



*Fair, safe and productive workplaces*

# Labour

## **Workplace Bulletin**

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

April 30, 2013

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## Canadian labour profile, February 2013

### Wage adjustments

Major<sup>1</sup> wage settlements provided base rate adjustments averaging 1.5%<sup>2</sup> annually over the contract-term, with an average contract duration of 35.3 months. These results are derived from a review of 14 settlements reached in February, covering 40,950 employees.

At 1.5%, the average wage adjustment was higher than the 0.1% recorded in the previous month, and higher than the rate of inflation (Consumer Price Index) at 1.2%. When the parties to these settlements previously negotiated, contract duration averaged 33.4 months, and the resulting wage adjustments averaged 1.3%.

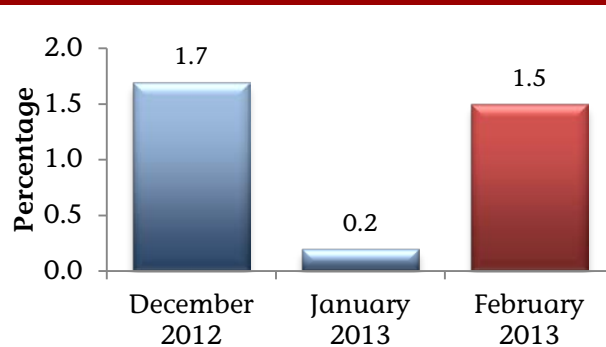
The majority of employees covered (55.8%) were in British Columbia; the most notable agreement was with the Health Employers Association of British Columbia and 15,300 general healthcare workers and support employees for wage adjustments averaging 1.5%. Also of note, the Government of New Brunswick settled with 6,600 nurses for wage increases averaging 1.0%.

In the public sector, wage adjustments averaged 1.4% for 36,000 employees in eight agreements, ranging from 1.0% to 2.0%. In the private sector, wage adjustments averaged 2.2% for 4,950 employees in six agreements. Wage increases in this sector ranged from 1.4% at Xstrata Nickel (860 mine employees), to 3.0% at Canadian National Railway Company (670 maintenance employees).

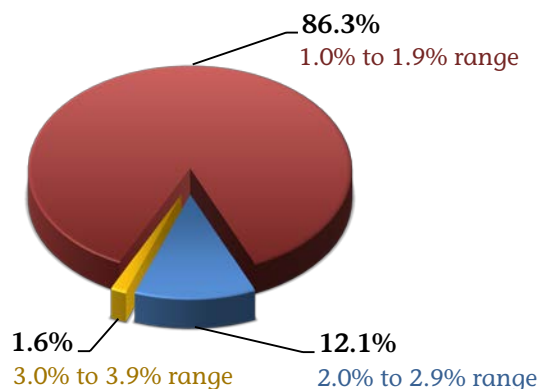
In the federal jurisdiction, five major agreements covering 7,270 employees recorded an average wage adjustment of 1.9% (includes Canadian Broadcasting Corporation, Parks Canada Agency, General Electric, Maritime Employers Association (Montreal), Canadian National Railway Company).

By industry, the largest concentration of employees was in the education, health, and social services sector (54.7% of all workers), due to the British Columbia health agreement and the New Brunswick nurses (mentioned above). This sector also recorded the smallest average wage adjustment at 1.3%. The largest average increase, at 2.6%, was in manufacturing sector (including General Electric in Ontario and Aluminerie de Bécancour inc. in Quebec). The second largest increase was in the public administration sector at 1.8%.

**Wage adjustments in major settlements by month**



**Wage adjustments in major settlements by employee proportion, February 2013**



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

<sup>2</sup> The wage data are employee-weighted.

## 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 February 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
<a href="#">1044206</a> Canadian Broadcasting Corporation province-wide, Quebec; and Moncton, New Brunswick Association des réalisateurs (Independent-local) 320 employees ➤ producers	February 6, 2013	December 13, 2012 - December 15, 2013
<a href="#">1119807</a> Bluewater District School Board Chesley, Ontario Elementary Teachers' Federation of Ontario (CLC) 650 employees ➤ elementary teachers	January 21, 2013	September 1, 2012 - August 31, 2014
<a href="#">0460013</a> Manitoba Public Insurance Corporation province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) 1,700 employees ➤ office employees ➤ technical employees	February 1, 2013	September 23, 2012 - September 17, 2016
<a href="#">0615311</a> Government of British Columbia province-wide, British Columbia British Columbia Government and Service Employees' Union (CLC) 690 employees ➤ nurses	January 8, 2013	April 1, 2012 - March 31, 2014
<a href="#">0771609</a> Canadian National Railway Company system-wide International Brotherhood of Electrical Workers (AFL-CIO / CLC) 670 employees ➤ service and maintenance employees ➤ mechanics ➤ technical employees	February 1, 2013	January 1, 2013 - December 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
<b>Federal jurisdiction, Public sector</b>				
<i>Multiprovince</i>				
Government of Canada	Various unions	20,030	Bargaining / Arbitration / Tentative settlement	May 2010 / Jan. 2012
Canada Post Corporation	CUPW / PSAC	2,100	Bargaining	Aug. 2012
Via Rail Canada Inc.	CAW	2,050	Conciliation	Dec. 2012
<b>Federal jurisdiction, Private sector</b>				
<i>Ontario</i>				
Bell Canada	CEP	7,620	Bargaining	May 2013
NAV CANADA	CAW / PIPSC	3,250	Bargaining	Mar. 2013 / April 2013
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Conciliation	June 2012
<i>Alberta</i>				
G4S Cash Solutions (Canada) Ltd.	Teamsters	570	<b>Upcoming</b>	May 2013
DHL Express (Canada) Ltd.	CAW	440	<b>Upcoming</b>	Mar. 2013
<i>Manitoba</i>				
MTS Allstream	Telecommunications Employees Association of Manitoba	1,250	Bargaining	Feb. 2013
<i>British Columbia</i>				
DHL Express (Canada) Ltd.	CAW	700	<b>Upcoming</b>	Mar. 2013
<b>Provincial and territorial jurisdictions, Public sector</b>				
<i>Newfoundland and Labrador</i>				
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

## Key negotiations

Employer	Union	Employees	Status	Expiry month
<b>Provincial and territorial jurisdictions, Public sector (continued)</b>				
<b>Prince Edward Island</b>				
Department of Health and Wellness	CUPE / PEIUPSE	2,200	Arbitration / Conciliation	Mar. 2010 / Mar. 2012
<b>Nova Scotia</b>				
Government of Nova Scotia	CUPE / NSGEU / NSTU	15,670	Conciliation / Bargaining	Oct. 2011 / Mar. 2012 / July 2012
<b>New Brunswick</b>				
Government of New Brunswick	CUPE / NBTF	15,400	Bargaining	June 2011 / Feb. 2012
The New Brunswick Association of Nursing Homes, Inc.	CUPE	2,800	Bargaining	Oct. 2012
<b>Quebec</b>				
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
<b>Ontario</b>				
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	Bargaining	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	Bargaining	Dec. 2012
<b>Manitoba</b>				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012

## Key negotiations

Employer	Union	Employees	Status	Expiry month
<b>Provincial and territorial jurisdictions, Public sector (continued)</b>				
<b>Saskatchewan</b>				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012
Government of Saskatchewan	SGEU	10,500	Bargaining	Sep. 2012
<b>Alberta</b>				
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
<b>British Columbia</b>				
British Columbia Public School Employers' Association	BCTF	39,000	<b>Upcoming</b>	June 2013
Community Social Services Employers' Association	Various unions	15,000	Tentative settlement	Mar. 2012
<b>Provincial and territorial jurisdictions, Private sector</b>				
<b>New Brunswick</b>				
Mechanical Contractors Association of New Brunswick Inc.	UA	1,500	Tentative settlement	June 2012
Moncton Northeast Construction Association Inc.	LIUNA	1,200	Bargaining	June 2012
<b>Ontario</b>				
Brewers Retail Inc., carrying on business as The Beer Store	UFCW-Canada	6,510	Bargaining	Dec. 2012
<b>British Columbia</b>				
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.**



## Clauses of interest in collective agreements, first quarter 2013

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

### **Special leave**

The Government of Yukon and the Yukon Teachers' Association have agreed to implement a new special leave to respond to the needs of employees victims of domestic violence. When such abuse occurs, up to five paid leave days per school year would be granted to the employee. Moreover, additional leave may be granted at the discretion of the supervisor.

### **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).