



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, December 2012

Wage adjustments

Major¹ collective bargaining settlements provided base rate wage adjustments averaging 1.6%² annually over the contract term, with an average contract duration of 36.9 months. The results are based on a review of 13 settlements covering 124,560 employees.

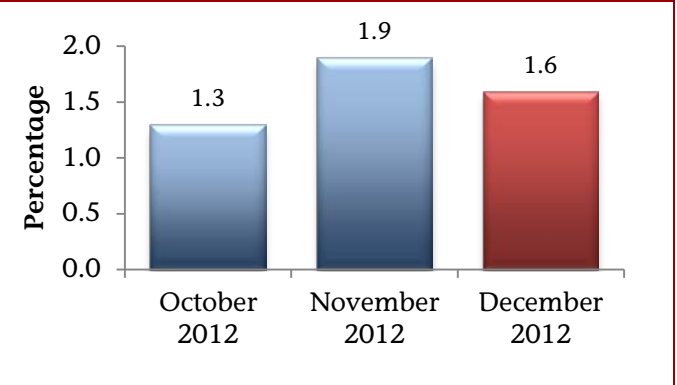
At 1.6%, the average wage adjustment was lower than the 1.9% figure in the previous month, a fraction lower than the 1.7% aggregate figure for 2012, and higher than the rate of inflation (Consumer Price Index), at 0.8%. When the parties to these settlements previously negotiated, contract duration averaged 38.7 months, and the resulting wage adjustments averaged 1.5%.

Two notable settlements were Canada Post Corporation providing 48,000 mail carriers with wage increases averaging 1.8%, and the Health Employers Association of British Columbia providing 50,000 employees with an average annual wage increase of 1.5%. These two agreements accounted for 79% of the total employee coverage in the December settlements.

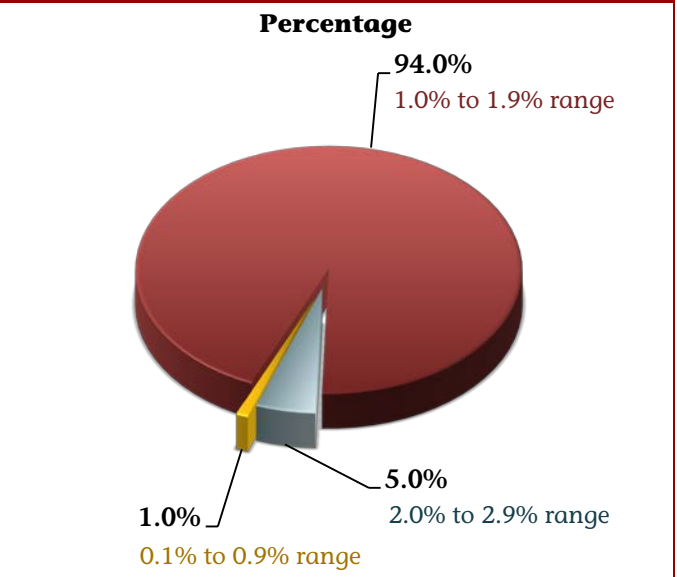
Wage adjustments averaged 2.0% in the private sector, higher than the 1.6% in the public sector.

On a jurisdiction basis, wage adjustments ranged from a low of 1.3% in Ontario, to a high of 2.8% in Newfoundland and Labrador. The largest concentrations of agreements (46.2%) and employees (51.5%) were in the federal jurisdiction where wage adjustments averaged 1.8%.

Wage adjustments in major settlements by month



Wage adjustments in major settlements by employee proportion, December 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.

Canadian labour profile, fourth quarter 2012

Wage adjustments

Major³ collective bargaining settlements reached in the fourth quarter 2012 provided base rate wage adjustments averaging 1.6%⁴ annually, higher than the 1.1% recorded in the previous quarter and higher than the rate of inflation (Consumer Price Index), at 0.9%. These results are derived from a review of 43 agreements with an average contract duration of 35.8 months and covering 249,190 employees.

When the parties to these fourth quarter settlements previously negotiated, the resulting wage adjustments averaged 1.6%, the same as in their current settlements, with an average contract duration of 38.6 months.

Wage adjustments in major settlements by quarter



Wage adjustments in the public sector averaged 1.6%, lower than the 2.2% in the private sector. The majority of agreements (67.6%) and employees (82%) were in the public sector.

On a jurisdiction basis, wage adjustments were higher in Nova Scotia at 3.3% (due mostly to the Halifax Shipyard, division of Irving Shipbuilding Inc. settlement at 4.2%), followed by Newfoundland and Labrador at 2.8% and Alberta at 2.4%. The lowest adjustments were in Ontario at 0.7% (due to the wage freezes in Ontario's education, health, and social services sector and in the private sector senior care homes). In the federal jurisdiction, wage increases averaged 1.8%.

On an industry basis, the largest concentration of agreements (37.2%) and employees (40.6%) was in the education, health, and social services sector. Almost three quarter (72.1%) of all agreements and 92.4% of all employees covered were from one of those three sectors: education, health, and social services; public administration; and, transportation. The largest increase (3.1%) was in the manufacturing sector, while the smallest (0.8%) was in the wholesale and retail trade sector.

Almost half of the agreements, covering 75% of the employees, recorded wage adjustments in the 1.0% to 1.9% range; 7.0% of agreements covering 4.8% of employees were subject to a wage freeze.

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.

Canadian labour profile, year 2012

Wage adjustments

Major⁵ collective bargaining settlements reached in the year 2012 provided base rate wage adjustments averaging 1.7%⁶ annually over the contract-term. The results are based on a review of 238 settlements reached covering 711,290 employees. This is the lowest number of major settlements recorded in one year since the series began in 1978.

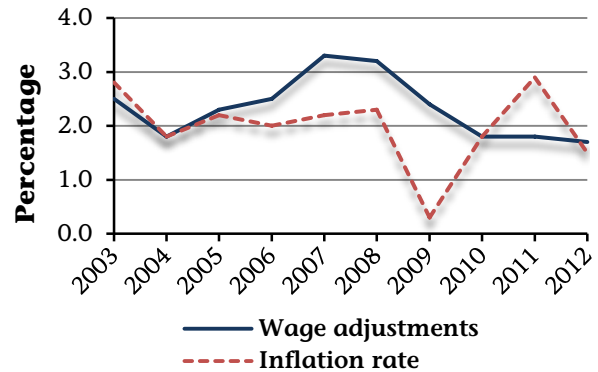
After several years of gradually increasing, wage adjustments peaked at 3.3% in 2007 and decreased steadily, down to 1.8% for the years 2010 and 2011, and 1.7% in 2012. The moderate increase in 2012 was just slightly higher than the rate of inflation (Consumer Price Index) at 1.6%. Public-sector wage restraint and a fragile economic recovery were key factors contributing to the continuing trend of wage moderation in this year's major settlements. In 2012, 99,060 employees in 52 agreements received lump-sum payments in lieu of increases, over the life of the contract. Pensions have also become a key bargaining issue between employers and employees.

The 2012 figure was influenced in moderation by wage freezes in the British Columbia public sector, the Ontario public sector, and the three big North American automakers (although the COLA⁷ clause generated a fractional amount at a projected 2% rate of inflation; lump sum payments were not included in the wage calculation for General Motors of Canada Limited, Ford Motor Company of Canada, Limited, and Chrysler Canada Inc.).

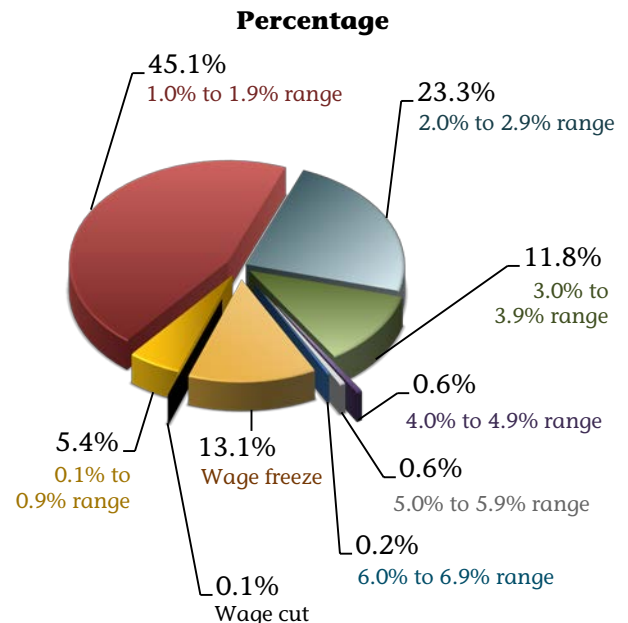
Between 2011 and 2012, the incidence of employees subject to a wage freeze or cut went from 7.4% to 13.2%.

Of the 34 agreements covering 93,790 employees subject to a wage freeze or cut in 2012, 24 agreements were in the public sector (81,980 employees).

Wage adjustments in major settlements and inflation rate (Consumer price index), 2003-2012



Wage adjustments in major settlements by employee proportion, 2012



⁵ All data compiled in this review involve major collective agreements covering 500 or more employees across Canada.

⁶ The wage data are employee-weighted.

⁷ COLA stands for cost-of-living allowance

In the public sector, wage adjustments averaged 1.7% for 583,440 employees in 161 agreements. Local administration agreements (municipalities) and federal administration agreements both recorded wage adjustments averaging 1.9%; Provincial administration agreements averaged 1.5%. The public crown corporations and utilities agreements also recorded average wage adjustments of 1.9%. At the provincial level, public-sector wage adjustments were lowest in New Brunswick (1.0%) and British Columbia (1.1%), while the strongest gains took place in Manitoba and Alberta (both at 2.8%).

In the private sector, wage adjustments averaged 1.6% for 127,850 employees in 77 settlements. The adjustments were lowest in Ontario (0.6%) and highest in Newfoundland and Labrador (5.1%) and Alberta (3.9%). Private-sector wage adjustments in the federal jurisdiction averaged 2.2%.

On an industry basis, the largest concentration of employees was in education, health, and social services with 316,750 employees (44.5% of all workers) in 94 agreements; this sector recorded the second smallest average increase in wage settlements at 1.5%, due in part to the wage freeze imposed to this sector in British Columbia. The smallest average increase was recorded in the manufacturing sector at 0.8%, due in large part to the automaker settlements. The largest increase was in the primary industries sector at 4.4% (mining). There was light settlement activity in the construction sector with only 5 major settlements and an average adjustment of 2.0%. Wage adjustments in the transportation sector also averaged 2.0%, ranging from a low of 1.2% at Swissport Canada Handling in Ontario to a high of 3.0% at Canadian National Railway Company and Canadian Pacific Railway Limited.

On a jurisdictional basis, the largest concentration of employees (28.1% of all workers) was in British Columbia, followed by Ontario (24.8%); these two provinces also recorded the lowest average wage adjustments both at 1.1%. The largest increase, at 5.1%, was in Newfoundland and Labrador (only 2 major agreements covering 1,940 employees). In the federal jurisdiction wage adjustments averaged 1.9%.

Predecessor Contracts

Wage adjustments from the 2012 settlements were lower than those in the contracts they replaced, with respective average wage adjustments of 1.7% and 2.2%. Average contract duration differed slightly, with 36.8 months in 2012 compared to 38.6 months in the previous round of settlements.

Figures for public-sector wage adjustments also diverged, averaging 1.7% for 2012 agreements compared to 2.2% for their predecessor contracts. In the private-sector, wage adjustment averaged 1.6% in both rounds of settlements. On an industry basis, only agreements in the primary industries and the construction sectors recorded higher average wage adjustments compared to their predecessor contracts. By jurisdiction, Newfoundland and Labrador, Nova Scotia, and Quebec recorded higher average wage adjustments in this round of settlement; all wage adjustments in other jurisdictions were the same or lower in 2012 compared to those in the contracts they replaced. More details on wage adjustments in 2012 compared to their predecessor contracts are available in the tables below.

Wage adjustments in major settlements, by sector

Sectors	Predecessor contracts	
	2012	Percentage
Both Sectors	2.2	1.7
Public Sector	2.2	1.7
Private Sector	1.6	1.6

Wage adjustments in major settlements, by jurisdiction

Jurisdictions	Predecessor contracts	2012
	Percentage	
All jurisdictions	2.2	1.7
Federal jurisdiction	2.1	1.9
Newfoundland and Labrador	2.4	5.1
Prince Edward Island	2.0	2.0
Nova Scotia	2.1	2.3
New Brunswick	3.9	2.0
Quebec	1.9	2.0
Ontario	2.0	1.1
Manitoba	3.0	2.6
Saskatchewan	5.4	1.2
Alberta	4.3	2.9
British Columbia	1.5	1.1
All territories	3.0	2.0

Wage adjustments in major settlements, by industry

Industries	Predecessor contracts	2012
	Percentage	
All industries	2.2	1.7
Primary industries	3.1	4.4
Utilities	2.8	2.5
Construction	2.4	2.7
Manufacturing	0.9	0.8
Wholesale and retail trade	1.7	1.7
Transportation	2.3	2.0
Information and culture	2.1	1.8
Finance and professional services	2.6	1.9
Education, health, and social services	2.6	1.5
Entertainment and hospitality	2.3	1.9
Public administration	1.9	1.8

Wage settlements

The wage data will henceforth be available solely on our website, 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:

- Major settlements reached in December 2012
- Wage settlements, by jurisdiction (aggregated), and industry
- Wage settlements, by jurisdiction (aggregated), and sector
- Wage settlements, by jurisdiction (aggregated), and month
- Wage settlements, by jurisdiction (aggregated), and quarter
- Wage settlements, by jurisdiction (aggregated), and year
- Wage settlements, by sector, and industry
- Wage settlements, by sector, and jurisdiction (detailed)
- Wage settlements, by sector, and month
- Wage settlements, by sector, and quarter
- Wage settlements, by sector, and year

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 website. The table below lists recently published collective bargaining settlements and summary reports.

It is 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
0375010 Société de transport de Montréal Montréal Canadian Union of Public Employees (CLC) 4,200 employees ➤ bus drivers	June 21, 2012	June 21, 2012 January 7, 2018
1380803 Cassens Transport Ltd., Eastern Canada Car Carriers province-wide Teamsters Canada (CtW / CLC) 200 employees ➤ truck drivers, loaders and maintenance employees ➤ yardmen	July 7, 2012	May 1, 2012 - April 30, 2015
1127006 Calgary Laboratory Services Calgary Health Sciences Association of Alberta (CLC) 1,500 employees ➤ health professional employees	July 5, 2012	July 1, 2011 - June 30, 2014
1033006 British Columbia Public School Employers' Association province-wide British Columbia Teachers' Federation (Independent-national) 39,000 employees ➤ elementary and secondary teachers	July 4, 2012	July 1, 2011 - June 30, 2013
1323005 Air Canada system-wide Air Canada Pilots Association (Independent-national) 3,000 employees ➤ pilots	July 30, 2012	April 1, 2011 - March 31, 2016

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				
Multiprovince				
Government of Canada	Various unions	20,410	Bargaining / Arbitration / Tentative settlement	May 2010 / Jan. 2012
Via Rail Canada Inc.	CAW	2,680	Bargaining	Dec. 2012
Canada Post Corporation	CUPW / PSAC	2,100	Bargaining	Aug. 2012
Federal jurisdiction, Private sector				
Ontario				
NAV CANADA	CAW	2,100	Upcoming	Mar. 2013
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Conciliation	June 2012
Alberta G4S Cash Solutions (Canada) Ltd.	Teamsters	570	Upcoming	May 2013
Provincial and territorial jurisdictions, Public sector				
Newfoundland and Labrador				
Government of Newfoundland and Labrador	NAPE / CUPE / NLTA	24,150	Bargaining	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	Bargaining	June 2012
Prince Edward Island				
Department of Health and Wellness	CUPE / PEIUPSE	2,200	Arbitration / Conciliation	Mar. 2010 / Mar. 2012
Nova Scotia				
Government of Nova Scotia	CUPE / NSGEU / NSTU	15,670	Conciliation / Bargaining	Oct. 2011 / Mar. 2012 / July 2012
New Brunswick				
Government of New Brunswick	CUPE / NBNU / NBTF	22,000	Bargaining / Upcoming	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				
Association de la construction du Québec	Various unions	76,690	Upcoming	Apr. 2013
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
Université Laval	Various unions	4,720	Bargaining / Conciliation	Dec. 2010 / May 2012
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
Ontario				
Ontario Power Generation Inc.	International Federation of Professional and Technical Engineers	4,000	Arbitration	Dec. 2012
Council of Academic Hospitals of Ontario	PAIRO	3,300	Arbitration	June 2011
City of Toronto	IAFF	3,000	Arbitration	Dec. 2009
Regional Municipality of York Police Services Board	York Regional Police Association	1,960	Upcoming	Dec. 2012
City of Ottawa	IAFF	950	Arbitration	Dec. 2011
University of Toronto	CUPE	800	Bargaining	Aug. 2012
Ontario Hospital Association	CAW	750	Arbitration	Oct. 2012
Government of Ontario	Professional Engineers of Ontario	600	Upcoming	Dec. 2012
Manitoba				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012
Government of Saskatchewan	SGEU	10,500	Bargaining	Sep. 2012
Alberta				
Government of Alberta	AUPE	41,590	Upcoming	Mar. 2013
Alberta School Boards, Government of Alberta	Alberta Teachers' Association	36,000	Bargaining	Aug. 2012
City of Calgary	IAFF	1,040	Arbitration	Dec. 2010
City of Edmonton	IAFF	1,010	Mediation	Dec. 2010

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
British Columbia				
British Columbia Public School Employers' Association	BCTF	39,000	Upcoming	June 2013
Health Employers Association of British Columbia	CUPE / HSABC / BCGEU	30,000	Tentative Settlement	Mar. 2012
Community Social Services Employers' Association	Various unions	15,000	Bargaining	Mar. 2012
Coast Mountain Bus Company	CAW	3,580	Bargaining	Mar. 2012
City of Vancouver	CUPE	2,200	Bargaining	Dec. 2011
Provincial and territorial jurisdictions, Private sector				
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
Ontario				
Brewers Retail Inc., carrying on business as The Beer Store	UFCW-Canada	6,510	Bargaining	Dec. 2012
Manitoba				
Winnipeg Free Press	CEP	1 010	Upcoming	June 2013
British Columbia				
Construction Labour Relations Association of British Columbia	Various unions	35,000	Bargaining / Tentative settlement	April 2010
Canada Safeway Limited	UFCW-Canada	11,300	Bargaining	Mar. 2013
Overwaitea Food / Save-on-Foods	UFCW-Canada	10,400	Bargaining	Mar. 2013
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 [2013 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 obtain 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).