

# Workplace Bulletin

October 15, 2009

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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.

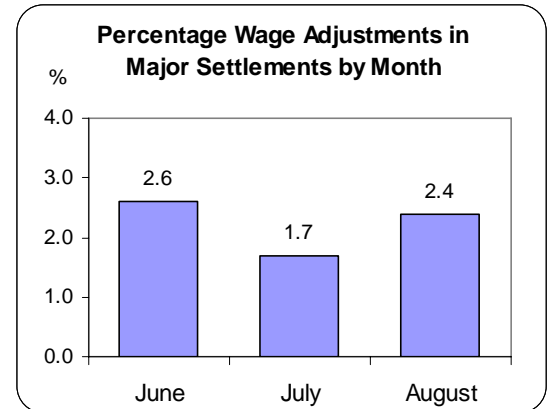
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## Wage Settlements Covering 500 or More Employees

### August 2009

Major collective bargaining settlements in August 2009 provided base-rate wage adjustments averaging 2.4% annually over the contract term. The results are based on a review of 6 settlements and cover 6,580 employees. This is the lowest number of settlements reported in a month since the wage series began in 1978 and the second lowest monthly employee coverage since November 2007 (6,505 employees).



When the parties to these settlements previously negotiated, contract duration averaged 40.7 months and the resulting wage adjustments averaged 3.5%, compared to the 2.4% in their current round of settlements and average contract duration of 48.5 months.

In August 2009, wage increases were larger in the public sector than in the private sector. Wage adjustments in the public sector averaged 3.4%. The results are based on a review of 2 settlements and cover 1,380 employees;

the University of Regina provided 800 faculty members with a wage adjustment averaging 4.8% over 3 years. The Government of Ontario provided 580 engineers with a wage adjustment averaging 1.6% over 42 months.

In the private sector, wage adjustments averaged 2.1%; the private-sector results are based on a review of 4 settlements and cover 5,200 employees; 500 plant employees at Lear Canada in Ontario were subject to a wage freeze. Cara Operations (Swiss Chalet Restaurants) provided 2,660 employees with a wage adjustment averaging 2.0% over a 5 year period. Two agreements in the construction sector provided wage gains averaging 2.4% (British Columbia Sheet Metal workers) and 3.3% (labourers in Nova Scotia).

This year to date (January to August 2009) wage adjustments averaged 2.4%. The results are based on 237 agreements covering 632,000 employees. Wage adjustments are averaging 2.5% in the public sector and 1.9% in the private sector.

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

### Average Annual Percentage Wage Adjustments by Month

	2009		
	June	July	August
<b>Sectors</b>			
Public Sector	3.0	2.1	3.4
Private Sector	1.6	1.2	2.1
<b>All Industries/Jurisdictions</b>			
Average Annual Adjustment	2.6	1.7	2.4
Non-COLA	2.6	1.7	2.4
COLA	2.5	-	-
<b>First-Year Adjustment</b>			
First-Year Adjustment	2.8	1.5	1.7
Non-COLA	2.9	1.5	1.7
COLA	0.9	-	-
<b>Industries</b>			
Utilities	3.0	-	-
Construction	-	5.0	2.8
Manufacturing	1.7	2.5	0.0
Wholesale and Retail Trade	-	1.9	-
Transportation	0.0	0.1	-

	2009		
	June	July	August
Information and Culture	2.3	2.7	-
Finance and Professional Services	2.7	2.8	-
Education, Health, and Social Services	3.8	1.4	4.8
Entertainment and Hospitality	-	1.7	2.0
Public Administration	2.2	2.1	1.6
<b>Jurisdictions</b>			
Newfoundland and Labrador	5.0	-	-
Nova Scotia	-	3.4	3.3
New Brunswick	-	6.0	-
Quebec	2.8	-	-
Ontario	2.3	2.1	1.7
Manitoba	3.2	-	-
Saskatchewan	-	-	4.8
Alberta	4.7	-	-
British Columbia	2.0	3.3	2.4
Territories	2.4	-	-
<i>Public Service Labour Relations Act</i>	1.7	-	-
<i>Canada Labour Code, Part I</i>	0.6	0.2	-
Federal Jurisdiction	1.4	0.2	-

### Average Annual Percentage Wage Adjustments by Quarter

	2008		2009	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
<b>Sectors</b>				
Public Sector	4.5	3.4	2.4	2.8
Private Sector	3.0	2.9	2.8	1.8

	2008		2009	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	4.1	3.3	2.4	2.7
Non-COLA	4.1	3.4	2.4	2.7
COLA	4.1	2.4	3.0	2.9
<b>First-Year Adjustment</b>				
Non-COLA	5.5	3.5	3.1	2.6
COLA	6.1	2.4	3.0	2.5
<b>Industries</b>				
Primary Industries	-	3.2	2.5	-
Utilities	3.5	5.9	4.1	3.0
Construction	4.7	-	-	3.7
Manufacturing	3.1	1.9	2.7	1.7
Wholesale and Retail Trade	2.5	3.4	1.9	2.0
Transportation	3.2	2.9	1.9	1.7
Information and Culture	1.6	2.0	1.9	2.2
Finance and Professional Services	-	2.9	1.6	2.8
Education, Health, and Social Services	4.7	3.4	3.5	2.9
Entertainment and Hospitality	2.3	3.2	2.5	1.5
Public Administration	3.0	3.4	2.0	2.4
<b>Jurisdictions</b>				
Newfoundland and Labrador	-	5.0	5.0	5.0
Prince Edward Island	3.0	-	3.6	-
Nova Scotia	4.7	-	3.0	-
New Brunswick	3.7	3.7	-	-
Quebec	2.8	2.5	1.7	2.8
Ontario	2.9	3.0	2.5	2.5
Manitoba	3.4	1.8	2.8	3.2

	2008		2009	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
Saskatchewan	6.2	3.5	-	-
Alberta	5.3	5.0	4.5	4.5
British Columbia	2.6	2.5	-	2.8
Territories	-	-	-	2.4
<i>Public Service Labour Relations Act</i>	-	-	1.8	1.7
<i>Canada Labour Code, Part I</i>	3.3	2.7	1.9	1.3
Federal Jurisdiction	3.3	2.7	1.8	1.6

### Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
<b>Sectors</b>				
Public Sector	2.6	3.4	3.5	2.5
Private Sector	2.3	3.2	2.5	1.9
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.5	3.3	3.3	2.4
Non-COLA	2.5	3.3	3.4	2.4
COLA	2.6	3.5	1.8	2.9
<b>First-Year Adjustment</b>				
Non-COLA	2.4	3.9	3.8	2.7
COLA	2.6	3.6	1.9	2.5
<b>Industries</b>				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.3	3.3
Construction	3.7	3.3	5.4	4.2
Manufacturing	2.3	2.6	1.3	2.1
Wholesale and Retail Trade	1.2	2.4	2.8	1.9
Transportation	2.1	2.7	3.0	0.8

	2006	2007	2008	2009
Information and Culture	2.5	3.0	2.0	2.1
Finance and Professional Services	2.9	3.5	2.9	2.5
Education, Health, and Social Services	2.6	3.5	3.8	3.2
Entertainment and Hospitality	2.9	3.3	1.8	2.0
Public Administration	2.8	3.5	2.8	2.1
<b>Jurisdictions</b>				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	3.6
Nova Scotia	3.2	3.2	4.1	3.1
New Brunswick	3.0	2.5	3.7	6.0
Quebec	2.1	3.2	2.4	2.3
Ontario	2.5	3.0	2.6	2.4
Manitoba	2.6	3.0	3.4	2.9
Saskatchewan	2.1	4.1	5.1	4.8
Alberta	3.4	4.9	4.8	4.5
British Columbia	2.5	3.0	2.7	2.8
Territories	3.0	3.0	4.4	2.4
Multiprovince	4.1	3.6	-	-
<i>Public Service Labour Relations Act</i>	2.7	3.1	2.5	1.8
<i>Canada Labour Code, Part I</i>	2.0	2.7	3.0	0.9
Federal Jurisdiction	2.3	2.9	2.9	1.6

*Note: Data for 2009 cover the months of January through August.*

### **Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989**

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6

<b>Year</b>	<b>Public</b>	<b>Private</b>	<b>Both Sectors</b>
<b>1992</b>	2.0	2.6	2.1
<b>1993</b>	0.6	0.8	0.7
<b>1994</b>	-0.0	1.2	0.3
<b>1995</b>	0.6	1.4	0.9
<b>1996</b>	0.5	1.7	0.9
<b>1997</b>	1.1	1.8	1.4
<b>1998</b>	1.6	1.8	1.7
<b>1999</b>	1.9	2.7	2.2
<b>2000</b>	2.5	2.4	2.5
<b>2001</b>	3.4	3.0	3.3
<b>2002</b>	2.9	2.6	2.8
<b>2003</b>	2.9	1.2	2.5
<b>2004</b>	1.4	2.3	1.8
<b>2005</b>	2.3	2.5	2.3
<b>2006</b>	2.6	2.3	2.5
<b>2007</b>	3.4	3.2	3.3
<b>2008</b>	3.5	2.5	3.3
<b>2009</b>	2.5	1.9	2.4

*Note: Data for 2009 cover the months of January through August.*

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

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

#### ***OTHER DETAILED TABLES***

[Other detailed tables \(PDF format, 610kb\)](#) 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 August 2009**

<b>Industry, Employer, Location, Union, Occupation</b>	<b>No. of Empls.</b>	<b>Avg. Ann.% Adj. *COLA</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
<b>Construction</b>				
British Columbia Sheet Metal Association province-wide, excl. Vanc.Island, British Columbia Sheet Metal Workers' International Association (AFL-CIO/CLC) sheet metal workers	1,240	2.4	48.0	Apr 30, 2013
Nova Scotia Construction Labour Relations Association Limited Mainland, Nova Scotia Laborers' International Union of North America (CtW) labourers	800	3.3	36.0	Apr 30, 2012
<b>2 agreements</b>	<b>2,040</b>	<b>2.8</b>	<b>43.3</b>	
<b>Manufacturing</b>				
Lear Canada Ltd. Whitby, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	500	0.0	36.0	Nov 21, 2011
<b>1 agreement</b>	<b>500</b>	<b>0.0</b>	<b>36.0</b>	
<b>Education, Health, and Social Services</b>				
University of Regina Regina, Saskatchewan University of Regina Faculty Association (Independent-local) professors; librarians	800	4.8	36.0	Jun 30, 2011
<b>1 agreement</b>	<b>800</b>	<b>4.8</b>	<b>36.0</b>	
<b>Entertainment and Hospitality</b>				
Cara Operations cob as Swiss Chalet Restaurants province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) food service employees	2,660	2.0	60.0	May 31, 2014
<b>1 agreement</b>	<b>2,660</b>	<b>2.0</b>	<b>60.0</b>	



Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
<b>Public Administration</b>				
Government of Ontario province-wide, Ontario Professional Engineers Government of Ontario (Independent-natl.) engineers	580	1.6	42.0	Dec 31, 2012
<b>1 agreement</b>	<b>580</b>	<b>1.6</b>	<b>42.0</b>	
<b>Agreements with COLA - 0 agreement</b>				
	<b>0</b>	<b>0.0</b>	<b>0.0</b>	
<b>Agreements without COLA - 6 agreements</b>				
	<b>6,580</b>	<b>2.4</b>	<b>48.5</b>	
<b>All Agreements - 6 agreements</b>				
	<b>6,580</b>	<b>2.4</b>	<b>48.5</b>	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see 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
<b>Current Key Negotiations</b>				
<b>Federal Jurisdiction, Public Sector</b>				
Canada Post Corporation	APOC/CPAA	14,100	ARB/B	Mar 09/Dec 09
Canada Revenue Agency	PIPSC	10,440	TENT	Dec 07
Government of Canada	Various unions	6,810	B/ARB/CO	Jun 07/Nov 09
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08
CBC/Radio-Canada (province of Quebec and Moncton, N.B.)	CSN	980	B	Mar 09
Marine Atlantic	CAW Canada	780	ARB	Dec 07

<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status*</b>	<b>Expiry Month</b>
<b>Federal Jurisdiction, Private Sector</b>				
Bell Canada	CEP	7,620	CO	May 09
Canadian Pacific Railway	Teamsters Canada	2,320	B	Dec 09
Canadian National Railway Company	Teamsters Canada	2,000	MED	Dec 07/Dec 08
Jazz Air LP	CAW Canada/ CFAU	1,730	B	Jun 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
NAV CANADA	CAW Canada	360	B	Jun 09
VIA Rail Canada Inc.	Teamsters Canada	350	ARB	Dec 06
<b>Provincial and Territorial Jurisdictions, Public Sector</b>				
Saskatchewan Association of Health Organizations	CUPE/SEIU/ SGEU/HSAS	27,500	B/CO	Mar 08/Mar 09
Ontario Hospital Association	CUPE	18,000	TENT	Sept 09
Ontario Hospital Association	SEIU	15,000	B	Oct 09
City of Montréal	Various unions	14,030	B/ARB/ BaWS	Dec 06/Aug 08
College Compensation Appointments Council	OPSEU	8,600	CO	Aug 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CAW Canada/CUPE	5,700	B/CO	Mar 09
Société des alcools du Québec (SAQ)	SEMB	4,050	B	Mar 09
Emergency Health Services Commission of British Columbia	CUPE	3,500	WS/MED	Mar 09
Manitoba Hydro	CUPE/IBEW	3,000	B/CO	Mar 09/May 09
McMaster University (Ont.)	CUPE	2,200	MED	Aug 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	B	Dec 08

Employer	Union	Employees	Status*	Expiry Month
City of Calgary	Police	1,440	TENT	Jan 09
Ville de Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
Government of Yukon	YTA	690	B	Jun 09
Government of Nunavut	NTA	640	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	B	Mar 09

**Provincial and Territorial Jurisdictions, Private Sector**

Metro Inc.	CAW Canada/ UFCW	10,900	B	Sep 09/Oct 09
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Prévost Car Inc. (Que.)	CAW Canada	1,200	B	Jun 09

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

**Notes:**  
 The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08**.

Employer	Union	Employees	Expiry Month
<b>Upcoming Key Negotiations</b>			
<b>Federal Jurisdiction, Public Sector</b>			
Canada Post Corporation	CUPW	6,000	Sep 09
VIA Rail Canada Inc.	CAW Canada	2,680	Dec 09
Government of Canada	Federal Government Dockyard Trades and Labour Council (East)	660	Dec 09
<b>Federal Jurisdiction, Private Sector</b>			
TELUS Communications (Québec) Inc.	CUPE	1,010	Dec 09
Groupe TVA Inc.	CUPE	1,000	Dec 09
<b>Provincial and Territorial Jurisdictions, Public Sector</b>			
Government of Saskatchewan	CUPE/SGEU	13,690	Sep 09
Regional Health Authorities of Manitoba	MNU	11,000	Sep 09
Capital District Health Authority	NSGEU	8,350	Oct 09
Government of New Brunswick	NBUPPE	4,640	Dec 09
Nova Scotia Association of Health Organizations	NSNU	4,610	Oct 09
Government of Yukon	PSAC	3,200	Dec 09
City of Toronto	IAFF	3,000	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	Dec 09
SaskPower	CEP/IBEW	2,080	Dec 09
Université de Montréal	CUPE	2,000	Dec 09
Saskatchewan Government Insurance	COPE	1,600	Dec 09
City of Saskatoon	CUPE	1,490	Dec 09
City of Regina	CUPE	1,200	Dec 09
Société de transport de Longueuil	CUPE	600	Dec 09

Employer	Union	Employees	Expiry Month
<b>Provincial and Territorial Jurisdictions, Private Sector</b>			
Associated Clothing Manufacturers of the Province of Quebec Inc.	UNITE HERE Canada	3,200	Oct 09
Lakeside Packers, division of Lakeside Feeders Ltd.	UFCW	2,100	Dec 09
Dominion Stores (N.L.)	CAW Canada	1,700	Dec 09
Fishery Products International Limited	CAW Canada	1,700	Dec 09

## Major Work Stoppages

Involving 500 or more employees up to **October 8, 2009**

An updated [Weekly Report](#) and a [Year-to-Date Report](#) are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
City of Montréal Montréal, Quebec Canadian Union of Public Employees 6,100 maintenance employees	Wages and subcontracting	Oct 7/2009 Aug 31/2009	Oct 7/2009 Sep 1/2009
Manitoba Hydro Manitoba, province-wide International Brotherhood of Electrical Workers 2,800 service and maintenance employees and linemen	Wages and duration of contract	Oct 2/2009	
Serco DES Inc. (DriveTest) Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 500 administrative and support employees	Not available	Aug 21/2009	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

<b>Employer, Location, Union, and Employees</b>	<b>Issues</b>	<b>Starting</b>	<b>Ending</b>
Emergency and Health Services Commission Kamloops, Prince George, Vancouver, and Victoria, British Columbia Canadian Union of Public Employees 3,500 ambulance paramedics and dispatchers	Wages and working conditions	Apr 1/2009	

## Coming in the Next Issue

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

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

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- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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