



Workplace Bulletin

September 2016

This issue presents an overview of major¹ collective bargaining negotiations in the month of September (section A), innovative clauses in collective agreements (section B), the third quarter of 2016 (section C) and a literature scan (section D).

A. September overview

Key negotiation activities

In September, ongoing negotiations included the following:

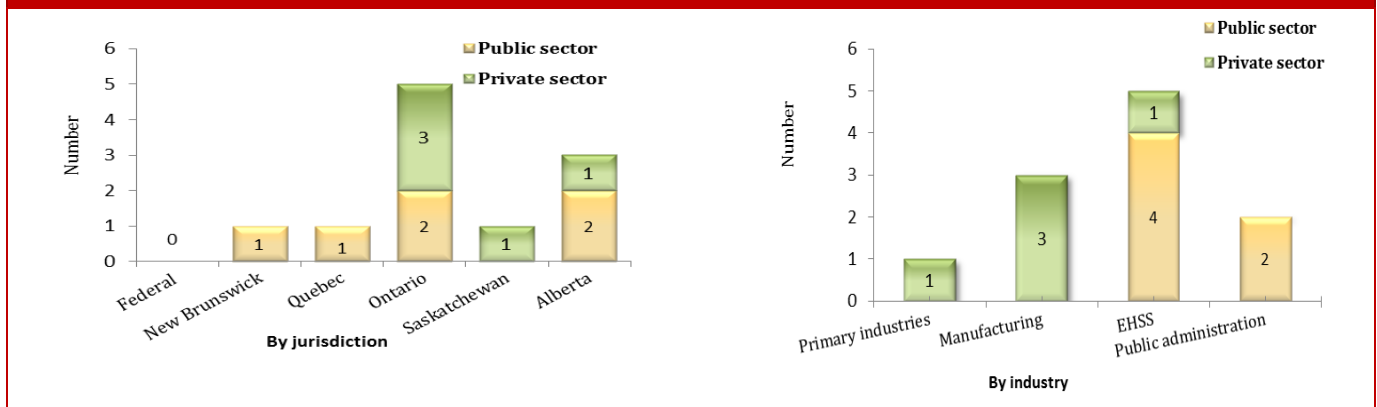
- **Sunwing Airlines Inc. and The Canadian Union of Public Employees, Local 4055:** The parties are negotiating the renewal of the collective agreement covering approximately 900 cabin crew and cabin safety managers, excluding supervisors, expired since May 31, 2016. A conciliator from the Federal Mediation and Conciliation Service has been assisting the parties with their negotiations since September 15, 2016. No agreement on the maintenance of activities has been reached by the parties in the event of a strike or lockout, and no strike vote has been taken as of end of September. The parties will acquire the legal right to strike or lockout on December 6, 2016.
- **Société de transport de l'Outaouais and Syndicat uni du transport, local 591:** The collective agreement covering a unit of 602 drivers and maintenance employees expired on December 31, 2014. Since September 14, 2016, the bargaining parties have been negotiating with the assistance of an appointed conciliator from Federal Mediation and Conciliation Service. The main issues are the work schedule and wages. On September 15, 2016, the union filed an application with the Canada Industrial Relations Board (CIRB), regarding the maintenance of activities in the event of a work stoppage. The parties will acquire the legal right to strike or lockout on December 5, 2016. However, no strike or lockout can be declared until the decision is rendered by the CIRB.

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

Settlements reached

- Eleven major agreements were reached in September; six in the public sector (covering 69,450 employees) and five in the private sector (covering 9,760 employees). Eight of these agreements were reached through direct bargaining, two through arbitration, and one through conciliation.
- All agreements concluded in September were in the provincial jurisdiction. Compared to other provinces, Ontario had the highest number of settlements reached (5), representing 91% of employees who settled during the month (Chart 1).
- The majority of employees (78%) that settled in September were in the education, health and social services (EHSS) industry (62,100 employees), followed by manufacturing (8,170 employees), public administration (8,000 employees), and primary industries (940 employees).

Chart 1: Collective bargaining settlements, September 2016

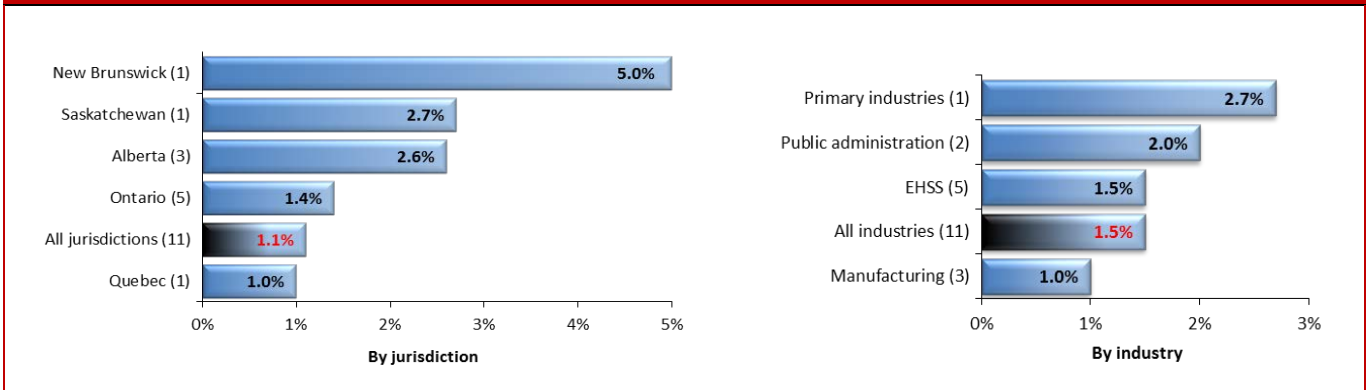


Settlement outcomes

Wages

- The average annual base-rate² wage adjustment (over the duration of the contract) received by the 79,210 employees that settled in September was 1.5% (Chart 2). In the previous round of negotiations between the same parties, the average wage adjustment was slightly lower (1.3%).
- The average wage adjustment received by employees in the public-sector (1.6%) was higher than the average wage increase received by employees in the private sector (1.2%).
- New Brunswick had the highest average wage adjustment (5.0%), negotiated between the Government of New Brunswick and the Canadian Union of Public Employees. The lowest average wage adjustment was negotiated between the General Motors of Canada Ltd. and Unifor, in Ontario (1.0%).
- Primary industries recorded the highest average wage increase (2.7%) and manufacturing the lowest (1.0%).

Chart 2: Average wage adjustments, September 2016



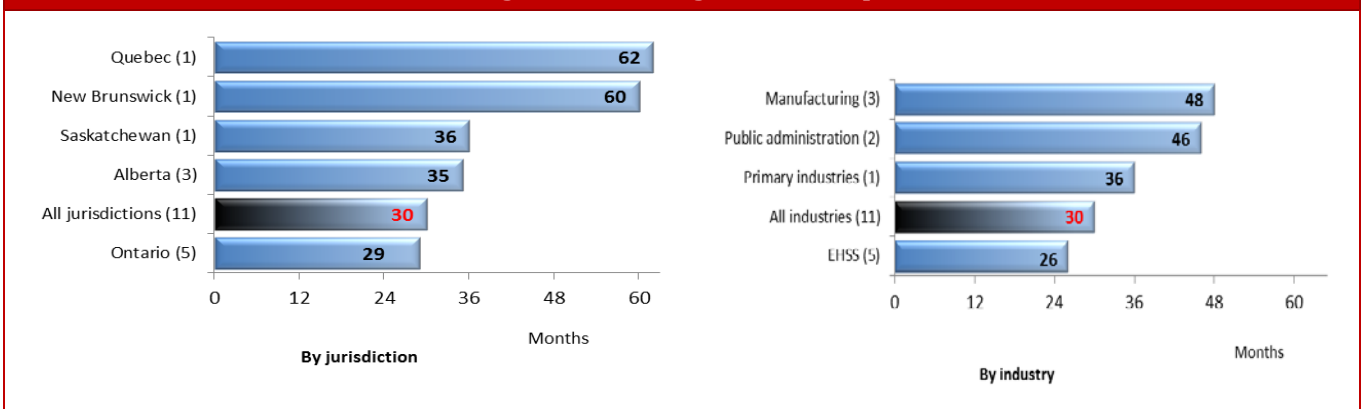
Note: The number of settled agreements per category is found in parenthesis

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

Duration of collective agreements

- The average duration of agreements settled in September was 30 months, similar to the average duration reached in the previous round of negotiations between the same bargaining parties (29 months) (Chart 3).
- The average duration of the agreements concluded in the public sector (28 months) was shorter than the average duration of the agreement reached in the private sector (47 months).
- The agreement concluded in Quebec between the Université du Québec à Trois-Rivières and the Canadian Union of Public Employees, had the longest duration (62 months).
- The shortest contract duration among the agreements concluded in September was 24 months.

Chart 3: Average duration of agreements, September 2016



Note: The number of settled agreements per category is found in parenthesis

Major work stoppages³

- No major work stoppages occurred in September.

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

B. Innovative clauses in collective agreements

New clauses in collective agreements allow employers and unions to adapt to changing economic, working and social environments. The following clauses were reported:

- *Halifax Regional Municipality and Nova Scotia Union of Public and Private Employees:* Wage increases are tied to the pension contribution rates and “any increase in the employer pension contribution rate beyond 12.21% during the term of the agreement will reduce the wage increase as set out in Articles 24.02(b), A.01, A.02 and A.03 by a corresponding amount for that year, provided that such reduction will be up to a maximum of one percent (1%).”
- *Toronto Public Library Board and Canadian Union of Public Employees:* An addition to the health and safety provision indicates that “each work location will be provided with ‘personal security alarm devices’, which staff may carry when working in isolated areas of the workplace.”

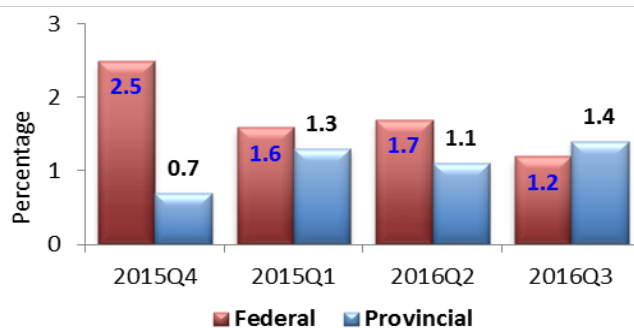
C. Third quarter overview

- Thirty-one major settlements, covering a total of 225,330 employees, were concluded during the third quarter of 2016. The average annual base-rate wage adjustment for these agreements was 1.3%, a slight increase when compared to the second quarter of 2016 (1.2%).
- Twenty-one collective agreements were concluded through direct bargaining. Out of the remaining ten agreements, five were settled through conciliation, and five through arbitration.
- Over two-thirds (70%) of the collective agreements settled were in the public sector (covering 211,000 employees), with an average wage increase of 1.4%, a small increase when compared to 1.1% in the previous quarter.
- The agreements settled in the private sector had an average wage increase of 1.2%, a slight decrease from the previous quarter (1.4%) (Chart 4).

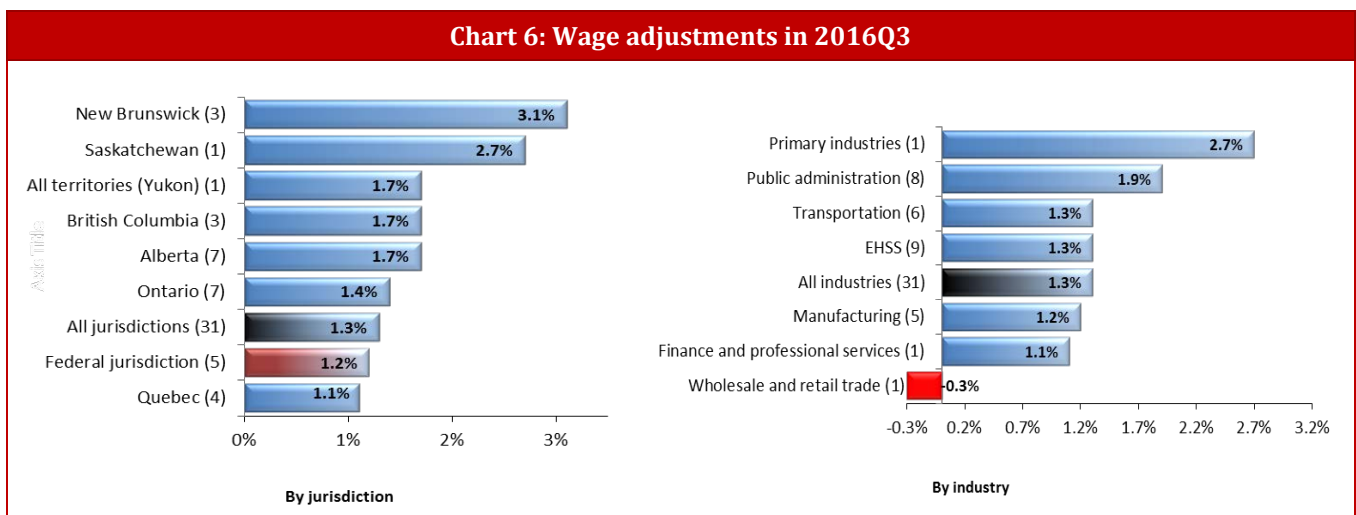
Chart 4: Average wage adjustments by sector (Quarterly)



Chart 5: Average wage adjustments by jurisdiction (Quarterly)



- The average wage adjustment in the public sector (1.4%) was slightly higher than in the private sector (1.2%).
- In the federal jurisdiction, five agreements (covering 14,180 employees) were settled for an average wage increase of 1.2%. This is lower than the average wage increase for the twenty-six agreements settled in the provincial jurisdiction (1.4%), which covered 376,110 employees [Chart 5].
- Among all provincial jurisdictions, New Brunswick had the highest wage adjustment (3.1%). The lowest wage adjustment (1.1%) was recorded in Quebec (Chart 6).
- The two largest proportions of employees settling were in Quebec (40%, 91,430 employees) and Ontario (33%, 74,510 employees).
- By industry, the highest average wage increase (2.7%) negotiated was in the primary industries, covering 940 employees. The wholesale and retail trade saw a wage reduction of 0.3%, covering 2,090 employees.
- Among all industries, the largest share of employees that settled was in EHSS industry (78%, 175,320 employees).



Note: The number of settled agreements per category is found in parenthesis

Major work stoppages⁴

- No major work stoppages occurred during the third quarter.

D. Literature scan

The following studies related to labour market and industrial relations were recently published:

- The Organisation for Economic Co-operation and Development (OECD) "[Better Life Index](#)" compares well-being across 38 OECD countries, including Canada, based on 11 topics identified by OECD as essential to people's material living conditions and quality of life. The latest evidence suggests that OECD countries have diverse patterns of strengths and weaknesses relating to well-being. Countries ranking in the top third of the OECD gross domestic product (GDP) per capita tend to do well overall, especially in relation to household income and earnings. However, in areas such as job security, air quality, housing affordability, and work life balance, comparative weaknesses are observed at any level of GDP per capita. Canada shows that full-time workers devote on average 60% of their day, or 14.4 hours, to personal care and leisure, which is less than the OECD average of 15 hours.
- Statistics Canada's report "[The Canada-U.S. gap in women's labour market participation](#)" examines the diverging trends between Canada and the United States in women's labour force participation over the past two decades. According to the report, the labour force participation rates of Canadian women has increased slightly, while the labour force participation rates of American women has declined. In both countries there has been an overall decline in the gender gap in labour force participation rates. In Canada, the reduction is mostly attributed to the increase in women's labour force participation rates, while in the United States is due to a reduction in men's labour force participation rates.

Contact

For previous issues of the Workplace Bulletin or 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 a copy of your collective agreement or 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).

Note: This bulletin is based on September 2016 data/information, which was collected up to October 16, 2016. Work stoppage data was collected up to October 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.
- ⁴ See note 3.