



Fair, safe and productive workplaces

Labour

Workplace Bulletin

Collective bargaining monthly update

March 2014

Key negotiation activities

Several major¹ negotiations were underway in March. Some of the notable ones were between:

- The Government of Alberta and the Alberta Union of Provincial Employees (AUPE): Negotiations between the province and 21,000 public servants have progressed slowly since the expiration of the collective agreement in March 2013. The bargaining parties reached another impasse following a proposal from the employer to raise the age for full pension eligibility. On April 28, 2014, the AUPE president announced a tentative four-year deal had been reached pending a membership vote.
- The Government of Ontario and the Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO): The parties entered mediation in mid-April after their collective agreement, covering some 10,000 professional and supervisory public servants, expired in March 2014. In April, 94% of AMAPCEO membership voted in favour of potential strike action. As no agreement has yet been reached the employer submitted a 'no board' request in anticipation of a strike, which could occur as early as mid-May.
- Capital District Health Authorities and the Nova Scotia Government & General Employees Union (NSGEU): Negotiations are ongoing after the expiry of the previous agreement in March 2013. After unfruitful mediation sessions in late March 2014, the NSGEU, representing 2,550 nurses, was concerned that the employer had not properly addressed safety issues. In early April, nurses at Capital Health went on a one-day wildcat strike to protest essential-services legislation passed by the province.

An updated monthly list of [Key negotiations](#) is available under the [Resources](#) tab on the Labour Program website.

Settlements reached

- In March, four major collective bargaining agreements were ratified, covering 6,050 employees. Two of these agreements were concluded through direct bargaining, and the other two through mediation.
- In the public sector, two agreements, covering 2,550 employees, were ratified. The private sector also had the same number of agreements ratified for 3,500 employees.
- No settlements were recorded in the federal jurisdiction.

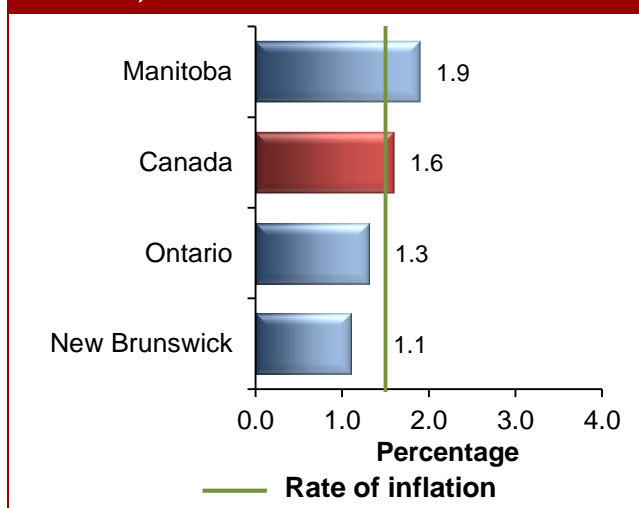
The texts of collective agreements can be accessed through the [Negotech](#) while the list of [Ratified settlements in 2014](#) can be accessed under the [Resources](#) tab on the Labour Program website.

Settlement outcomes

Wages

- Major collective bargaining settlements in March provided base-rate² wage adjustments averaging 1.6%³ annually, a slight decrease from 1.7% in February.
- At 1.6%, the average wage increase was slightly higher than the inflation rate (1.5%)⁴ that prevailed in March.
- The last time the same parties negotiated their agreements, the average wage increase was 2.0%.
- The average wage increase in the private-sector agreements (1.8%) exceeded that of the public-sector ones (1.3%).
- Manitoba recorded the highest wage adjustment (1.9%) amongst all jurisdictions in a single agreement between Canada Safeway Limited and 3,000 wholesale and retail trade employees.

Wage adjustments by jurisdiction and rate of inflation, March 2014



More information on [Wage settlements](#) can be accessed under the [Resources](#) tab on the Labour Program website.

Duration

- Settlements concluded in March recorded an average duration of 42.4 months.
- Agreements in the private sector were longer than in the public sector with average durations of 47.1 months and 36.0 months, respectively.
- In the previous round of negotiations between these bargaining parties, the average duration was slightly higher (50.0 months).

Working conditions

- The City of Regina and the Canadian Union of Public Employees have agreed upon a new clause in relation to Parental leave. The new clause will allow permanent employees with at least one year of service, who are on maternity, parental, or adoption leave, to receive a supplemental allowance of 10% of their regular pay – provided that they sign a one year return of service agreement.

Major work stoppages

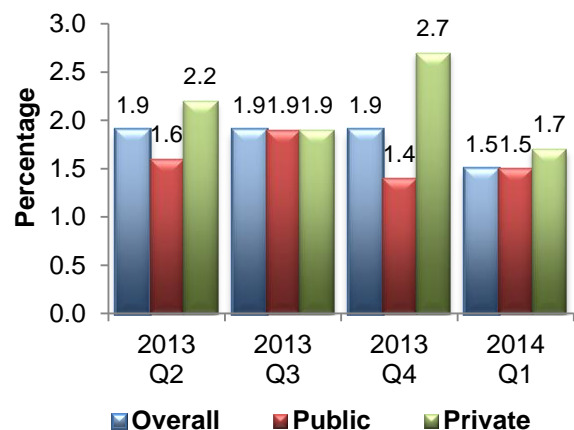
- There were no major⁵ work stoppages recorded in March.
- So far this year, work stoppages have resulted in 10,130 person-days-not-worked (PDNW), which is much higher than the 1,880 PDNW recorded over the same period last year.

More information on [Work stoppages](#) in Canada can be accessed under the [Resources](#) tab on the Labour Program website.

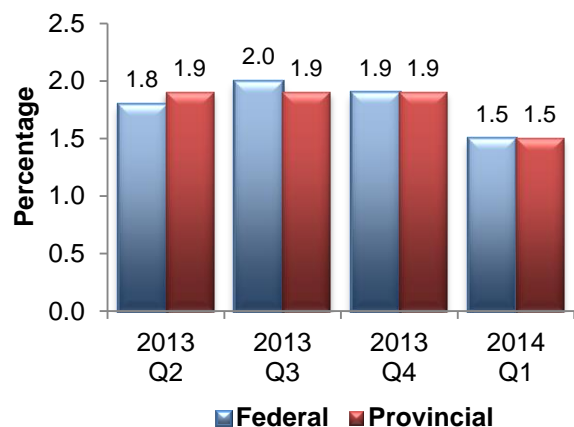
First Quarter 2014

- Major settlements in the first quarter recorded annual base-rate wage adjustments averaging 1.5%, slightly lower than the average wage adjustment of 1.9% which prevailed over the previous three quarters.
- This result is derived from 31 major agreements concluded in the first quarter, covering a total of 91,455 employees.
- The average wage increase in the private sector (1.7%) was higher than that in the public sector (1.5%).
- In this quarter, 95% of major settlements were concluded in the public sector.
- Three agreements, covering 6,750 employees, were concluded in the federal jurisdiction and they recorded an average wage adjustment of 1.5%, lower than the average registered in the previous three quarters.
- Amongst industries, utilities employees received the highest average wage increase (2.0%), whereas construction workers obtained the lowest (1.1%).
- Settlements ratified in the first quarter had an average duration of 51.2 months, the highest since the fourth quarter of 2005.
- There were two major work stoppages recorded in the first quarter, both in the month of January. These work stoppages, involving 1,130 workers, resulted in 10,130 PDNW.

Wage adjustments in major settlements by quarter and sector, 2013-2014



Wage adjustments in major settlements by quarter and jurisdiction, 2013-2014



Features

Literature Scan

- The Institute for Research on Public Policy highlighted the importance of having reliable labour market data in a new editorial, [Asking the right questions, solving the right problems](#). The editorial contends that Canada's labour market does not lack needed talent, nor is it experiencing major skills shortages. The article advances an argument for a stronger government role in policy-making and data collection.
- The Conference Board of Canada recently released an article which discusses on-the-job training. The article, [Developing Skills: Where Are Canada's Employers?](#), argues that employers need to take a more active role training staff to develop a skilled labour market. Canadians who participate in non-formal job-related training receive fewer hours per year than the OECD average, and less than half the hours received by workers in Denmark.
- The C.D. Howe Institute published a policy analysis titled [Temporary Foreign Workers in Canada: Are They Really Filling Labour Shortages?](#) The report suggests that a properly designed foreign worker program may alleviate temporary labour shortages; however, an improperly designed one may lead to disruptions in domestic labour supply and demand over the medium term.

Contact

For more information, please contact the [Workplace Information and Research Division](#) or call us at 1-877-259-8828.

Note: This bulletin is based on February data/information, which is collected as of April 15, 2014.

- 1 All data reported in this bulletin relates to major collective agreements covering 500 or more employees across Canada.
- 2 The base wage rate is the lowest paid classification used for qualified employees in the bargaining unit.
- 3 The wage adjustment averages are employee-weighted.
- 4 Statistics Canada, [The Daily](#).
- 5 Major work stoppages involve 500 employees or more.