



Fair, safe and productive workplaces

Labour

Workplace Bulletin

**Workplace Information Division
Strategic Policy, Analysis, and Workplace Information Directorate
Labour Program**

April 16, 2012

Table of contents

Canadian labour profile, February 2012	1
Major work stoppages in Canada	8
Coming in the next issue.....	8
For more information	8
Mailing list.....	9

Cette publication est disponible en français.

This document is available on demand in multiple formats (large print, Braille, audio cassette, audio CD, e-text diskette, e-text CD, or DAISY), by contacting 1 800 O-Canada (1-800-622-6232). If you use a teletypewriter (TTY), call 1-800-926-9105

© Her Majesty the Queen in Right of Canada, 2012

For information regarding reproduction rights, please contact
Public Works and Government Services Canada (PWGSC) at: 613-996-6886
or droitdauteur.copyright@tpsgc-pwgsc.gc.ca.

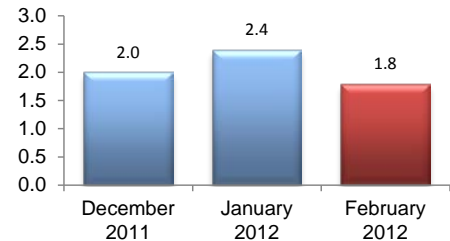
Canadian labour profile, February 2012

Wage adjustments

Major¹ collective bargaining settlements reached in February 2012 provided base-rate wage adjustments averaging 1.8% annually over the contract term, with an average duration of 40.1 months. These results are derived from a review of 18 major agreements and cover 23,480 employees.

The February average wage increase of 1.8% is lower than the 2.4% figure recorded in the previous month; however, it is similar to the aggregate average for 2011. Wage adjustments in February ranged from a wage freeze for 2,600 support staff with three British Columbia School Boards to a high of 3.3% for 570 lecturers with the Université du Québec en Outaouais.

Percentage wage adjustments in major settlements



In the previous round of settlements, these same parties negotiated contracts averaging 39.4 months in duration, and average wage adjustments of 2.7%.

The increase in wage adjustments in February 2012 was lower than the rate of inflation at 2.6%.

Wage adjustments in the public sector averaged 1.6% for 19,400 employees in 15 agreements.

Private-sector wage adjustments were relatively higher at 2.6% in three collective agreements covering 4,080 employees. The higher private-sector figure was due in part to a Canadian National Railway Company agreement at 3.0%.

By jurisdiction, wage adjustments ranged from a wage freeze in British Columbia to a high of 2.9% in Alberta. The largest concentration of employees was in Ontario where wage increases averaged 1.4%. By industry, wage adjustments ranged from 1.0% in education, health, and social services to a high of 2.6% in transportation. In the manufacturing sector, wage adjustments averaged 1.7%.

In the federal jurisdiction, two major agreements recorded an average wage adjustment of 3.0%; 2,800 maintenance employees at Canadian National Railway Company received increases averaging 3.0% and 560 unlicensed personnel at Marine Atlantic Inc. received increases of 2.8% (the average is employee-weighted).

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

	Dec. 2011	Jan. 2012	Feb. 2012
All sectors			
Public sector	2.2	2.3	1.6
Private sector	1.8	2.4	2.6
All industries and jurisdictions			
Average annual adjustment	2.0	2.4	1.8
Without cost-of-living allowance	2.0	2.4	1.8
With cost-of-living allowance	2.3	-	2.8
First-year adjustment	2.0	1.8	1.4
Without cost-of-living allowance	1.8	1.8	1.4
With cost-of-living allowance	2.9	-	2.5
Industries			
Primary industries	2.2	3.4	-
Utilities	-	-	-
Manufacturing	3.5	-	1.7
Wholesale and retail trade	1.2	-	-
Transportation	3.0	3.0	2.6
Information and culture	2.8	-	-
Finance and professional services	-	1.7	-
Education, health, and social services	2.0	1.9	1.0
Entertainment and hospitality	-	1.7	-
Public administration	1.5	2.6	1.6
Jurisdictions			
Nova Scotia	1.0	-	-
Quebec	2.1	-	2.5
Ontario	1.3	1.8	1.4
Manitoba	1.8	-	-
Saskatchewan	3.5	1.8	-
Alberta	2.2	2.9	2.9
British Columbia	2.0	2.0	0.0
<i>Public Service Labour Relations Act</i>	1.7	-	-
<i>Canada Labour Code, Part I</i>	3.2	3.0	3.0
Federal jurisdiction	2.8	3.0	3.0

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

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

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

Average annual percentage wage adjustments, by quarter

	Q1 2011	Q2 2011	Q3 2011	Q4 2011
All sectors				
Public sector	1.2	1.9	2.1	1.5
Private sector	2.2	2.2	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	2.2	2.2	2.5
First-year adjustment	0.9	1.2	1.7	1.5
Without cost-of-living allowance	0.8	1.4	1.7	1.4
With cost-of-living allowance	2.9	0.6	1.1	2.5
Industries				
Primary industries	-	3.8	-	2.4
Utilities	3.0	3.0	1.8	2.5
Construction	-	2.1	2.0	2.9
Manufacturing	1.1	1.5	2.4	2.3
Wholesale and retail trade	0.6	2.5	1.6	1.2
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	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	2.8
Alberta	1.1	2.6	2.8	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

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

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

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

Average annual percentage wage adjustments, by year

	2009	2010	2011	2012
All sectors				
Public sector	2.5	1.6	1.7	1.8
Private sector	1.8	2.1	2.1	2.5
All industries and jurisdictions				
Average annual adjustment	2.4	1.8	1.8	2.0
Without cost-of-living allowance	2.4	1.8	1.7	2.0
With cost-of-living allowance	2.3	1.9	2.3	2.8
First-year adjustment	2.5	1.8	1.3	1.6
Without cost-of-living allowance	2.6	1.8	1.3	1.5
With cost-of-living allowance	1.9	1.3	1.1	2.5
Industries				
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	1.4	1.8	1.7
Wholesale and retail trade	1.8	1.1	1.8	-
Transportation	1.1	2.2	2.3	2.7
Information and culture	2.0	0.8	1.9	-
Finance and professional services	2.5	3.2	2.1	1.7
Education, health, and social services	3.0	1.6	1.5	1.3
Entertainment and hospitality	2.0	2.2	1.6	1.7
Public administration	2.1	1.5	1.9	1.9
Jurisdictions				
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	2.5
Ontario	2.4	2.0	1.6	1.5
Manitoba	2.9	2.1	1.7	-
Saskatchewan	5.0	2.4	2.7	1.8
Alberta	4.4	3.5	2.5	2.9
British Columbia	2.8	0.2	0.5	0.4
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 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 \(PDF, 200KB\)](#).

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

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

	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	1.8	2.5	2.0

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

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

Other detailed tables

[Other detailed tables \(PDF, 172KB\)](#) 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 2012

Employer, location, union, and affiliation	Number of employees and bargaining unit	Average annual percentage adjustment	Duration (months)	Expiry date
Manufacturing				
Cargill, inc. Guelph, Ontario United Food and Commercial Workers Canada (CtW/CLC)	780 employees (plant and maintenance employees)	1.3	48.0	Dec. 31, 2015
Frito-Lay Canada Cambridge, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC)	500 employees (plant and maintenance employees)	2.3	48.0	Jan. 2, 2016
2 agreements	1,280	1.7	48.0	
Transportation				
Canadian National Railway Company system-wide United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC)	2,800 employees (maintenance of way employees)	3.0	36.0	Dec. 31, 2014
City of Edmonton Edmonton, Alberta Amalgamated Transit Union (AFL-CIO/CLC)	2,200 employees (bus drivers; transit supervisors; service and maintenance employees)	2.8	36.3	Dec. 28, 2013
City of Mississauga Mississauga, Ontario Amalgamated Transit Union (AFL-CIO/CLC)	1,000 employees (bus drivers; service and maintenance employees; mechanics)	2.0	48.0	Sep. 30, 2015
Le Réseau de transport de la Capitale Québec, Quebec Fédération des employées et employés de services publics inc. (CSN)	920 employees (bus drivers; checkers)	2.0	60.0	June 30, 2014
City of Hamilton, Hamilton Street Railway Company Hamilton, Ontario Amalgamated Transit Union (AFL-CIO/CLC)	650 employees (operating employees; administrative services employees)	1.4	48.0	Dec. 31, 2014
Marine Atlantic Inc. Atlantic Coast National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC)	560 employees (unlicensed personnel)	2.8*	36.0	Dec. 31, 2013
6 agreements	8,130	2.6	41.2	

Major Settlements Reached in February 2012 (continued)

Employer, location, union, and affiliation	Number of employees and bargaining unit	Average annual percentage adjustment	Duration (months)	Expiry date
Education, health, and social services				
School District No. 39 - Vancouver Vancouver, British Columbia Canadian Union of Public Employees (CLC)	1,200 employees (office employees; technical employees)	0.0	24.0	June 30, 2012
London Health Sciences Centre London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC)	1,200 employees (health service and trade employees; nursing assistants)	2.0	24.0	Oct. 10, 2012
School District No. 23 - Central Okanagan Central Okanagan, British Columbia Canadian Union of Public Employees (CLC)	770 employees (office employees; service and maintenance employees; teaching assistants)	0.0	24.0	June 30, 2012
School District No. 37 - Delta Delta, British Columbia Canadian Union of Public Employees (CLC)	630 employees (office employees; service and maintenance employees)	0.0	24.0	June 30, 2012
Université du Québec en Outaouais Gatineau, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN)	570 employees (lecturers)	3.3	43.0	Dec. 31, 2013
Community Living Essex County Essex, Ontario Canadian Union of Public Employees (CLC)	540 employees (support employees)	0.6	36.0	Mar. 31, 2014
Wilfred Laurier University Waterloo, Ontario Wilfrid Laurier University Faculty Association (Independent-local)	510 employees (professors; librarians)	2.0	36.0	June 30, 2014
7 agreements	5,420	1.0	28.3	
Public administration				
City of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC)	6,040 employees (outside employees)	1.0	48.0	Dec. 31, 2015
ATB Financial province-wide, Alberta Alberta Union of Provincial Employees (Independent-national)	2,000 employees (administrative services employees)	3.0	36.0	Mar. 31, 2014
London Police Services Board London, Ontario London Police Association (Independent-local)	610 employees (police officers)	2.8	48.0	Dec. 31, 2014
3 agreements	8,650	1.6	45.2	

Major Settlements Reached in February 2012 (continued)

Employer, location, union, and affiliation	Number of employees and bargaining unit	Average annual percentage adjustment	Duration (months)	Expiry date
Total				
1 agreement with the cost-of-living allowance	560	2.8	36.0	
17 agreements without the cost-of-living allowance	22,920	1.8	40.2	
18 agreements in total	23,480	1.8	40.1	

* Cost-of-living allowance

Note: 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 in Canada

The [Chronological perspective on work stoppages](#) interactive database provides the number of strikes and lockouts which have occurred in Canada since 1976. A [weekly report](#) and a [year-to-date listing](#) containing all major strikes and lockouts involving 500 or more employees are also available.

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).

Mailing list

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

- I would like to [ADD MY NAME](#) to the mailing list.
- I would like to [REMOVE MY NAME](#) from the mailing list.

[PRIVACY STATEMENT](#)