



Workplace Bulletin

April 2017

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

A. April overview

Key negotiation activities

In April, ongoing negotiations included the following:

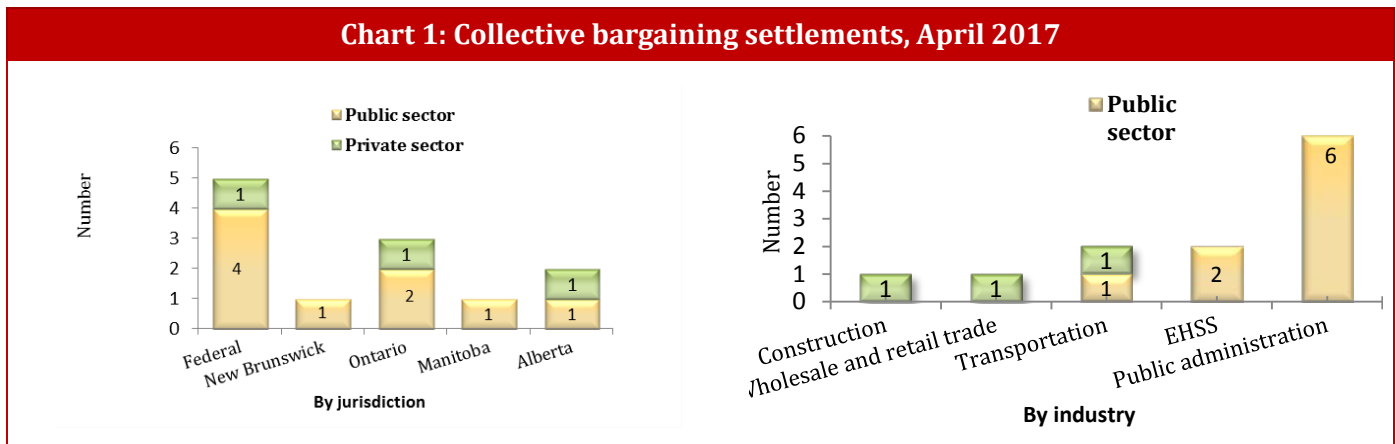
- **University of Saskatchewan and Canadian Union of Public Employees (CUPE):** The collective agreement covering 1,800 employees expired on December 31, 2015. The university and the union have asked a labour arbitration panel for clarification on the different interpretations of language regarding the pension plan. The grievance was heard on March 29 and awaiting arbitrator's decision. Bargaining dates are set for May, June, and into the autumn.
- **Association patronale nationale de négociation des centres de la petite enfance (APNCPE) and Fédération de la santé et des services sociaux:** The collective agreement covering 1,270 employees expired on March 31, 2015. Visibility actions were taken by the union at the beginning of April. The APNCPE still declines to join the national negotiation table to continue the negotiations. In the fall of 2016, the APNCE decided to withdrawn from the negotiation process, and has filed a complaint against the union with the Tribunal administratif du travail.

Updated monthly list of [Key negotiations](#)

Settlements reached

- Twelve major agreements were reached in April: nine in the public sector (covering 114,820 employees) and three in the private sector (covering 3,280 employees). Ten agreements were reached through bargaining, one through conciliation, and one through mediation.
- Five agreements were concluded in the federal jurisdiction (covering 101,860 employees).
- Among the agreements concluded in provincial jurisdictions, three were reached in Ontario (covering 5,840 employees, two were reached in Alberta (covering 1,480 employees), one was reached in New Brunswick (covering 8,000 employees) and one was reached in Manitoba (covering 920 employees) (Chart 1).
- The majority of employees (87%) who settled in April were in public administration (102,680 employees), followed by educational, health and social services (EHSS) (11,500 employees), wholesale and retail (1,700 employees), transportation (1,590 employees) and construction (630 employees).

Chart 1: Collective bargaining settlements, April 2017



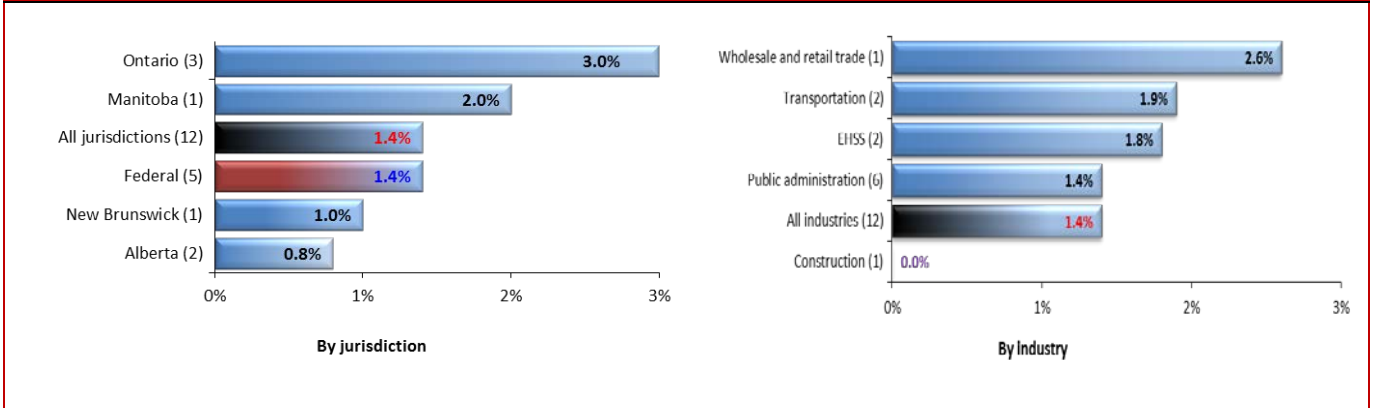
The texts of collective agreements can be accessed through the [Negotech](#). The listing of [Ratified settlements](#) is also available online.

Settlement outcomes

Wages

- The average annual base-rate² wage adjustment (over the duration of the contract) received by the 118,100 employees that settled in April was 1.4% (Chart 2). In the previous round of negotiations between the same parties, the average wage adjustment was higher (1.7%).
- The average wage adjustment received by employees in the public sector (1.4%) was slightly lower than the average wage increase received in the private sector (1.9%).
- Ontario had the highest average wage adjustment (3.5%), negotiated between the University of Ottawa and Canadian Union of Public Employees. The lowest average wage adjustment was a wage freeze negotiated between the PCL Builders Inc. and Christian Labour Association of Canada, in Alberta.
- By industry, wholesale and trade received the highest average wage gain (2.6%), while the construction industry recorded a wage freeze (Chart 2).

Chart 2: Average wage adjustments, April 2017



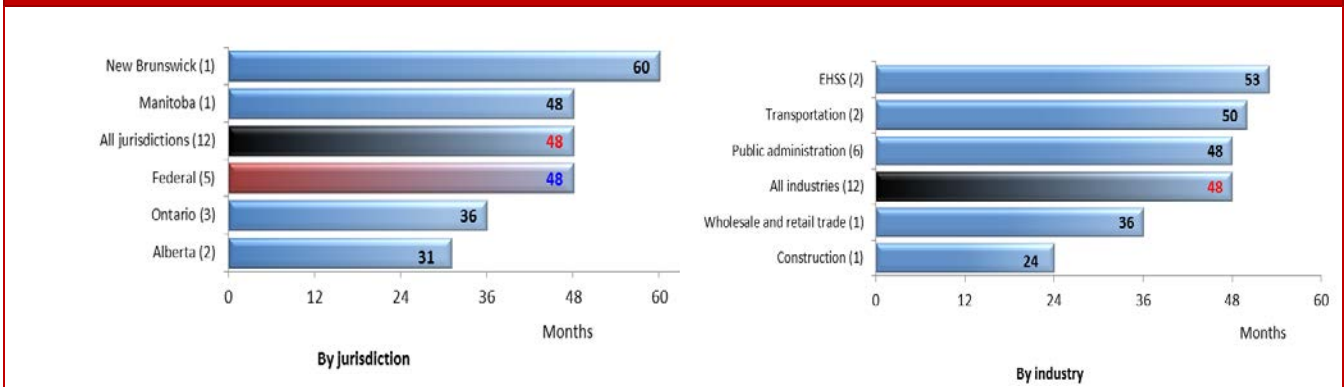
Note: The number of settled agreements per category is found in parentheses

More information on [Wage settlements](#)

Duration of collective agreements

- The average duration of the agreements settled in April was 48 months, higher than the average duration negotiated previously between the same bargaining parties (37 months) (Chart 3).
- The average duration of the agreements concluded in the public sector (48 months) was higher than the duration of the agreements reached in the private sector (40 months).
- The agreement concluded in Alberta between the PCL Builders Inc. and Christian Labour Association of Canada had the shortest duration (24 months).
- The longest contract duration among the agreements concluded in April was 60 months, between Government of New Brunswick and New Brunswick Teachers' Federation.

Chart 3: Average duration of agreements, April 2017



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

Major work stoppages³

- No major work stoppages occurred in April.

More information on [Work stoppages in Canada](#)

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:

- *Louis Riel School Division (Winnipeg) and Canadian Union of Public Employees* – Article 20.04 Swimsuit Allowance : “Effective the date of signing, employees who regularly participate weekly “in water” swimming activities with students shall be entitled to an annual swimsuit allowance of up to \$75.00 per year, on a 50/50 cost share basis upon the presentation of the original receipt.”
- *Board of Governors of Ryerson University and Ryerson Faculty Association* – Gender transition fund: “The University will provide a one-time fund to the Association of \$10,000 by October 2016 to be available to support transgender health issues, to be administered by the Association.”

C. Literature scan

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

- A recent publication from the Canadian Centre for Policy Alternatives, *Indigenous People, Wage Labour and Trade Unions: The Historical Experience in Canada*, discusses the historical relationship between Trade Unions and Indigenous communities. While history shows that unions have not always been favourable to Indigenous labour market participation, there has been a concerted effort in recent years to build relationships with Indigenous communities. This effort has involved new training initiatives, changes to collective agreement language, and innovations to organizing strategies.
- *Gender differences in corporate hierarchies*, from the IZA World of Labour, proposes that the gender wage gap is to a large degree driven by gender differences in corporate hierarchies. According to the article, men and women have divergent outcomes from the outset of their careers and this split widens with career progression. Having an understanding of differences in career breaks, hours worked, and psychological attributes may help inform policy changes to narrow the gender wage gap.

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 April 2017 data/information, which was collected up to May 12, 2017. Work stoppage data was collected up to May 25, 2017.

- 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.