



Workplace Bulletin

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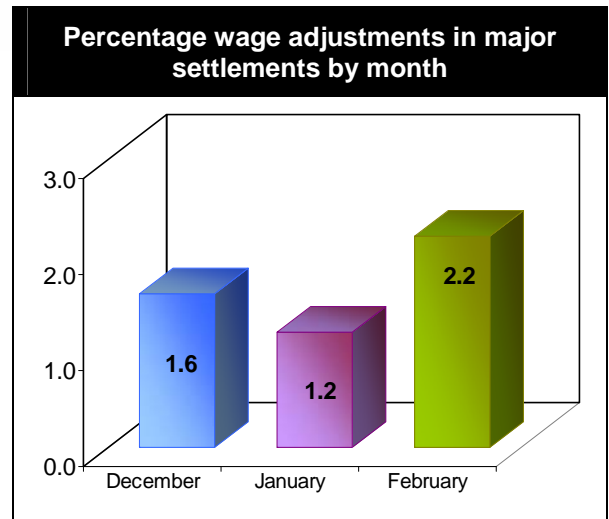
The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Canadian Labour in Profile: Wage Adjustments, February 2011

Wage adjustments in Canada averaged 2.2% in February 2011, according to the Labour Program's review of 14 major* settlements covering 23,830 employees. The February 2011 figure of 2.2% is higher than the previous month's average of 1.2% which was the lowest recorded since March 2010.



In the previous round of settlements, these same parties negotiated contracts averaging 40.3 months in duration, and wage adjustments averaging 2.7%. In February 2011, the same parties reported the following figures: 40.2 months and 2.2% respectively.

Wage adjustments in the public sector for the period under review averaged 2.1% for 12,630 employees covered by six agreements. Private-sector wage adjustments averaged 2.2% for 11,200 employees in eight agreements.

Wage adjustments in February ranged from a low of 0.4% for 850 production employees at Molson Breweries in Montréal, to a high of 3.0% for employees at both Bruce Power L.P. and Ontario Power Generation Inc.

On a jurisdiction basis, the highest average in wage adjustments in February 2011 was in the Territories (the Government of Nunavut with a single agreement), at 2.7%, followed by Ontario at 2.5%. The lowest average was in Quebec at 0.4% due to the Molson Breweries agreement. In the federal jurisdiction, four agreements averaged 2.1% (two Canadian National Railway Company agreements at 2.7%, the Canadian Pacific Railway agreement at 2.2%, and the Government of Canada agreement (finance employees) at 1.5%).

On an industry basis, the highest average in wage adjustments was in public utilities at 3.0% (Ontario Power Generation Inc. and Bruce Power L.P.), and the lowest was in the manufacturing sector at 0.4% (Molson Breweries).

The increase in wage adjustments in February 2011 was the same as the Consumer Price Index (CPI) at 2.2%.

** 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	
	December	January	February
Sectors			
Public Sector	1.6	1.2	2.1
Private Sector	1.4	2.0	2.2
All Industries and Jurisdictions			
Average Annual Adjustment	1.6	1.2	2.2
Without Cost-of-Living Allowance	1.6	1.2	1.9
With Cost-of-Living Allowance	1.3	-	3.0
First-Year Adjustment			
Without Cost-of-Living Allowance	1.5	0.6	1.9
With Cost-of-Living Allowance	1.2	-	2.9
Industries			
Utilities	-	-	3.0
Construction	1.7	-	-
Manufacturing	2.2	-	0.4

	2010	2011	
	December	January	February
Industries (continued)			
Wholesale and Retail Trade	1.3	-	0.6
Transportation	0.0	2.0	2.6
Information and Culture	0.6	-	-
Finance and Professional Services	-	-	1.2
Education, Health, and Social Services	1.3	1.1	2.4
Entertainment and Hospitality	2.2	2.0	2.0
Public Administration	1.7	2.1	1.7
Jurisdictions			
Prince Edward Island	2.5	-	2.0
Nova Scotia	-	1.0	-
New Brunswick	-	2.4	-
Quebec	1.3	1.2	0.8
Ontario	1.7	2.2	2.5
Alberta	-	0.5	-
British Columbia	1.6	0.2	-
Territories	-	-	2.7
<i>Public Service Labour Relations Act</i>	1.7	-	1.5
<i>Canada Labour Code, Part I</i>	0.3	-	2.6
Federal Jurisdiction	1.7	-	2.1

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	2.0	2.5	2.2	1.2

	2010			
	1 st	2 nd	3 rd	4 th
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	2.1	1.9	2.4	1.2
With Cost-of-Living Allowance	2.1	1.8	2.5	1.2
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	2.2	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	2.1	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	-
New Brunswick	2.7	-	1.8	1.4
Quebec	1.8	1.7	1.8	1.2
Ontario	2.0	2.4	2.2	1.4
Manitoba	3.3	3.5	1.2	1.4

	2010			
	1 st	2 nd	3 rd	4 th
Jurisdictions (continued)				
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	1.3
Private Sector	2.5	1.8	2.1	2.2
All Industries and Jurisdictions				
Average Annual Adjustment	3.2	2.4	1.8	1.5
Without Cost-of-Living Allowance	3.4	2.4	1.8	1.3
With Cost-of-Living Allowance	1.7	2.3	1.9	3.0
First-Year Adjustment				
Without Cost-of-Living Allowance	3.6	2.5	1.8	1.0
With Cost-of-Living Allowance	3.8	2.6	1.8	0.9
Without Cost-of-Living Allowance	1.9	1.9	1.3	2.9
Industries				
Primary Industries	4.3	2.5	3.3	-
Utilities	2.3	3.0	1.0	3.0
Construction	5.4	3.7	2.3	-
Manufacturing	1.2	1.6	1.5	0.4
Wholesale and Retail Trade	2.8	1.8	1.1	0.6

	2008	2009	2010	2011
Industries (continued)				
Transportation	3.1	1.1	2.2	2.5
Information and Culture	2.0	2.1	0.9	-
Finance and Professional Services	2.8	2.5	3.2	1.2
Education, Health, and Social Services	3.8	3.0	1.6	1.2
Entertainment and Hospitality	1.9	2.0	2.2	2.0
Public Administration	2.7	2.1	1.5	1.8
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.6	2.0
Nova Scotia	4.1	2.9	1.6	1.0
New Brunswick	3.7	6.0	2.0	2.4
Quebec	2.4	2.2	1.5	1.2
Ontario	2.6	2.4	2.0	2.4
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	2.7
Multiprovince	-	2.1	-	-
<i>Public Service Labour Relations Act</i>	2.9	1.7	1.7	1.5
<i>Canada Labour Code, Part I</i>	2.9	1.2	1.9	2.6
Federal Jurisdiction	2.9	1.6	1.7	2.1

Note: Data for 2011 cover the months of January and February.

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	1.3	2.2	1.5

Note: Data for 2011 cover the months of January and February.

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 \(PDF format, 174KB\)](#) 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 February 2011

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Utilities				
Ontario Power Generation Inc. province-wide, Ontario International Federation of Professional and Technical Engineers (AFL-CIO/CLC) scientific and other professional employees; administrative services employees	3,940	3.0*	24.0	Dec 31, 2012
Bruce Power L.P. province-wide, Ontario Canadian Union of Public Employees (CLC) general tradesmen; office employees	2,450	3.0*	36.0	Dec 31, 2013
2 agreements	6,390	3.0	28.6	
Manufacturing				
Molson Breweries Montréal, Quebec Teamsters Canada (CtW/CLC) production employees; sales employees; delivery and distribution employees	850	0.4	84.3	Dec 31, 2017
1 agreement	850	0.4	84.3	
Wholesale and Retail Trade				
The Barn Markets, division of Metro Ontario Inc. and The Barn Market Franchisees province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) retail employees	800	0.6	60.0	Sep 26, 2015
New Dominion Stores Northern Region, Ontario United Food and Commercial Workers Canada (CtW/CLC) retail employees	500	0.5	60.0	Jul 11, 2015
2 agreements	1,300	0.6	60.0	

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Transportation				
Canadian Pacific Railway system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) shopcraft employees	2,100	2.2	48.0	Dec 31, 2014
Canadian National Railway Company system-wide, excluding Newfoundland and Labrador, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) shopcraft employees	1,860	2.7	48.0	Dec 31, 2014
Canadian National Railway Company system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) office employees; mechanics	1,640	2.7	48.0	Dec 31, 2014
3 agreements	5,600	2.6	48.0	
Finance and Professional Services				
Gouvernement du Québec province-wide, Quebec Association des juristes de l'État (Independent-local) lawyers and notaries	850	1.2	60.0	Mar 31, 2015
1 agreement	850	1.2	60.0	
Education, Health, and Social Services				
Government of Nunavut territory-wide, Nunavut Nunavut Teachers' Association (Independent-national) elementary and secondary teachers	710	2.7	48.0	Jun 30, 2013
Board of Governors of Ryerson University Toronto, Ontario Ontario Public Service Employees Union (CLC) administrative and support employees	690	2.1	48.0	Jun 30, 2014
2 agreements	1,400	2.4	48.0	

Industry, Employer, Location, Union, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
Entertainment and Hospitality				
Maple Leaf Sports & Entertainment Ltd. Toronto, Ontario Teamsters Canada (CtW/CLC) food service employees	1,000	2.0	60.0	Jun 30, 2015
1 agreement	1,000	2.0	60.0	
Public Administration				
Government of Canada Canada-wide, Multiprovince Association of Canadian Financial Officers (Independent-national) finance employees	4,490	1.5	24.0	Nov 06, 2011
Government of Prince Edward Island province-wide, Prince Edward Island Prince Edward Island Union of Public Sector Employees (CLC) inside and outside employees	1,950	2.0	36.0	Mar 31, 2013
2 agreements	6,440	1.7	27.6	
Total				
2 Agreements with the Cost-of-Living Allowance	6,390	3.0	28.6	
12 Agreements without the Cost-of-Living Allowance	17,440	1.9	44.4	
14 Agreements in Total	23,830	2.2	40.2	

***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.

Major Work Stoppages

Involving 500 or more employees, from **March 25 to April 14, 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	April 7, 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

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 updates 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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