



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, January 2013

Wage adjustments

Major¹ wage settlements provided base rate adjustments averaging 0.2%² annually over the contract-term, with an average contract duration of 46.4 months. The results are derived from a review of 88 settlements reached in January, covering 210,100 employees.

At 0.2%, the average wage adjustment was lower than the 1.7% recorded in the previous month, and slightly lower than the rate of inflation (Consumer Price Index) at 0.5%. When the parties to these settlements previously negotiated, contract duration averaged 26.1 months, and the resulting wage adjustments averaged 2.6%

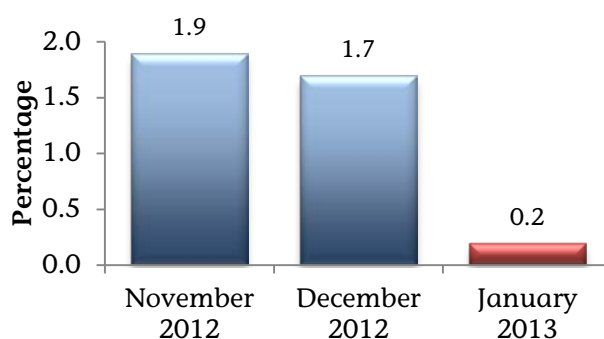
The majority of settlements originated from the Ontario public sector and were subject to a wage freeze; of a total of 72 agreements in Ontario, 70³ were in the education, health, and social services sector, the other two being from the public administration sector. Excluding the Ontario public sector, the remaining 16 agreements recorded an average annual wage adjustment of 1.7%.

The incidence of employees subject to a wage freeze in January rose to 88.1% compared to the 2012 average of 13.0%.

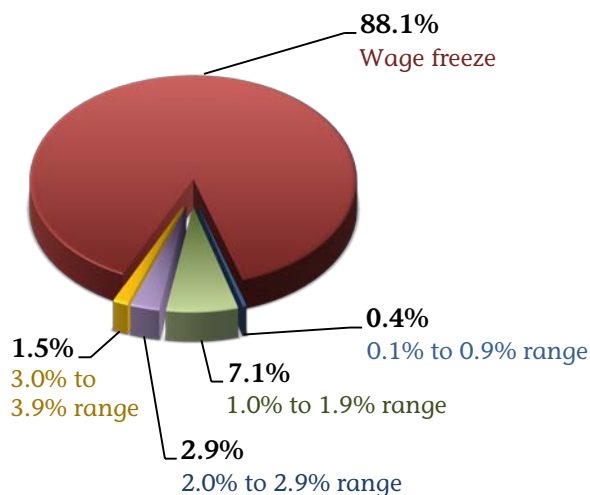
In the public sector, wage adjustments averaged 0.1% for 203,420 employees in 83 agreements. In the private sector, wage adjustments averaged 2.3% for 6,680 employees in five agreements. In January, only 5.7% of agreements covering 3.2% of employees were in the private sector.

In the federal jurisdiction, three major agreements covering 4,110 employees recorded an average wage adjustment of 2.5%; one federal public sector agreement recorded an increase of 1.8% (National Research Council) and two private-sector agreements averaged 2.8% (Canadian Pacific Railway and Viterra Inc.).

Wage adjustments in major settlements by month



Wage adjustments in major settlements by employee proportion, January 2013



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.

³ Details on additional Ontario education settlements were made available to us after our survey cut-off date and will therefore be processed next month.

By industry, the largest concentration of employees was in the education, health, and social services sector (79.5% of all workers), with wage adjustments averaging 0.1%. The largest average increase, at 2.7%, was in the transportation sector (including Canadian Pacific Railway at 3.0%), followed by the utilities sector at 2.5% (including ATCO Gas in Alberta at 3.5%). The smallest increase was in the public administration sector at 0.0% (two Ontario agreements with a wage freeze).

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 January 2013
- 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
1257805 Hudbay Flin Flon, Manitoba International Association of Machinists and Aerospace Workers (AFL-CIO / CLC) 180 employees ➤ trade employees	October 1, 2012	January 1, 2012 – December 31, 2014
0637612 National Research Council Canada Canada-wide Research Council Employees' Association (Independent-national) 1,110 employees ➤ technical employees	January 10, 2013	April 1, 2011 – March 31, 2014
0071111 Waterville TG inc. Waterville, Coaticook, and Sherbrooke, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO / CLC) 810 employees ➤ plant and maintenance employees	November 14, 2012	August 1, 2011 – July 30, 2015
1097506 Canadian Film and Television Production Association province-wide, Ontario Alliance of Canadian Cinema, Television and Radio Artists (CLC) 20,000 employees ➤ performers	January 11, 2013	January 1, 2013 – December 31, 2015
0412813 BC Hydro province-wide, British Columbia International Brotherhood of Electrical Workers (AFL-CIO / CLC) 1,960 employees ➤ utility workers; powerhouse employees	January 14, 2013	April 1, 2012 – March 31, 2014

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 / PIPSC	3,250	Upcoming	Mar. 2013 / April 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

Key negotiations

Employer	Union	Employees	Status	Expiry month
Provincial and territorial jurisdictions, Public sector (continued)				
<i>New Brunswick</i>				
Government of New Brunswick	CUPE / NBTF	15,400	Bargaining / Upcoming	June 2011 / Feb. 2012
The New Brunswick Association of Nursing Homes, Inc.	CUPE	2,800	Upcoming	Oct. 2012
<i>Quebec</i>				
Association de la construction du Québec	Various unions	76,690	Bargaining	Apr. 2013
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
Université Laval	Various unions	4,720	Bargaining / Conciliation / Tentative settlement	Dec. 2010 / May 2012
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
<i>Ontario</i>				
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
<i>Manitoba</i>				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
<i>Saskatchewan</i>				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012
Government of Saskatchewan	SGEU	10,500	Bargaining	Sep. 2012

Key negotiations

Employer	Union	Employees	Status	Expiry month
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Provincial and territorial jurisdictions, Public sector (continued)

Alberta

Government of Alberta	AUPE	41,590	Bargaining	Mar. 2013
Alberta School Boards, Government of Alberta	Alberta Teachers' Association	36,000	Tentative settlement	Aug. 2012
City of Calgary	IAFF	1,040	Arbitration	Dec. 2010
City of Edmonton	IAFF	1,010	Mediation	Dec. 2010

British Columbia

British Columbia Public School Employers' Association	BCTF	39,000	Upcoming	June 2013
Community Social Services Employers' Association	Various unions	15,000	Tentative settlement	Mar. 2012

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
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Manitoba

Winnipeg Free Press	CEP	1,010	Upcoming	June 2013
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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
- clauses of interest in collective agreements

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).