



Fair, safe and productive workplaces

Labour

Workplace Bulletin

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

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Canadian labour profile, March 2012

Wage adjustments

Major¹ adjustments from major collective bargaining settlements in March 2012 averaged 1.6% annually² over the contract term, with an average duration of 36.1 months. These results are based on 27 agreements covering 38,320 employees.

The March average wage increase was lower than the 1.8% figure recorded in the previous month, and lower than the rate of inflation at 1.9%.

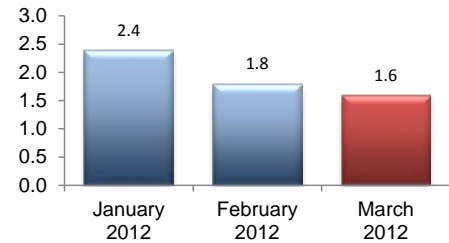
When the parties to these settlements negotiated previously, the resulting wage adjustments averaged 2.4%, higher than in their current settlements. Their average duration was 45.9 months.

Public sector wage adjustments averaged 1.3% compared to 3.1% in the private sector. The lower public sector figure was influenced by eight education sector agreements in British Columbia that recorded a wage freeze. The private-sector figure was led upwards by two agreements in Alberta with wage adjustments averaging 4.5% in that sector, which included Finning (Canada), division of Finning International Inc. at 5.2%.

By jurisdiction, wage adjustments ranged from a low of 0.7% in British Columbia, to a high of 3.1% in Alberta. The largest concentration of agreements (37%) and employees (38.6%) was also in British Columbia. In the federal jurisdiction, two major private-sector agreements recorded an average annual wage adjustment of 2.3%; 550 mining employees with Hudson Bay Mining & Smelting Company Limited received increases averaging 3.0% and 1,380 technical employees at Expertech Network Installation Inc. received wage adjustments of 2.0%.

On an industry basis, wage adjustments ranged from 0.6% in education, health, and social services to a high of 5.2% in the trade sector (based on a single agreement, Finning (Canada), division of Finning International Inc.). In the manufacturing sector, wage adjustments averaged 1.4%.

Percentage wage adjustments in major settlements



¹ All data compiled in this review involve major collective agreements covering 500 or more employees across Canada.

² The wage data are employee-weighted.

Average annual percentage wage adjustments, by month

	Jan. 2012	Feb. 2012	Mar. 2012
All sectors			
Public sector	2.3	1.7	1.3
Private sector	2.4	2.6	3.1
All industries and jurisdictions			
Average annual adjustment	2.4	1.8	1.6
Without cost-of-living allowance	2.4	1.8	1.6
With cost-of-living allowance	-	2.8	2.0
First-year adjustment	1.8	1.4	1.4
Without cost-of-living allowance	1.8	1.3	1.4
With cost-of-living allowance	-	2.5	2.0
Industries			
Primary industries	3.4	-	3.0
Utilities	-	-	3.5
Manufacturing	-	1.7	1.4
Wholesale and retail trade	-	-	5.2
Transportation	3.0	2.6	2.0
Information and culture	-	-	1.4
Finance and professional services	1.7	-	1.4
Education, health, and social services	1.9	1.3	0.6
Entertainment and hospitality	1.7	-	-
Public administration	2.6	1.6	2.3
Jurisdictions			
Nova Scotia	-	-	1.5
New Brunswick	-	2.1	-
Quebec	-	2.5	1.5
Ontario	1.8	1.4	1.1
Manitoba	-	-	1.4
Saskatchewan	1.8	-	-
Alberta	2.9	2.9	3.1
British Columbia	2.0	0.0	0.7
<i>Public Service Labour Relations Act</i>	-	-	-
<i>Canada Labour Code, Part I</i>	3.0	3.0	2.3
Federal jurisdiction	3.0	3.0	2.3

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

Note: Data for 2012 cover the months of January through March. 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.

Canadian labour profile, First quarter 2012

Wage adjustments

Major³ collective bargaining settlements reached in the first quarter 2012 provided base-rate wage adjustments averaging 1.8% annually over the contract-term, with an average duration of 37.5 months. These results are derived from a review of 56 major agreements and cover 75,340 employees.

The first quarter 2012 average wage increase is fractionally higher than the 1.7% recorded in the previous quarter; however, it is similar to the annual figure for 2011.

When the parties to these first-quarter settlements negotiated previously, the resulting wage adjustments averaged 2.7%, which is higher than their current settlements. Their average duration was 42.4 months.

The majority of agreements (75%) and employees (78%) in the first quarter 2012 were in the public sector, with a wage adjustment averaging 1.5%, which was the same as in the previous quarter. These results are based on a review of 42 settlements covering 58,760 employees.

Private-sector wage adjustments averaged 2.7%, up from the 2.1% figure recorded in the previous quarter. The private-sector results are based on a review of 14 settlements and cover 16,580 employees.

The first-quarter figures are the result of two concurrent trends in the data:

- Eleven agreements in the education sector of British Columbia were subject to a wage freeze. Nine of these consisted of office-employee bargaining units for elementary and secondary schools, and two were post-secondary institutions.
- Upward pressure on wages originated from Alberta (private sector) with an average wage adjustments of 3.0%, which included Finning (Canada), division of Finning International Inc. at 5.2%.

Looking at the figures by industry reveals that wage adjustments ranged from 0.9% in education, health, and social services to a high of 5.2% in the trade sector (a single agreement, Finning (Canada), division of Finning International Inc.). The largest concentration of agreements and employees was also in the education, health, and social services sector.

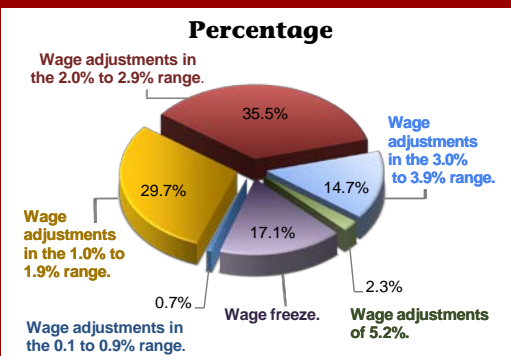
By jurisdiction, wage adjustments in major settlements ranged from a wage freeze in 11 British Columbia education-sector agreements, to a high of 5.2% at Finning (Canada), division of Finning International Inc. in Alberta. The largest concentration of employees was in Ontario where wage increases averaged 1.4%.

In the federal jurisdiction, six major agreements recorded an average wage adjustment of 2.8%. Of these agreements, five were in the private sector, while only one was in the public sector (560 unlicensed personnel at Marine Atlantic Inc.).

Percentage wage adjustments in major settlements, by quarter



Wage adjustments in major settlements by employee proportion, first quarter 2012



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

	Q2 2011	Q3 2011	Q4 2011	Q1 2012
All sectors				
Public sector	1.9	2.1	1.5	1.5
Private sector	2.2	1.9	2.1	2.7
All industries and jurisdictions				
Average annual adjustment	2.0	2.0	1.7	1.8
Without cost-of-living allowance	1.9	2.0	1.6	1.8
With cost-of-living allowance	2.2	2.2	2.5	2.2
First-year adjustment	1.2	1.7	1.5	1.5
Without cost-of-living allowance	1.4	1.7	1.4	1.4
With cost-of-living allowance	0.6	1.1	2.5	2.1
Industries				
Primary industries	3.8	-	2.4	3.2
Utilities	3.0	1.8	2.5	3.5
Construction	2.1	2.0	2.8	-
Manufacturing	1.5	2.4	2.3	1.6
Wholesale and retail trade	2.5	1.6	1.2	5.2
Transportation	2.5	1.3	2.6	2.5
Information and culture	2.0	1.9	1.8	1.4
Finance and professional services	1.8	2.1	2.1	1.6
Education, health, and social services	1.8	2.3	1.3	0.9
Entertainment and hospitality	1.6	1.3	1.5	1.7
Public administration	2.0	2.1	1.5	2.1
Jurisdictions				
Prince Edward Island	2.5	1.5	2.0	-
Nova Scotia	1.0	1.0	1.7	1.5
New Brunswick	0.0	0.7	1.0	2.1
Quebec	2.2	2.7	2.1	1.7
Ontario	1.4	1.6	1.5	1.4
Manitoba	1.9	2.0	1.7	1.4
Saskatchewan	2.6	2.7	2.8	1.8
Alberta	2.6	2.8	2.1	3.0
British Columbia	1.2	0.6	0.5	0.6
All territories	-	-	-	-
<i>Public Service Labour Relations Act</i>	-	-	1.7	-
<i>Canada Labour Code, Part I</i>	2.0	2.0	2.6	2.8
Federal jurisdiction	2.0	2.0	2.4	2.8

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

Note: Data for 2012 cover the months of January through March. 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	1.5
Private sector	1.8	2.1	2.1	2.7
All industries and jurisdictions				
Average annual adjustment	2.4	1.8	1.8	1.8
Without cost-of-living allowance	2.4	1.8	1.7	1.8
With cost-of-living allowance	2.3	1.9	2.3	2.2
First-year adjustment	2.5	1.8	1.3	1.5
Without cost-of-living allowance	2.6	1.8	1.3	1.4
With cost-of-living allowance	1.9	1.3	1.1	2.1
Industries				
Primary industries	2.5	2.8	2.8	3.2
Utilities	3.0	1.5	2.7	3.5
Construction	3.4	2.4	2.2	-
Manufacturing	1.7	1.4	1.8	1.6
Wholesale and retail trade	1.7	1.1	1.8	5.2
Transportation	1.1	2.2	2.3	2.5
Information and culture	2.0	0.8	1.9	1.4
Finance and professional services	2.5	3.2	2.1	1.6
Education, health, and social services	3.0	1.6	1.5	0.9
Entertainment and hospitality	2.0	2.2	1.6	1.7
Public administration	2.1	1.5	1.9	2.1
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	1.5
New Brunswick	6.0	2.2	1.0	2.1
Quebec	2.2	1.5	1.8	1.7
Ontario	2.4	2.0	1.6	1.4
Manitoba	2.9	2.1	1.7	1.4
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	0.6
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	2.8
Federal jurisdiction	1.6	1.7	2.2	2.8

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

Note: Data for 2012 cover the months of January through March. 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	1.5	2.7	1.8

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

Note: Data for 2012 cover the months of January through March. 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 settlements reached in March 2012

Employer, location, union, and affiliation	Number of employees and bargaining unit	Average annual percentage adjustment	Duration (months)	Expiry Date
Primary industries				
Hudson Bay Mining and Smelting Co., Limited Flin Flon, Manitoba United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC)	550 employees ➤ mine employees	3.0	36.0	Dec. 31, 2014
1 agreement	550	3.0	36.0	
Utilities				
ATCO Electric province-wide, Alberta Canadian Energy Workers' Association (Independent-local)	1,280 employees ➤ office employees ➤ trade employees ➤ technical employees	3.5	24.0	Dec. 31, 2013
1 agreement	1,280	3.5	24.0	
Manufacturing				
New Flyer Industries Canada ULC Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC)	700 employees ➤ production employees	1.4	36.0	Mar. 31, 2015
1 agreement	700	1.4	36.0	
Wholesale and retail trade				
Finning (Canada), division of Finning International Inc. province-wide, Alberta International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	1,700 employees ➤ service and maintenance employees	5.2	12.0	April 30, 2013
1 agreement	1,700	5.2	12.0	
Transportation				
British Columbia Ferry Services Inc. Coastal Region, British Columbia British Columbia Ferry and Marine Workers Union (CLC)	3,700 employees ➤ licensed personnel ➤ unlicensed personnel	2.1	36.0	Oct. 31, 2015
Halifax Regional Municipality Halifax, Nova Scotia Amalgamated Transit Union (AFL-CIO/CLC)	750 employees ➤ bus drivers ➤ service and maintenance employees	1.6	60.0	Aug. 31, 2016
2 agreements	4,450	2.0	40.0	

Major settlements reached in March 2012 (continued)

Employer, location, union, and affiliation	Number of employees and bargaining unit	Average annual percentage adjustment	Duration (months)	Expiry Date
Information and culture				
Toronto Public Library Board Toronto, Ontario Canadian Union of Public Employees (CLC)	2,400 employees ➤ librarians ➤ service and maintenance employees ➤ office employees	1.1	48.0	Dec. 31, 2015
Expertech Network Installation Inc. province-wide, Quebec and Ontario Communications, Energy and Paperworkers Union of Canada (CLC)	1,380 employees ➤ technical employees	2.0	48.0	Nov. 30, 2015
2 agreements	3,780	1.4	48.0	
Finance and professional services				
Les Caisses populaires Desjardins du Saguenay-Lac-St-Jean Saguenay-Lac-Saint-Jean Region, Quebec Fédération du commerce inc. (CSN)	800 employees ➤ office employees	1.4	48.0	Dec. 31, 2016
1 agreement	800	1.4	48.0	
Education, health, and social services				
Post-Secondary Employers' Association province-wide, British Columbia Federation of Post-Secondary Educators of British-Columbia (CLC)	3,480 employees ➤ instructors	0.0	24.0	Mar. 31, 2012
School District No. 36 - Surrey Surrey, British Columbia Canadian Union of Public Employees (CLC)	2,500 employees ➤ office employees ➤ service and maintenance employees ➤ technical employees	0.0	24.0	June 30, 2012
McGill University Montréal, Quebec Public Service Alliance of Canada (CLC)	2,500 employees ➤ administrative and support employees ➤ office employees and technicians	1.0	36.0	May 31, 2015
Grant MacEwan University Edmonton, Alberta Grant MacEwan University Faculty Association (Independent-local)	1,250 employees ➤ professors	1.8	36.0	June 30, 2014
School District No. 41 - Burnaby Burnaby, British Columbia Canadian Union of Public Employees (CLC)	950 employees ➤ office employees ➤ building maintenance employees	0.0	24.0	June 30, 2012

Major settlements reached in March 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 (continued)				
Dalhousie University Halifax, Nova Scotia Dalhousie Faculty Association (Independent-local)	880 employees ➤ professors ➤ librarians	1.4	36.0	June 30, 2014
Dalhousie University Halifax, Nova Scotia Nova Scotia Government and General Employees Union (CLC)	810 employees ➤ support employees	2.1	36.0	June 30, 2014
Douglas College New Westminster, British Columbia Federation of Post-Secondary Educators of British-Columbia (CLC)	750 employees ➤ instructors	0.0	24.0	Mar. 31, 2012
Board of School Trustees of School District No. 68 Nanaimo, British Columbia Canadian Union of Public Employees (CLC)	740 employees ➤ office employees ➤ building maintenance employees	0.0	24.0	June 30, 2012
Board of School Trustees of School District No. 38 Richmond, British Columbia Canadian Union of Public Employees (CLC)	740 employees ➤ office employees ➤ teaching assistants ➤ building maintenance employees	0.0	24.0	June 30, 2012
Grant MacEwan University Edmonton, Alberta MacEwan Staff Association (Independent-local)	720 employees ➤ office employees ➤ maintenance employees ➤ technical employees	2.5	36.0	June 30, 2014
Board of School Trustees of School District No. 42 Maple Ridge, British Columbia Canadian Union of Public Employees (CLC)	610 employees ➤ office employees ➤ service and maintenance employees	0.0	24.0	June 30, 2012
Board of School Trustees School District No. 33 Chilliwack, British Columbia Canadian Union of Public Employees (CLC)	550 employees ➤ office employees ➤ building maintenance employees	0.0	24.0	June 30, 2012
13 agreements	16,480	0.6	28.5	
Public administration				
City of Edmonton Edmonton, Alberta Civic Service Union No. 52 (Independent-local)	3,880 employees ➤ office employees ➤ technical employees	2.8	36.3	Dec. 28, 2013

Major Settlements Reached in March 2012 (continued)

Employer, location, union, and affiliation	Number of employees and bargaining unit	Average annual percentage adjustment	Duration (months)	Expiry Date
Public administration (continued)				
City of Montréal Montréal, Quebec Montreal Firefighters' Association Inc. (Independent-local)	2,230 employees ➤ firefighters	2.0*	96.0	Dec. 31, 2017
Government of Nova Scotia province-wide, Nova Scotia Canadian Union of Public Employees (CLC)	970 employees ➤ service and maintenance employees ➤ labourers	1.0	24.0	Oct. 31, 2011
City of Vancouver Vancouver, British Columbia International Association of Fire Fighters (AFL-CIO/CLC)	760 employees ➤ firefighters	3.2	21.0	Dec. 31, 2011
City of Lethbridge Lethbridge, Alberta Canadian Union of Public Employees (CLC)	740 employees ➤ inside and outside employees	2.0	36.0	Dec. 31, 2014
5 agreements	8,580	2.4	49.0	
Total				
1 agreement with the cost-of-living allowance	2,230	2.0	96.0	
26 agreements without the cost-of-living allowance	36,090	1.6	32.4	
27 agreements in total	38,320	1.6	36.1	

* 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

Updated on a weekly basis, the 2012 Major work stoppages in Canada listing contains all major strikes and lockouts involving 500 or more employees. The first table includes all [work stoppages in effect](#), while the second includes all [work stoppages that are terminated](#). The [Chronological perspective](#) on work stoppages interactive database provides the number of strikes and lockouts which have occurred in Canada since 1976.

Coming in the next issue

- Recent collective bargaining settlements
- Key negotiations—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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