



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, June 2012

Wage adjustments

Major¹ collective bargaining settlements reached in June 2012 provided base rate wage adjustments averaging 2.1%² annually over the contract term, with an average duration of 43.2 months. These results are based on a review of 27 agreements covering 70,982 employees.

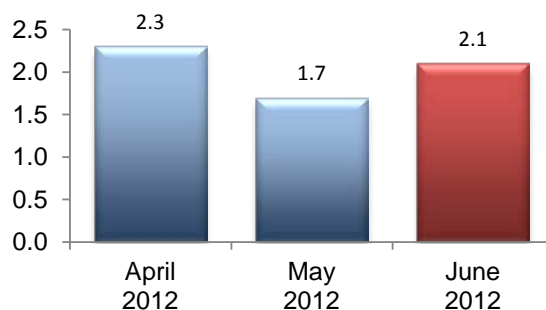
At 2.1%, the average wage adjustment was higher than the rate recorded in May (1.6%), and the rate of inflation (Consumer Price Index in June), at 1.5%. When the parties to these settlements previously negotiated, contract duration averaged 34.9 months and the resulting wage adjustments averaged 2.2%.

Wage adjustments averaged 2.0% in the public sector and 2.2% in the private sector. The higher average increase in the private sector was due in part to two agreements in the Western provinces, Teck Cominco Metals Inc. in British Columbia at 3.6% and TransAlta Generations Partnership in Alberta at 3.5%. In the public sector, 11,400 employees with the Canada Revenue Agency received wage adjustments averaging 1.75%.

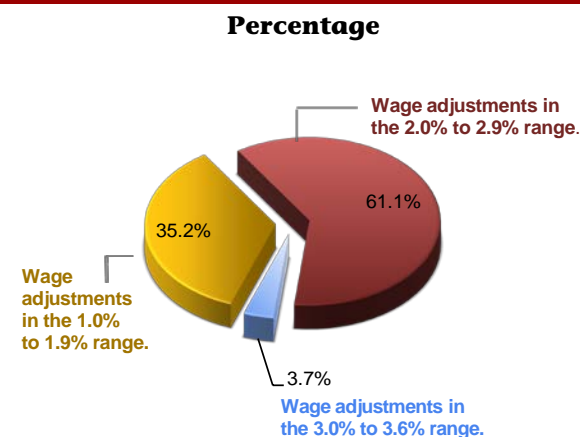
On a jurisdiction basis, wage adjustments ranged from a low of 1.8% in the federal jurisdiction, to a high of 3.6% in British Columbia. The largest concentration of employees (29.2%) was in the federal jurisdiction, followed by Ontario (27%), where wage adjustments averaged 2.0%.

On an industry basis, wage adjustments ranged from a low of 1.1% in the information and culture sector (based on a single agreement, Bell Alliant Regional Communications), to a high of 3.6% in the primary sector (a single agreement, Teck Cominco Metals Inc.). The largest concentration of employees (32.4%) was in the transportation sector where wage adjustments averaged 2.0% (including the Air Canada agreement, as well as the Toronto Transit Commission agreement, both averaging 2.0%).

Percentage wage adjustments in major settlements



Wage adjustments in major settlements by employee proportion, June 2012



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.

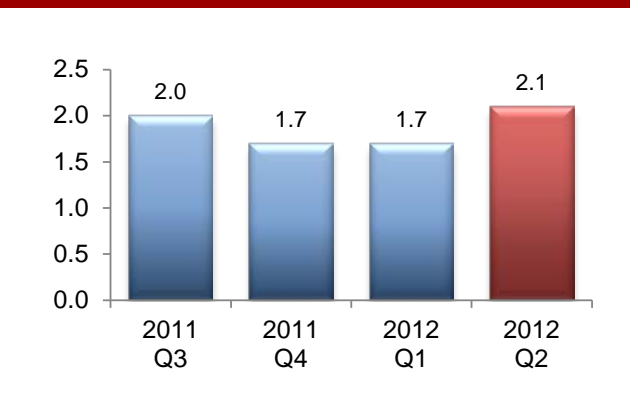
Major Wage Settlements in the Second Quarter 2012

Wage Adjustment

Major³ collective bargaining settlements reached in the second quarter 2012 provided base-rate wage adjustments averaging 2.1%⁴ annually over the contract-term, higher than the 1.7% (revised figure) recorded the previous quarter. The results are derived from a review of 68 major agreements with an average contract duration of 39.4 months, covering approximately 187,912 employees.

Wage adjustments from the 2012 settlements were lower than those in the contracts they replaced (predecessor contracts). When the parties to these same settlements previously negotiated, the resulting wage adjustments averaged 2.8%, with an average contract duration of 35.3 months.

Percentage wage adjustments in major settlements, by quarter



On the one hand, upward pressure on wage adjustments originated in the Western provinces: Teck Cominco Metals Inc. at 3.6%; TransAlta Generations Partnership at 3.5%; and 11 agreements in the Alberta public sector at 2.9% on average.

On the other hand, 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 eight agreements in the British Columbia education, health, and social services sector, subject to a wage freeze.

Data by jurisdiction show that public-sector wage adjustments were lowest in British Columbia (0% for 6,230 employees), followed by Saskatchewan at 1.0%. The strongest gains were in Alberta (2.9% for 52,980 employees), followed by Manitoba (2.8% for 4,610 employees).

Conversely, private-sector adjustments were highest in British Columbia at 3.6% (for 1,120 employees), followed by Alberta at 2.7% (for 1,160 employees). The lowest private-sector average adjustment were in Ontario at 1.7% (5,890 employees in six contracts).

In the federal jurisdiction, nine major agreements recorded an average wage adjustment of 1.9%, which ranged from a low of 1.1% for 740 employees with Bell Alliant Regional Communications, to a high of 2.2% for 2,300 bank employees with Banque Laurentienne; 11,400 federal public service employees with Canada Revenue Agency received wage increases averaging 1.75% and 8,600 aircraft maintenance employees with Air Canada received wage adjustments of 2.0% annually over a 60-month period.

Wage adjustments Public sector and private sector, Second quarter 2012

	Public	Private
Wage adjustments	2.1%	2.1%
Number of agreements	51	17
Percentage of total agreements	75%	25%
Number of employees	163,352	24,560
Percentage of total employees	87%	13%

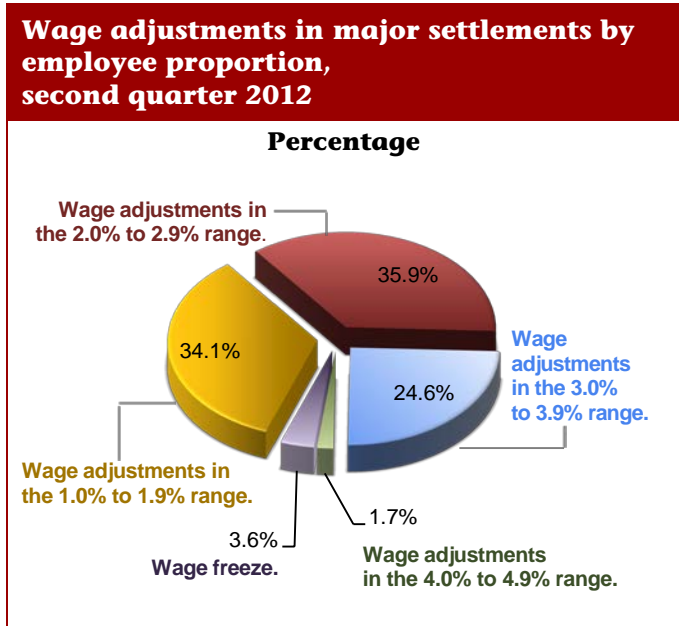
³ All data compiled in this review involve major collective agreements covering 500 or more employees across Canada.

⁴ The wage data are employee-weighted.

On an industry basis, the largest concentration of employees was in the education, health, and social services sector with 41.1% of all employees (26 agreements covering 77,240 employees) receiving averaged increases of 2.3%. The second largest concentration of employees (27.4%) was in the public administration sector, with 51,490 employees in 13 agreements averaging increases of 1.7%. These two sectors combined accounted for 68.5% of the total employee coverage in the second quarter.

The largest average wage increase was reported by a single agreement in the primary sector at 3.6% (Teck Cominco Metals Inc., covering 1,120 employees), while the smallest was in the trade sector at 1.0% (PharmX Rexall Drug Stores Ltd. in Ontario, covering 810 employees). The construction and manufacturing sectors recorded wage adjustments averaging 2.5% and 1.9% respectively.

Overall, wage settlements for the first six months of 2012 averaged 2.0% for approximately 268,960 employees in 128 agreements.



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)
- Average annual percentage wage adjustments, public and private sector (time series since 2002)

Major wage settlement for all sectors

- Major settlements reached in June 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
0327910 Halifax Employers Association, Halifax, Nova Scotia International Longshoremen's Association (AFL-CIO / CLC) 420 employees <ul style="list-style-type: none"> ➤ longshoremen ➤ maintenance employees ➤ checkers 	May 11, 2012	January 1, 2012 - December 31, 2013
0203010 National Steel Car Limited, Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO / CLC) 1,720 employees <ul style="list-style-type: none"> ➤ plant and maintenance employees 	June 24, 2012	June 24, 2012 - June 23, 2016
0726709 City of Medicine Hat, Medicine Hat, Alberta Canadian Union of Public Employees (CLC) 800 employees <ul style="list-style-type: none"> ➤ inside and outside employees 	June 19, 2012	January 1, 2011 - December 31, 2013
1261705 Government of Northwest Territories, territory-wide, Northwest-Territories Public Service Alliance of Canada (CLC) 4,000 employees <ul style="list-style-type: none"> ➤ office employees ➤ professional employees ➤ technical employees 	May 25, 2012	April 1, 2012 - March 31, 2016
0405211 MTS Allstream Inc., Canada-wide National Automobile, Aerospace, Transportation and General Workers Union of Canada (CLC) 550 employees <ul style="list-style-type: none"> ➤ telephone operators ➤ technical employees 	May 8, 2012	January 1, 2012 - December 31, 2015

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	Jan. 2011 / Aug. 2012
Government of Canada	Various unions	51,450	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
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
<i>New Brunswick</i>				
Government of New Brunswick	NBUPPE / CUPE / NBNU / NBTF	23,350	Bargaining / Upcoming	Dec. 2010 / April 2011 / June 2011 / Feb. 2012
The New Brunswick Association of Nursing Homes, Inc.	CUPE	2,800	Upcoming	Oct. 2012

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
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
Government of Ontario	AMAPCEO / CUPE / Professional Engineers of Ontario	47,400	Bargaining / Upcoming	Mar. 2012 / Dec. 2012
Ontario Hospital Association	SEIU / CAW	16,610	Bargaining / Upcoming	Oct. 2011 / Oct. 2012
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
Ontario Power Generation Inc.	International Federation of Professional and Technical Engineers	3,940	Upcoming	Dec. 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
Regional Municipality of York Police Services Board	York Regional Police Association	1,960	Upcoming	Dec. 2012
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
Government of Saskatchewan	SGEU	10,500	Upcoming	Sept. 2012
Alberta				
Alberta School Boards, Government of Alberta	Alberta Teachers' Association	36,000	Bargaining	Aug. 2012
City of Calgary	IAFF	1,040	Bargaining	Dec. 2010
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	Mediation	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	Bargaining	Sep. 2012
Brewers Retail Inc., operating as The Beer Store	UFCW-Canada	6,510	Upcoming	Dec. 2012
Metro Ontario Inc., Food Basics Franchisees	UFCW-Canada	6,500	Bargaining	Mar. 2012
Maple Lodge Farms Ltd.	UFCW-Canada	1,150	Upcoming	Oct. 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

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.**

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).