3.3	2.1
Non-COLA	2.5	3.3	3.4	2.1
COLA	2.7	3.4	2.1	3.0
First-Year Adjustment				
Non-COLA	2.4	3.9	3.8	2.5
COLA	2.7	3.5	1.9	3.0
Industries				
Primary Industries	2.8	4.7	4.3	-
Utilities	2.3	3.9	2.2	3.0
Construction	3.6	3.3	5.4	-
Manufacturing	2.4	2.5	1.6	2.5
Wholesale and Retail Trade	1.2	2.4	2.9	-
Transportation	2.1	2.7	3.0	1.7
Information and Culture	2.5	3.0	2.0	2.0
Finance and Professional Services	2.5	3.5	2.9	-
Education, Health and Social Services	2.6	3.5	3.8	3.6
Entertainment and Hospitality	2.9	3.3	1.8	2.6
Public Administration	2.8	3.5	2.8	1.8
Jurisdictions				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	-
Nova Scotia	3.2	3.0	3.8	-
New Brunswick	3.0	2.5	3.7	-
Quebec	2.0	3.2	2.4	1.5
Ontario	2.5	3.0	2.7	2.3
Manitoba	2.6	3.0	3.4	-
Saskatchewan	2.1	4.1	5.1	-

	2006	2007	2008	2009
Alberta	3.4	4.9	4.8	2.5
British Columbia	2.5	3.0	2.7	-
Territories	3.1	3.0	4.4	-
Multiprovince	3.8	4.0	-	-
Federal Jurisdiction	2.3	2.9	2.9	1.8

Note: Data for 2009 cover the month of January.

Average Annual Percentage Wage Adjustments by Public and Private Sector, a Chronological Perspective Since 1989

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.4	2.3
2006	2.6	2.2	2.5

Year	Public	Private	Both Sectors
2007	3.4	3.2	3.3
2008	3.5	2.7	3.3
2009	2.1	2.3	2.1

Note: Data for 2009 cover the month of January.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes \(PDF format, 200kb\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

[Other detailed tables \(PDF format, 325kb\)](#) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries.

Major Settlements Reached in January 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Toronto Hydro-Electric System Limited Toronto, Ontario Canadian Union of Public Employees (CLC) outside employees	800	3.0*	60.0	Jan 31, 2014
1 agreement	800	3.0	60.0	
Manufacturing				
West Fraser Mills Ltd., Hinton Pulp and Hinton Wood Products Sawmill Division Hinton, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) plant and maintenance employees and office employees	510	2.5	48.0	May 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
1 agreement	510	2.5	48.0	
Transportation				
Government of Canada Canada-wide, Multiprovince International Brotherhood of Electrical Workers (AFL- CIO/CLC) electronic technicians	1,070	1.8	36.0	Aug 31, 2010
Société de transport de Montréal Montréal, Quebec Fédération des employées et employés de services publics inc. (CSN) mechanics and service and maintenance employees	2,200	1.6	60.0	Jan 06, 2012
2 agreements	3,270	1.7	52.2	
Information and Culture				
Bell Canada province-wide, Quebec; and province-wide, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) sales employees	720	2.0	24.0	Dec 31, 2010
1 agreement	720	2.0	24.0	
Education, Health, and Social Services				
Avon Maitland District School Board Seaforth, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	500	3.0	48.0	Aug 31, 2012
Bluewater District School Board Chesley, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	500	3.0	48.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
City of Thunder Bay Thunder Bay, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) health service employees	590	2.2	36.0	Jun 30, 2010
District School Board of Niagara St. Catharines, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	960	3.0	48.0	Aug 31, 2012
Government of Newfoundland and Labrador province-wide, Newfoundland and Labrador Newfoundland and Labrador Teachers' Association (Independent-natl.) elementary and secondary teachers	7,600	5.0	48.0	Aug 31, 2012
Halton District School Board Burlington, Ontario Ontario Secondary School Teachers' Federation (CLC) occasional teachers	540	3.0	48.0	Aug 31, 2012
Halton District School Board Burlington, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	1,120	3.0	48.0	Aug 31, 2012
Kawartha Pine Ridge District School Board Peterborough, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	930	3.0	48.0	Aug 31, 2012
Lambton Kent District School Board Sarnia, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers and occasional teachers	670	3.0	48.0	Aug 31, 2012
Limestone District School Board Kingston, Ontario Canadian Union of Public Employees (CLC) office employees and educational services employees	650	3.0	48.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Limestone District School Board Kingston, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers and occasional teachers	640	3.0	48.0	Aug 31, 2012
Ottawa-Carleton District School Board Ottawa, Ontario Ontario Secondary School Teachers' Federation (CLC) occasional teachers	800	3.0	48.0	Aug 31, 2012
Ottawa-Carleton District School Board Ottawa, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	1,600	3.0	48.0	Aug 31, 2012
Peel District School Board Mississauga, Ontario Ontario Secondary School Teachers' Federation (CLC) occasional teachers	700	3.0	48.0	Aug 31, 2012
Peel District School Board Mississauga, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	2,620	3.0	48.0	Aug 31, 2012
Simcoe County District School Board Midhurst and area, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	1,200	3.0	48.0	Aug 31, 2012
York Region District School Board Aurora, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary and occasional teachers	2,640	3.0	48.0	Aug 31, 2012
17 agreements	24,260	3.6	47.7	
Entertainment and Hospitality				
Canadian Niagara Hotels Inc. Niagara Falls, Ontario UNITE HERE Canada (CtW/CLC) hotel employees	500	2.6	36.0	Jan 05, 2012
1 agreement	500	2.6	36.0	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
Communications Security Establishment Canada Ottawa, Ontario Public Service Alliance of Canada (CLC) administrative services employees	1,360	1.7	48.0	Feb 09, 2012
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) administrative and program services employees	69,930	1.7	48.0	Jun 20, 2011
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) custom officers	7,710	1.7	48.0	Jun 20, 2011
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) librarians and educational services employees	1,150	1.7	48.0	Jun 30, 2011
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) operational services employees and general services employees	12,200	1.9	48.0	Aug 04, 2011
Government of Canada Coastal Region, British Columbia various unions ship repair employees	870	3.6	40.0	Jan 30, 2010
Government of Ontario province-wide, Ontario Ontario Public Service Employees Union (CLC) all categories	38,960	1.9	48.0	Dec 31, 2012
Ville de Québec Québec, Quebec Canadian Union of Public Employees (CLC) outside employees	1,400	1.5	48.0	Dec 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Ville de Québec Québec, Quebec Syndicat des fonctionnaires municipaux de Québec inc. (Independent-local) office employees	1,870	1.5	48.0	Dec 31, 2010
9 agreements	135,450	1.8	48.0	
Agreements with COLA - 1 agreement	800	3.0	60.0	
Agreements without COLA - 31 agreements	164,710	2.1	47.8	
All Agreements - 32 agreements	165,510	2.1	47.9	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes \(PDF format, 200kb\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	45,180	B/MED/ARB/ TENT/CO	Sep 06–Jan 08
Canada Revenue Agency	PIPSC	10,440	MED	Dec 07
Canada Post Corporation	APOC	3,100	B	Mar 09
Radio-Canada (province of Quebec and city of Moncton)	Various unions	2,800	B	Mar 09
Government of Northwest Territories	PSAC	2,500	B	Mar 09
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08

Employer	Union	Employees	Status*	Expiry Month
National Research Council of Canada	RCEA	2,000	B	Mar 07/Apr 08
Marine Atlantic	CAW Canada	780	ARB	Dec 07
Canadian Food Inspection Agency	PIPSC	160	TENT	May 08
Private Sector				
NAV CANADA	CAW Canada	2,300	B	Mar 09
Canadian National Railway Company	Teamsters	2,000	B	Dec 08
Greyhound Canada Transportation Group	ATU	1,050	B	Dec 08
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
Bell Canada (Ont. and Que.)	CEP	330	B	Nov/08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO	65,130	B	Aug 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	B	Mar 08
City of Montréal	Various unions	15,690	B/CO/ARB	Dec 06/Aug 08
City of Ottawa	CUPE/CIPP	10,140	B	Dec 08
City of Edmonton	Various unions	8,400	B	Dec 08
Ontario Power Generation Inc.	CUPE	6,940	B	Mar 09
City of Calgary	CUPE/Police	6,780	B	Jan 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	B	Mar 09
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Manitoba Hydro	IBEW/CUPE	3,000	B	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08

Employer	Union	Employees	Status*	Expiry Month
City of Québec	Various unions	1,310	B/ARB	Dec 06
Prince Edward Island Department of Health	Nurses	1,200	ARB	Mar 08
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
City of Winnipeg	Firefighters	880	ARB	Dec 07

Private Sector

Canada Safeway Limited (Man.)	UFCW	3,300	B	Mar 09
National Steel Car Limited	USWA	2,170	CO	Apr 09
Cargill Ltd. (Alta.)	UFCW	1,600	B	Dec 08
No Frills Franchise Stores (Ont.)	CAW Canada	1,500	B	Jan 09
Cara Operations Limited (Ont.)	Teamsters	1,140	B	Jan 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

* ARB - Arbitration
 B - Bargaining
 BaWS - Bargaining after work stoppage
 CO - Conciliation
 MED - Mediation
 MaWS - Mediation after work stoppage
 PAB - Post-arbitration bargaining
 PCB - Post-conciliation bargaining
 PMB - Post-mediation bargaining
 TENT - Tentative settlement
 WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
City of Toronto	CUPE	29,100	Dec 08
Government of Ontario	AMAPCEO	7,000	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	Mar 09
Vale Inco	USWA	3,260	May 09
Riscon Services Limited, operating as Garda of Canada (Ont.)	Teamsters	1,200	Mar 09
St-Joseph's Health Care (Ont.)	CAW Canada	1,150	Mar 09
Prince Edward Island Department of Health	IUOE	610	Mar 09

Major Work Stoppages

Involving 500 or more employees, from **February 26, 2009 to March 12, 2009**.

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union, and Employees	Issues	Starting	Ending
Université du Québec à Montréal Montréal, Quebec Fédération des professionnelles - CSN 980 professors	Wages	Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009 Rotating strike	Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009

Client Satisfaction Questionnaire

The Labour Program is launching an online Client Satisfaction Questionnaire. Your opinion counts! Please take a few minutes to complete the questionnaire, accessible at the following link: <http://www110.hrdc-drhc.gc.ca/dimt-wid/sondage-survey/default.cfm>.

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Readers' Corner

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

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- working conditions
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