

Workplace Bulletin

November 16, 2009

Également disponible en français

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.

In this issue

	<i>Page</i>
Wage Settlements, September 2009 and 3rd Quarter 2009 Analysis and Wage Data	1
Current and Upcoming Key Negotiations	10
Major Work Stoppages	14
Coming in the Next Issue	15
For More Information	15
Mailing List	
Add or Remove My Name	15

Wage Settlements Covering 500 or More Employees

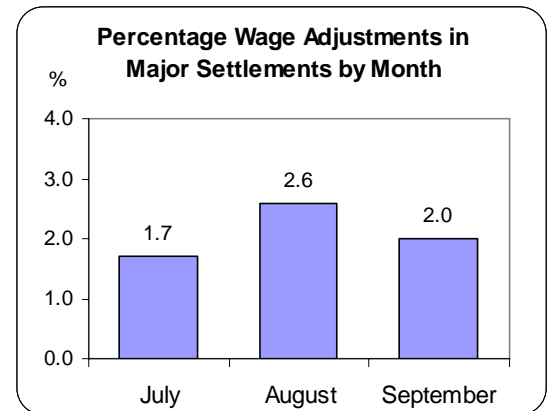
September 2009

Major collective bargaining settlements in September 2009 provided base-rate wage adjustments averaging 2.0% annually over the contract term. The results are based on a review of only 8 settlements and cover 25,090 employees.

When the parties to these settlements previously negotiated, contract duration averaged 43.8 months and the resulting wage adjustments averaged 2.7%, compared to the 2.0% in their current round of settlements and average contract duration of 43.8 months (the same).

In September 2009, wage increases were larger in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.2% (5 agreements covering 20,870 employees) and in the private sector 1.4% (3 agreements covering 4,220 employees).

In the public sector, 4 of the 5 settlements were in Ontario; wage adjustments ranged from 1.8% for employees at both the City of Thunder Bay and McMaster University to 3.0% for secondary school teachers with the Toronto District School Board. York University settled with its academic staff for a wage adjustment averaging 2.8%.



In the private sector, CAMI Automotive Inc. provided their plant and maintenance employees with a wage adjustment averaging 0.9%; Canadian Pacific Railway provided its non-operating employees with a wage adjustment averaging 2.0% and Jazz Air maintenance employees also received a wage adjustment averaging 2.0%.

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

Average Annual Percentage Wage Adjustments by Month

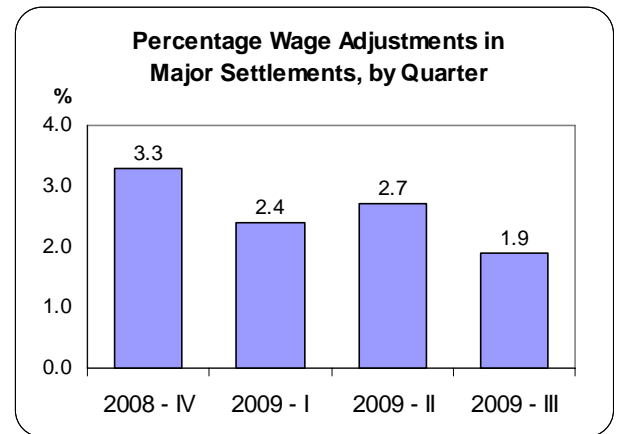
	2009		
	July	August	September
Sectors			
Public Sector	2.1	3.4	2.2
Private Sector	1.2	2.5	1.4
All Industries/Jurisdictions			
Average Annual Adjustment	1.7	2.6	2.0
Non-COLA	1.7	2.6	2.1
COLA	-	-	0.9
First-Year Adjustment			
Non-COLA	1.5	2.1	2.2
COLA	-	-	0.0
Industries			
Utilities	-	3.0	-
Construction	5.0	2.8	-
Manufacturing	2.5	0.0	0.9
Wholesale and Retail Trade	1.9	-	-
Transportation	0.1	-	2.0
Information and Culture	2.7	-	-
Finance and Professional Services	2.8	-	-
Education, Health, and Social Services	1.4	4.8	2.7
Entertainment and Hospitality	1.7	2.0	-
Public Administration	2.1	1.6	1.7

	2009		
	July	August	September
Jurisdictions			
Nova Scotia	3.4	3.3	-
New Brunswick	6.0	-	-
Ontario	2.1	2.3	2.3
Saskatchewan	-	4.8	-
British Columbia	3.3	2.4	-
<i>Public Service Labour Relations Act</i>	-	-	1.7
<i>Canada Labour Code, Part I</i>	0.2	-	2.0
Federal Jurisdiction	0.2	-	1.7

Third Quarter 2009

Major collective bargaining settlements in the third quarter 2009 provided base-rate wage adjustments averaging 1.9% annually over the contract term. The results are based on a review of 44 settlements and cover 106,870 employees.

In the third quarter 2009, wage increases were larger in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.1%. The results are based on a review of 21 settlements and cover 64,910 employees. The City of Toronto provided 28,800 municipal employees (44% of public sector employees) with wage increases averaging 2.0% in 5 agreements; the Government of Canada provided 10,580 employees (technical services) with wage increases of 1.7%.



In the private sector, wage adjustments averaged 1.5%; the private-sector results are based on a review of 23 settlements and cover 41,960 employees; Air Canada signed 2 agreements with 6,540 flight attendants and 11,710 aircraft maintenance employees with a wage freeze (43% of private sector employees). About 500 plant employees at Lear Canada in Ontario and 950 employees with Greyhound Canada were also subject to a wage freeze. Cami Automotive Inc. in Ontario provided 2,200 plant and maintenance employees with a wage adjustment averaging 0.9%. Cara Operations (Swiss Chalet Restaurants) provided 2,660 employees with a wage adjustment averaging 2.0% over a 5-year period. The British Columbia Sheet Metal Co. provided 1,240 employees with a wage adjustment of 2.4%. There was also increased negotiating activity in the construction sector in Nova Scotia and New Brunswick.

On a jurisdiction basis, wage adjustments were highest in New Brunswick (6.0%) and in Saskatchewan (4.8%). The lowest adjustments were in the federal jurisdiction (0.8%); the federal jurisdiction has almost one-third of the employee coverage. The largest concentration of employees was in Ontario (60.7% of employees) where wage adjustments averaged 2.1%. In British Columbia, wage adjustments averaged 2.9% and in Nova Scotia, 3.4%. There were no major settlements in Alberta, Manitoba, Quebec, Prince Edward Island or Newfoundland and Labrador.

On an industry basis, wage adjustments were highest in construction (4.2%) and lowest in the transportation sector (0.3%) due in large part to the Air Canada and Greyhound wage freezes. The largest concentration of employees (42.1% of employees) was in public administration where wage adjustments averaged 2.0%.

This year to date (January to September 2009) wage adjustments averaged 2.4%. The results are based on 249 agreements covering 662,170 employees. Wage adjustments are averaging 2.5% in the public sector and 1.9% in the private sector.

In the third quarter 2009, 19.6% of employees were subject to a wage freeze; 2.1% of employees received wage increases from 0.1 to 0.9%; 21.3% of employees recorded average annual wage adjustments in the 1.0 to 1.9% range; 39.2% of employees received wage adjustments in the 2.0 to 2.9% range and 15.5% of employees received adjustments in the 3.0 to 3.9% range. Only 2.4% of employees received adjustments of 4.0% and over (in other words, just over three-quarters of employees received increases between 1.0 and 3.9% and about one-fifth were subject to a wage freeze).

Average Annual Percentage Wage Adjustments by Quarter

	2008	2009		
	4 th	1 st	2 nd	3 rd
Sectors				
Public Sector	3.4	2.4	2.8	2.1
Private Sector	2.9	2.8	1.9	1.5
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	2.4	2.7	1.9
Non-COLA	3.4	2.4	2.7	1.9
COLA	2.4	3.0	2.9	0.9
First-Year Adjustment				
Non-COLA	3.5	3.1	2.6	1.8
COLA	2.4	3.0	2.4	0.0
Industries				
Primary Industries	3.2	2.5	-	-
Utilities	5.9	4.1	3.0	3.0

	2008	2009		
	4 th	1 st	2 nd	3 rd
Construction	-	-	3.7	4.2
Manufacturing	1.9	2.7	1.8	1.2
Wholesale and Retail Trade	3.4	1.9	2.0	1.9
Transportation	2.9	1.9	1.7	0.3
Information and Culture	2.0	1.9	2.2	2.7
Finance and Professional Services	2.9	1.6	2.8	2.8
Education, Health, and Social Services	3.4	3.6	2.9	2.6
Entertainment and Hospitality	3.2	2.5	1.5	1.9
Public Administration	3.4	2.0	2.4	2.0
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	5.0	-
Prince Edward Island	-	3.6	-	-
Nova Scotia	-	3.0	-	3.4
New Brunswick	3.7	-	-	6.0
Quebec	2.5	1.7	2.8	-
Ontario	3.0	2.5	2.5	2.1
Manitoba	1.8	2.8	3.2	-
Saskatchewan	3.5	5.3	-	4.8
Alberta	5.0	4.5	4.5	-
British Columbia	2.5	-	2.8	2.9
Territories	-	-	2.4	-
<i>Public Service Labour Relations Act</i>	-	1.8	1.7	1.7
<i>Canada Labour Code, Part I</i>	2.7	1.9	1.3	0.3
Federal Jurisdiction	2.7	1.8	1.6	0.8

Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
Sectors				
Public Sector	2.6	3.4	3.5	2.5
Private Sector	2.3	3.2	2.5	1.9
All Industries/Jurisdictions				
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	2.6
First-Year Adjustment				
Non-COLA	2.4	3.9	3.8	2.7
COLA	2.6	3.6	1.9	2.1
Industries				
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	1.9
Wholesale and Retail Trade	1.2	2.4	2.8	1.9
Transportation	2.1	2.7	3.0	0.8
Information and Culture	2.5	3.0	2.0	2.1
Finance and Professional Services	2.9	3.6	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
Jurisdictions				
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

	2006	2007	2008	2009
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	5.0
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 September.

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
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

Year	Public	Private	Both Sectors
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.3
2009	2.5	1.9	2.4

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

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.

Major Settlements Reached in September 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
CAMI Automotive Inc. Ingersoll, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	2,200	0.9*	35.9	Sep 16, 2013
1 agreement	2,200	0.9	35.9	
Transportation				
Canadian Pacific Railway system-wide, Multiprovince United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) non-operating employees	1,100	2.0	36.0	Dec 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Jazz Air Limited Partnership system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) aircraft maintenance employees; technical and maintenance employees	920	2.0	36.0	Jun 30, 2012
2 agreements	2,020	2.0	36.0	
Education, Health, and Social Services				
McMaster University Hamilton County, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) support employees	2,200	1.8	38.5	Aug 31, 2012
Toronto District School Board Toronto, Ontario Ontario Secondary School Teachers' Federation (CLC) secondary teachers	6,000	3.0	48.0	Aug 31, 2012
York University Toronto, Ontario York University Faculty Association (Independent-local) professors; librarians	1,400	2.8	36.0	Apr 30, 2012
3 agreements	9,600	2.7	44.1	
Public Administration				
Corporation of the City of Thunder Bay Thunder Bay, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	690	1.8	24.0	Dec 31, 2010
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) technical employees	10,580	1.7	48.0	Jun 21, 2011
2 agreements	11,270	1.7	46.5	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Agreements with COLA - 1 agreement	2,200	0.9	35.9	
Agreements without COLA - 7 agreements	22,890	2.1	44.6	
All Agreements - 8 agreements	25,090	2.0	43.8	

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
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	B	Dec 09
Canada Post Corporation	CUPW	6,000	B	Sep 09
Government of Canada	ACFO	2,260	B	Nov 09
Marine Atlantic	CAW Canada	780	ARB	Dec 07
Federal Jurisdiction, Private Sector				
Bell Canada	CEP	7,620	CO	May 09
VIA Rail Canada Inc.	CAW Canada	2,910	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

Employer	Union	Employees	Status*	Expiry Month
Canadian Pacific Railway	IBEW/Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
TELUS Communications Quebec) Inc.	CUPE	1,010	B	Dec 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
NAV CANADA	CAW Canada	350	MED	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	B/CO	Mar 08/Mar 09
Ontario Hospital Association	CUPE	18,000	TENT	Sep 09
Ontario Hospital Association	SEIU	15,000	CO	Oct 09
City of Montréal	Various unions	14,030	B/ARB/ BaWS	Dec 06/Aug 08
Government of Saskatchewan	CUPE/SGEU	13,690	B	Sep 09
College Compensation Appointments Council	OPSEU	8,600	CO	Aug 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	TENT	Mar 09
Manitoba Hydro	CUPE/IBEW	3,000	TENT	Mar 09/May 09
McMaster University (Ont.)	CUPE	2,200	WS	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	MED	Dec 08
Ville de Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
Le Réseau de transport de la Capitale (RTC)	CSN	920	B	Jun 09
Government of Yukon	YTA	690	MED	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Government of Nunavut	NTA	640	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	CO	Mar 09
Provincial and Territorial Jurisdictions, Private Sector				
Metro Inc.	CAW Canada/UFCW	10,900	B/TENT	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
Dominion Stores (N.L.)	CAW Canada	1,700	B	Dec 09
Electrolux Canada Corp.	IAMAW	1,050	B	Mar 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
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	Federal Government Dockyard Trades and Labour Council (East)	660	Dec 09
Federal Jurisdiction, Private Sector			
Groupe TVA Inc.	CUPE	1,000	Dec 09
Provincial and Territorial Jurisdictions, Public Sector			
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
Provincial and Territorial Jurisdictions, Private Sector			
Lakeside Packers, division of Lakeside Feeders Ltd.	UFCW	2,100	Dec 09
Fishery Products International Limited	CAW Canada	1,700	Dec 09
Associated Clothing Manufacturers of the Province of Quebec Inc.	UNITE HERE Canada	1,500	Oct 09

Major Work Stoppages

Involving 500 or more employees up to **November 5, 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
McMaster University Hamilton, Ontario Canadian Union of Public Employees 2,750 teaching assistants	Not available	Nov 2/2009	
MVT Canadian Bus Inc. (HandyDART) Vancouver, British Columbia Amalgamated Transit Union 500 bus drivers and dispatchers (12% essential services)	Benefits and working conditions	Oct 26/2009	
Olymel, Limited Partnership Saint-Hyacinthe, Quebec United Food and Commercial Workers Canada 500 packing house employees	Wage freeze and working schedule	Oct 9/2009	
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	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees		Aug 3/2009 Lockout	

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:

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

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

I would like to [ADD MY NAME](#) to the mailing list.

I would like to [REMOVE MY NAME](#) from the mailing list.

[PRIVACY STATEMENT](#)