



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, November 2011

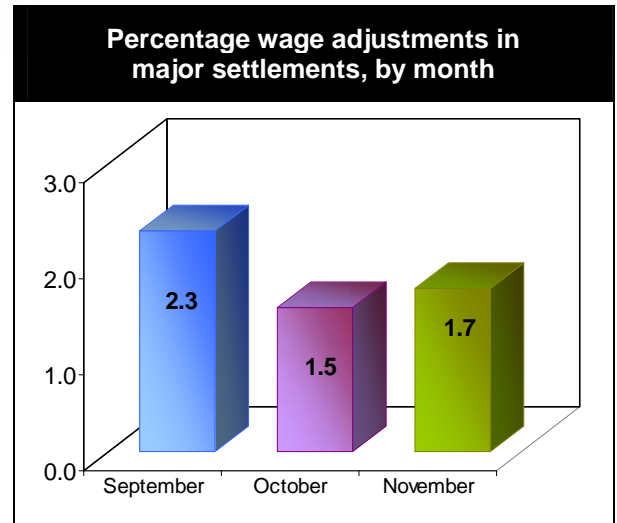
Wage adjustments in Canada averaged 1.7% in November 2011. The average of these contracts is 40.7 months according to the Labour Program's review of 17 major settlements* covering 27,300 employees.

In the previous round of settlements, these same parties negotiated contracts averaging 40.1 months in duration, and wage adjustments averaging 1.8%.

Wage adjustments in the public sector for the period under review averaged 1.4% for 15,470 employees covered by 13 collective agreements. In the private sector, wage adjustments averaged 2.0% for 11,830 employees over four collective agreements.

Range of wage adjustments, November 2011

Wage adjustments ranged from a wage freeze for 950 lecturers at the Kwantlen Polytechnic University and 630 maintenance employees with the B.C. Pavilion Corporation (both settlements in the British Columbia's public sector), to a high of 2.5% for 700 inside employees at the City of Gatineau over seven years.



By industry, Public administration averaged 2.3% over a period of 59.7 months for 1,420 employees. It is followed by Manufacturing and Transportation, both with a 2.2% for a total of 9,860 employees. Education, health, and social services has settled eight collective agreements covering 11,140 employees, the largest number of employees this month, with wage adjustments of 1.5% over three years.

By jurisdiction, average wage adjustments ranged between 1.0% in Nova Scotia and 2.3% in Quebec. The most representative provinces are Manitoba with 5,920 employees who received 1.5% for an average duration of four years, followed by British Columbia with 5,800 employees with 1.2% for a period of 31.4 months. Under federal jurisdiction, Air Canada has ratified a four-year agreement with its 6,800 flight attendants, the largest bargaining unit this month for an average annual adjustment of 2.2%.

The average annual wage adjustment of 1.7% in November was lower than the Consumer Price Index 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		
	September	October	November
All sectors			
Public sector	2.4	1.2	1.4
Private sector	2.1	2.5	2.0
All industries and jurisdictions			
Average annual adjustment	2.3	1.5	1.7
Without cost-of-living allowance	2.3	1.4	1.7
With cost-of-living allowance	3.3	3.0	-
First-year adjustment			
Without cost-of-living allowance	2.0	1.0	1.4
With cost-of-living allowance	1.8	3.0	-
Industries			
Primary industries	-	4.0	-
Utilities	2.0	3.1	1.8
Construction	-	3.2	-
Manufacturing	3.3	1.0	2.2
Wholesale and retail trade	2.4	-	-

	2011		
	September	October	November
Industries (continued)			
Transportation	0.4	2.0	2.2
Information and culture	-	1.4	-
Finance and professional services	1.7	2.2	0.0
Education, health, and social services	2.7	1.1	1.3
Entertainment and hospitality	1.3	-	1.5
Public administration	2.0	1.2	2.3
Jurisdictions			
Prince Edward Island	1.5	2.0	-
Nova Scotia	-	1.8	1.0
New Brunswick	-	1.0	-
Quebec	2.8	1.9	2.3
Ontario	1.8	1.6	1.8
Manitoba	3.3	2.2	1.5
Saskatchewan	3.0	3.0	1.8
Alberta	-	2.0	-
British Columbia	0.0	0.3	1.2
<i>Canada Labour Code, Part I</i>	2.2	1.7	2.2
Federal jurisdiction	2.2	1.7	2.2

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				
Average annual adjustment	1.4	1.4	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	2.1
First-year adjustment				
Without cost-of-living allowance	1.2	0.9	1.2	1.6
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	2.4
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	1.5
Nova Scotia	-	1.6	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	1.6
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
All 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	1.3
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	1.5	1.8
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	2.0
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	2.0
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
All 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

Legend: The - symbol indicates missing data.

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

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

Year	Public sector	Private sector	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 November.

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

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

OTHER DETAILED TABLES

[Other detailed tables \(PDF, 183KB\)](#) 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 November 2011

Employer, location, union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Utilities				
SaskPower province-wide, Saskatchewan Communications, Energy and Paperworkers Union of Canada (CLC) office employees; technical employees	750	1.8	36.0	Dec 31, 2012
1 agreement	750	1.8	36.0	
Manufacturing				
Maple Leaf Consumer Foods Inc. Winnipeg, Manitoba United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	850	2.3	48.0	Dec 31, 2015
Domtar Windsor, Quebec Fédération de l'industrie manufacturière (CSN) production employees	680	2.0	48.0	May 01, 2014
2 agreements	1,530	2.2	48.0	
Transportation				
Air Canada system-wide, Multiprovince Canadian Union of Public Employees (CLC) flight attendants	6,800	2.2	48.0	Mar 31, 2015
GO Transit Toronto, Ontario Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; office employees; service and maintenance employees	1,530	2.1	35.9	Jun 01, 2014
2 agreements	8,330	2.2	45.8	

Employer, location, union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Finance and professional services				
B.C. Pavilion Corporation Vancouver, British Columbia British Columbia Government and Service Employees' Union (CLC) service and maintenance employees	630	0.0	12.0	May 31, 2012
1 agreement	630	0.0	12.0	
Education, health, and social services				
Regional Health Authorities of Manitoba province-wide, Manitoba Manitoba Association of Health Care Professionals (Independent-national) health professional employees; technical employees	3,560	1.4	48.0	Mar 31, 2014
Capital District Health Authority Halifax and area, Nova Scotia Nova Scotia Government and General Employees Union (CLC) office employees	1,560	1.0	24.0	Oct 31, 2011
Winnipeg Regional Health Authority Winnipeg, Manitoba Manitoba Government and General Employees' Union (CLC) office employees; nurses; health and social care professional employees	1,510	1.4	48.0	Mar 31, 2014
Capital District Health Authority Halifax and area, Nova Scotia Nova Scotia Government and General Employees Union (CLC) support employees	1,270	1.0	24.0	Oct 31, 2011
University of Windsor Windsor, Ontario Faculty Association of the University of Windsor (Independent-local) professors; librarians	950	1.5	36.0	Jun 30, 2014

Employer, location, union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Education, health, and social services (continued)				
Kwantlen Polytechnic University Surrey, British Columbia Federation of Post-Secondary Educators of BC (CLC) instructors	950	0.0	24.0	Mar 31, 2012
McGill University Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN) teaching assistants	800	2.4	36.0	Jun 30, 2014
Revera Long Term Care Inc. Sarnia and other centres, Ontario Christian Labour Association of Canada (Independent-national) health service employees	540	1.7	28.0	Jul 31, 2012
8 agreements	11,140	1.3	37.0	
Entertainment and hospitality				
Pacific National Exhibition Vancouver, British Columbia Canadian Union of Public Employees (CLC) service and maintenance employees; office employees	3,500	1.5	36.0	Dec 31, 2013
1 agreement	3,500	1.5	36.0	
Public administration				
City of Victoria Victoria, British Columbia Canadian Union of Public Employees (CLC) inside and outside employees	720	2.0	36.0	Dec 31, 2013
City of Gatineau Gatineau, Quebec Fédération des employées et employés de services publics inc. (CSN) inside employees	700	2.5	84.0	Dec 31, 2014
2 agreements	1,420	2.3	59.7	

Employer, location, union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Total				
0 agreements with the cost-of-living allowance	0	0.0	0.0	
17 agreements without the cost-of-living allowance	27,300	1.7	40.7	
17 agreements in total	27,300	1.7	40.7	

*** Cost-of-living allowance**

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

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 **December 22, 2011, to January 12, 2012.**

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
Electro-Motive Canada Co. London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada 600 employees (plant and maintenance employees)	Wages, Benefits	Lockout (January 01, 2012)	
Rio Tinto Alcan Alma, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 755 employees (production and maintenance employees)	Sub-contracting	Lockout (January 01, 2012)	

Coming in the next issue

- Recent collective bargaining settlements
- Key negotiations—Update
- Major work stoppages—Update
- 2012 Listing of Expiring collective agreements
- 2012 Listing of Reopening collective agreements
- Innovative workplace practices—**Fourth quarter 2011**

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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