



Fair, safe and productive workplaces

Labour

Workplace Bulletin

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

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Canadian labour profile, November 2012

Wage adjustments

Major¹ collective bargaining settlements provided base rate wage adjustments averaging 1.9%² annually over the contract-term, with an average contract duration of 42.1 months. The results are based on a review of 18 major agreements covering 66,460 employees.

At 1.9%, the average wage adjustment was higher than the 1.4% recorded in the previous month, and higher than the rate of inflation (Consumer Price Index) at 1.5%. When the parties to these November settlements previously negotiated, contract duration averaged 36.6 months, and the resulting wage adjustments averaged 1.1%.

Wage adjustments in the public sector averaged 1.8%. The results are derived from 11 agreements covering 58,830 employees. In the private sector, wage adjustments averaged 3.0% for 7,630 employees in seven agreements. The majority of agreements (61.1%) and employees (88.5%) were in the public sector.

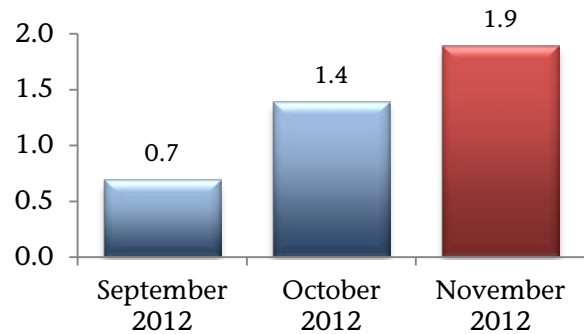
Relatively higher wage adjustments in the private sector were due to wage gains at Halifax Shipyard, division of Irving Shipbuilding Inc. (4.2%), Corporation des entrepreneurs en entretien ménager de Québec (3.3%), and Canadian Pacific Railway (3.0%). The four remaining private-sector agreements were below the 3.0% level.

On a jurisdiction basis, wage adjustments ranged from a low of 1.8% in the federal jurisdiction, in Ontario, and in British Columbia, to a high of 3.6% in Nova Scotia (due to the Halifax Shipyard agreement). The largest concentration of employees (50.5%) was in British Columbia. In the federal jurisdiction, four major agreements covering 17,370 employees recorded an average annual wage adjustment of 1.8%.

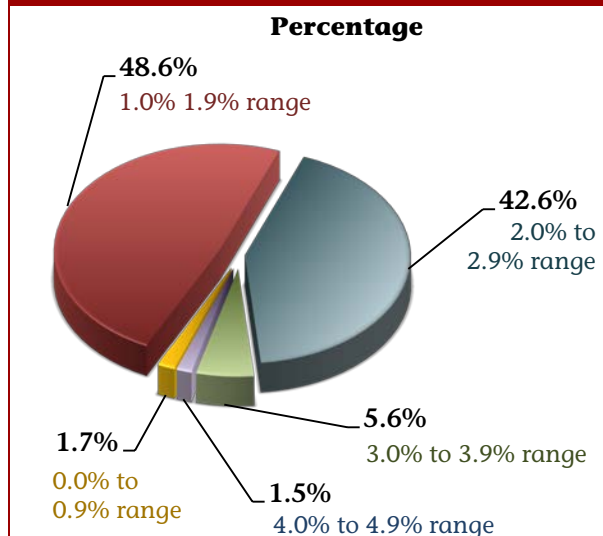
On an industry basis, wage adjustments ranged from a low of 1.3% in the education, health, and social services sector (includes the Health Employers Association contract in British Columbia at 0.7%), to a high of 3.3% in the manufacturing sector (includes the Halifax Shipyard contract at 4.2%). The largest concentration of employees (77.8%) was in public administration where wage adjustments averaged 1.8%.

Wage adjustments in the first 11 months of 2012 (January-November) averaged 1.7%, compared to 1.8% for both 2011 and 2010.

Percentage wage adjustments in major settlements by month



Wage adjustments in major settlements by employee proportion, November 2012



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

² The wage data are employee-weighted.

Wage settlements

The wage data will henceforth be available solely on our website, 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:

- Major settlements reached in November 2012
- Wage settlements, by jurisdiction (aggregated), and industry
- Wage settlements, by jurisdiction (aggregated), and sector
- Wage settlements, by jurisdiction (aggregated), and month
- Wage settlements, by jurisdiction (aggregated), and quarter
- Wage settlements, by jurisdiction (aggregated), and year
- Wage settlements, by sector, and industry
- Wage settlements, by sector, and jurisdiction (detailed)
- Wage settlements, by sector, and month
- Wage settlements, by sector, and quarter
- Wage settlements, by sector, and year

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 website. The table below lists recently published collective bargaining settlements and summary reports.

It is 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
1118606 District Health Authorities, Acute Care, province-wide, Nova Scotia, excluding Halifax Nova Scotia Nurses' Union (CLC) 4,960 employees ➤ nurses	July 16, 2012	November 1, 2011 - October 31, 2012
0158010 Rio Tinto Alcan, Alma, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO / CLC) 700 employees ➤ production and maintenance employees	July 5, 2012	July 10, 2012 - December 31, 2015
0841908 Gate Gourmet Canada Inc., Toronto, Ontario Teamsters Canada (CtW / CLC) 920 employees ➤ food service employees	August 5, 2012	April 1, 2012 - March 31, 2015
0822819 Edmonton Catholic Separate School District No. 7, Edmonton, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) 850 employees ➤ office employees and technicians ➤ teaching assistants	October 1, 2012	September 1, 2011 - August 1, 2013
1238505 Pacific Newspaper Group Inc., Vancouver, British Columbia Communications, Energy and Paperworkers Union of Canada (CLC) 750 employees ➤ print media employees	July 29, 2012	December 1, 2010 - November 30, 2014

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.

Key negotiations				
Employer	Union	Employees	Status	Expiry month
Federal jurisdiction, Public sector				
<i>Multiprovince</i>				
Government of Canada	Various unions	20,410	Bargaining / Arbitration / Tentative settlement	May 2010 / Jan. 2012
Via Rail Canada Inc.	CAW	2,680	Bargaining	Dec. 2012
Canada Post Corporation	CUPW / PSAC	2,100	Bargaining	Aug. 2012
Federal jurisdiction, Private sector				
<i>Ontario</i>				
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Bargaining	June 2012
Provincial and territorial jurisdictions, Public sector				
<i>Newfoundland and Labrador</i>				
Government of Newfoundland and Labrador	NAPE / CUPE / NLTA	24,150	Bargaining	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	Bargaining	June 2012
<i>Prince Edward Island</i>				
Department of Health and Wellness	CUPE / PEIUPSE	2,200	Arbitration / Conciliation	Mar. 2010 / Mar. 2012
<i>Nova Scotia</i>				
Government of Nova Scotia	CUPE / NSGEU / NSTU	18,670	Bargaining / Tentative agreement	Oct. 2011 / Mar. 2012 / July 2012
<i>New Brunswick</i>				
Government of New Brunswick	NBUPPE / CUPE / NBNU / NBTF	23,350	Bargaining / Upcoming	Dec. 2010 / April 2011 / June 2011 / Feb. 2012
The New Brunswick Association of Nursing Homes, Inc.	CUPE	2,800	Upcoming	Oct. 2012

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
Quebec				
Association de la construction du Québec	Various unions	76,690	Upcoming	Apr. 2013
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
Université Laval	Various unions	4,720	Bargaining / Conciliation	Dec. 2010 / May 2012
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
Ontario				
Ontario School Boards	OSSTF / ETFO / Association des enseignantes et des enseignants franco-ontariens / CUPE	196,890	Bargaining / Conciliation	Aug. 2012
Government of Ontario	OPSEU / Professional Engineers of Ontario	40,400	Bargaining / Upcoming	Mar. 2012 / Dec. 2012
Ontario Hospital Association	CAW	7,610	Bargaining	Oct. 2011
University of Toronto	Various unions	6,070	Bargaining	Aug. 2012
Ontario Power Generation Inc.	International Federation of Professional and Technical Engineers	3,940	Upcoming	Dec. 2012
Council of Academic Hospitals of Ontario	PAIRO	3,300	Arbitration	June 2011
City of Toronto	IAFF	3,000	Bargaining	Dec. 2009
Regional Municipality of York Police Services Board	York Regional Police Association	1,960	Upcoming	Dec. 2012
City of Ottawa	IAFF / CUPE	950	Arbitration	Dec. 2011
Manitoba				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
City of Winnipeg	IAFF	970	Arbitration	Dec. 2011
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012
Government of Saskatchewan	SGEU	10,500	Bargaining	Sep. 2012
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

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
British Columbia				
British Columbia Public School Employers' Association	BCTF	39,000	Upcoming	June 2013
Health Employers Association of British Columbia	CUPE / HSABC / BCGEU	30,000	Bargaining / Tentative Settlement	Mar. 2012
Community Social Services Employers' Association	Various unions	15,000	Bargaining / Work stoppage	Mar. 2012
Coast Mountain Bus Company	CAW	3,580	Bargaining	Mar. 2012
City of Vancouver	CUPE	2,200	Bargaining	Dec. 2011
Provincial and territorial jurisdictions, Private sector				
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				
Brewers Retail Inc., operating as The Beer Store	UFCW-Canada	6,510	Upcoming	Dec. 2012
Maple Lodge Farms Ltd.	UFCW-Canada	1,150	Conciliation	Oct. 2012
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**.

Innovative workplace practices, fourth quarter 2012

The Workplace Information Division defines innovative workplace practices as being creative and new ideas collectively bargained between a union and an employer. Included in this overview are innovations found in settlements covering 500 employees or more within provincial jurisdictions and 100 employees or more under federal jurisdiction.

Labour-Management Committee

As the Social Media is changing the business model in the broadcasting industry, CFRN-TV and CFCN-TV have agreed with Communications, Energy and Paperworkers Union of Canada to establish a Labour-Management Committee to review the impact and demand these new areas of broadcasting have on employees.

Major work stoppages in Canada

Updated on a weekly basis, the [2013 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 obtain 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).