



Workplace Bulletin

December 15, 2008

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

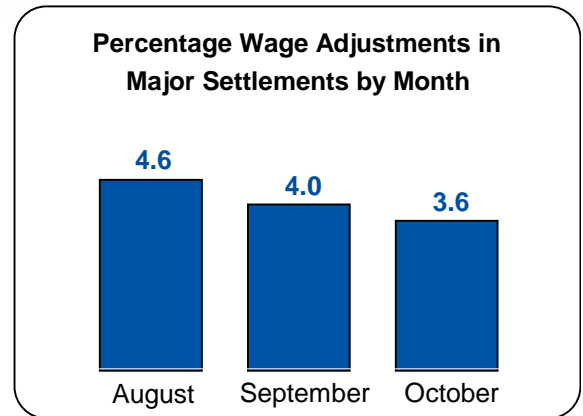
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Wage Settlements Covering 500 or More Employees

October 2008

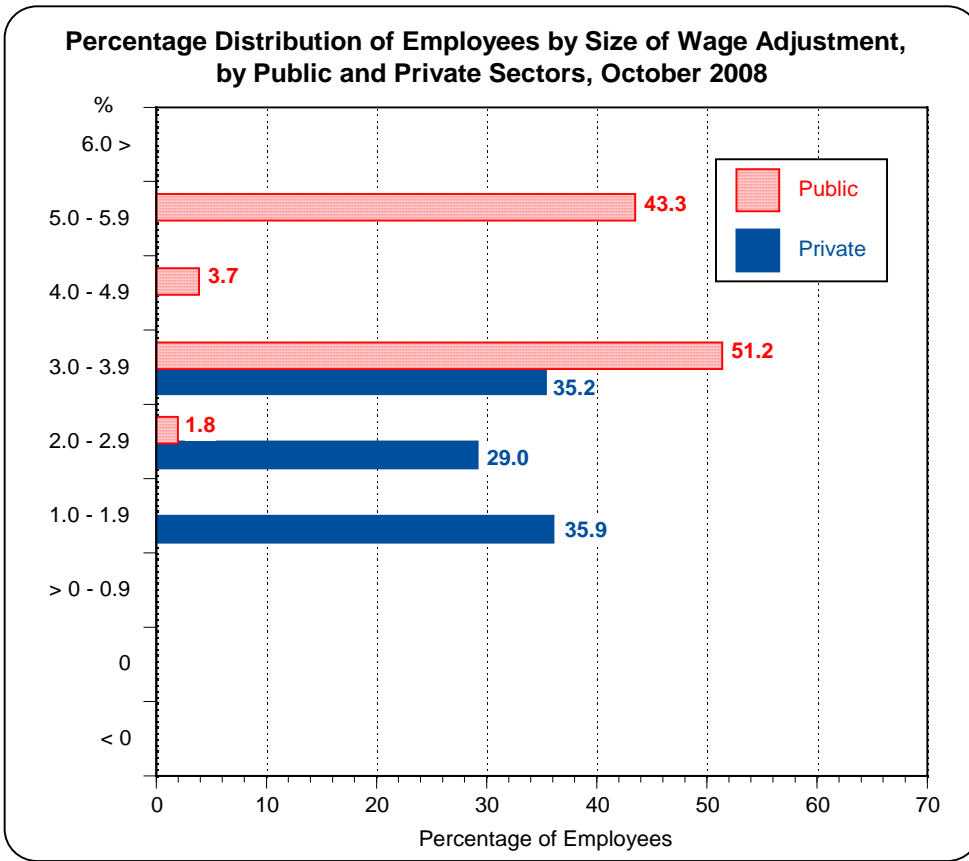
Major collective bargaining settlements in October 2008 provided base-rate wage adjustments averaging 3.6% annually over the contract term. The results for the month of October are based on a review of 26 settlements and cover 56,820 employees.



When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.8%, lower than in their current settlements. Contract duration in October 2008 averaged 40.0 months, compared to 38.4 months in the previous round of settlements.

Wage adjustments in the public sector averaged 3.9% for 46,780 employees in 19 agreements; private-sector wage adjustments averaged 2.1% for 10,040 employees in 7 agreements.

The higher average wage adjustment in the public sector was due in part to 3 health sector agreements in Alberta providing wage increases of 5.0% for 18,700 employees. There were also numerous education-sector agreements in Ontario with wage gains averaging 3.0%. The lower private sector average was influenced in part by agreements such as Westfair Foods (1.1%) and the Winnipeg Free Press (2.0%) in Manitoba and Garda Security (2.0%) in Quebec.



On a jurisdiction basis in October 2008, wage adjustments ranged from a low of 1.2% in Manitoba, to a high of 5.0% in Newfoundland, Quebec, and Alberta. The largest concentration of agreements (46.2%) and employees (43.6%) was in Ontario where wage adjustments averaged 3.0%; the second largest concentration of employees (35.1%) was in Alberta where wage adjustments averaged 5.0%.

On an industry basis in October 2008, wage adjustments ranged from a low of 2.0% in both the information and culture sector and the security services sub-sector (finance and professional services), to a high of 4.2% in the education, health, and social services sector. The largest concentration of agreements (65.4%) and employees (64.9%) was also in the education, health, and social services sector, including 8 Ontario education-sector

settlements at 3.0% and 3 Alberta health-sector settlements at 5.0%, mentioned above.

In October 2008, 48.3% of employees received wage adjustments in the 3.0 to 3.9% range; only 3.1% of employees received adjustments in the 4.0 to 4.9% range; 35.6% of employees received adjustments of 5.0%. Slightly less than 13% of employees received wage adjustments under 3.0%.

Wage adjustments in base rates for the first 10 months of 2008 (January through October) averaged 3.3%.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2008		
	August	September	October
Sectors			
Public Sector	5.2	4.1	3.9
Private Sector	2.7	3.3	2.1

	2008		
	August	September	October
All Industries/Jurisdictions			
Average Annual Adjustment	4.6	4.0	3.6
Non-COLA	4.6	4.0	3.6
COLA	0.0	3.9	-
First-Year Adjustment			
First-Year Adjustment	7.0	4.1	3.7
Non-COLA	7.1	4.1	3.7
COLA	0.0	4.0	-
Industries			
Utilities	3.5	-	-
Manufacturing	1.4	3.9	3.0
Wholesale and Retail Trade	2.6	2.6	2.1
Transportation	2.4	4.6	3.0
Information and Culture	-	1.6	2.0
Finance and Professional Services	-	-	2.0
Education, Health, and Social Services	5.4	4.1	4.2
Entertainment and Hospitality	2.5	-	-
Public Administration	-	3.3	-
Jurisdictions			
Newfoundland and Labrador	-	-	5.0
Quebec	2.4	-	5.0
Ontario	2.5	3.1	3.0
Manitoba	2.7	3.6	1.2
Saskatchewan	-	-	3.0
Alberta	5.9	4.5	5.0
British Columbia	2.6	2.6	2.7
Federal Jurisdiction	-	3.3	2.0

Average Annual Percentage Wage Adjustments by Quarter

	2007	2008		
	4 th	1 st	2 nd	3 rd
Sectors				
Public Sector	3.4	3.2	3.0	4.4
Private Sector	3.2	3.9	1.7	2.8
All Industries/Jurisdictions				
Average Annual Adjustment	3.4	3.4	2.4	4.0
Non-COLA	3.4	3.3	2.7	4.0
COLA	3.5	5.1	1.4	3.3
First-Year Adjustment				
Non-COLA	4.0	3.3	2.3	5.3
COLA	3.9	3.2	2.9	5.3
COLA	4.9	5.6	0.5	3.5
Industries				
Primary Industries	-	4.8	3.4	-
Utilities	4.4	3.3	2.1	3.5
Construction	3.4	5.8	-	-
Manufacturing	2.8	1.1	1.1	3.1
Wholesale and Retail Trade	-	4.6	1.7	2.5
Transportation	3.1	3.2	2.9	3.2
Information and Culture	3.4	2.0	2.1	1.6
Finance and Professional Services	4.2	2.0	2.9	-
Education, Health, and Social Services	3.9	3.5	3.7	4.6
Entertainment and Hospitality	2.5	-	1.2	2.3
Public Administration	3.2	2.1	3.3	3.0
Jurisdictions				
Newfoundland and Labrador	3.2	-	5.0	-
Prince Edward Island	-	3.0	-	3.0
Nova Scotia	2.9	3.5	2.9	-

	2007	2008		
	4 th	1 st	2 nd	3 rd
New Brunswick	-	4.0	3.0	2.5
Quebec	3.2	2.4	2.1	2.8
Ontario	2.9	3.0	1.8	2.9
Manitoba	3.8	4.1	3.5	3.3
Saskatchewan	4.2	2.3	-	6.2
Alberta	4.4	4.0	4.7	5.3
British Columbia	2.9	3.3	3.4	2.6
Territories	-	-	4.4	-
Multiprovince	2.9	-	-	-
Federal Jurisdiction	3.3	3.4	2.6	3.3

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.3	2.6	3.4	3.6
Private Sector	2.4	2.2	3.2	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	3.3
Non-COLA	2.3	2.5	3.3	3.4
COLA	2.5	2.7	3.4	2.0
First-Year Adjustment				
Non-COLA	2.1	2.4	3.8	3.6
COLA	2.6	2.7	3.5	1.4
Industries				
Primary Industries	3.1	2.8	4.7	4.4
Utilities	2.6	2.3	3.8	2.2
Construction	2.5	3.6	3.3	5.8

	2005	2006	2007	2008
Manufacturing	2.4	2.4	2.5	1.6
Wholesale and Retail Trade	2.0	1.2	2.4	2.6
Transportation	2.9	2.1	2.7	3.1
Information and Culture	2.5	2.5	3.0	2.0
Finance and Professional Services	2.3	2.5	3.5	2.8
Education, Health, and Social Services	2.1	2.6	3.5	4.0
Entertainment and Hospitality	1.9	2.9	3.3	1.8
Public Administration	2.5	2.8	3.5	2.7
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.6	5.0
Prince Edward Island	2.5	2.7	2.8	3.0
Nova Scotia	3.3	3.2	3.0	3.4
New Brunswick	3.1	3.0	2.5	2.7
Quebec	1.6	2.0	3.2	2.4
Ontario	2.7	2.5	3.0	2.5
Manitoba	2.9	2.6	3.0	3.5
Saskatchewan	2.0	2.1	4.1	5.2
Alberta	3.0	3.4	4.9	4.8
British Columbia	0.5	2.5	3.0	2.7
Territories	3.0	3.1	3.0	4.4
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	2.9

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

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

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2

Year	Public	Private	Both Sectors
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
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	2.3	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.2	3.3
2008	3.6	2.5	3.3

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

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.

OTHER DETAILED TABLES

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

Major Settlements Reached in October 2008

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
Okanagan Tree Fruit Cooperative Kelowna, British Columbia United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	600	3.0	12.0	Aug 31, 2009
1 agreement	600	3.0	12.0	
Wholesale and Retail Trade				
Canada Safeway Limited province-wide, British Columbia United Food and Commercial Workers Canada (CtW/CLC) retail employees	1,500	2.6	60.0	Mar 31, 2013
Extra Foods Saskatoon, Melville; Moose Jaw; and Regina, Saskatchewan United Food and Commercial Workers Canada (CtW/CLC) retail employees	830	3.0	59.9	Mar 23, 2013
Real Canadian Superstore/Wholesale Club province-wide, Saskatchewan United Food and Commercial Workers Canada (CtW/CLC) retail employees	2,100	3.0	59.9	Mar 23, 2013
Westfair Foods Ltd. province-wide, Manitoba United Food and Commercial Workers Canada (CtW/CLC) retail employees	3,600	1.1	59.9	Sep 27, 2013
4 agreements	8,030	2.1	60.0	

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Transportation				
City of Mississauga Mississauga, Ontario Amalgamated Transit Union (AFL-CIO/CLC) bus drivers, mechanic, service and maintenance employees	910	3.0	36.0	Sep 30, 2011
Toronto Transit Commission Toronto, Ontario Amalgamated Transit Union (AFL-CIO/CLC) bus drivers, office employees, service and maintenance employees	8,970	3.0	36.0	Mar 31, 2011
2 agreements	9,880	3.0	36.0	
Information and Culture				
Winnipeg Free Press Winnipeg, Manitoba Communications, Energy and Paperworkers Union of Canada (CLC) print media employees, compositors, office employees	510	2.0	57.0	Jun 30, 2013
1 agreement	510	2.0	57.0	
Finance and Professional Services				
Société en commandite Garda - transport de valeurs province-wide, Quebec Canadian Union of Public Employees (CLC) armoured car services employees	900	2.0	60.0	Sep 30, 2013
1 agreement	900	2.0	60.0	
Education, Health, and Social Services				
Bruyère Continuing Care Ottawa, Ontario Canadian Union of Public Employees (CLC) health service and trade employees	850	2.9	36.0	Mar 31, 2010

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Calgary Health Region Calgary, Alberta Alberta Union of Provincial Employees (Independent-natl.) non-medical employees, support employees	7,000	5.0	36.0	Mar 31, 2011
Capital Health Edmonton, Alberta Alberta Union of Provincial Employees (Independent-natl.) non-medical employees, support employees	6,500	5.0	36.0	Mar 31, 2011
College Compensation and Appointments Council province-wide, Ontario Ontario Public Service Employees Union (CLC) support employees	6,450	3.0	36.0	Aug 31, 2011
Grant MacEwan College Edmonton, Alberta Grant MacEwan College Faculty Association (Independent-local) professors	1,250	4.5	24.0	Jun 30, 2011
Halton Catholic District School Board Burlington, Ontario Ontario English Catholic Teachers' Association (CLC) elementary teachers	970	3.0	48.0	Aug 31, 2012
HBA Services Red Deer and other centres, Alberta Alberta Union of Provincial Employees (Independent-natl.) non-medical employees, support employees, service and maintenance employees	5,200	5.0	36.0	Mar 31, 2011
Memorial University of Newfoundland St. John's, Newfoundland and Labrador Canadian Union of Public Employees (CLC) administrative services employees, technical employees	850	5.0	48.0	Mar 31, 2012

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Ottawa Hospital Ottawa, Ontario Ontario Public Service Employees Union (CLC) health and social care professional employees; paramedical technical employees	2,300	3.3	12.0	Mar 31, 2009
Simcoe Muskoka Catholic District School Board Barrie, Ontario Ontario English Catholic Teachers' Association (CLC) secondary teachers	540	3.0	48.0	Aug 31, 2012
Toronto Catholic District School Board Toronto, Ontario Ontario English Catholic Teachers' Association (CLC) occasional teachers	750	3.0	48.0	Aug 31, 2012
Université du Québec à Chicoutimi Chicoutimi, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN) lecturers	700	5.3	65.0	May 31, 2012
Université du Québec à Rimouski Rimouski, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN) lecturers	500	4.6	41.0	May 31, 2010
University of Windsor Windsor, Ontario Faculty Association of the University of Windsor (Independent-local) professors, librarians	840	3.0	36.0	Jun 30, 2011
Waterloo Catholic District School Board Kitchener, Ontario Ontario English Catholic Teachers' Association (CLC) elementary teachers	870	3.0	48.0	Aug 31, 2012
Waterloo Catholic District School Board Kitchener, Ontario Ontario English Catholic Teachers' Association (CLC) secondary teachers	550	3.0	48.0	Aug 31, 2012

Industry, Employer, Location Union, Bargaining Unit	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
York Catholic District School Board Aurora, Ontario Canadian Union of Public Employees (CLC) office employees, educational services employees	780	3.0	48.0	Aug 31, 2012
17 agreements	36,900	4.2	36.4	
Agreements with COLA - 0 agreement	0	0.0	0.0	
Agreements without COLA - 26 agreements	56,820	3.6	40.0	
All Agreements - 26 agreements	56,820	3.6	40.0	

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.

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	159,350	ARB/MED/ B/TENT	Sep 06–Jun 08
Canada Revenue Agency	PIPSC	10,440	ARB	Oct 07
Canada Border Services Agency	PSAC	8,490	TENT	Jun 07
Canadian Food Inspection Agency	PIPSC/PSAC	5,490	B/TENT	Jun 07/May 08
Parks Canada	PSAC	4,320	TENT	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,530	B	Mar 07/Apr 08
City of Ottawa - OC Transpo	ATU	2,300	WS	Mar 08
Marine Atlantic	CAW Canada	780	CO	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Canadian National Railway Company	Various unions	2,000	B	Dec 08
Bell Canada (Ont. and Que.)	CEP	1,430	B	Nov/Dec 08
Hudson Bay Mining and Smelting Co., Limited (Man.)	Various unions	1,245	B	Dec 08
Greyhound Canada Transportation Group	ATU	1,050	B	Dec 08
Maritime Employers Association	CUPE	830	B	Dec 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO/OSSTF	101,790	B	Aug 08
Government of Ontario	OPSEU/OPP	52,030	B	Dec 08
Ontario Boards of Education	CUPE	27,100	B/TENT	Aug/Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/ SGEU	24,800	B	Mar 08
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Government of Nova Scotia	Teachers	10,500	B	Jul 08
Government of New Brunswick	Teachers	7,280	B	Feb 08
Government of Newfoundland and Labrador	Teachers	7,000	B	Aug 08
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B/ARB	Dec 06
Government of New Brunswick	Nurses	4,390	B	Dec 07
University of Toronto	CUPE	3,400	B	Apr 08
York University	CUPE	3,350	WS	Aug 08

Employer	Union	Employees	Status*	Expiry Month
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Société de transport de Montréal	CSN	2,200	CO	Jan 07
Hydro-Québec	Engineers	1,490	B	Dec 08
Prince Edward Island Department of Health	Nurses	1,200	CO	Mar 08
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
City of Winnipeg	Firefighters	880	ARB	Dec 07

Private Sector

ATCO Gas (Alta.)	Natural Gas Employees' Association	1,840	B	Dec 08
Cargill Ltd. (Alta.)	UFCW	1,600	B	Dec 08
Lear Canada	CAW Canada	740	CO	Nov 08

* 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
City of Toronto	CUPE	29,100	Dec 08
City of Ottawa	CUPE/CIPP	10,140	Dec 08
City of Edmonton	Various unions	8,400	Dec 08
CBC/Radio-Canada	Various unions	8,300	Mar 09
Government of Ontario	AMAPCEO	7,000	Mar 09
Ontario Power Generation Inc.	CUPE	6,940	Mar 09
City of Calgary	CUPE/Police	6,780	Jan 09

Employer	Union	Employees	Expiry Month
Ontario Hospital Association	OPSEU	6,540	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	Mar 09
Canada Post Corporation	APOC	3,100	Mar 09
Government of Northwest Territories	PSAC	2,500	Mar 09
NAV CANADA	CAW Canada	2,300	Mar 09
Arcelor Mittal inc.	Steelworkers	1,920	Jan 09
No Frills Franchise Stores	CAW Canada	1,500	Jan 09
Toronto Hydro	CUPE	1,270	Jan 09
Riscon Services Limited, C.O.B as Garda of Canada (Ont.)	Teamsters	1,200	Mar 09
Simcoe County District School Board	OPSEU	1,190	Dec 08
Cara Operations Limited	Teamsters	1,140	Jan 09
Motor Coach Industries Limited	IAMAW	1,130	Feb 09
Toronto Hydro	CUPE	770	Jan 09
Prince Edward Island Department of Health	IUOE	610	Mar 09

Major Work Stoppages

Involving 500 or more employees, from **November 21 to December 11, 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
City of Ottawa - OC Transpo Ottawa, Ontario Amalgamated Transit Union 2,300 bus drivers, dispatchers, and maintenance employees	Not available	Dec 11/2008	

Employer, Location, Union and Employees	Issues	Starting	Ending
Canada Post Corporation Canada-wide Public Service Alliance of Canada 2,100 technical, administrative, and support employees	Sick leave and job security	Nov 16/2008	
York University Toronto, Ontario Canadian Union of Public Employees 3,350 professors and teaching assistants	Not available	Nov 6/2008	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Readers' Corner

For More Information

The *Workplace Bulletin* is available twice a month.

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