



Fair, safe and productive workplaces

Labour

Workplace Bulletin

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

July 31, 2013

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Canadian labour profile, May 2013

Wage adjustments

The major collective agreements¹ ratified in May 2013 recorded base rate adjustments averaging 1.3%² annually, down from 2.1% in April. These results are derived from a review of 21 collective agreements covering 50,000 employees, with an average duration of 40 months.

The last renewal of these collective agreements had resulted, on average, in a higher wage adjustment (3.1%) and a shorter contract term (23 months).

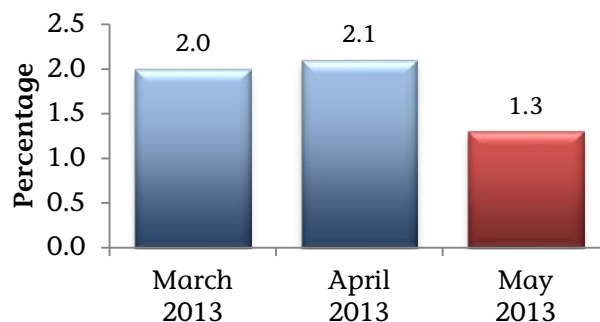
At 1.3%, the average wage adjustment was higher than the rate of inflation (Consumer Price Index), which was only 0.7% in May. With an average contract duration of 40 months, it is also relevant to compare the average wage adjustment to future inflation. The Bank of Canada is forecasting inflation to rise gradually to 2.0% by mid-2015, which is higher than the average wage adjustment that will prevail when the agreements will be in effect.

The largest proportion of employees (42.7%) obtained wage adjustments falling between 0.1% and 0.9%, followed by 29.0% of employees who received increases between 2.0% and 2.9%.

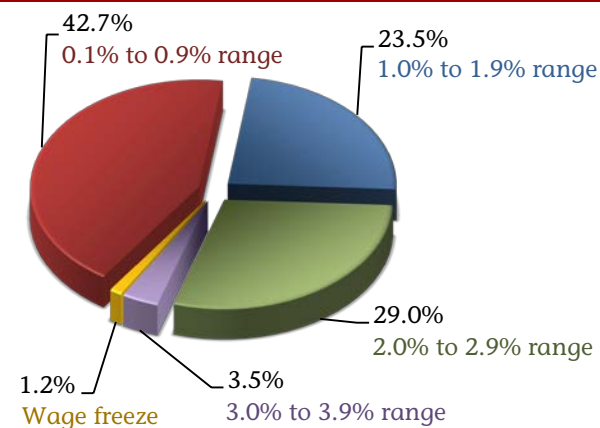
The vast majority of agreements signed in May 2013 were in the public sector, where 47,040 employees covered by 18 agreements obtained an annual wage adjustment averaging 1.3%. This result is largely due to 11 agreements among various school boards in Alberta in which 37,120 elementary and secondary teachers obtained an average adjustment of 0.5% over a four-year term. Moreover, 600 employees at the University of Western Ontario were subject to the only wage freeze recorded in May.

The private sector registered a higher average wage adjustment (1.9%) in three collective agreements covering 2,960 employees. This result is due to 3.0% wage gains obtained by 750 employees of Rolls Royce Canada limited in Quebec and those awarded (2.5%) by the Izaak Walton Killam Health Centre to 510 office employees in Nova Scotia.

Wage adjustments in major settlements by month



Wage adjustments in major settlements by employee proportion, May 2013



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.

Among the industry sectors, the largest concentration of agreements (81.0%) and employees (74.2%) was recorded in the education, health, and social services sector, which also recorded the lowest wage adjustment (1.1%). The highest wage adjustments occurred in the manufacturing and public administration sectors (1.8%).

Lastly, all collective agreements ratified were under the provincial jurisdiction, and therefore no major agreement concluded within the federal jurisdiction.

Wage settlements

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

- Major settlements reached in May 2013
- 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.

Recent settlements, by province

Reference number, employer, location, union, affiliation, number of employees, and bargaining unit	Settlement date	Term of contract
0524312 Université Laval Québec, Quebec Syndicat des professeurs et professeures de l'Université Laval (Independent-local) 1,340 employees ➤ professors	April 22, 2013	April 22, 2013 - May 31, 2016
0829411 House of Commons Ottawa, Ontario Public Service Alliance of Canada (CLC) 310 employees ➤ operating employees	April 19, 2013	April 21, 2011 - April 20, 2014
1234807 ATCO Gas Edmonton and Calgary, Alberta Natural Gas Employees' Association (Independent-local) 1,100 employees ➤ plant and maintenance employees	January 1, 2013	January 1, 2013 - December 31, 2014
0378111 Coast Mountain Bus Company Vancouver, Victoria, and Lower Mainland, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) 4,500 employees ➤ bus drivers ➤ trade employees ➤ maintenance employees	February 5, 2013	April 1, 2012 - March 31, 2015
1436602 Yellowknife Public Denominational District Education Authority Yellowknife, Northwest Territories Northwest Territories Teachers' Association (Independent-national) 110 employees ➤ elementary and secondary teachers ➤ educational services employees	January 15, 2013	July 1, 2012 - August 31, 2016

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				
Multiprovince				
Government of Canada	Various unions	20,030	Bargaining / Arbitration / Work stoppage / Tentative settlement	May 2010 / Jan. 2012
Canada Post Corporation	PSAC	2,100	Bargaining	Aug. 2012
Federal jurisdiction, Private sector				
Ontario				
NAV CANADA	CAW / PIPSC	1,420	Bargaining	April 2013 / June 2013
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Conciliation	June 2012
Alberta				
G4S Cash Solutions (Canada) Ltd.	Teamsters	570	Upcoming	May 2013
DHL Express (Canada) Ltd.	CAW	440	Upcoming	Mar. 2013
Manitoba				
MTS Allstream	Telecommunications Employees Association of Manitoba	1,250	Conciliation	Feb. 2013
British Columbia				
DHL Express (Canada) Ltd.	CAW	700	Upcoming	Mar. 2013
Provincial and territorial jurisdictions, Public sector				
Newfoundland and Labrador				
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
Prince Edward Island				
Department of Health and Wellness	CUPE / PEIUPSE	2,200	Arbitration / Conciliation	Mar. 2010 / Mar. 2012

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
<i>Nova Scotia</i>				
Government of Nova Scotia	CUPE / NSGEU	7,700	Conciliation / Bargaining	Oct. 2011 / Mar. 2012
<i>New Brunswick</i>				
Government of New Brunswick	CUPE / NBTF	15,400	Bargaining	June 2011 / Feb. 2012
The New Brunswick Association of Nursing Homes, Inc.	CUPE	2,800	Bargaining	Oct. 2012
<i>Quebec</i>				
Association de la construction du Québec	Various unions	144,940	Tentative settlement	Apr. 2013
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
Université Laval	CUPE / Fédération nationale des enseignantes et des enseignants du Québec	3,400	Bargaining / Conciliation	Dec. 2010 / May 2011
<i>Ontario</i>				
City of Toronto	IAFF	3,000	Arbitration	Dec. 2009
Regional Municipality of York Police Services Board	York Regional Police Association	1,960	Bargaining	Dec. 2012
City of Ottawa	IAFF	950	Arbitration	Dec. 2011
University of Toronto	CUPE	800	Bargaining	Aug. 2012
Government of Ontario	Professional Engineers of Ontario	600	Bargaining	Dec. 2012
<i>Manitoba</i>				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
Winnipeg School Division	Winnipeg Association of Non-Teaching Employees	2,050	Upcoming	July 2013
<i>Saskatchewan</i>				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
Alberta				
Government of Alberta	AUPE	41,590	Mediation	Mar. 2013
City of Calgary	IAFF	1,040	Arbitration	Dec. 2010
City of Edmonton	IAFF	1,010	Arbitration	Dec. 2010
British Columbia				
British Columbia Public School Employers' Association	BCTF	39,000	Upcoming	June 2013
Provincial and territorial jurisdictions, Private sector				
New Brunswick				
Mechanical Contractors Association of New Brunswick Inc.	UA	750	Bargaining	June 2012
Ontario				
Brewers Retail Inc., carrying on business as The Beer Store	UFCW-Canada	6,510	Bargaining	Dec. 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
Canada Safeway Limited	UFCW-Canada	1,500	Bargaining	Mar. 2013
Overwaitea Food / Save-on-Foods	UFCW-Canada	900	Bargaining	Mar. 2013

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.**

Clauses of interest in collective agreements, second quarter 2013

The Workplace Information Division defines clauses of interest as being creative and new options collectively bargained between a union and an employer. Included in this overview are clauses of interest identified amongst collective agreements covering 500 employees or more within provincial jurisdictions and 100 employees or more under federal jurisdiction.

Health and welfare

The British Columbia Institute of Technology and the British Columbia Government and Service Employees' Union agreed to develop an early intervention Program for a rehabilitative purpose. Employees are referred to the program after an absence of five or more consecutive days or when a pattern of absenteeism appears to exist. Any employee referred to the program is obliged to attend.

Citytv Vancouver and the Communications, Energy and Paperworkers Union of Canada have agreed to implement a new Short-Term Disability policy. Indeed, when an absence of three days from work occurs, a case manager will contact the employee to determine the nature of the claim and will either approve or deny the claim.

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.

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
- clauses of interest in collective agreements

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