



# Workplace Bulletin

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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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## Canadian Labour in Profile: Wage Adjustments, December 2010

Wage adjustments in Canada averaged 1.6% in December 2010, according to the Labour Program's review of 18 major\* settlements covering 150,210 employees.

In the previous round of settlements, these same parties negotiated contracts averaging 49.1 months in duration, and wage

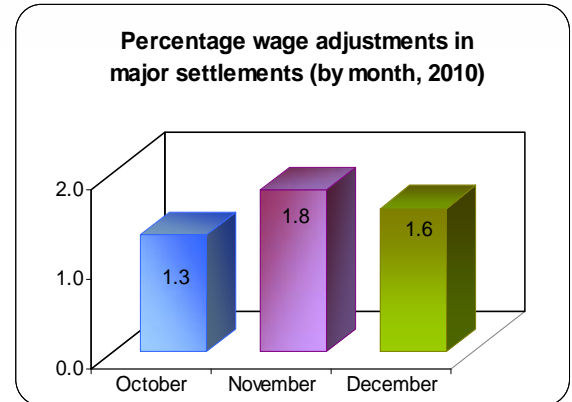
adjustments averaging 1.8%. In December 2010, the same parties reported the following figures: 42.6 months and 1.6% respectively.

Wage adjustments in the public sector for the period under review averaged 1.6% for 125,280 employees covering ten agreements.

Private-sector wage adjustments averaged 1.4% for 24,930 employees over eight agreements.

### Range of wage adjustments, December 2010

Wage adjustments in December 2010 ranged from a high of 3.0% for 1,350 plant and maintenance employees with Bombardier Inc. (Montréal), to a wage freeze for 650 trucking employees with Allied Systems (Canada) Company.



The largest concentration of employees (61%) involved three Government of Canada agreements providing 91,600 public servants with an average annual wage increase of 1.7%. In Quebec, a settlement with the *Bureaux coordonnateurs de la garde en milieu familial* (a non-profit agency coordinating child-care services) provided 12,800 workers with an average annual wage adjustment of 1.2% over three years.

Overall, approximately 96% of employees covered in settlements during this period under review received wage adjustments in the 1.0 to 1.9% range.

Wage adjustments in the education health and social services sector (featuring the second largest concentration of employees) averaged 1.2%.

All jurisdictions recorded average annual wage adjustments under 2.0%. The federal jurisdiction reported an average of 1.7%. Among the provinces, Quebec and Ontario reported an average of 1.3%. British Columbia reported a 1.6% average annual wage adjustment.

Across the private sector, average wage adjustments in December 2010 ranged from a wage freeze (Allied Systems) to a high of 2.2% in both the manufacturing sector (two agreements covering 3,650 employees) and entertainment and hospitality sector (two agreements covering 2,900 employees).

\* Note: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.

### Average Annual Percentage Wage Adjustments by Month

	2010		
	October	November	December
<b>Sectors</b>			
Public Sector	1.4	1.8	1.6
Private Sector	0.8	1.8	1.4
<b>All Industries/Jurisdictions</b>			
Average Annual Adjustment	1.3	1.8	1.6
Without Cost-of-Living Allowance	1.3	1.8	1.6
With Cost-of-Living Allowance	1.8	-	1.3
<b>First-Year Adjustment</b>			
Without Cost-of-Living Allowance	0.9	1.9	1.3
With Cost-of-Living Allowance	0.0	-	1.2

	2010		
	October	November	December
<b>Industries</b>			
Primary Industries	3.7	-	-
Utilities	1.2	-	-
Construction	2.8	2.2	-
Manufacturing	1.0	0.0	2.2
Wholesale and Retail Trade	0.6	-	1.3
Transportation	2.3	2.7	0.0
Information and Culture	-	-	0.6
Education, Health and Social Services	1.4	1.8	1.2
Entertainment and Hospitality	-	2.1	2.2
Public Administration	1.4	1.9	1.7
<b>Jurisdictions</b>			
Prince Edward Island	4.4	-	-
New Brunswick	1.4	1.4	-
Quebec	1.2	1.2	1.3
Ontario	0.8	1.9	1.3
Manitoba	1.3	1.5	-
Saskatchewan	2.4	2.0	-
Alberta	1.5	-	-
British Columbia	1.0	-	1.6
<i>Public Service Labour Relations Act</i>	1.5	-	1.7
<i>Canada Labour Code, Part I</i>	2.9	2.7	0.3
Federal Jurisdiction	1.6	2.7	1.7

## Canadian Labour in Profile: Wage Adjustments, Fourth Quarter 2010

In the fourth quarter of 2010, wage adjustments averaged 1.4%, down from 1.8% as recorded in the previous quarter. The majority of employees (82.7%) received increases in the 1.0% to 1.9% range. Results for this period are based on the Labour Program's review of 77 major\* settlements reached covering 487,590 employees.

In the previous round of settlements, these same parties negotiated contracts averaging 57.8 months in duration, and wage adjustments averaging 1.8%. By comparison in the fourth quarter of 2010, the average contract duration was shorter (48.8 months).

Data reported in this final quarter of 2010 represents 25% of the total number of major settlements negotiated and almost 40% of total employee coverage for the year.

### Comparing public and private sectors and a review by jurisdiction

Among all major settlements reached during the fourth quarter of 2010, the vast majority (87.4%) were for public-sector employees. Wage adjustments in this sector averaged 1.5% for 426,130 employees within 53 agreements. In the private sector, wage adjustments averaged 1.1% for 61,460 employees covered by 24 agreements.

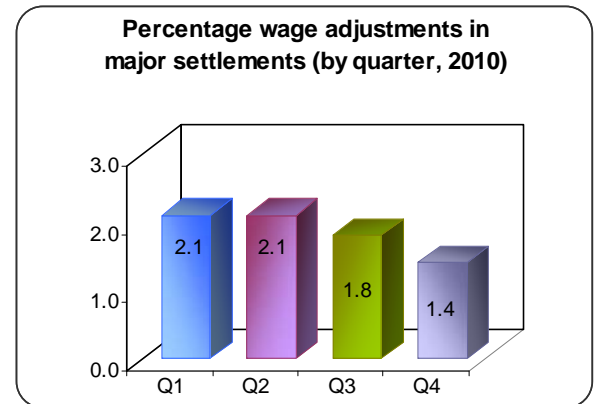
The largest concentration of agreements (32.5%) and employees (47.9%) was in Quebec's public sector, where 25 agreements provided 233,760 employees with wage adjustments averaging 1.2%.

In the federal public sector, five agreements provided 123,770 employees with wage gains averaging 1.7%. In Ontario, 12 public-sector agreements covering 29,010 employees recorded an average annual wage adjustment of 1.9%. In comparison, Saskatchewan had four public-sector agreements covering 26,120 employees, averaging 2.4% in wage adjustments.

In the private sector, two agreements involving Loblaws and two agreements involving Zehrs (24,040 retail employees in total) resulted in wage adjustments averaging 0.5%.

Reviewing public and private sectors combined during this period, wage adjustments ranged from a low of 1.2% in Quebec, to a high of 4.4% in Prince Edward Island (based on a single health-sector agreement). The largest concentration of employees (52%) was in Quebec, followed by the federal jurisdiction (26%) where wage adjustments averaged 1.7%.

On an industry basis, average wage adjustments in the 4<sup>th</sup> quarter of 2010 ranged from a low of 0.7% in the wholesale and retail trade sector (seven agreements covering 30,720 employees), to a high of 3.7% in the primary sector (a single mining agreement covering 530 employees).



The largest concentration of employees was in the education, health and social services sector, where 38 agreements provided 247,660 employees (50.8% of all employees) with wage adjustments averaging 1.4% (based in large part on the Quebec public-sector settlements).

Approximately 0.3% of employees were subject to a wage freeze (in two agreements), 5.0% of employees received wage increases below 1.0% (excluding the two settlements involving wage freezes), and approximately 12% received an increase of 2.0% or above.

*\* Note: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

### Average Annual Percentage Wage Adjustments by Quarter

	2010			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<b>Sectors</b>				
Public Sector	2.2	1.8	1.3	1.5
Private Sector	1.9	2.5	2.2	1.1
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.1	2.1	1.8	1.4
Without Cost-of-Living Allowance	2.1	2.1	1.8	1.4
With Cost-of-Living Allowance	1.5	2.0	2.0	1.7
<b>First-Year Adjustment</b>				
Without Cost-of-Living Allowance	2.0	1.9	2.5	1.1
With Cost-of-Living Allowance	1.6	2.6	0.8	0.4
<b>Industries</b>				
Primary Industries	0.8	5.7	3.5	3.7
Utilities	2.9	0.9	0.0	1.2
Construction	2.1	2.5	2.3	2.6
Manufacturing	1.2	1.5	1.8	1.5
Wholesale and Retail Trade	1.9	3.6	1.8	0.7
Transportation	3.7	1.9	2.0	2.1
Information and Culture	0.0	-	0.9	0.6

	2010			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<b>Industries (continued)</b>				
Finance and Professional Services	-	3.1	-	-
Education, Health and Social Services	2.1	2.4	1.2	1.4
Entertainment and Hospitality	2.4	1.2	-	2.2
Public Administration	2.4	1.1	1.7	1.6
<b>Jurisdictions</b>				
Newfoundland and Labrador	1.1	2.6	-	-
Prince Edward Island	-	1.9	-	4.4
Nova Scotia	2.1	-	1.1	-
New Brunswick	2.6	-	1.8	1.4
Quebec	1.8	1.7	1.8	1.2
Ontario	2.0	2.4	2.2	1.3
Manitoba	3.3	3.4	1.2	1.4
Saskatchewan	-	2.3	2.9	2.4
Alberta	5.6	2.7	2.9	1.5
British Columbia	0.2	0.0	0.5	1.5
Territories	-	2.2	-	-
<i>Public Service Labour Relations Act</i>	-	-	-	1.7
<i>Canada Labour Code, Part I</i>	1.7	2.1	1.6	2.1
Federal Jurisdiction	1.7	2.1	1.6	1.7

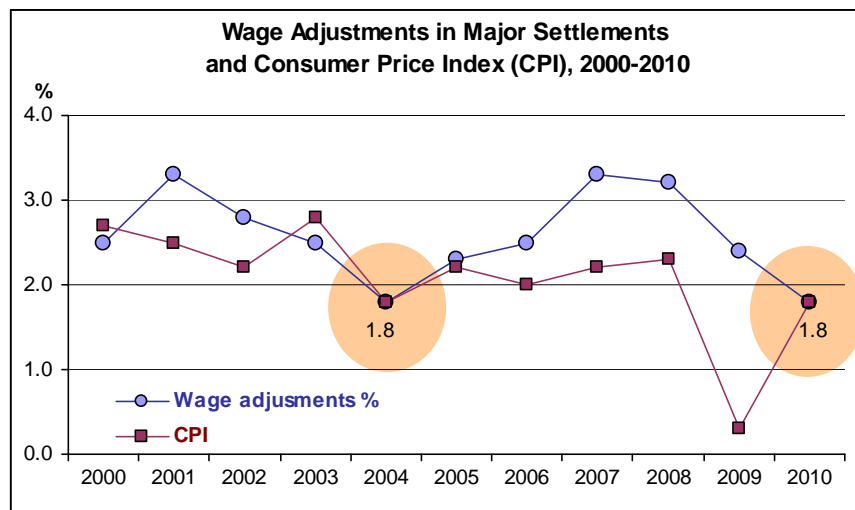
## Canadian Labour in Profile: Wage Settlement Facts, 2010

### Wage increases continued to be moderate in 2010

Negotiated labour settlements in Canada resulted in a 1.8% average increase in wage adjustments in 2010—the lowest since 2004, according to the Labour Program’s review of 305 major\* agreements covering approximately 1.25 million employees.

In the previous round of settlements, these same parties negotiated contracts averaging 47.2 months in duration, and wage adjustments averaged 2.5%. In 2010, contract durations averaged 41.5 months.

Also noteworthy, the reported wage increases for 2010 matched the Consumer Price Index rate for the year in review—a first since 2004.



### The outcome of wage restraint measures

Public-sector wage restraint measures in several jurisdictions are key factors in explaining the relatively moderate figures for 2010:

- In Quebec, 45 agreements covering 359,250 public-sector employees resulted in wage adjustments averaging 1.2%;
- In British Columbia, nine agreements covering 98,190 public-sector employees included a wage freeze; and
- The Government of Canada settled four contracts with 123,220 federal employees, featuring wage adjustments averaging 1.7%.

On the other hand, some provinces had settlements that exceeded the average rate reported for 2010:

- In Alberta, 18 agreements covering 31,680 teachers, office employees and school maintenance staff resulted in wage adjustments averaging 6.0%, and 46 agreements in the province's public sector provided 102,200 employees with wage gains averaging 3.7%;
- In Newfoundland and Labrador, two agreements provided 1,370 public-sector employees with wage increases averaging 5.0%.

### **Comparing wage adjustments: public sector versus private-sector**

In 2010, wage adjustments were lower in the public sector compared to the private-sector, which averaged 1.6% versus 2.1% respectively. The majority of agreements settled (58%) and employees covered (68.2%) were in the public sector.

The public sector saw 177 agreements negotiated, covering 849,330 employees. By comparison in the private sector, there were 128 settlements involving 396,340 employees.

Provincial administration had the lowest level of wage adjustments in the public sector (1.0% for 132,120 employees). The strongest gains were in local administration at 2.6% for 40,870 municipal employees. In the federal administration, wage adjustments averaged 1.7% for 123,220 employees—the same average in the education and health sub-sectors, covering 536,140 employees. Also of note, Crown corporations and public utilities agreements recorded average wage adjustments of 2.0% (16,970 employees).

With respect to the private-sector, wage adjustments were highest in Saskatchewan at 5.7% (one agreement covering 820 employees), followed by Alberta (five agreements covering 9,910 employees and New Brunswick (two agreements covering 1,200 employees) at 3.1%. The lowest average wage adjustment was in Newfoundland and Labrador at 0.5% (three agreements covering 3,670 employees). In Quebec, private-sector wage adjustments averaged 2.2% (16 agreements covering 169,560 employees), closely matched in Ontario with an average of 2.0% for 68 agreements covering 164,490 employees.

Combining public- and private-sector agreements, the smallest average jurisdictional adjustment was recorded in British Columbia at 0.2% (18 agreements covering 114,450 employees). The largest was in Alberta at 3.6% (51 agreements covering 112,110 employees).

### **Settlements grouped by industry**

Education, health and social services form the largest industrial sector with 572,950 employees, or 46% of the total workforce. Within that group in 2010, 121 agreements featured a 1.6% average wage increase. The second and third largest sectors in terms of concentrations of employees were public administration (21.9%) and construction (21.1%). They saw wage settlements of 1.5% and 2.3% respectively during the period in review.

These three sectors combined accounted for 89% of all major settlements during 2010.



The largest average wage increase was reported in the primary industries sector at 3.3% (four agreements covering 5,630 employees). The smallest adjustment was in the information and culture sector at 0.9% (seven agreements covering 8,150 employees).

### Additional wage adjustment distribution information

Only one rollback was reported for major settlements in 2010 affecting less than 0.1% of employees covered in settlements during the period in review. The proportion of employees subject to a wage freeze was 8.5% (105,540 employees in 18 agreements).

Among all wage increases:

- 12 settlements in the 0.1 to 0.9% range covered 2.8% of employees (34,970);
- almost half (48.2%) of employees received increases in the 1.0 to 1.9% range;
- 34.1% of employees received increases in the 2.0 to 2.9% range;
- 2.4% of employees received increases in the 3.0 to 3.9% range; and
- 3.9% of employees received increases averaging 4.0% or more.

\* *Note: All data compiled in this review involves major collective agreements that cover 500 or more employees across Canada.*

### Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
<b>Sectors</b>				
Public Sector	3.4	3.5	2.5	1.6
Private Sector	3.2	2.5	1.8	2.1
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	3.3	3.2	2.4	1.8
Without Cost-of-Living Allowance	3.3	3.4	2.4	1.8
With Cost-of-Living Allowance	3.4	1.7	2.3	1.9
<b>First-Year Adjustment</b>				
Without Cost-of-Living Allowance	3.9	3.6	2.5	1.7
With Cost-of-Living Allowance	3.5	1.9	1.9	1.3

	2007	2008	2009	2010
<b>Industries</b>				
Primary Industries	4.6	4.3	2.5	3.3
Utilities	3.9	2.3	3.0	1.0
Construction	3.4	5.4	3.7	2.3
Manufacturing	2.5	1.1	1.6	1.5
Wholesale and Retail Trade	2.4	2.8	1.8	1.1
Transportation	2.7	3.1	1.1	2.2
Information and Culture	3.1	2.0	2.1	0.9
Finance and Professional Services	3.6	2.8	2.5	3.1
Education, Health and Social Services	3.5	3.8	3.0	1.6
Entertainment and Hospitality	3.3	1.9	2.0	2.2
Public Administration	3.4	2.7	2.1	1.5
<b>Jurisdictions</b>				
Newfoundland and Labrador	1.6	5.0	5.0	1.7
Prince Edward Island	2.8	3.0	3.6	2.6
Nova Scotia	3.0	4.1	2.9	1.6
New Brunswick	2.5	3.7	6.0	1.9
Quebec	3.2	2.4	2.2	1.5
Ontario	3.1	2.6	2.4	2.0
Manitoba	3.0	3.4	2.9	2.1
Saskatchewan	4.1	5.1	5.0	2.4
Alberta	4.9	4.8	4.5	3.6
British Columbia	3.0	2.5	3.0	0.2
Territories	3.0	4.4	2.4	2.2
Multiprovince	3.0	-	2.1	-
<i>Public Service Labour Relations Act</i>	2.8	2.9	1.7	1.7
<i>Canada Labour Code, Part I</i>	2.7	2.9	1.2	1.9
Federal Jurisdiction	2.8	2.9	1.6	1.7

Note: Data for 2010 cover the months of January through December.

### Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2000

Year	Public	Private	Both Sectors
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	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8

*Note: Data for 2010 cover the months of January through December.*

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 \(PDF format, 171KB\)](#) 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 December 2010**

<b>Industry, Employer, Location, Union and Bargaining Unit</b>	<b>No. of Employees</b>	<b>Avg. Ann. % Adj.</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
<b>Manufacturing</b>				
Pratt & Whitney Canada Company Longueuil, Boucherville and Saint-Hubert, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) plant and maintenance employees	2,300	1.7*	36.0	Feb 28, 2014
Bombardier inc., Centre de finition Global Dorval, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) technical employees	1,350	3.0	36.0	Dec 05, 2013
<b>2 agreements</b>	<b>3,650</b>	<b>2.2</b>	<b>36.0</b>	
<b>Wholesale and Retail Trade</b>				
Westfair Foods Ltd. province-wide, British Columbia United Food and Commercial Workers Canada (CtW/CLC) retail employees	4,000	1.3	72.0	Jul 31, 2015
National Grocers Co. Ltd., division of Loblaw Companies Limited - Maple Grove Warehouse Cambridge, Ontario United Food and Commercial Workers Canada (CtW/CLC) warehouse employees; truck drivers	930	1.2	77.9	Jan 28, 2017
<b>2 agreements</b>	<b>4,930</b>	<b>1.3</b>	<b>73.1</b>	

Industry, Employer, Location, Union and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
<b>Transportation</b>				
Allied Systems (Canada) Company, Eastern Canada Car Carriers province-wide, Ontario and Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) truck drivers, loaders and maintenance employees; yardmen	650	0.0*	50.3	Jan 10, 2014
<b>1 agreement</b>	<b>650</b>	<b>0.0</b>	<b>50.3</b>	
<b>Information and Culture</b>				
CBC/Radio-Canada province-wide, Quebec; and Moncton, New Brunswick Canadian Union of Public Employees (CLC) administrative services employees	550	0.6	59.8	Sep 20, 2015
<b>1 agreement</b>	<b>550</b>	<b>0.6</b>	<b>59.8</b>	
<b>Education, Health and Social Services</b>				
Management Negotiating Committee for French- language School Boards province-wide, Quebec Fédération autonome de l'enseignement (Independent-national) elementary and secondary teachers	27,000	1.2	60.0	Mar 31, 2015
Bureaux coordonnateurs de la garde en milieu familial province-wide, Quebec Fédération des intervenantes en petite enfance du Québec (CSQ) daycare workers	12,800	1.2	36.0	Nov 30, 2013

Industry, Employer, Location, Union and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
<b>Education, Health and Social Services (continued)</b>				
Management Negotiating Committee for French-language School Boards province-wide, Quebec Canadian Office and Professional Employees Union (CLC) support employees	2,350	1.2	60.0	Mar 31, 2015
Université de Montréal Montréal, Quebec Canadian Union of Public Employees (CLC) office employees; technical employees	1,900	1.6	42.0	May 31, 2014
<b>4 agreements</b>	<b>44,050</b>	<b>1.2</b>	<b>52.3</b>	
<b>Entertainment and Hospitality</b>				
Greater Vancouver Hotel Employers' Association Vancouver and Richmond, British Columbia UNITE HERE Canada (AFL-CIO/CLC) service and maintenance employees; hotel employees	1,600	2.4	48.0	Jun 30, 2014
Station Mont-Tremblant, société en commandite Mont-Tremblant, Quebec Fédération du commerce inc. (CSN) resort employees	1,300	2.0	60.0	Oct 31, 2015
<b>2 agreements</b>	<b>2,900</b>	<b>2.2</b>	<b>53.4</b>	
<b>Public Administration</b>				
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) administrative and program services employees	78,560	1.7	36.0	Jun 20, 2014
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) operational services employees; general services employees	11,940	1.7	36.0	Aug 04, 2014

Industry, Employer, Location, Union and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
<b>Public Administration (continued)</b>				
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) librarians; educational services employees	1,100	1.7	36.0	Jun 30, 2014
Corporation of the City of London London, Ontario Canadian Union of Public Employees (CLC) inside employees	780	1.4	48.0	Dec 31, 2014
City of Kamloops Kamloops, British Columbia Canadian Union of Public Employees (CLC) inside employees; outside employees	550	2.0	36.0	Dec 31, 2013
City of London London, Ontario Canadian Union of Public Employees (CLC) outside employees	550	1.4	48.0	Dec 31, 2015
<b>6 agreements</b>	<b>93,480</b>	<b>1.7</b>	<b>36.2</b>	
<b>Total</b>				
<b>Agreements with COLA - 2 agreements</b>	<b>2,950</b>	<b>1.3</b>	<b>39.2</b>	
<b>Agreements without COLA – 16 agreements</b>	<b>147,260</b>	<b>1.6</b>	<b>42.6</b>	
<b>All Agreements - 18 agreements</b>	<b>150,210</b>	<b>1.6</b>	<b>42.6</b>	

**\*Cost-of-Living Allowance**

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>				
<b>Saskatchewan</b>				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
<b>Multiprovince</b>				
Government of Canada	Various unions	75,270	B	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	ARB/B	Sep 09/Jan 11
<b>Federal Jurisdiction, Private Sector</b>				
<b>Multiprovince</b>				
TELUS Corporation	TWU	13,700	B	Nov 10
Canadian National Railway Company	CAW-Canada	4,720	TENT	Jul 10/Dec 10
NAV CANADA	CAW-Canada	2,950	B/ARB	Apr 10/Mar 11
Canadian Pacific Railway	CAW-Canada	2,300	TENT	Dec 10
<b>British Columbia</b>				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
<b>Manitoba</b>				
MTS Allstream Inc.	CEP/IBEW	2,150	B	Dec 10/Jan 11
<b>Provincial and Territorial Jurisdictions, Public Sector</b>				
<b>Prince Edward Island</b>				
Government of Prince Edward Island	PEIUPSE	1,950	ARB	Mar 10
<b>Nova Scotia</b>				
Government of Nova Scotia	NSTU/CUPE	11,650	B	Oct 09/Jul 10
Capital District Health Authority	NSGEU	8,350	CO	Oct 10
Nova Scotia Association of Health Organizations	NSNU	4,610	B	Oct 09



Employer	Union	Employees	Status*	Expiry Month
<b>Current Key Negotiations (continued)</b>				
<b>Provincial and Territorial Jurisdictions, Public Sector (continued)</b>				
<b>New Brunswick</b>				
Government of New Brunswick	NBUPPE/CUPE	5,860	B/CO	Feb 09 - Dec 09
<b>Quebec</b>				
Ville de Montréal	Various unions	15,700	B/ARB	Dec 06/Dec 10
Gouvernement du Québec	Various unions	9,110	B/MED	Mar 10
Ville de Québec	Various unions	3,100	ARB	Dec 06/Dec 10
Management Negotiating Committee for Boards	Fédération indépendante des syndicats autonomes	1,020	MED	Mar 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	B	Jun 09
<b>Ontario</b>				
Universities	Various unions	16,460	B/CO	Jun/Aug 10/Apr 11
City of Toronto	IAFF	3,000	B	Dec 09
London Health Sciences Centre	CAW-Canada	1,190	B	Oct 10
<b>Manitoba</b>				
Government of Manitoba	MGEU	13,500	TENT	Mar 10
<b>Saskatchewan</b>				
Government of Saskatchewan	STF	12,000	CO	Aug 10
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
<b>Alberta</b>				
Alberta Health Services	AUPE/HSAA	34,000	B	Mar 11
Government of Alberta	AUPE	22,000	B	Aug 10

Employer	Union	Employees	Status*	Expiry Month
<b>Current Key Negotiations (continued)</b>				
<b>Provincial and Territorial Jurisdictions, Public Sector (continued)</b>				
<b>British Columbia</b>				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	TENT	Mar 10
<b>Nunavut</b>				
Government of Nunavut	PSAC	2,100	B	Sep 10
Government of Nunavut	NTA	640	TENT	Jun 09
<b>Provincial and Territorial Jurisdictions, Private Sector</b>				
<b>Ontario</b>				
Pipe Line Contractors Association of Canada	IUOE/LIUNA	3,000	B	Apr 10
Hamilton Steel GP Inc.	USW	2,400	WS	Jul 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
<b>Alberta</b>				
Canada Safeway Limited	UFCW Canada	10,725	B	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	B	Dec 09
<b>British Columbia</b>				
Interior Forest Labour Relations Association	USW	4,000	B	Jun 09
<p>* 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</p>				
<p><b>Notes:</b>  The short dash ( - ) in the <b>Expiry Month</b> column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2009 to January 2010 inclusively, and their expiry dates are presented by this short form: <b>Sept 09 - Jan 10</b>.</p> <p>The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2009 or April 2010, and their expiry dates are presented by this short form: <b>Jul 09/Apr 10</b>.</p>				

Employer	Union	Employees	Expiry Month
<b>Upcoming Key Negotiations</b>			
<b>Federal Jurisdiction, Public Sector</b>			
City of Ottawa - OC Transpo	ATU	2,350	Mar 11
<b>Federal Jurisdiction, Private Sector</b>			
Air Canada	Various Unions	26,180	Feb 11/Mar 11
<b>Provincial and Territorial Jurisdictions, Public Sector</b>			
Ontario Hospital Association	ONA/OPSEU	57,970	Mar 11
Toronto Transit Commission	ATU	8,970	Mar 11
Government of New Brunswick	NBNU	5,800	Dec 10
Red Cross Community Health Services, Ontario Zone	SEIU	3,000	Mar 11
<b>Provincial and Territorial Jurisdictions, Private Sector</b>			
Nothing to report.			

## Major Work Stoppages

Involving 500 or more employees, from **January 28 to February 10, 2011.**

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

Employer, Location, Union and Employees	Issues	Starting	Ending
Gouvernement du Québec Province-wide, Quebec Association des Juristes de l'État 900 lawyers	Wages	Feb 8, 2011	
Teck Resources Ltd. Sparwood, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 698 mine employees	Pension plan	Jan 30, 2011	
U.S. Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 939 steelworkers	Not available	Nov 7, 2010 Lockout	

## Coming Up 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:

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