



Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

March 15, 2011

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.

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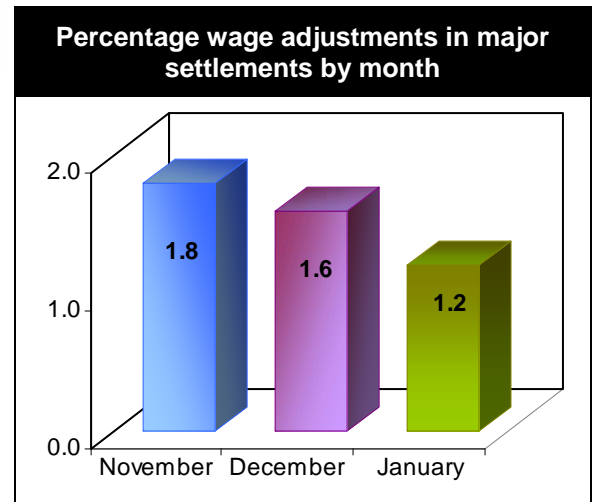
Canadian Labour in Profile: Wage Adjustments, January 2011

Wage adjustments in Canada averaged 1.2% in January 2011, according to the Labour Program's review of 11 major* settlements covering 61,710 employees. The January 2011 figure of 1.2% is the lowest since the average adjustment of 0.9% was recorded in March 2010.

In the previous round of settlements, these same parties negotiated contracts averaging 46.3 months in duration, and wage adjustments averaging 2.1%. In January 2011, the same parties reported the following figures: 52.1 months and 1.2% respectively.

Wage adjustments in the public sector for the period under review averaged 1.2% for 60,800 employees covered by ten agreements. Private-sector wage adjustments averaged 2.0% for 910 employees in a single agreement.

The January data were largely influenced by a Quebec public-sector agreement between the 'Comité patronal de négociation du secteur de la santé et des services sociaux', and 46,730 nurses which provided wage adjustments averaging 1.2%. This agreement accounted for three-quarters of the total number of employees covered in major settlements in January.



In addition to the general wage adjustment, this agreement has potential for further wage increases based on provincial economic growth. These potential increases are not included in our calculations at this time (the wage adjustment data for this agreement and other Quebec public-sector settlements will be reviewed at a later date if and when changes come into effect).

On a jurisdiction basis, the highest average in wage adjustments in January 2011 was in Ontario at 2.2%, and the lowest was in British Columbia at 0.2%. The largest concentration of employees was in Quebec (76.5%) due to the nurses' agreement. There were no major settlements in the federal jurisdiction.

On an industry basis, the highest average in wage adjustments was in public administration at 2.1%, and the lowest was in the education, health, and social services sector at 1.1%. The largest concentration of agreements and employees was also in the education, health, and social services sector (also due to the Quebec nursing agreement).

The increase in wage adjustments in January 2011 was lower than the Consumer Price Index (CPI) at 2.3%.

** 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		2011
	November	December	January
Sectors			
Public Sector	1.8	1.6	1.2
Private Sector	1.8	1.4	2.0
All Industries and Jurisdictions			
Average Annual Adjustment	1.8	1.6	1.2
Without Cost-of-Living Allowance	1.8	1.6	1.2
With Cost-of-Living Allowance	-	1.3	-
First-Year Adjustment			
Without Cost-of-Living Allowance	1.9	1.3	0.6
With Cost-of-Living Allowance	-	1.2	-
Industries			
Construction	2.2	1.7	-
Manufacturing	0.0	2.2	-
Wholesale and Retail Trade	-	1.3	-

	2010		2011
	November	December	January
Transportation	2.7	0.0	2.0
Information and Culture	-	0.6	-
Education, Health, and Social Services	1.7	1.3	1.1
Entertainment and Hospitality	2.1	2.2	2.0
Public Administration	1.9	1.7	2.1
Jurisdictions			
Prince Edward Island	-	2.5	-
Nova Scotia	-	-	1.0
New Brunswick	1.4	-	-
Quebec	1.2	1.3	1.2
Ontario	1.8	1.7	2.2
Manitoba	1.5	-	-
Saskatchewan	2.0	-	-
Alberta	-	-	0.5
British Columbia	-	1.6	0.2
<i>Public Service Labour Relations Act</i>	-	1.7	-
<i>Canada Labour Code, Part I</i>	2.7	0.3	-
Federal Jurisdiction	2.7	1.7	-

Average Annual Percentage Wage Adjustments by Quarter

	2010			
	1 st	2 nd	3 rd	4 th
Sectors				
Public Sector	2.2	1.8	1.3	1.5
Private Sector	1.9	2.5	2.2	1.2
All Industries and Jurisdictions				
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	1.6	2.0	2.0	1.7
First-Year Adjustment				
Without Cost-of-Living Allowance	2.0	1.9	2.4	1.1
With Cost-of-Living Allowance	1.8	2.6	0.8	0.4
Industries				
Primary Industries	1.5	5.7	3.5	3.7
Utilities	2.9	0.9	0.0	1.2
Construction	2.1	2.5	2.3	2.1
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	-	1.0	0.6
Finance and Professional Services	-	3.1	3.6	-
Education, Health, and Social Services	2.1	2.3	1.2	1.4
Entertainment and Hospitality	2.4	1.2	-	2.2
Public Administration	2.4	1.1	1.8	1.6
Jurisdictions				
Newfoundland and Labrador	1.1	2.6	-	-
Prince Edward Island	-	1.9	-	3.3
Nova Scotia	2.1	-	1.1	-

	2010			
	1 st	2 nd	3 rd	4 th
Jurisdictions (continued)				
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	2.6	2.9	1.5
British Columbia	0.2	0.0	0.7	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	1.7	2.1
Federal Jurisdiction	1.7	2.1	1.7	1.7

Average Annual Percentage Wage Adjustments by Year

	2008	2009	2010	2011
Sectors				
Public Sector	3.5	2.5	1.6	1.2
Private Sector	2.5	1.8	2.1	2.0
All Industries and Jurisdictions				
Average Annual Adjustment	3.2	2.4	1.8	1.2
Without Cost-of-Living Allowance	3.4	2.4	1.8	1.2
With Cost-of-Living Allowance	1.7	2.3	1.9	-
First-Year Adjustments				
First-Year Adjustment	3.6	2.5	1.7	0.6
Without Cost-of-Living Allowance	3.8	2.6	1.8	0.6
With Cost-of-Living Allowance	1.9	1.9	1.3	-

	2008	2009	2010	2011
Industries				
Primary Industries	4.3	2.5	3.3	-
Utilities	2.3	3.0	1.0	-
Construction	5.4	3.7	2.3	-
Manufacturing	1.2	1.6	1.5	-
Wholesale and Retail Trade	2.8	1.8	1.1	-
Transportation	3.1	1.1	2.2	2.0
Information and Culture	2.0	2.1	0.9	-
Finance and Professional Services	2.8	2.5	3.2	-
Education, Health, and Social Services	3.8	3.0	1.6	1.1
Entertainment and Hospitality	1.9	2.0	2.2	2.0
Public Administration	2.7	2.1	1.5	2.1
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.6	-
Nova Scotia	4.1	2.9	1.6	1.0
New Brunswick	3.7	6.0	1.9	-
Quebec	2.4	2.2	1.5	1.2
Ontario	2.6	2.4	2.0	2.2
Manitoba	3.4	2.9	2.1	-
Saskatchewan	5.1	5.0	2.4	-
Alberta	4.8	4.5	3.6	0.5
British Columbia	2.5	3.0	0.2	0.2
Territories	4.4	2.4	2.2	-
Multiprovince	-	2.1	-	-
<i>Public Service Labour Relations Act</i>	2.9	1.7	1.7	-
<i>Canada Labour Code, Part I</i>	2.9	1.2	1.9	-
Federal Jurisdiction	2.9	1.6	1.7	-

Note: Data for 2011 cover the month of January.

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2001

Year	Public	Private	Both Sectors
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
2011	1.2	2.0	1.2

Note: Data for 2011 cover the month of January.

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 \(PDF format, 170KB\)](#) 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 March 2011

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
Transportation				
Société de transport de Laval Laval, Quebec Canadian Union of Public Employees (CLC) bus drivers	500	2.0	48.0	Jul 31, 2014
1 agreement	500	2.0	48.0	
Education, Health, and Social Services				
Comité patronal de négociation du secteur de la santé et des services sociaux province-wide, Quebec Fédération interprofessionnelle de la santé du Québec (Independent-national) nurses	46,730	1.2	60.0	Mar 31, 2015
University of Calgary Calgary, Alberta Alberta Union of Provincial Employees (Independent-national) office employees; technical employees; service and maintenance employees	4,400	0.5	24.0	Mar 31, 2012
University of British Columbia Vancouver, British Columbia Faculty Association of the University of British Columbia (Independent-local) professors; librarians	3,320	0.0	24.0	Jun 30, 2012
Ottawa Hospital Ottawa, Ontario Ontario Public Service Employees Union (CLC) health and social care professional employees; paramedical technical employees	2,250	2.5	24.0	Mar 31, 2011

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
Education, Health, and Social Services (continued)				
Halifax Regional School Board Halifax, Nova Scotia Canadian Union of Public Employees (CLC) educational services employees	900	1.0	24.0	Jul 31, 2011
Carleton University Ottawa, Ontario Carleton University Academic Staff Association (CLC) professors; lecturers; librarians	810	1.5	24.0	Apr 30, 2012
6 agreements	58,410	1.1	52.8	
Entertainment and Hospitality				
The Fairmont Royal York Hotel Toronto, Ontario UNITE HERE Canada (AFL-CIO/CLC) hotel employees	910	2.0	36.0	Jul 16, 2013
1 agreement	910	2.0	36.0	
Public Administration				
Regional Municipality of Waterloo Waterloo, Ontario Canadian Union of Public Employees (CLC) office employees; technical employees	840	2.0	36.0	Jun 30, 2013
City of Kelowna Kelowna, British Columbia Canadian Union of Public Employees (CLC) inside employees; outside employees	530	1.4	48.0	Dec 31, 2013
City of Hamilton Hamilton, Ontario International Association of Fire Fighters (AFL-CIO/CLC) firefighters	520	3.0	36.0	Dec 31, 2012
3 agreements	1,890	2.1	39.4	

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann. % Adj.	Duration (months)	Expiry Date
Total				
0 Agreement with the Cost-of-Living Allowance	0	0.0	0.0	
11 Agreements without the Cost-of-Living Allowance	61,710	1.2	52.1	
11 Agreements in Total	61,710	1.2	52.1	

***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
Federal Jurisdiction, Public Sector				
Ontario				
City of Ottawa - OC Transpo	ATU	2,350	Bargaining	Mar 11
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	Bargaining	Mar 10
Multiprovince				
Government of Canada	Various unions	70,780	Bargaining	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	Arbitration/ Conciliation	Sep 09/Jan 11
Federal Jurisdiction, Private Sector				
Manitoba				
MTS Allstream Inc.	CEP/IBEW	2,150	Bargaining	Dec 10/Jan 11
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	Mediation	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction, Private Sector (continued)				
<i>Multiprovince</i>				
Air Canada	Various Unions	26,180	Bargaining/ Upcoming	Feb 11/Mar 11
TELUS Corporation	TWU	13,700	Bargaining	Nov 10
NAV CANADA	CAW-Canada	2,950	Bargaining/ Arbitration	Apr 10/Mar 11
Greyhound Canada Transportation Corp.	ATU	950	Bargaining	Mar 11
Provincial and Territorial Jurisdictions, Public Sector				
<i>Nova Scotia</i>				
Government of Nova Scotia	NSTU/CUPE	11,650	Bargaining/ Conciliation	Oct 09/Jul 10
Capital District Health Authority	NSGEU	8,350	Conciliation	Oct 10
Health Association Nova Scotia	NSNU	4,610	Bargaining	Oct 09
Cape Breton-Victoria Regional School Board	CUPE	1,400	Upcoming	Apr 11
<i>New Brunswick</i>				
Government of New Brunswick	NBUPPE/CUPE	5,860	Bargaining/ Conciliation	Feb 09 - Dec 09
Government of New Brunswick	NBNU	5,800	Upcoming	Dec 10
<i>Quebec</i>				
Ville de Montréal	Various unions	15,700	Bargaining/ Arbitration	Dec 06/Dec 10
Gouvernement du Québec	Various unions	8,260	Bargaining/ Mediation/ Tentative settlement	Mar 10
Ville de Québec	Various unions	3,100	Arbitration	Dec 06/Dec 10
Management Negotiating Committee for Boards	Fédération indépendante des syndicats autonomes	1,020	Mediation	Mar 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	Bargaining	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Ontario				
Ontario Hospital Association	ONA/OPSEU	57,970	Bargaining	Mar 11
Universities	Various unions	16,460	Bargaining/ Conciliation	Jun/Aug 10/Apr 11
Toronto Transit Commission	ATU	8,970	Upcoming	Mar 11
Toronto Police Services Board	Toronto Police Association	7,630	Bargaining	Dec 10
Caesars Windsor, operated by Windsor Casino Limited	CAW-Canada	3,000	Upcoming	Apr 11
City of Toronto	IAFF	3,000	Bargaining	Dec 09
Red Cross Community Health Services, Ontario Zone	SEIU	3,000	Bargaining	Mar 11
London Health Sciences Centre	CAW-Canada	1,190	Bargaining	Oct 10
Manitoba				
Government of Manitoba	MGEU	13,500	Tentative settlement	Mar 10
City of Winnipeg	Various unions	7,740	Bargaining	Dec 10/Jan 11
Saskatchewan				
Government of Saskatchewan	STF	12,000	Conciliation	Aug 10
SaskPower	CEP/IBEW	2,080	Conciliation/ Bargaining	Dec 09
City of Saskatoon	CUPE	1,490	Bargaining	Dec 09
Alberta				
Alberta Health Services	AUPE/HSAA	34,000	Bargaining	Mar 11
Government of Alberta	AUPE	22,000	Bargaining	Aug 10
City of Edmonton	Various unions	9,640	Upcoming	Dec 10
City of Calgary	Various unions	8,210	Upcoming	Dec 10/Jan 11

Employer	Union	Employees	Status*	Expiry Month
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Provincial and Territorial Jurisdictions, Public Sector (continued)

British Columbia

Community Social Services Employers Association	BCGEU	15,000	Bargaining	Mar 10
Coast Mountain Bus Company	CAW-Canada	3,900	Upcoming	Mar 11
City of Vancouver	IAFF/BCFPO	2,150	Bargaining/ Tentative settlement	Mar 10

Nunavut

Government of Nunavut	PSAC	2,100	Bargaining	Sep 10
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Provincial and Territorial Jurisdictions, Private Sector

Ontario

Hamilton Steel GP Inc.	USW	2,400	Work stoppage	Jul 10
Central Care Corporation	Various unions	1,660	Arbitration	Mar/Apr 10

Alberta

Construction Labour Relations Association of Alberta	Various unions	34,000	Bargaining/ Tentative settlements	Apr 11
Canada Safeway Limited	UFCW Canada	10,725	Bargaining	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	Bargaining	Dec 09

British Columbia

Construction Labour Relations Association of British Columbia	Various unions	35,000	Upcoming	Apr 10
Interior Forest Labour Relations Association	USW	4,000	Bargaining	Jun 09
Pacific Newspaper Group Inc.	CEP	950	Bargaining	Nov 10
Finning Canada	IAMAW	650	Upcoming	Apr 11

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 2009 to January 2010 inclusively, and their expiry dates are presented by this short form: **Sept 09 - Jan 10**.

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: **Jul 09/Apr 10**.

Major Work Stoppages

Involving 500 or more employees, from **February 25 to March 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
Teck Resources Ltd. Sparwood, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (700 mine employees)	Pension plan	January 30, 2011	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (939 steelworkers)	Not available	November 7, 2010 Lockout	

Coming Up in the Next Issue

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

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

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