



*Fair, safe and productive workplaces*

# Labour

## Workplace Bulletin

Dear users of the Negotech,

Please note that the [Negotech](#) is now re-opened and fully functional. You can access the summary reports of ratified collective bargaining settlements that took place in 2011 and 2012. We will continue to populate the database as more summary reports become available and are completed.

Thank you for your continued interest.

***Workplace Information Division***  
***Strategic Policy, Analysis, and Workplace Information Directorate***  
***Labour Program***

September 28, 2012

## Table of contents

Canadian labour profile, July 2012 .....	1
Wage settlements.....	2
Recent collective bargaining settlements .....	3
Key negotiations .....	4
Major work stoppages in Canada .....	7
For more information .....	7

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## Canadian labour profile, July 2012

### Wage adjustments

Major<sup>1</sup> collective bargaining settlements provided base rate wage adjustments averaging 0.9%<sup>2</sup> annually over the contract-term, with an average duration of 28.7 months. The results are derived from a review of 17 major agreements covering 71,490 employees.

At 0.9%, the average wage adjustment was lower than the 2.1% recorded in the previous month and lower than the rate of inflation (1.3%). When the parties to these settlements previously negotiated, contract duration averaged 50.8 months and the resulting wage adjustments averaged 2.4%.

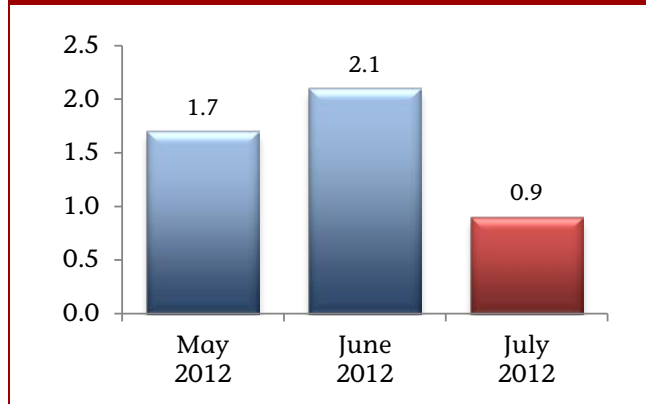
Wage adjustments averaged 0.8% in the public sector and 1.4% in the private sector. Downward pressure on the public sector's figures originated mainly from the British Columbia Public School Employers' Association agreement (39,000 teachers) which was subject to a wage freeze. Excluding this British Columbia education-sector agreement from the sample of major settlements, the remaining 16 agreements in July received wage adjustments averaging 1.9% and the public sector wage adjustment would be 2.0%.

In the private sector, wage settlements ranged from a wage cut at White Birch Paper (Stadacona Division), to a high of 2.9% at Rio Tinto Alcan, both located in the province of Quebec. Rio Tinto Alcan in British Columbia settled with its employees for wage adjustments averaging 2.7%.

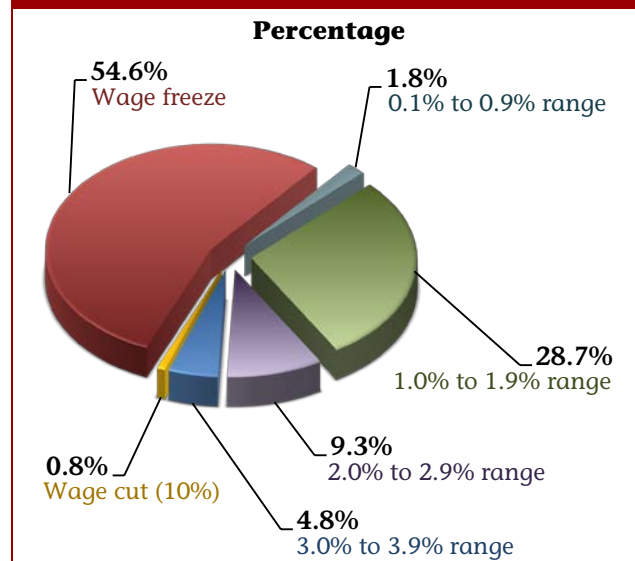
In the federal jurisdiction, two major agreements recorded an average annual wage adjustment of 1.7% (Government of Canada: electronic technicians, and the economists and social science group).

By industry, wage adjustments in major settlements ranged from a low of 0.2% in the information and culture sector, to a high of 2.0% in both the utilities and public administration sectors. The largest concentration of employees (67.3%) was in the education, health, and social services sector where wage adjustments averaged 0.4%.

**Percentage wage adjustments in major settlements**



**Wage adjustments in major settlements by employee proportion, July 2012**



Wage adjustments in the first seven months of 2012 (January-July) have averaged 1.8%.

<sup>1</sup> All data compiled in this review involve major collective agreements covering 500 or more employees across Canada.

<sup>2</sup> The wage data are employee-weighted.

## **Wage settlements**

The wage data will henceforth be available solely on our Web site, under the [Wage settlements](#) section. These tables contain historical information on major wage settlements covering 500 or more employees by month, quarter, and year, for all industries, in both the public and private sectors, and all jurisdictions.

The following tables are available:

### **Average annual major wage adjustments**

- Average annual percentage wage adjustments, by month (last three months)
- Average annual percentage wage adjustments, by quarterly (last four quarters)
- Average annual percentage wage adjustments, by year (last four years)
- Average annual percentage wage adjustments, public and private sector (time series since 2002)

### **Major wage settlement for all sectors**

- Major settlements reached in July 2012
- Major wage settlements, by month (last three months)
- Major wage settlements, by quarter (last four quarters)
- Major wage settlements, by year (time series since 2002)

## Recent collective bargaining settlements

Key information of recently ratified collective bargaining settlements are added on a monthly basis to the [year-to-date listing](#), which is available on our Web site. The table below lists recently published collective bargaining settlements and summary reports.

It is now possible to directly access the published summary report of a ratified collective bargaining settlement when the file number is hyperlinked. This hyperlink brings you into Negotech, a searchable repository, which also provides access to the full text of the collective agreements, important benefit changes and latest wage adjustments.

### Ratified settlements, by province

Reference number, employer, location, union, affiliation, number of employees, and bargaining unit	Settlement date	Term of contract
<a href="#">1433802</a> District Health Authorities, province-wide, excluding Halifax, Nova Scotia Nova Scotia Government and General Employees Union (CLC) 530 employees ➤ office employees	June 13, 2012	April 1, 2010 - March 31, 2012
<a href="#">1404101</a> McGill University, Montréal, Quebec Public Service Alliance of Canada (CLC) 1,510 employees ➤ administrative and support employees ➤ office employees and technicians	March 15, 2012	April 20, 2012 - April 19, 2015
<a href="#">1052806</a> Saskatchewan Association of Health Organizations, province-wide, Saskatchewan Saskatchewan Union of Nurses (CLC) 9,000 employees ➤ nurses	May 29, 2012	April 1, 2012 - March 31, 2014
<a href="#">0725813</a> City of Calgary, Calgary, Alberta Calgary Police Association (Independent-local) 1,950 employees ➤ police officers	July 19, 2012	January 3, 2011 - January 5, 2014
<a href="#">0865307</a> FortisBC, province-wide, British Columbia International Brotherhood of Electrical Workers (AFL-CIO / CLC) 540 employees ➤ utility workers	July 10, 2012	April 1, 2011 - March 31, 2015

## Key negotiations

This listing, updated on a monthly basis, contains current and upcoming key negotiations for collective bargaining agreements. These contracts cover negotiations of 500 or more employees.

<b>Key negotiations</b>				
<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status</b>	<b>Expiry month</b>
<b>Federal jurisdiction, Public sector</b>				
<i><b>Multiprovince</b></i>				
Canada Post Corporation	CUPW / PSAC	56,100	Bargaining / Arbitration	Jan. 2011 / Aug. 2012
Government of Canada	Various unions	50,630	Bargaining / Public interest commission / Arbitration / Tentative settlement	May 2010 / Jan. 2012
<b>Federal jurisdiction, Private sector</b>				
<i><b>Ontario</b></i>				
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Bargaining	June 2012
<b>Provincial and territorial jurisdictions, Public sector</b>				
<i><b>Newfoundland and Labrador</b></i>				
Government of Newfoundland and Labrador	NAPE / CUPE / NLTA	24,150	Bargaining / <b>Upcoming</b>	Mar. 2012 / Aug. 2012
Government of Newfoundland and Labrador / Newfoundland and Labrador Health Boards Association	Association of Allied Health Professionals, Newfoundland and Labrador / NLNU	5,940	<b>Upcoming</b>	June 2012
<i><b>Prince Edward Island</b></i>				
Department of Health and Wellness	CUPE / PEIUPSE	1,680	Arbitration / Conciliation	Mar. 2010 / Mar. 2012
<i><b>Nova Scotia</b></i>				
Government of Nova Scotia	CUPE / NSGEU / NSTU	18,670	<b>Upcoming</b> / Bargaining	Oct. 2011 / Mar. 2012 / July 2012
<i><b>New Brunswick</b></i>				
Government of New Brunswick	NBUPPE / CUPE / NBNU / NBTF	23,350	Bargaining / <b>Upcoming</b>	Dec. 2010 / April 2011 / June 2011 / Feb. 2012
The New Brunswick Association of Nursing Homes, Inc.	CUPE	2,800	<b>Upcoming</b>	Oct. 2012

**Key negotiations**

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status</b>	<b>Expiry month</b>
<b>Provincial and territorial jurisdictions, Public sector (continued)</b>				
<b>Quebec</b>				
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
Université Laval	Various unions	4,720	Bargaining	Dec. 2010 / May 2012
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
<b>Ontario</b>				
Ontario School Boards	OSSTF / ETFO / Association des enseignantes et des enseignants franco-ontariens / CUPE	196,890	<b>Upcoming</b> / Bargaining	Aug. 2012
Government of Ontario	AMAPCEO / OPSEU / Professional Engineers of Ontario	47,400	Bargaining / <b>Upcoming</b>	Mar. 2012 / Dec. 2012
Ontario Hospital Association	SEIU / CAW	16,610	Bargaining / <b>Upcoming</b>	Oct. 2011 / Oct. 2012
University of Ottawa / University of Toronto / Carleton University / University of Western Ontario / McMaster University / York University	Various unions	13,870	Bargaining / <b>Upcoming</b>	April 2011 / June 2011 / April 2012 / Aug. 2012
Ontario Power Generation Inc.	International Federation of Professional and Technical Engineers	3,940	<b>Upcoming</b>	Dec. 2012
Council of Academic Hospitals of Ontario	PAIRO	3,300	Arbitration	June 2011
City of Ottawa	IAFF / CUPE	3,050	Arbitration / <b>Upcoming</b>	Dec. 2011
City of Toronto	IAFF	3,000	Bargaining	Dec. 2009
Regional Municipality of York Police Services Board	York Regional Police Association	1,960	<b>Upcoming</b>	Dec. 2012
Ottawa Public Library Board	CUPE	700	Bargaining	Dec. 2011
<b>Manitoba</b>				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
City of Winnipeg	IAFF	970	Arbitration	Dec. 2011
<b>Saskatchewan</b>				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012
Government of Saskatchewan	SGEU	10,500	Bargaining	Sep. 2012

**Key negotiations**

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status</b>	<b>Expiry month</b>
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**Provincial and territorial jurisdictions, Public sector (continued)****Alberta**

Alberta School Boards, Government of Alberta	Alberta Teachers' Association	36,000	Bargaining	Aug. 2012
City of Calgary	IAFF	1,040	Bargaining	Dec. 2010
City of Edmonton	IAFF	1,010	Mediation	Dec. 2010

**British Columbia**

Health Employers Association of British Columbia	BCNU / CUPE / HSABC / BCGEU	105,000	Bargaining	Mar. 2012
Government of British Columbia	BCGEU	29,000	Mediation	Mar. 2012
Community Social Services Employers' Association	Various unions	15,000	Bargaining	Mar. 2012
City of Vancouver	CUPE	5,300	Bargaining	Dec. 2011
Coast Mountain Bus Company	CAW	3,580	Bargaining	Mar. 2012

**Nunavut**

Government of Nunavut	PSAC	2,100	Tentative settlement	Sep. 2010
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**Provincial and territorial jurisdictions, Private sector****Nova Scotia**

Nova Scotia Construction Labour Relations Association Limited	IBEW	800	Tentative settlement	April 2012
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**New Brunswick**

Mechanical Contractors Association of New Brunswick Inc.	UA	1,500	Bargaining	June 2012
Moncton Northeast Construction Association Inc.	LIUNA	1,200	Bargaining	June 2012
Saint John Construction Association Inc.	LIUNA	700	Bargaining	June 2012

**Ontario**

Chrysler Canada Inc. / Ford Motor Company of Canada, Limited / General Motors of Canada Ltd.	CAW	29,180	Bargaining / Tentative settlement	Sep. 2012
Brewers Retail Inc., operating as The Beer Store	UFCW-Canada	6,510	<b>Upcoming</b>	Dec. 2012
Maple Lodge Farms Ltd.	UFCW-Canada	1,150	<b>Upcoming</b>	Oct. 2012
Metro Ontario Inc.	CAW	1,100	<b>Upcoming</b>	June 2012



## Key negotiations

Employer	Union	Employees	Status	Expiry month
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### Provincial and territorial jurisdictions, Private sector (continued)

#### British Columbia

Construction Labour Relations Association of British Columbia	Various unions	35,000	Bargaining / Tentative settlement	April 2010
Hospitality Industrial Relations	UNITE HERE Canada	2,200	Bargaining	May 2012

Notes:

The short dash ( - ) in the **Expiry month** column indicates that collective agreements within a same union or in various unions are expiring. For example, from September 2011 to January 2012 inclusively, their expiry dates are presented by this short form: **Sep. 11 – Jan. 12**.

The oblique sign ( / ) means that collective agreements within a same union or in various unions are expiring. For example, either on July 2011 or April 2012, their expiry dates are presented by this short form: **July 11 / April 12**.

## Major work stoppages in Canada

Updated on a weekly basis, the [2012 Major work stoppages in Canada listing](#) contains all major strikes and lockouts involving 500 or more employees. The first table includes all work stoppages in effect, while the second includes all work stoppages that are terminated. The [Chronological perspective](#) on work stoppages interactive database provides the number of strikes and lockouts which have occurred in Canada since 1976.

## 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).