



Fair, safe and productive workplaces

Labour Program

# 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.

## In this issue

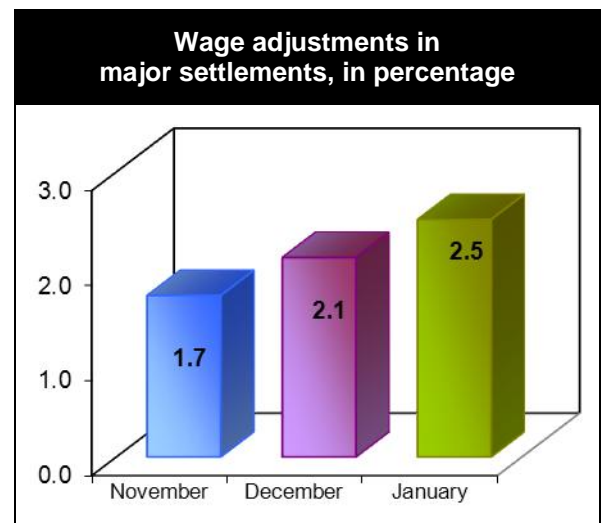
Page

Canadian labour profile <b>January 2012</b> .....	1
Major work stoppages .....	10
Coming in the next issue .....	10
For more information .....	11
Mailing list—Add or remove my name .....	11

## Canadian labour profile, January 2012

### Wage adjustments

Major<sup>1</sup> collective bargaining settlements reached in January 2012 provided wage adjustments averaging 2.5% annually over the contract-term with an average duration of 52.2 months. This is higher than the 2.1% recorded in the previous month. Settlement activity was relatively low this month; the January 2012 results are derived from a review of only nine major settlements covering 8,570 employees.



In the previous round of settlements, these same parties negotiated contracts averaging 29.8 months in duration, and wage adjustments averaging 3.5%.

The wage adjustments in January 2012 was the same as the rate of inflation (2.5%).

Wage adjustments in the public sector averaged 2.2% for 4,990 employees in five agreements. Wage adjustments ranged from a low of 1.8% for two agreements with the Saskatchewan Institute of Applied Science and Technology, to a high of 2.8% for one agreement with the City of Edmonton (outside employees).

Private-sector wage adjustments averaged 2.9% for 3,580 employees in four agreements. Three of the four private sector settlements recorded wage increases of 3.0% or higher (Prairie Mines & Royalty Ltd. at 3.4%, and Canadian National Railway Company and NAV CANADA, both at 3.0%); the fourth private sector agreement was Canadian Niagara Hotels Inc. at 1.7%.

In the federal jurisdiction, two agreements both recorded wage adjustments averaging 3.0% (Canadian National Railway Company and NAV CANADA).

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

### Average annual percentage wage adjustments by month

	2011		2012
	November	December	January
<b>All sectors</b>			
Public sector	1.5	2.2	2.2
Private sector	2.0	1.8	2.9
<b>All industries and jurisdictions</b>			
Average annual adjustment	1.7	2.1	2.5
Without cost-of-living allowance	1.7	2.0	2.5
With cost-of-living allowance	-	2.3	-
First-year adjustment	1.5	2.0	2.2
Without cost-of-living allowance	1.5	1.9	2.2
With cost-of-living allowance	-	2.9	-
<b>Industries</b>			
Primary industries	-	2.1	3.4
Utilities	1.8	-	-
Manufacturing	2.2	3.6	-
Wholesale and retail trade	-	1.3	-
Transportation	2.2	3.0	3.0
Information and culture	-	2.8	-
Finance and professional services	1.3	-	-
Education, health, and social services	1.4	2.0	1.9
Entertainment and hospitality	1.5	-	1.7
Public administration	2.3	1.5	2.6

	2011		2012
	November	December	January
<b>Jurisdictions</b>			
Nova Scotia	1.0	-	-
Quebec	2.4	2.1	-
Ontario	1.8	1.3	2.0
Manitoba	1.5	1.8	-
Saskatchewan	1.8	3.6	1.8
Alberta	-	2.2	3.0
British Columbia	1.2	2.0	2.0
<i>Public Service Labour Relations Act</i>	-	1.7	-
<i>Canada Labour Code, Part I</i>	2.2	3.2	3.0
Federal jurisdiction	2.2	2.8	3.0

### Average annual percentage wage adjustments by quarter

	2011			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<b>All sectors</b>				
Public sector	1.2	1.9	2.1	1.5
Private sector	2.2	2.2	2.0	2.1
<b>All industries and jurisdictions</b>				
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	2.2	2.2	2.6
First-year adjustment	0.9	1.2	1.6	1.5
Without cost-of-living allowance	0.8	1.4	1.7	1.4
With cost-of-living allowance	2.9	0.6	0.6	3.0

	2011			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<b>Industries</b>				
Primary industries	-	3.9	-	2.4
Utilities	3.0	3.0	1.8	2.5
Construction	-	2.1	2.1	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
<b>Jurisdictions</b>				
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	0.7	1.0
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	2.6	2.1
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

## Average annual percentage wage adjustments by year

	2009	2010	2011	2012
<b>All sectors</b>				
Public sector	2.5	1.6	1.7	2.2
Private sector	1.8	2.1	2.1	2.9
<b>All industries and jurisdictions</b>				
Average annual adjustment	2.4	1.8	1.8	2.5
Without cost-of-living allowance	2.4	1.8	1.7	2.5
With cost-of-living allowance	2.3	1.9	2.3	-
First-year adjustment	2.5	1.8	1.3	2.2
Without cost-of-living allowance	2.6	1.8	1.3	2.2
With cost-of-living allowance	1.9	1.3	1.1	-
<b>Industries</b>				
Primary industries	2.5	3.3	2.8	3.4
Utilities	3.0	1.4	2.7	-
Construction	3.4	2.4	2.2	-
Manufacturing	1.7	1.5	1.8	-
Wholesale and retail trade	1.8	1.1	1.8	-
Transportation	1.1	2.2	2.3	3.0
Information and culture	2.0	0.8	1.9	-
Finance and professional services	2.5	3.2	2.1	-
Education, health, and social services	3.0	1.6	1.5	1.9
Entertainment and hospitality	2.0	2.2	1.6	1.7
Public administration	2.1	1.5	1.9	2.6
<b>Jurisdictions</b>				
Newfoundland and Labrador	5.0	1.7	-	-
Prince Edward Island	3.6	2.7	2.0	-
Nova Scotia	2.9	1.5	1.4	-
New Brunswick	6.0	2.2	1.0	-
Quebec	2.2	1.5	1.8	-
Ontario	2.4	2.0	1.6	2.0
Manitoba	2.9	2.1	1.7	-

	2009	2010	2011	2012
<b>Jurisdictions (continued)</b>				
Saskatchewan	5.0	2.4	2.7	1.8
Alberta	4.4	3.5	2.5	3.0
British Columbia	2.8	0.2	0.5	2.0
All territories	2.4	2.2	2.7	-
<i>Public Service Labour Relations Act</i>	1.7	1.7	1.6	-
<i>Canada Labour Code, Part I</i>	1.3	1.9	2.3	3.0
Federal jurisdiction	1.6	1.7	2.2	3.0

Legend: The dash (-) symbol indicates missing data.

**Note:** Data for 2012 cover the month of January.

## Average annual percentage wage adjustments by public and private sectors, a chronological perspective since 2002

Year	Public sector	Private sector	Both sectors
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
2012	2.2	2.9	2.5

*Note: Data for 2012 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 \(PDF, 200KB\)](#).

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

### **OTHER DETAILED TABLES**

[Other detailed tables \(PDF, 193KB\)](#) 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 January 2012**

<b>Employer, location, union, affiliation, and bargaining unit</b>	<b>No. of employees</b>	<b>Avg. ann. % adj.</b>	<b>Duration (months)</b>	<b>Expiry date</b>
<b>Primary Industries</b>				
Prairie Mines & Royalty Ltd., Highvale Mine Wabamun, and Sundance, Alberta United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) mine employees	530	3.4	24.0	Mar 31, 2013
<b>1 agreement</b>	<b>530</b>	<b>3.4</b>	<b>24.0</b>	
<b>Transportation</b>				
Canadian National Railway Company system-wide Teamsters Canada (CtW/CLC) locomotive engineers; trainmen	1,800	3.0	36.0	Dec 31, 2014
NAV CANADA Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) flight service specialists	750	3.0	24.0	April 30, 2013
<b>2 agreements</b>	<b>2,550</b>	<b>3.0</b>	<b>32.5</b>	
<b>Education, health, and social services</b>				
Saskatchewan Institute of Applied Science and Technology province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) instructors; librarians	1,100	1.8	36.0	June 30, 2012
Board of Governors of Ryerson University Toronto, Ontario Ryerson Faculty Association (Independent-local) professors; librarians	900	2.1	48.0	June 30, 2015
Saskatchewan Institute of Applied Science and Technology province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) administrative services employees	550	1.8	36.0	June 30, 2012
<b>3 agreements</b>	<b>2,550</b>	<b>1.9</b>	<b>40.2</b>	



<b>Employer, location, union, affiliation, and bargaining unit</b>	<b>No. of employees</b>	<b>Avg. ann. % adj.</b>	<b>Duration (months)</b>	<b>Expiry date</b>
<b>Entertainment and hospitality</b>				
Canadian Niagara Hotels Inc. Niagara Falls, Ontario UNITE HERE Canada (AFL-CIO/CLC) hotel employees	500	1.7	36.0	Jan 5, 2015
<b>1 agreement</b>	<b>500</b>	<b>1.7</b>	<b>36.0</b>	
<b>Public administration</b>				
City of Edmonton Edmonton, Alberta Canadian Union of Public Employees (CLC) outside employees	1,690	2.8	36.1	Dec 28, 2013
City of Nanaimo Nanaimo, British Columbia Canadian Union of Public Employees (CLC) inside and outside employees	750	2.0	36.0	Dec 31, 2013
<b>2 agreements</b>	<b>2,440</b>	<b>2.6</b>	<b>36.0</b>	
<b>Total</b>				
<b>0 agreement with the cost-of-living allowance</b>	<b>0</b>	<b>0.0</b>	<b>0.0</b>	
<b>9 agreements without the cost-of-living allowance</b>	<b>8,570</b>	<b>2.5</b>	<b>35.5</b>	
<b>9 agreements in total</b>	<b>8,570</b>	<b>2.5</b>	<b>35.5</b>	

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 **February 24, 2012, to March 8, 2012.**

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

<b>Employer, location, union, number of employees, and bargaining unit</b>	<b>Issue(s)</b>	<b>Starting</b>	<b>Ending</b>
B.C. Public School Employers' Association Province-wide, British Columbia British Columbia Teachers' Federation 42,450 employees (elementary and secondary teachers)	Wages, Benefits	Strike (March 5, 2012)	Strike (March 7, 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)	Lockout February 23, 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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