



Workplace Bulletin

June 13, 2008

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

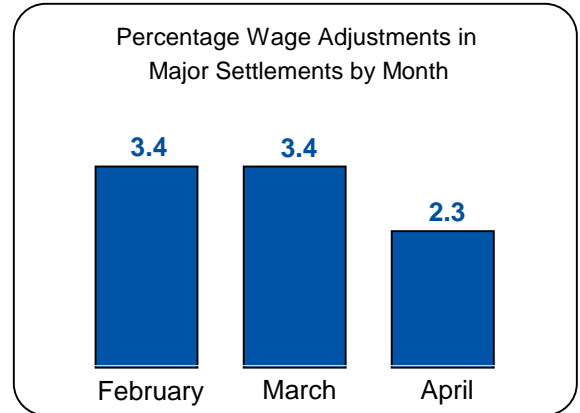
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Wage Settlements Covering 500 or More Employees

April 2008

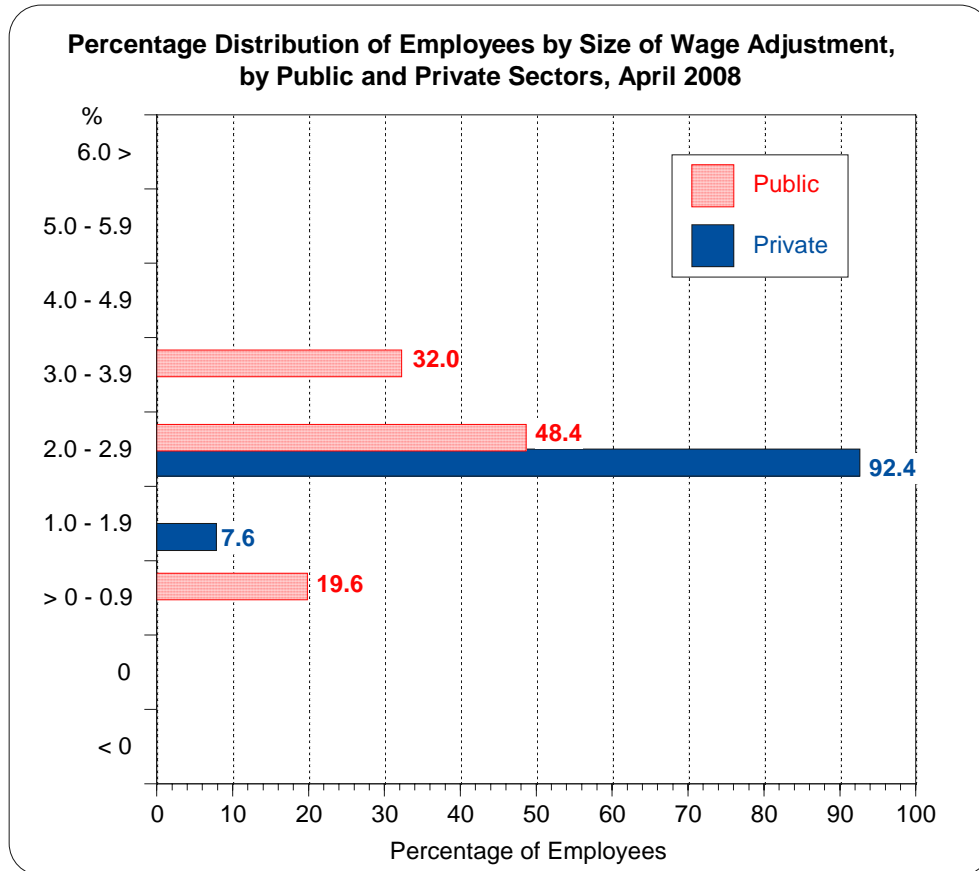
Major collective bargaining settlements reached in April 2008 provided base-rate wage adjustments averaging 2.3% annually over the contract term, lower than the 3.4% adjustment recorded in the first 3 months of 2008. The results for April are based on a review of only 14 settlements and cover 24,420 employees.



When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.9%, a larger average than in their current settlements. Contract duration in April 2008 averaged 44.1 months, compared to 38.7 months in the previous round of settlements.

Wage adjustments in the public sector averaged 2.5% for 15,300 employees in 9 agreements; private-sector wage adjustments averaged 2.1% for 9,120 employees in 5 agreements. The lower overall average wage adjustment in April was adjustment in April was due in part to the Brewers Retail Inc. agreement in Ontario providing 6,000 employees with a wage increase averaging 2.0% (private sector) and a Windsor Casino agreement in Ontario providing 3,000 employees with a wage increase averaging 0.7% (considered public sector). The largest average

annual wage adjustment recorded in April was 3.5% for 910 municipal employees with the District of Coquitlam in British Columbia.



On an industry basis, wage adjustments ranged from a high of 3.1% in the public administration sector, to a low of 0.9% in the entertainment and hospitality sector. The largest concentration of employees (24.6%) was in the trade sector where the wage adjustment averaged 2.0% (due to a single agreement with Brewers Retail Inc.).

On a jurisdiction basis, wage adjustments ranged from a high of 3.5% in British Columbia, to a low of 2.2% in both Ontario and Quebec. The largest concentration of employees was in Ontario (67.9% of all employees). Although the largest average wage adjustments recently have been in Alberta and Saskatchewan, there were no major settlements recorded in these 2 jurisdictions in April.

In April 2008, the majority of employees (64.8%) received wage adjustments in the 2.0 to 2.9% range; 20.1% of employees received adjustments in the 3.0 to 3.9% range and 15.1% were between the 0 and 1.9% range.

Wage increases in the first 4 months of 2008 (January through April) averaged 3.2% for 196,600 employees in 74 major settlements.

Average Annual Percentage Wage Adjustments by Month

	2008		
	February	March	April
Sectors			
Public Sector	3.1	3.4	2.5
Private Sector	3.8	1.0	2.1
All Industries/Jurisdictions			
Average Annual Adjustment	3.4	3.4	2.3
Non-COLA	3.4	3.4	2.3
COLA	2.4	-	2.3
First-Year Adjustment			
Non-COLA	3.2	3.4	2.2
COLA	2.4	-	2.2
Industries			
Utilities	3.3	-	3.0
Manufacturing	1.2	1.0	2.4
Wholesale and Retail Trade	4.6	4.7	2.0
Transportation	3.0	-	-
Information and Culture	-	-	2.3
Education, Health and Social Services	3.6	3.4	2.6
Entertainment and Hospitality	-	-	0.9
Public Administration	2.6	1.8	3.1
Jurisdictions			
Prince Edward Island	-	3.0	-
Nova Scotia	3.5	-	-
New Brunswick	3.3	-	3.0
Quebec	2.5	1.8	2.2

	2008		
	February	March	April
Ontario	2.6	3.0	2.2
Manitoba	2.4	5.0	2.6
Saskatchewan	-	2.3	-
Alberta	4.8	4.5	-
British Columbia	2.0	-	3.5
Federal Jurisdiction	3.4	-	2.3

Average Annual Percentage Wage Adjustments by Quarter

	2007			2008
	2 nd	3 rd	4 th	1 st
Sectors				
Public Sector	3.0	4.1	3.4	3.2
Private Sector	3.1	3.7	3.2	4.0
All Industries/Jurisdictions				
Average Annual Adjustment	3.0	3.9	3.4	3.4
Non-COLA	3.1	3.7	3.4	3.3
COLA	2.6	4.8	3.4	5.5
First-Year Adjustments				
First-Year Adjustment	4.0	4.0	3.9	3.3
Non-COLA	4.3	3.7	3.9	3.2
COLA	2.5	4.8	4.4	6.2
Industries				
Primary Industries	3.3	5.7	-	4.8
Utilities	4.0	4.2	4.4	3.3
Construction	3.2	3.9	3.4	5.8
Manufacturing	2.0	4.2	2.8	1.1

	2007			2008
	2 nd	3 rd	4 th	1 st
Wholesale and Retail Trade	2.5	1.9	-	4.6
Transportation	2.6	2.9	3.1	3.2
Information and Culture	3.8	2.0	3.4	2.0
Finance and Professional Services	3.6	2.3	4.2	2.0
Education, Health and Social Services	3.1	4.6	3.9	3.5
Entertainment and Hospitality	3.0	3.5	2.5	-
Public Administration	3.1	3.8	3.2	2.1
Jurisdictions				
Newfoundland and Labrador	0.5	-	3.2	-
Prince Edward Island	2.8	-	-	3.0
Nova Scotia	3.7	2.9	2.9	3.5
New Brunswick	2.0	-	-	4.0
Quebec	3.2	2.1	3.1	2.4
Ontario	2.9	3.2	2.9	3.0
Manitoba	3.0	3.1	3.8	4.1
Saskatchewan	4.2	4.0	4.2	2.3
Alberta	4.4	5.1	4.5	4.0
British Columbia	2.9	3.3	2.9	3.3
Territories	3.0	-	-	-
Multiprovince	6.0	3.6	2.9	-
Federal Jurisdiction	2.7	2.6	3.3	3.4

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.2	2.6	3.4	3.1
Private Sector	2.5	2.2	3.1	3.6
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	3.2
Non-COLA	2.3	2.5	3.3	3.2
COLA	2.5	2.6	3.4	3.5
First-Year Adjustment				
Non-COLA	2.1	2.4	3.9	3.1
COLA	2.6	2.7	3.4	3.6
Industries				
Primary Industries	3.0	2.7	4.7	4.8
Utilities	2.6	2.3	3.8	3.0
Construction	2.5	3.6	3.3	5.8
Manufacturing	2.5	2.2	2.4	1.3
Wholesale and Retail Trade	2.0	1.1	2.4	3.7
Transportation	2.9	2.1	2.7	3.2
Information and Culture	2.4	2.5	3.0	2.2
Finance and Professional Services	2.3	2.5	3.5	2.0
Education, Health and Social Services	2.1	2.6	3.5	3.4
Entertainment and Hospitality	1.9	2.9	3.3	0.9
Public Administration	2.5	2.8	3.5	2.3
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.5	-
Prince Edward Island	2.5	2.7	2.8	3.0

	2005	2006	2007	2008
Nova Scotia	3.3	3.2	3.0	3.5
New Brunswick	3.0	3.0	2.3	3.7
Quebec	1.6	1.9	3.2	2.4
Ontario	2.7	2.5	3.0	2.8
Manitoba	2.9	2.6	3.0	3.9
Saskatchewan	2.0	2.1	4.1	2.3
Alberta	3.0	3.4	4.9	4.0
British Columbia	0.5	2.5	3.0	3.4
Territories	3.0	3.1	3.0	-
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	3.3

Note: Data for 2008 cover the months of January through April.

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1988

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7

Year	Public	Private	Both Sectors
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.2	2.5	2.3
2006	2.6	2.2	2.5
2007	3.4	3.1	3.3
2008	3.1	3.6	3.2

Note: Data for 2008 cover the months of January through April.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes \(PDF format, 200kb\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at [other detailed tables \(PDF format, 325kb\)](#).

Major Settlements Reached in April 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Hydro One Inc. province-wide, Ontario Canadian Union of Public Employees (CLC) office employees; general tradesmen; technical employees	3,470	3.0*	36.0	Mar 31, 2011
1 agreement	3,470	3.0	36.0	
Manufacturing				
Johnson & Johnson Products Inc. Montréal, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) hourly-rated employees	500	2.4	60.0	Apr 30, 2012
1 agreement	500	2.4	60.0	
Wholesale and Retail Trade				
Brewers Retail Inc. province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) warehouse employees; retail employees	6,000	2.0*	60.0	Dec 31, 2012
1 agreement	6,000	2.0	60.0	
Information and Culture				
MTS Allstream Inc. province-wide, Manitoba International Brotherhood of Electrical Workers (AFL-CIO/CLC) trade employees	850	2.3	36.0	Jan 31, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
MTS Allstream Inc. province-wide, Manitoba Telecommunications Employees Association of Manitoba (Independent-natl.) managers	1,080	2.3	36.0	Feb 19, 2010
2 agreements	1,930	2.3	36.0	
Education, Health and Social Services				
St. Michael's Hospital Toronto, Ontario Service Employees International Union (CtW/CLC) health service employees	800	2.8	36.0	Sep 30, 2009
Université Laval Québec, Quebec Public Service Alliance of Canada (CLC) teaching assistants	600	2.7	35.8	Apr 30, 2011
University of Manitoba Winnipeg, Manitoba Association of Employees Supporting Education Services (Independent-local) office employees; service employees; technical employees	2,000	2.6	42.5	Apr 08, 2011
University of Manitoba Winnipeg, Manitoba Canadian Union of Public Employees (CLC) lecturers; teaching assistants	700	2.7	36.0	Aug 31, 2010
4 agreements	4,100	2.6	39.4	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Entertainment and Hospitality				
Confédération des syndicats nationaux et ses organismes affiliés Montréal, Quebec Syndicat des travailleuses et travailleurs de la CSN (Independent-local); Fédération nationale des communications (CSN); Fédération du personnel de la santé et des services sociaux (CSQ) administrative and support employees	690	1.7*	36.0	May 31, 2010
Windsor Casino Limited Windsor, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) casino employees; security guards; office employees	3,000	0.7	36.0	Apr 03, 2011
2 agreements	3,690	0.9	36.0	
Public Administration				
City of Coquitlam Coquitlam, British Columbia Canadian Union of Public Employees (CLC) office employees; service employees; technical employees	910	3.5	60.0	Dec 31, 2011
Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) health service employees; service and maintenance employees	520	3.0	48.0	Jun 15, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Workplace Safety & Insurance Board, Ontario province-wide, Ontario Canadian Union of Public Employees (CLC) office employees; administrative services employees	3,300	2.9	36.0	Mar 31, 2011
3 agreements	4,730	3.1	41.9	
Agreements with COLA - 3 agreements	10,160	2.3	50.2	
Agreements without COLA - 11 agreements	14,260	2.3	39.7	
All Agreements - 14 agreements	24,420	2.3	44.1	

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Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

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Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	137,500	ARB/MED/B	Mar 06–Jan 08
Canada Revenue Agency	PIPSC	9,490	B	Oct 07
National Research Council of Canada	PIPSC/RCEA	3,010	B	Jul 07/Apr 08
Government of Nunavut	PSAC	2,100	MED	Sep 06
City of Ottawa - OC Transpo	ATU	2,000	CO	Mar 08
Marine Atlantic	CAW Canada	780	B	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
MTS Allstream Inc. (Man.)	CEP	1,360	CO	Dec 07
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	700	CO	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
Saskatchewan Association of Health Organizations	Various unions	32,680	TENT/B	Mar 08
Health Boards of Alberta	AUPE/HSAA	22,650	B/MED	Mar 08
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
City of Montréal	Various unions	13,950	B/ARB	Dec 06
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Toronto Transit Commission	ATU	8,400	MED-ARB	Mar 08
Toronto Police Services Board	Toronto Police Association	7,310	MED	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
Government of New Brunswick	CUPE	5,760	B	Jun 07
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
Government of New Brunswick	Nurses	4,390	B	Dec 07
City of Québec	Various unions	4,020	B	Dec 06
Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Government of Prince Edward Island	PEIUPSE	2,440	TENT	Mar 07
Société de transport de Montréal	CSN	2,200	B/CO	Jan 07
City of Winnipeg	Firefighters	880	ARB	Dec 07
Prince Edward Island Department of Health	Nurses	790	B	Mar 08

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	TENT	Jul 07
Canada Safeway (B.C.)	UFCW	10,230	B	Mar 08
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07
Catalyst Paper Corp. (B.C.)	CEP	2,100	B	Apr 08
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	B	Jan 08
Teck Cominco Metals Ltd. (B.C.)	Steelworkers	1,360	TENT	May 08
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	B	Dec 07

* ARB - Arbitration
 B - Bargaining
 B/WS - Bargaining after work stoppage
 CO - Conciliation
 MED - Mediation
 M/WS - Mediation after work stoppage
 PAB - Post-arbitration bargaining
 PCB - Post-conciliation bargaining
 PMB - Post-mediation bargaining
 TENT - Tentative settlement
 WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
University of Toronto	CUPE/Steelworkers	9,140	Apr/Jun 08
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	Jun 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07

Major Work Stoppages

involving 500 or more employees, from **May 23 to June 5, 2008**.

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
Calgary Board of Education Calgary, Alberta Calgary Board of Education Staff Association 3,535 office and support employees	Wages and working conditions	Jun 3/2008	Jun 4/2008
OLG Brantford Casino Brantford, Ontario National automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) 675 casino employees	Not available	Jun 1/2008	
McGill University Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec – CSN 1 600 teaching assistants	Wages and working conditions	8 Apr 2008	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- 2008 Calendars of Expiries and Reopeners—Update
- Etc.

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is provided in this issue; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

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