



Fair, safe and productive workplaces

Labour

Workplace Bulletin

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

July 31, 2012

Table of contents

Canadian labour profile, May 2012	1
Recent collective bargaining settlements	3
Key negotiations	4
Innovative workplace practices, Second quarter 2012	8
Major work stoppages in Canada	9
For more information	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, May 2012

Wage adjustments

Major¹ collective bargaining settlements reached in May 2012 provided base-rate wage adjustments averaging 1.6%² annually over the contract-term. This is lower than the 2.3% recorded the previous month, but the same as 1.6% in March. These results are derived from a review of 17 agreements covering 28,590 employees, with an average contract duration of 34.8 months.

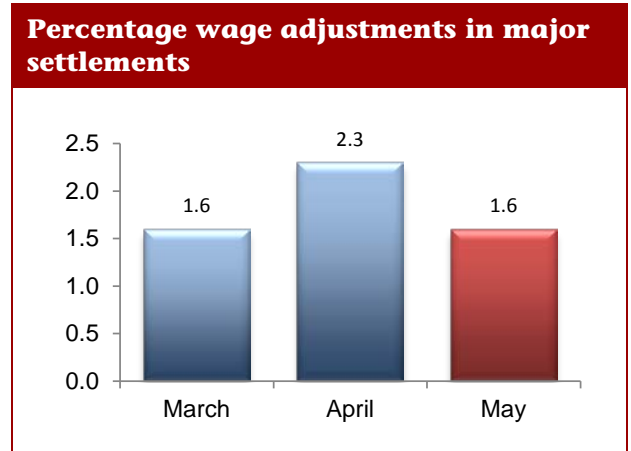
Wage adjustments in the first five months of 2012 (January-May) averaged 2.0%. The aggregate wage adjustments (1.6%) were higher than the rate of inflation (Consumer Price Index) at 1.2%. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.8%, with an average duration of 37.6 months.

Wage adjustments in the public sector were lower than in the private sector. Public sector wage adjustments averaged 1.6% in 10 collective agreements covering 22,720 employees, whereas they reached an average figure of 1.8% in seven collective agreements covering 5,870 employees in the private sector.

Downward pressure on the public sector originated from the Saskatchewan Association of Health Organizations (SAHO) agreement (9,000 nurses) with wage adjustments averaging 1.0% and three agreements in the British Columbia education, health, and social services sector, subject to wage freeze. On the other hand, three agreements in the Alberta public sector averaged 2.9%.

In the private sector, wage settlements ranged from a wage freeze at the Direct Energy Essential Home Services in Ontario, to a high of 3.0% at the SSP Canada Food Service Inc., also in Ontario.

In the federal jurisdiction, two major agreements recorded an average annual wage adjustment of 2.1%: 2,300 bank employees with Banque Laurentienne received an adjustment of 2.2%; and 550 employees with Allstream Inc. received a wage increase averaging 2.0%.



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.

Wage settlements

The wage data will henceforth be available solely on our Web site, under the [Wage settlements](#) section. These tables contain historical information on major wage settlements covering 500 or more employees by month, quarter, and year, for all industries, in both the public and private sectors, and all jurisdictions.

The following tables are available:

Average annual major wage adjustments

- Average annual percentage wage adjustments, by month (last three months)
- Average annual percentage wage adjustments, by quarterly (last four quarters)
- Average annual percentage wage adjustments, by year (last four years)
- Public and private sector percentage wage adjustments (time series since 2002)

Major wage settlement for all sectors

- Major settlements reached in May 2012
- Major wage settlements, by month (last three months)
- Major wage settlements, by quarter (last four quarters)
- Major wage settlements , by year (time series since 2002)

Recent collective bargaining settlements

Key information of recently ratified collective bargaining settlements are added on a monthly basis to the [year-to-date listing](#), which is available on our Web site. The table below lists recently published collective bargaining settlements and summary reports.

It is now possible to directly access the published summary report of a ratified collective bargaining settlement when the file number is hyperlinked. This hyperlink brings you into Negotech, a searchable repository, which also provides access to the full text of the collective agreements, important benefit changes and latest wage adjustments.

Ratified settlements, by province

Reference number, employer, location, union, affiliation, number of employees, and bargaining unit	Settlement date	Term of contract
1021907 Rogers Communications, Saint John, New Brunswick Communications, Energy and Paperworkers Union of Canada (CLC) 130 employees ➤ service and maintenance employees	May 7, 2012	Jan. 1, 2012 - Feb. 28, 2015
0529314 York University, Toronto, Ontario Canadian Union of Public Employees (CLC) 1,570 employees ➤ teaching assistants	April 20, 2012	Sep. 1, 2011 - Aug. 31, 2014
0721913 City of Winnipeg, Winnipeg, Manitoba Winnipeg Police Association (Independent-local) 1,700 employees ➤ police officers ➤ office employees	April 23, 2012	Dec. 24, 2010 - Dec. 23, 2012
0726211 City of Edmonton, Edmonton, Alberta Civic Service Union No. 52 (Independent-local) 3,880 employees ➤ office employees ➤ technical employees	Mar. 22, 2012	Dec. 19, 2010 - Dec. 28, 2013
1222905 Douglas College, New Westminster, British Columbia Federation of Post-Secondary Educators of British-Columbia (CLC) 750 employees ➤ instructors	Mar. 22, 2012	April 1, 2010 - Mar. 31, 2012

Key negotiations

This listing, updated on a monthly basis, contains current and upcoming key negotiations for collective bargaining agreements. These contracts cover negotiations of 500 or more employees.

Key negotiations				
Employer	Union	Employees	Status	Expiry month
Federal jurisdiction, Public sector				
<i>Multiprovince</i>				
Canada Post Corporation	CUPW / PSAC	56,100	Bargaining / Arbitration / Upcoming	Jan. 2011 / Aug. 2012
Government of Canada	Various unions	53,700	Bargaining / Mediation / Arbitration / Tentative settlement	May 2010 / Jan. 2012
Federal jurisdiction, Private sector				
<i>Ontario</i>				
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Bargaining	June 2012
<i>Multiprovince</i>				
Air Canada	ACPA	3,200	Arbitration	Mar. 2011
Provincial and territorial jurisdictions, Public sector				
<i>Newfoundland and Labrador</i>				
Government of Newfoundland and Labrador	NAPE / CUPE / NLTA	24,150	Bargaining / Upcoming	Mar. 2012 / Aug. 2012
Government of Newfoundland and Labrador / Newfoundland and Labrador Health Boards Association	Association of Allied Health Professionals, Newfoundland and Labrador / NLNU	5,940	Upcoming	June 2012
<i>Prince Edward Island</i>				
Department of Health and Wellness	CUPE / IUOE / PEIUPSE	2,390	Arbitration / Conciliation / Bargaining	Mar. 2010 / Mar. 2012
<i>Nova Scotia</i>				
Government of Nova Scotia	CUPE / NSGEU / NSTU	18,670	Upcoming / Bargaining	Oct. 2011 / Mar. 2012 / July 2012
District Health Authorities	NSNU	5,060	Tentative settlement	Oct. 2011

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
New Brunswick				
Government of New Brunswick	NBUPPE / CUPE / NBNU / NBTF	23,350	Bargaining / Upcoming	Dec. 2010 / April 2011 / June 2011 / Feb. 2012
Quebec				
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
Université Laval	Various unions	4,720	Bargaining	Dec. 2010 / May 2012
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
Ontario				
Ontario School Boards	OSSTF / ETFO / Association des enseignantes et des enseignants franco-ontariens / CUPE	196,890	Upcoming / Bargaining	Aug. 2012
Ontario Hospital Association	SEIU	15,860	Bargaining	Oct. 2011
University of Ottawa / University of Toronto / Carleton University / University of Western Ontario / McMaster University / York University	Various unions	13,870	Bargaining / Upcoming	April 2011 / June 2011 / April 2012 / Aug. 2012
College Compensation and Appointments Council	CUPE / OPSEU	10,500	Bargaining	Aug. 2012
Government of Ontario	AMAPCEO	7,000	Bargaining	Mar. 2012
Council of Academic Hospitals of Ontario	PAIRO	3,300	Arbitration	June 2011
City of Ottawa	IAFF / CUPE	3,050	Arbitration / Upcoming	Dec. 2011
City of Toronto	IAFF	3,000	Bargaining	Dec. 2009
Ottawa Public Library Board	CUPE	700	Bargaining	Dec. 2011
Manitoba				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
City of Winnipeg	IAFF	970	Arbitration	Dec. 2011

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012
Alberta				
Alberta School Boards, Government of Alberta	Alberta Teachers' Association	36,000	Bargaining	Aug. 2012
Alberta Health Services	AUPE	12,000	Tentative settlement	Mar. 2012
City of Calgary	IAFF / CPA	2,990	Bargaining	Dec. 2010 / Jan. 2011
City of Edmonton	IAFF	1,010	Mediation	Dec. 2010
British Columbia				
Health Employers Association of British Columbia	BCNU / CUPE / HSABC / BCGEU	105,000	Bargaining	Mar. 2012
Government of British Columbia	BCGEU	29,000	Bargaining	Mar. 2012
Community Social Services Employers' Association	Various unions	15,000	Bargaining	Mar. 2012
City of Vancouver	CUPE	5,300	Bargaining	Dec. 2011
Coast Mountain Bus Company	CAW	3,580	Bargaining	Mar. 2012
Nunavut				
Government of Nunavut	PSAC	2,100	Tentative settlement	Sep. 2010
Provincial and territorial jurisdictions, Private sector				
Nova Scotia				
Nova Scotia Construction Labour Relations Association Limited	IBEW	800	Conciliation	April 2012
New Brunswick				
Mechanical Contractors Association of New Brunswick Inc.	UA	1,500	Bargaining	June 2012
Moncton Northeast Construction Association Inc.	LIUNA	1,200	Bargaining	June 2012
Saint John Construction Association Inc.	LIUNA	700	Bargaining	June 2012
Quebec				
Prevost Car inc.	CAW	680	Bargaining	June 2012
Olymel, limited partnership	UFCW-Canada	540	Bargaining	Oct. 2011

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Private sector (continued)				
Ontario				
Chrysler Canada Inc. / Ford Motor Company of Canada, Limited / General Motors of Canada Ltd.	CAW	29,180	Upcoming	Sep. 2012
Metro Ontario Inc., Food Basics Franchisees	UFCW-Canada	6,500	Bargaining	Mar. 2012
Metro Ontario Inc.	CAW	1,100	Upcoming	June 2012
British Columbia				
Construction Labour Relations Association of British Columbia	Various unions	35,000	Bargaining / Tentative settlement	April 2010
Hospitality Industrial Relations	UNITE HERE Canada	2,200	Bargaining	May 2012
Rio Tinto Alcan	CAW	1,300	Bargaining	July 2012
Pacific Newspaper Group Inc.	CEP	950	Bargaining	Nov. 2010

Notes:

The short dash (-) in the **Expiry month** column indicates that collective agreements within a same union or in various unions are expiring. For example, from September 2011 to January 2012 inclusively, their expiry dates are presented by this short form: **Sep. 11 – Jan. 12**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring. For example, either on July 2011 or April 2012, their expiry dates are presented by this short form: **July 11 / April 12**.

Innovative workplace practices, Second quarter 2012

The Workplace Information Division defines innovative workplace practices as being creative and new ideas collectively bargained between a union and an employer. Included in this overview are innovations found in settlements covering 500 employees or more within provincial jurisdictions and 100 employees or more under federal jurisdiction.

Employment equity

In order to build a workplace environment where diversity is valued and respected, the University of Toronto and the Canadian Union of Public Employees have negotiated a new inclusion practice. Employees, who provide a medical certificate indicating that they will require a leave of absence to undergo the medical procedures related to a physical change of gender, will be granted two months paid leave at the regular rate of pay.

York University and the Canadian Union of Public Employees have agreed to include a new accommodation to adapt the workplace to persons with disabilities. The employer will be responsible for ensuring that employees with visual impairments have access to the collective agreement in appropriate and accessible format.

Allowance

Caesars Windsor and the Canadian Auto Workers' have agreed to provide an allowance of \$2,800 per contract year to employees utilizing child care, in accordance with the current policy. The daily allocations are \$12.00 for full day and \$6.00 for part day.

As a result of changes that require pharmacy technicians to be registered with the Ontario College of Pharmacist, the Centre for Addiction and Mental Health and Ontario Public Service Employees Union have agreed that the employer will pay 85% for all required courses and exams. The maximum amount is \$200 for course materials along with time off with pay for two licensing exams.

Health and safety

First Student Canada and the Canadian Auto Workers' union have agreed to equip every bus with a body fluid clean-up kit in order to clean and disinfect soiled areas. This will provide a safe work environment for drivers and reduce the risk of infections spreading among the passengers. Employees will be trained on its use, however their bus will be cleaned up by the branch for disinfection.

Health and wellness

The Government of Saskatchewan, Boards of Education and the Saskatchewan Teachers' Federation have implemented a Letter of Understanding that will expand access to health benefits to those teachers employed in First Nations Schools. To achieve this objective, the parties will make recommendations to amend the *Teachers Superannuation and Disability Benefits Act*, *The Teachers' Dental Plan Act*, and *The Teachers' Life Insurance Act*.

Union/management co-operation

The General Presidents' Maintenance Committee for Canada and different Oil Sands employers have agreed to establish a joint sub-committee to investigate and discuss the competitiveness of the current general project maintenance, repair, and renovation industry in the province of Alberta.

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.

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).