



Fair, safe and productive workplaces

Labour

Workplace Bulletin

Collective bargaining monthly update January 2016

Key negotiation activities

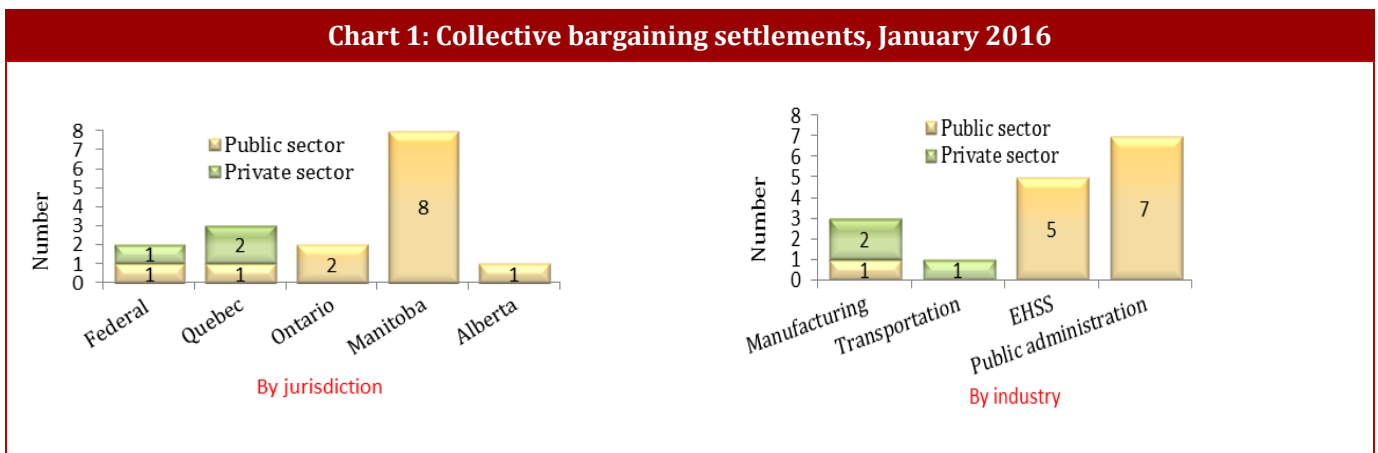
In January, major¹ ongoing negotiations included the following:

- **City of Montreal and Canadian Union of Public Employees (CUPE):** The collective agreement covering almost 8,000 white collar workers expired on December 31, 2011. The negotiations to renew the collective agreement began in January 2012, the main issues being wages and subcontracting. Since January 15, 2016, the parties have been meeting with a conciliator. According to CUPE, from January 25 to February 29 workers will be on a rotating strike with a general day strike expected for March 1, 2016.
- **Viterra Inc. and Grain and General Services Union (Locals 1&2):** Notice to bargain was given on August 18, 2015, and the parties met in October and December. Talks broke off on January 25 when Viterra management rejected the union's response to the company's "final offer" of December 16, 2015. According to the union, the employer was considering applying for conciliation.

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

Settlements reached

- In January, sixteen major collective agreements were reached, three in the private sector (covering 10,250 employees) and thirteen in the public sector (covering 31,860 employees). One agreement between Rio Tinto Alcon and United Steel Workers was reached through bargaining after conciliation, and the remainder were all concluded through direct bargaining.
- Two agreements, covering 9,120 employees, were concluded in the federal jurisdiction. Eight agreements covering 15,570 employees were settled in Manitoba; three covering 3,350 employees in Quebec; two covering 2,750 employees in Ontario; and one covering 1,070 employees in Alberta [Chart 1].
- Classified by industry, the employees who settled in January were in manufacturing (2,170 employees), transportation (8,600 employees), education, health, and social services (8,480 employees), and public administration (12,610 employees).



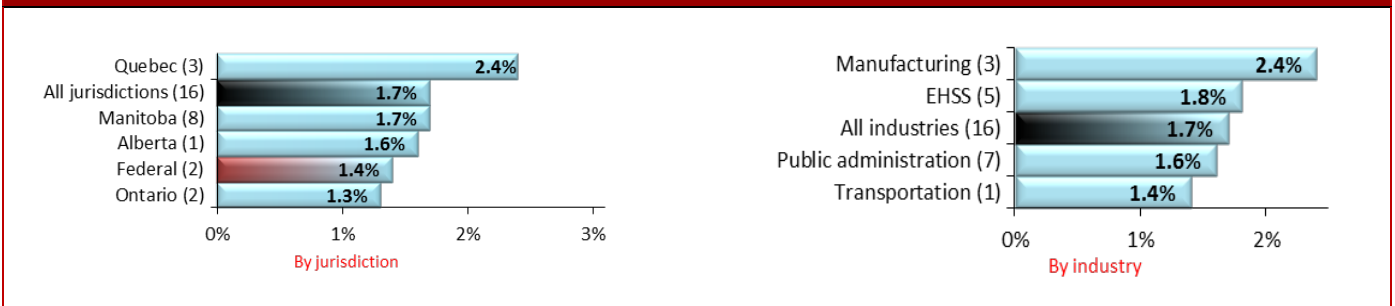
The texts of collective agreements can be accessed through the [Negotech](#), and the list of [Ratified settlements](#) under the [Resources](#) tab on the Labour Program website.

Settlement outcomes

Wages

- The average annual base-rate² wage adjustment (over the duration of the contract) received by the 31,860 employees who settled in January was 1.7%. This average was lower than the average increase obtained in the previous round of negotiations between the same parties (2.4%) [Chart 2].
- The average wage increase negotiated in the private sector (1.6%) was slightly lower than the average increase in the public sector (1.7%).
- Among all agreements reached in January, the highest wage increase (2.6%) was received by 1,650 employees of Rio Tinto Alcon. The lowest increase (1.0%) was received by 1,990 employees at the University of Western Ontario.

Chart 2: Wage adjustments, January 2016



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

Duration

- In January, the average duration of agreements settled was 68 months. This was longer than the average duration reached in the previous round of negotiations between the same bargaining parties (48 months) [Chart 3].
- The average duration of agreements settled in the private sector (102 months) was double the average duration reached in the public sector (51 months).
- Among all contracts, the longest contract duration (120 months) was settled in the federal jurisdiction, by Air Canada, covering 8,600 employees. The shortest contract duration (12 months) was negotiated by Rio Tinto Alcan, covering 1,650 employees.

Chart 3: Duration of agreements, January 2016



Major work stoppages³

- The City of Montréal workers (non-essential only) represented by CUPE commenced a series of rotating work stoppages on January 25, 2016. More detailed information was not available at the time of publication.

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

Features

Literature scan

The following sample of studies relating to industrial relations and the labour market were recently published.

- A European Trade Union Institute study, [*Digitalisation of the economy and its impact on labour markets*](#), looks at the benefits and drawbacks of a digitalized economy. It provides an overview of the possibilities opened up by the digital revolution and discusses its impacts on employment, working conditions and training. An appendix provides a summary of challenges that the trade union world is facing, and offers examples of initiatives undertaken by some trade unions in response to the digitalization of economy.
- The Institute for Research on Public Policy has recently published a book titled [*Income Inequality: The Canadian Story*](#). The lead chapter, "[Trends in Income Inequality in Canada and Elsewhere](#)," finds that "income inequality has increased in Canada over the past several decades," mainly because "income increases for households at the low end of the distribution were generally smaller than increases for households at the middle, and especially those at the top, during the 1990s." Several other chapters of the book are also available free for download.

Contact

For more information, please contact the [Workplace Information and Research Division](#) or call 1-877-259-8828. Please use the above link to send us the memorandum of understanding or other documentation if you have a business unit that is either federally registered (with 100 or more employees) or provincially registered (with 500 or more employees) and a collective bargaining agreement is reached.

Note: This bulletin is based on January 2016 data/information, which was collected up to February 16, 2016. Work stoppage data was collected up to February 25, 2016.

- 1 All data reported in this bulletin relates to major collective agreements covering 500 or more employees across Canada.
- 2 The base-rate wage is the lowest paid classification used for qualified employees in the bargaining unit.
- 3 Major work stoppages involve 500 employees or more. Because of differences between the province of Ontario and the federal government's reporting cycles, monthly work stoppage data from Ontario may be incomplete.