



Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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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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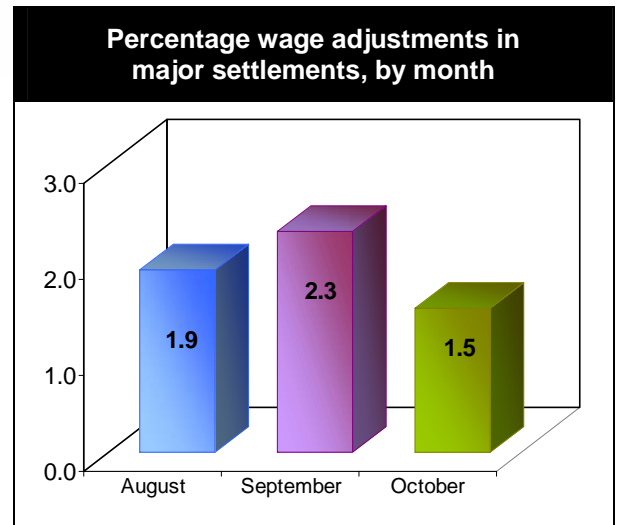
Canadian labour in profile: Wage adjustments, October 2011

Wage settlements in Canada averaged 1.5% in October 2011, according to the Labour Program's review of 27 major settlements* covering 74,200 employees.

In the previous round of settlements, these same parties negotiated contracts averaging 37.7 months in duration, and wage adjustments averaging 2.9%. In October 2011, the same parties reported the following figures: 36.1 months and 1.5% respectively.

Wage adjustments in the public sector for the period under review averaged 1.2% for 59,930 employees covered under 19 collective agreements. In the private sector, wage adjustments averaged 2.5% for 14,270 employees covered under eight collective agreements.

Wage adjustments in October 2011 ranged from a wage freeze for 15,000 health and social care professional employees with the Community Social Services Employers' Association in British Columbia, to a high of 4.0% for 1,050 production and technical employees at Highland Valley Copper.



By industry, wage adjustments ranged from a low of 1.1% in Education, health, and social services for 50,000 employees in 13 collective agreements, to a high of 4.0% in Primary Industries over a period of 60 months for 1,050 production and technical employees at Highland Valley Copper in Logan Lake, British Columbia.

By jurisdiction, wage adjustments ranged between 0.3% in British Columbia and 3.0% in Saskatchewan.

Downward pressure on the October wage adjustment originated in large part from two health sector agreements in British Columbia; these two settlements were subject to a wage freeze under the provincial government's public sector wage restraint measures. The Government of Nova Scotia also settled with 10,000 teachers for wage adjustments averaging 1.0%. Excluding these three agreements, the remaining (24) settlements in October averaged increases of 2.0% (up from 1.5%).

The average annual wage adjustment of 1.5% in October was lower than the Consumer Price Index (CPI) at 2.9%.

* *Note: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

Average annual percentage wage adjustments by month

	2011		
	August	September	October
All sectors			
Public sector	1.7	2.4	1.2
Private sector	2.2	2.1	2.5
All industries and jurisdictions			
Average annual adjustment	1.9	2.3	1.5
Without cost-of-living allowance	1.9	2.3	1.4
With cost-of-living allowance	1.6	3.3	3.0
First-year adjustment			
Without cost-of-living allowance	1.7	2.0	1.1
With cost-of-living allowance	1.8	1.8	3.0
Industries			
Primary industries	-	-	4.0
Utilities	-	2.0	3.1
Construction	2.7	-	3.2
Manufacturing	1.6	3.3	1.0

	2011		
	August	September	October
Industries (continued)			
Wholesale and retail trade	2.2	2.4	-
Transportation	2.2	0.4	2.0
Information and culture	-	-	1.4
Finance and professional services	1.9	1.7	2.2
Education, health, and social services	1.7	2.7	1.1
Entertainment and hospitality	-	1.3	-
Public administration	-	2.0	1.2
Jurisdictions			
Prince Edward Island	-	-	2.0
Nova Scotia	1.0	-	1.8
New Brunswick	-	-	1.0
Quebec	-	2.8	1.9
Ontario	1.8	1.8	1.7
Manitoba	1.4	3.3	2.2
Saskatchewan	2.1	3.0	3.0
Alberta	2.7	-	2.0
British Columbia	-	0.0	0.3
<i>Canada Labour Code, Part I</i>	2.2	2.2	1.7
Federal jurisdiction	2.2	2.2	1.7

Average annual percentage wage adjustments by quarter

	2010	2011		
	4 th	1 st	2 nd	3 rd
All sectors				
Public sector	1.5	1.2	1.9	2.1
Private sector	1.2	2.2	2.1	1.9

	2010	2011		
	4 th	1 st	2 nd	3 rd
All industries and jurisdictions (continued)				
Average annual adjustment	1.4	1.3	2.0	2.0
Without cost-of-living allowance	1.4	1.3	1.9	2.0
With cost-of-living allowance	1.6	3.0	2.1	2.0
First-year adjustment	1.2	0.9	1.2	1.7
Without cost-of-living allowance	1.2	0.8	1.4	1.7
With cost-of-living allowance	0.3	2.9	0.6	0.6
Industries				
Primary industries	3.7	-	3.9	-
Utilities	2.0	3.0	3.0	2.1
Construction	2.4	-	1.9	2.0
Manufacturing	1.5	1.1	1.5	2.3
Wholesale and retail trade	0.7	0.6	2.5	1.6
Transportation	2.1	2.5	2.5	1.3
Information and culture	0.6	-	2.0	1.9
Finance and professional services	-	2.7	1.8	2.1
Education, health, and social services	1.4	1.0	1.8	2.3
Entertainment and hospitality	2.2	2.0	1.6	1.3
Public administration	1.6	1.7	2.0	2.1
Jurisdictions				
Prince Edward Island	3.4	2.0	2.5	-
Nova Scotia	-	1.0	1.0	1.0
New Brunswick	1.8	1.5	-0.0	-
Quebec	1.2	1.2	2.2	2.7
Ontario	1.3	2.4	1.4	1.5
Manitoba	1.4	1.4	1.9	2.0
Saskatchewan	2.4	-	2.6	2.7

	2010	2011		
	4 th	1 st	2 nd	3 rd
Jurisdictions (continued)				
Alberta	2.0	1.1	2.6	2.5
British Columbia	1.5	0.2	1.2	0.6
Territories	-	2.7	-	-
<i>Public Service Labour Relations Act</i>	1.7	1.5	-	-
<i>Canada Labour Code, Part I</i>	2.1	2.6	2.0	2.0
Federal jurisdiction	1.7	2.0	2.0	2.0

Average annual percentage wage adjustments by year

	2008	2009	2010	2011
All sectors				
Public sector	3.5	2.5	1.6	1.6
Private sector	2.5	1.8	2.1	2.1
All industries and jurisdictions				
Average annual adjustment	3.2	2.4	1.8	1.8
Without cost-of-living allowance	3.4	2.4	1.8	1.7
With cost-of-living allowance	1.7	2.3	1.9	2.2
First-year adjustment				
Without cost-of-living allowance	3.6	2.5	1.8	1.2
With cost-of-living allowance	3.8	2.6	1.8	1.2
Without cost-of-living allowance	1.9	1.9	1.3	0.9
Industries				
Primary industries	4.3	2.5	3.3	3.9
Utilities	2.3	3.0	1.4	2.8
Construction	5.4	3.4	2.4	2.1
Manufacturing	1.2	1.7	1.4	1.7
Wholesale and retail trade	2.8	1.8	1.1	2.0
Transportation	3.1	1.1	2.2	2.1

	2008	2009	2010	2011
Industries (continued)				
Information and culture	2.0	2.0	0.8	1.9
Finance and professional services	2.8	2.5	3.2	2.1
Education, health, and social services	3.8	3.0	1.6	1.5
Entertainment and hospitality	1.9	2.0	2.2	1.6
Public administration	2.7	2.1	1.5	1.9
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.7	2.1
Nova Scotia	4.1	2.9	1.5	1.4
New Brunswick	3.7	6.0	2.1	1.1
Quebec	2.4	2.2	1.5	1.7
Ontario	2.6	2.4	2.0	1.6
Manitoba	3.4	2.9	2.1	1.7
Saskatchewan	5.1	5.0	2.4	2.7
Alberta	4.8	4.4	3.5	2.4
British Columbia	2.5	2.8	0.2	0.5
Territories	4.4	2.4	2.2	2.7
<i>Public Service Labour Relations Act</i>	2.9	1.7	1.7	1.5
<i>Canada Labour Code, Part I</i>	2.9	1.3	1.9	2.1
Federal jurisdiction	2.9	1.6	1.7	2.0

Note: Data for 2011 cover the months of January through October.

Average annual percentage wage adjustments by public and private sectors, a chronological perspective since 2001

Year	Public	Private	Both sectors
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	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.3	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.6	2.1	1.8

Note: Data for 2011 cover the months of January through October.

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

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

OTHER DETAILED TABLES

[Other detailed tables \(PDF document, 180KB\)](#) 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 October 2011

Employer, location union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Primary industries				
Highland Valley Copper Logan Lake, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) production employees; technical employees	1,050	4.0	60.0	Sep 30, 2016
1 agreement	1,050	4.0	60.0	
Utilities				
EPCOR Utilities Inc. Edmonton, Alberta Civic Service Union No. 52 (Independent-local) office employees; technical employees	760	3.1	35.8	Dec 14, 2013
1 agreement	760	3.1	35.8	
Construction				
Nova Scotia Construction Labour Relations Association Cape Breton Island, Nova Scotia Various unions construction employees	1,850	3.4*	36.0	Jun 30, 2014
Nova Scotia Construction Labour Relations Association Cape Breton Island, Nova Scotia Various unions construction employees	1,850	3.3*	36.0	Jun 30, 2014
Flint Industrial Construction Ltd. Fort McMurray, Alberta Christian Labour Association of Canada (Independent-national) labourers; heavy equipment operators; general tradesmen	870	2.7	32.0	Feb 28, 2014
3 agreements	4,570	3.2	35.2	

Employer, location union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Manufacturing				
U.S. Steel Canada Inc. - Hamilton Works Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) production employees	640	1.0*	50.5	Oct 14, 2014
1 agreement	640	1.0	50.5	
Transportation				
City of Ottawa - OC Transpo Ottawa, Ontario Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; service and maintenance employees; mechanics	2,380	2.0	12.0	Mar 31, 2012
The Corporation of the City of Brampton (Transit Division) Brampton, Ontario Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; service and maintenance employees	570	2.0	48.0	Jun 30, 2015
2 agreements	2,950	2.0	19.0	
Information and culture				
MTS Allstream Inc. province-wide, Manitoba Communications, Energy and Paperworkers Union of Canada (CLC) telephone operators; office employees	1,240	1.3	36.0	Dec 19, 2013
MTS Allstream Inc. province-wide, Manitoba International Brotherhood of Electrical Workers (AFL-CIO/CLC) trade employees	770	1.5	48.0	Jan 31, 2015
2 agreements	2,010	1.4	40.6	

Employer, location union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Finance and professional services				
Association des entrepreneurs de services d'édifices Québec inc. Montréal, Quebec Service Employees International Union (CtW/CLC) service and maintenance employees	6,000	2.2	88.9	Oct 30, 2017
1 agreement	6,000	2.2	88.9	
Education, health, and social services				
Government of Nova Scotia province-wide, Nova Scotia Nova Scotia Teachers Union (Independent-national) elementary and secondary teachers	10,000	1.0	24.0	Jul 31, 2012
Community Social Services Employers' Association province-wide, British Columbia Various unions health professional employees; social workers; service and maintenance employees	9,000	0.0	24.0	Mar 31, 2012
College Compensation and Appointments Council province-wide, Ontario Ontario Public Service Employees Union (CLC) support employees	8,000	1.8	36.0	Aug 31, 2014
University of Alberta Edmonton, Alberta University of Alberta Non-Academic Staff Association (Independent-local) administrative and support employees	6,700	1.8	12.0	Mar 31, 2012
Community Social Services Employers' Association province-wide, British Columbia Various unions health and social care professional employees; social workers; service and maintenance employees	6,000	0.0	24.0	Mar 31, 2012

Employer, location union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Education, health, and social services (continued)				
Capital District Health Authority Halifax and area, Nova Scotia Nova Scotia Government and General Employees Union (CLC) nurses	2,500	2.4	36.0	Oct 31, 2012
Winnipeg School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-national) elementary and secondary teachers; librarians	2,370	2.3	48.0	Jun 30, 2014
Government of New Brunswick province-wide, New Brunswick New Brunswick Union of Public and Private Employees (CLC) health and social care professional employees	1,250	1.0	48.0	Dec 31, 2013
Prince Edward Island Department of Health and Wellness province-wide, Prince Edward Island Prince Edward Island Nurses' Union (CLC) nurses	1,200	2.0	36.0	Mar 31, 2014
Louis Riel School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-national) elementary and secondary teachers	980	2.0	36.0	Jun 30, 2014
Children's Aid Society of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) office employees; social workers	800	1.5	48.0	Mar 31, 2015
St. Paul's Roman Catholic Separate School Division No. 20 Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) support employees	600	3.0	36.0	Dec 31, 2013

Employer, location union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Education, health and social services (continued)				
University of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) service and maintenance employees; laboratory technicians; building maintenance employees	600	1.7	48.0	Jun 30, 2014
13 agreements	50,000	1.1	28.0	
Public administration				
Government of Quebec province-wide, Quebec Fédération des médecins résidents du Québec (Independent-national) health and social care professional employees	3,000	1.2	60.0	Mar 31, 2015
Government of New Brunswick province-wide, New Brunswick New Brunswick Union of Public and Private Employees (CLC) administrative and support employees	2,690	1.0	48.0	Dec 31, 2013
The Corporation of the City of Brampton Brampton, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	530	2.0	24.0	Mar 31, 2013
3 agreements	6,220	1.2	51.7	
TOTAL				
3 agreements with the cost-of-living allowance	4,340	3.0	38.1	
24 agreements without the cost-of-living allowance	69,860	1.4	35.9	
27 agreements in total	74,200	1.5	36.1	

* Cost-of-living allowance

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

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

Major work stoppages

Involving 500 or more employees, from **November 25 to December 8, 2011.**

An updated [Weekly Report](#) and a [Year-to-Date Report](#) are available on the Web site.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
McGill University Montréal, Quebec Public Service Alliance of Canada 1,617 employees (non-academic workers)	Pension plan, Benefits	Strike (September 01, 2011)	Strike (December 06, 2011)
Université de Sherbrooke Sherbrooke, Quebec Canadian Union of Public Employees 1,300 employees (support workers)	Wages	Strike (August 26, 2011)	

Coming in the next issue

- Recent collective bargaining settlements
- Key negotiations—Update
- Major work stoppages—Update

For more information

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 updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

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