



Workplace Bulletin

February 15, 2012

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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.

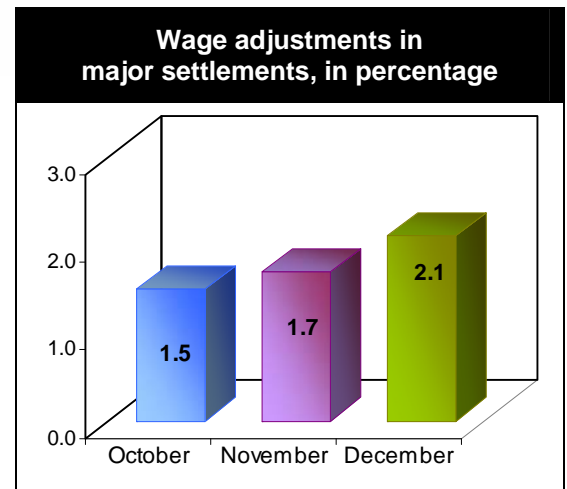
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Canadian labour profile—December 2011

Wage adjustments

Major¹ collective bargaining settlements reached in **December 2011** provided base-rate wage increases averaging **2.1%** annually² over the contract term. These results are based on a review of 19 settlements reached in the period, with a coverage of 47,940 employees. These settlements have an average contract duration of 53.0 months



When the parties to these settlements previously negotiated, contract duration averaged 49.2 months and the resulting wage adjustments averaged 2.4%.

Wage adjustments in December 2011 (2.1%) were lower than the rate of inflation (consumer price index) at 2.3%.

The majority of agreements settled (68.4%) and employees covered (64.4%) were in the public sector. Wage increases in the public sector averaged 2.3% for 30,890 employees in 13 agreements and in the private sector, 1.7% for 17,050 employees in six agreements.

The private-sector figure was more moderate due in large part to a single No Frills Franchise Owners agreement providing 8,000 retail employees with an average annual wage adjustment of 1.3%.

On a jurisdictional basis, Saskatchewan posted the largest wage increase at 3.6% (based on a single agreement with Evraz). Wage adjustments were smallest in Ontario at 1.4% (largely influenced by the No Frills Franchise Owners agreement mentioned above). In the Federal jurisdiction, three agreements provided 12,840 employees with an average annual increase of 2.8%. The relatively higher figure was due to the Purolator Inc. agreement with an average annual wage increase of 3.2%.

On an industry basis, the largest average wage adjustment was in the Manufacturing sector at 3.6% (a single agreement, Evraz). The lowest increase was reported in the Wholesale and retail trade sector at 1.3% (again due to the No Frills Franchise Owners agreement). The largest concentration of employees (22.2% of the total) was in the Transportation sector due mainly to the Purolator Inc. contract with 8,800 employees at 3.2%; wage adjustments in the Transportation sector averaged 3.0%.

Notes: (1) All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.

(2) The wage series is employee-weighted.

Average annual percentage wage adjustments by month

	2011		
	October	November	December
Sectors			
Public sector	1.2	1.4	2.3
Private sector	2.5	2.0	1.7
All industries and jurisdictions			
Average annual adjustment	1.5	1.7	2.1
Without cost-of-living allowance	1.4	1.7	2.1
With cost-of-living allowance	3.0	-	2.1
First-year adjustment			
Without cost-of-living allowance	1.0	1.4	2.0
With cost-of-living allowance	3.0	-	2.2
Industries			
Primary industries	4.0	-	2.0
Utilities	3.1	1.8	-
Construction	3.2	-	-
Manufacturing	1.0	2.2	3.6

	2011		
	October	November	December
Industries (continued)			
Wholesale and retail trade	-	-	1.3
Transportation	2.0	2.2	3.0
Information and culture	1.4	-	2.8
Finance and professional services	2.2	1.3	-
Education, health, and social services	1.1	1.3	2.3
Entertainment and hospitality	-	1.5	-
Public administration	1.2	2.3	1.5
Jurisdictions			
Prince Edward Island	2.0	-	-
Nova Scotia	1.8	1.0	-
New Brunswick	1.0	-	-
Quebec	1.9	2.4	2.1
Ontario	1.6	1.8	1.4
Manitoba	2.2	1.5	1.8
Saskatchewan	3.0	1.8	3.6
Alberta	2.0	-	2.0
British Columbia	0.3	1.2	2.0
<i>Public Service Labour Relations Act</i>	-	-	1.7
<i>Canada Labour Code, Part I</i>	1.7	2.2	3.2
Federal jurisdiction	1.7	2.2	2.8

Canadian labour profile—Fourth quarter 2011

Wage adjustments

Major³ collective bargaining settlements reached in the **fourth quarter** provided base-rate wage adjustments averaging **1.7%** annually over the contract term with an average contract duration of 42.0 months. This is lower than the 2.0% figure recorded in the second and third quarters but higher than the 1.4% recorded in the first quarter. These results are derived from a review of 68 major agreements and cover 153,600 employees.

When the parties to these fourth quarter settlements previously negotiated, the resulting wage adjustments averaged 2.5%, higher than in their current settlements. These previous settlements had an average contract duration of 41.6 months.

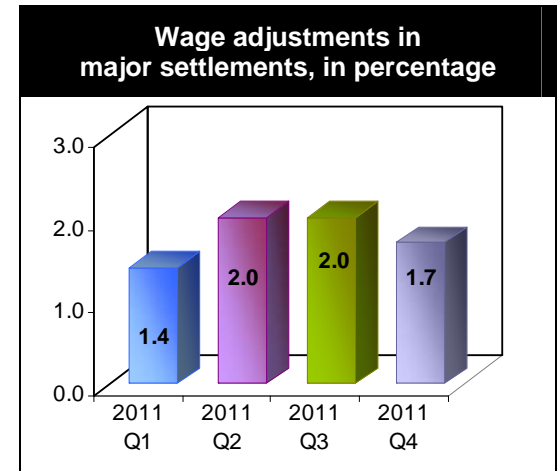
The majority of agreements (69.1%) and employees (70.7%) covered in settlements were in the public sector. Wage adjustments in the public sector averaged 1.5% for 108,760 employees in 47 agreements. In the private sector, wage adjustments averaged 2.1% for 44,930 employees in 21 agreements.

On a jurisdiction basis, Saskatchewan posted the largest average wage gain in the fourth quarter at 2.9% and the lowest was in British Columbia with wage adjustments averaging 0.5%. The lower British Columbia figure was due to four public-sector agreements covering 16,580 employees that were subject to a wage freeze. The largest concentration of employees (20% of all employees) was in Ontario where wage increases averaged 1.5%.

On an industry basis, average wage adjustments ranged from a low of 1.3% in both the Wholesale and retail trade sector and the Education, health, and social services sector, to a high of 3.2% in the Construction sector. The largest concentration of employees was also in the Education, health, and social services sector with 30 agreements covering 73,890 employees (48.1% of total employee coverage). The second largest concentration of employees was in the Transportation sector with seven agreements providing 21,920 employees (14.3% of total employee coverage) with wage adjustments averaging 2.6%.

In the 4th quarter of 2011, 10.8% of employees (16,580) and 5.9% of agreements (4) were subject to a wage freeze (no wage cuts); 1.1% of employees (in a single agreement) received an average annual wage adjustment of 0.9%. The largest concentration of employees (48.0%) received increases in the 1.0% to 1.9% range. The second largest concentration of employees (28.3%) received increases in the 2.0% to 2.9% range. Approximately 11.8% of employees received an increase of 3.0% or above.

Note: (3) All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.



Average annual percentage wage adjustments by quarter

	2011			
	1 st	2 nd	3 rd	4 th
Sectors				
Public sector	1.2	1.9	2.1	1.5
Private sector	2.2	2.1	1.9	2.1
All industries and jurisdictions				
Average annual adjustment	1.4	2.0	2.0	1.7
Without cost-of-living allowance	1.3	1.9	2.0	1.6
With cost-of-living allowance	3.0	2.1	2.1	2.4
First-year adjustment				
Without cost-of-living allowance	0.9	1.2	1.6	1.5
With cost-of-living allowance	0.8	1.4	1.7	1.4
With cost-of-living allowance	2.9	0.6	0.6	2.5
Industries				
Primary industries	-	3.9	-	2.2
Utilities	3.0	3.0	2.1	2.5
Construction	-	1.9	2.0	3.2
Manufacturing	1.1	1.5	2.4	2.3
Wholesale and retail trade	0.6	2.5	1.6	1.3
Transportation	2.5	2.5	1.3	2.6
Information and culture	-	2.0	1.9	1.8
Finance and professional services	2.7	1.8	2.1	2.1
Education, health, and social services	1.0	1.8	2.3	1.3
Entertainment and hospitality	2.0	1.6	1.3	1.5
Public administration	1.7	2.0	2.1	1.5
Jurisdictions				
Prince Edward Island	2.0	2.5	1.5	2.0
Nova Scotia	1.6	1.0	1.0	1.6
New Brunswick	1.5	0.0	-	1.0

	2011			
	1 st	2 nd	3 rd	4 th
Jurisdictions (continued)				
Quebec	1.2	2.2	2.7	2.1
Ontario	2.4	1.4	1.6	1.5
Manitoba	1.4	1.9	2.0	1.7
Saskatchewan	-	2.6	2.7	2.9
Alberta	1.1	2.6	2.5	2.0
British Columbia	0.2	1.2	0.6	0.5
All territories	2.7	-	-	-
<i>Public Service Labour Relations Act</i>	1.5	-	-	1.7
<i>Canada Labour Code, Part I</i>	2.6	2.0	2.0	2.6
Federal jurisdiction	2.0	2.0	2.0	2.4

Canadian labour profile—Year 2011

Wage adjustments

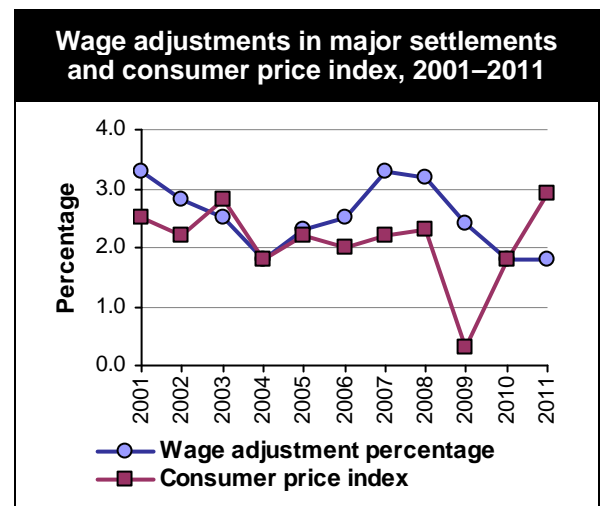
Major⁴ collective bargaining settlements reached in 2011 provided base-rate wage adjustments averaging **1.8%** annually over the contract term, which is identical to the figure recorded in 2010. The 2011 results are derived from a review of 284 major agreements and cover 656,750 employees.

Wage adjustments in major settlements (1.8%) were relatively moderate in comparison to the rate of inflation (2.9%).

Average wage adjustments have been lower in the public sector at 1.7% than in the private sector at 2.1%. The majority of agreements (63%) and employees covered (71.2%) were in the public sector.

Public-sector wage restraint measures in several jurisdictions are important factors in explaining the relatively moderate figures for 2011:

- In British Columbia, 18 agreements covering 47,510 employees in the public sector resulted in wage adjustments averaging 0.2%; 13 of these agreements included a wage freeze.
- In Ontario, 50 agreements covering 135,890 employees from this sector resulted in wage adjustments averaging 1.5%.
- The Government of Canada settled four contracts with 9,430 federal employees, featuring wage adjustments averaging 1.6%.
- In Quebec, 21 agreements covering 86,470 public-sector employees resulted in wage adjustments averaging 1.7%.



On an industry basis, the largest concentration of agreements (38.4%) and employees (48.2%) was in the Education, health, and social services sector, which also recorded the lowest average wage adjustment at 1.5%. The highest average annual wage adjustment was in the Utilities sector at 2.8%.

The second largest concentration of agreements (17.3%) and employees (17.0%) was in Public administration, where wage adjustments averaged 1.9%, up from 1.5% the previous year. The third largest concentration of agreements (8.1%) and employees (7.4%) was in the Transportation sector, where wage adjustments averaged 2.3%, up a fraction from 2.2% the previous year. In the Construction sector, wage adjustments averaged 2.1%, slightly lower than the 2.4% increase in 2010.

On a jurisdiction basis, the lowest average wage adjustment was in British Columbia at 0.5%. The low figure was due largely to a wage freeze in provincial public-sector contracts. The highest average increases were recorded in Saskatchewan at 2.7%. In the Federal jurisdiction, wage adjustments averaged 2.2% (includes both public and private sectors), slightly higher than the national average of 1.8%. However, average wage adjustments in the federal administration sub-sector (public service) were lower, at 1.6%.

Average wage adjustments in Ontario stood at 1.6% and in Quebec, 1.8%. Both jurisdictions combined accounted for 43.4% of total employee coverage in 2011 settlements.

Contract duration averaged 40.2 months, down slightly from 41.4 months in 2010, and from the record-long average of 46.9 months in 2005 (however it had temporarily dipped to 36.9 months in 2007).

In 2011, 7.4% of employees (48,370) covered by 16 agreements were subject to a wage freeze (no wage cuts over the duration of the agreement). The largest concentration of employees (39.5%) received increases in the 1.0% to 1.9% range.

Predecessor contracts

In a regular time series, comparing the settlements in 2011 to those in 2010 isn't comparing a relationship between the same agreements. The group of agreements in 2011 is different from the group of agreements in 2010. Comparing the 2011 agreements to their predecessors adjusts for this, while ignoring what year the previous contract was ratified.

When the parties to the 2011 settlements previously negotiated, the resulting wage adjustments averaged 2.9% compared to the 1.8% in their current round of settlements.

In the framework of a time series analysis, the perceived stability in the overall level of wage adjustments at 1.8% for both years, 2010 and 2011, does not paint the entire picture. Average wage adjustments from the 2011 settlements were actually below the previous average adjustment in contracts they replaced almost across the board, in each sector, industry, and jurisdiction.

The downtrend in wage adjustments in 2011 settlements compared to their predecessors is indicative of the ongoing restraint in wage settlements. The 2011 figure for public-sector wage adjustments was 1.7% compared to 2.9% for the same agreements in their previous round of settlements and the private-sector wage adjustment averaged 2.1% compared to 2.9% in their respective predecessor contracts. On an industry basis, only agreements in the Transportation sector recorded the same average wage adjustment (2.3%) in 2011 compared to their predecessor contracts. On a jurisdiction basis, only the Territories recorded the same average annual wage increase (single agreement, Government of Nunavut), and all wage adjustments in other jurisdictions averaged a drop in 2011 compared to their predecessor contracts.

The tables below provide a breakdown of wage adjustments from contracts settled in 2011 compared to the average wage adjustments received during the previous round of negotiations.

Wage adjustments by sector

	Predecessor contracts	2011
	Percentage	
Public sector	2.9	1.7
Private sector	2.9	2.1
Both sectors	2.9	1.8

Wage adjustments by jurisdiction

	Predecessor contracts	2011
	Percentage	
Prince Edward Island	2.7	2.0
Nova Scotia	3.3	1.4
New Brunswick	2.6	1.1
Quebec	2.0	1.8
Ontario	2.7	1.6
Manitoba	3.0	1.7
Saskatchewan	3.9	2.7
Alberta	4.2	2.4
British Columbia	2.4	0.5
All territories	2.7	2.7
Federal	2.3	2.2
Canada total	2.9	1.8

Wage adjustments by industry

	Predecessor contracts	2011
	Percentage	
Primary industries	3.7	2.7
Utilities	3.6	2.8
Construction	5.0	2.1
Manufacturing	2.3	1.8
Wholesale and retail trade	2.7	1.8
Transportation	2.3	2.3
Education, health, and social services	2.8	1.5
Entertainment and hospitality	2.4	1.6
Public administration	3.0	1.9
All industries	2.9	1.8

Note: (4) All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.

Average annual percentage wage adjustments by year

	2008	2009	2010	2011
Sectors				
Public sector	3.5	2.5	1.6	1.7
Private sector	2.5	1.8	2.1	2.1
All industries and jurisdictions				
Average annual adjustment	3.2	2.4	1.8	1.8
Without cost-of-living allowance	3.4	2.4	1.8	1.7
With cost-of-living allowance	1.7	2.3	1.9	2.2
First-year adjustment				
Without cost-of-living allowance	3.8	2.6	1.8	1.3
With cost-of-living allowance	1.9	1.9	1.3	1.0

	2008	2009	2010	2011
Industries				
Primary industries	3.9	2.5	3.3	2.7
Utilities	2.3	3.0	1.4	2.8
Construction	5.4	3.4	2.4	2.1
Manufacturing	1.1	1.7	1.5	1.8
Wholesale and retail trade	2.8	1.8	1.1	1.8
Transportation	3.1	1.1	2.2	2.3
Information and culture	2.0	2.0	0.8	1.9
Finance and professional services	2.8	2.5	3.2	2.1
Education, health, and social services	3.8	3.0	1.6	1.5
Entertainment and hospitality	1.9	2.0	2.2	1.6
Public administration	2.7	2.1	1.5	1.9
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.7	2.0
Nova Scotia	4.1	2.9	1.5	1.4
New Brunswick	3.7	6.0	2.1	1.1
Quebec	2.4	2.2	1.5	1.8
Ontario	2.6	2.4	2.0	1.6
Manitoba	3.4	2.9	2.1	1.7
Saskatchewan	5.1	5.0	2.4	2.7
Alberta	4.8	4.4	3.5	2.4
British Columbia	2.5	2.8	0.2	0.5
All territories	4.4	2.4	2.2	2.7
<i>Public Service Labour Relations Act</i>	2.9	1.7	1.7	1.6
<i>Canada Labour Code, Part I</i>	2.9	1.3	1.9	2.3
Federal jurisdiction	2.9	1.6	1.7	2.2

Legend: The - symbol indicates missing data.

Note: Data for 2011 cover the months of January through December.

Average annual percentage wage adjustments by public and private sectors, a chronological perspective since 2001

Year	Public sector	Private sector	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	3.3	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.7	2.1	1.8

Note: Data for 2011 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 \(PDF, 200KB\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

OTHER DETAILED TABLES

[Other detailed tables \(PDF, 179KB\)](#) 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 2011

Employer, location, union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Primary industries				
General Presidents' Maintenance Agreement (Suncor Inc. and Nexen Long Lake Site) Fort McMurray, Alberta various unions service and maintenance employees	3,000	2.0*	48.0	Dec 31, 2015
General Presidents' Maintenance Agreement (Syncrude Canada Limited and Albian Sands Energy Inc.) Mildred Lake and Tar Island, Alberta various unions service and maintenance employees	2,950	2.0*	48.0	Dec 31, 2015
General Presidents' Maintenance Agreement (Dow Chemical Limited and Shell Canada Limited) Fort Saskatchewan, Alberta various unions service and maintenance employees	1,500	2.0*	48.0	Dec 31, 2015
3 agreements	7,450	2.0	48.0	
Manufacturing				
Evrax Regina, Saskatchewan United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) production employees; office employees	900	3.6*	36.0	Jul 31, 2014
1 agreement	900	3.6	36.0	
Wholesale and retail trade				
No Frills Franchise Owners province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) retail employees	8,000	1.3	60.0	Jun 30, 2016
Alberta Gaming and Liquor Commission Calgary, Alberta Alberta Union of Provincial Employees (Independent-national) inside and outside employees	650	1.5	31.0	Jul 31, 2013
2 agreements	8,650	1.3	57.8	

Employer, location, union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Transportation				
Purolator Inc. Canada-wide Teamsters Canada (CtW/CLC) couriers; service and maintenance employees	8,800	3.2	60.0	Dec 31, 2016
City of Winnipeg Winnipeg, Manitoba Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; service and maintenance employees	1,140	1.8	48.0	Jan 17, 2015
NAV CANADA Canada-wide International Brotherhood of Electrical Workers (AFL-CIO/CLC) electronic technicians	700	2.6	28.0	Dec 31, 2013
3 agreements	10,640	3.0	56.6	
Information and culture				
Calgary Public Library Calgary, Alberta Canadian Union of Public Employees (CLC) librarians; office employees	750	2.8	36.0	Mar 31, 2014
1 agreement	750	2.8	36.0	
Education, health, and social services				
McMaster University Hamilton, Ontario Canadian Union of Public Employees (CLC) teaching assistants	3,180	1.2	60.0	Aug 31, 2016
Université du Québec à Montréal Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN) lecturers	2,310	4.3	36.0	Dec 31, 2014
McGill University Montréal, Quebec Public Service Alliance of Canada (CLC) office employees; technical employees; building maintenance employees	1,700	1.7	60.0	Nov 30, 2015

Employer, location, union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Education, health, and social services (continued)				
Université de Sherbrooke Sherbrooke, Quebec Canadian Union of Public Employees (CLC) support employees	1,400	2.3	84.0	Dec 31, 2015
Windsor Regional Hospital Windsor, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) health service and trade employees	560	2.0	24.0	Mar 31, 2012
5 agreements	9,150	2.3	55.4	
Public administration				
Government of Quebec province-wide, Quebec Quebec Provincial Police Association (Independent-national) police officers	5,200	1.2	60.0	Mar 31, 2015
Government of Canada Canada-wide Professional Institute of the Public Service of Canada (Independent-national) architects; engineers	3,340	1.7	36.0	Sep 30, 2014
Municipal Property Assessment Corporation province-wide, Ontario Ontario Public Service Employees Union (CLC) administrative and support employees	1,260	2.1	48.0	Dec 31, 2015
Capital Regional District Victoria, British Columbia Canadian Union of Public Employees (CLC) office employees; outside employees; recreational employees	600	2.0	36.0	Dec 31, 2013
4 agreements	10,400	1.5	49.5	

Employer, location, union, affiliation, and bargaining unit	No. of employees	Avg. ann.% adj.	Duration (months)	Expiry date
Total				
4 agreements with the cost-of-living allowance	8,350	2.1	46.7	
15 agreements without the cost-of-living allowance	39,590	2.1	54.3	
19 agreements in total	47,940	2.1	53.0	

*** Cost-of-living allowance**

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

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, Human Resources and Skills Development Canada.

Major work stoppages

Involving 500 or more employees, from **January 27, 2012, to February 9, 2012.**

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

Employer, location, union, number of employees, and bargaining unit	Issue(s)	Starting	Ending
L'Association patronale des centres de la petite enfance Montreal, Montérégie, Mauricie, and Québec, Quebec Fédération de la santé et des services sociaux 2,600 employees (daycare workers)	Wages, Benefits	Strike (February 6, 2012)	Strike (February 6, 2012)
Halifax Regional Municipality (Metro Transit) Halifax, Nova Scotia Amalgamated Transit Union 763 employees (bus drivers, service and maintenance employees)	Work schedule	Strike (February 2, 2012)	
Electro-Motive Canada Co. London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada 600 employees (plant and maintenance employees)	Wages, Benefits	Lockout (January 1, 2012)	
Rio Tinto Alcan Alma, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 755 employees (production and maintenance employees)	Sub-contracting	Lockout (January 1, 2012)	

Coming in the next issue

- Recent collective bargaining settlements
- Key negotiations—Update
- Major work stoppages—Update

For more information

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 the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

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