



Fair, safe and productive workplaces

Labour

Workplace Bulletin

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

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Canadian labour profile, March 2013

Wage adjustments

Major¹ wage settlements provided base rate adjustments averaging 1.9%² annually over the contract-term, with an average contract duration of 29.5 months. These results are derived from a review of 11 settlements reached in March, covering 38,130 employees.

At 1.9%, the average wage adjustment was the highest of the last three months and continued to outpace the rate of inflation (Consumer Price Index) for a second month in a row. The inflation rate rose 1.0%, following a 1.2% increase in February.

However, with an average contract duration of roughly 30 months, it is also relevant to compare the average wage adjustment to future inflation. Considering the Bank of Canada is forecasting inflation to rise gradually to 2.0% by mid-2015, the average wage adjustment negotiated in March is slightly lower than the expected inflation rate over the next few years.

When the parties to these settlements previously negotiated, the resulting wage adjustments were lower at 1.2%. By contrast, the average contract duration was close at 29.1 months.

In the public sector, wage adjustments averaged 1.6% for 21,300 employees in seven agreements, ranging from 1.0% to 3.6%. In the private sector, wage adjustments were higher at 2.3% for 16,830 employees covered by four agreements. Relatively higher wage increases in the private sector were due to wage gains of 2.3% obtained by 14,850 electricians in an agreement with the Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario.

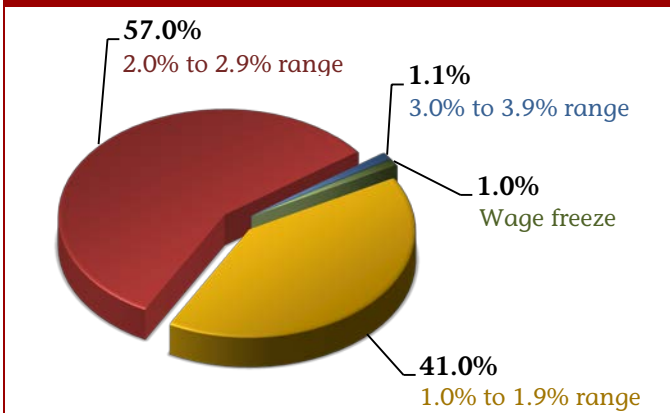
In the federal jurisdiction, two major agreements covering 2,110 employees recorded an average wage adjustment of 1.5%; one federal public-sector agreement recorded an increase of 1.4% (Canadian Broadcasting Corporation) and one private-sector agreement averaged 1.7% (Sunwing Airlines).

Wage increases did not follow a uniform trend across industries. Adjustments ranged from a high of 3.1% in public administration, to a low of 1.3% in finance and professional services. The largest concentration of employees (44.9%) was in the education, health, and social services, which obtained 1.5% in an agreement between the Health Employers Association of British Columbia and 16,000 paramedical professionals and technical employees.

Wage adjustments in major settlements by month



Wage adjustments in major settlements by employee proportion, March 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.

Canadian labour profile, first quarter 2013

Wage adjustments

Major collective bargaining settlements reached in the first quarter 2013 provided base rate wage adjustments averaging 0.5% annually, the lowest average since the first quarter of 1996 when the same figure was registered. These results are based on a review of 191 settlements, covering 341,850 employees.

At 0.5%, the average wage adjustment was lower than the rate of inflation at 0.9%. As the average duration of these settlements is approximately two years (26.6 months), another insightful comparison can be done between the wage adjustments over the duration of the contracts and the rate of inflation for the same period. The Bank of Canada is forecasting inflation to rise gradually to 2.0% by mid-2015, which is higher than the average wage increase for the agreements settled during the first quarter of 2013.

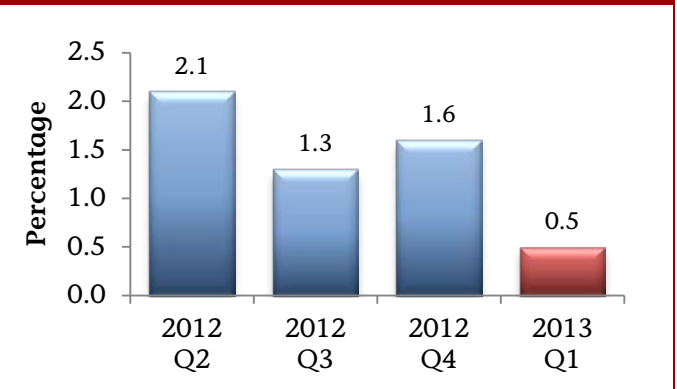
When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.3%, with a longer average contract duration of 43.6 months. The majority of agreements (91.2%) and employees (90.8%) were in the public sector. Wage adjustments in this sector averaged 0.3%, which is lower than the 2.3% in the private sector. The lower public sector figure was largely due to the Ontario education sector wage freeze. In the first quarter, a total of 148 wage freezes were recorded in the public sector; of these, 146 occurred in the Ontario education sector.

As a result, the lowest wage increase by jurisdiction was registered in Ontario (0.2%), while the highest occurred in Alberta with 3.5% (mostly due to the ATCO Gas settlement). In the federal jurisdiction, wage increases averaged 2.1%.

On an industry basis, the largest concentration of agreements (83.2 %) and employees (74.3%) took place in the education, health, and social services sector, where the lowest wage adjustment occurred at 0.3%. The highest wage increases were in both the wholesale and retail trade and utilities sectors at 2.5%.

More than three-quarters of all agreements, covering 71.9% of all employees, recorded a wage freeze during the first quarter, while 12.0% of agreements involving 17.1 % of employees registered average wage adjustments in the 1.0% to 1.9% range.

Wage adjustments in major settlements by quarter



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 March 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
0719512 Waterloo Regional Police Services Board Waterloo, Ontario Waterloo Regional Police Association (Independent-local) 760 employees ➤ police officers	March 11, 2013	January 1, 2012 - December 31, 2014
0532915 University of Saskatchewan Saskatoon, Saskatchewan University of Saskatchewan Faculty Association (Independent-local) 1,120 employees ➤ professors ➤ instructors ➤ librarians	March 6, 2013	July 1, 2013 - June 30, 2014
0735910 Corporation of Delta Delta, British Columbia Canadian Union of Public Employees (CLC) 860 employees ➤ inside and outside employees	January 13, 2013	January 1, 2012 - December 31, 2015
0738913 City of Yellowknife Yellowknife, Northwest Territories Public Service Alliance of Canada (CLC) 200 employees ➤ inside and outside employees	March 11, 2013	January 1, 2013 - December 31, 2015
1435301 Sunwing Airlines system-wide Canadian Union of Public Employees (CLC) 950 employees ➤ flight attendants	March 28, 2013	December 1, 2012 - May 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				
<i>Multiprovince</i>				
Government of Canada	Various unions	20,030	Bargaining / Arbitration / Tentative settlement	May 2010 / Jan. 2012
Canada Post Corporation	PSAC	2,100	Bargaining	Aug. 2012
Via Rail Canada Inc.	CAW	2,050	Conciliation	Dec. 2012
Federal jurisdiction, Private sector				
<i>Ontario</i>				
Bell Canada	CEP	6,000	Bargaining	May 2013
NAV CANADA	CAW / PIPSC	1,150	Bargaining	April 2013
Servisair Inc., Lester B. Pearson International Airport	IAMAW	600	Conciliation	June 2012
<i>Alberta</i>				
G4S Cash Solutions (Canada) Ltd.	Teamsters	570	Upcoming	May 2013
DHL Express (Canada) Ltd.	CAW	440	Upcoming	Mar. 2013
<i>Manitoba</i>				
MTS Allstream	Telecommunications Employees Association of Manitoba	1,250	Conciliation	Feb. 2013
<i>British Columbia</i>				
DHL Express (Canada) Ltd.	CAW	700	Upcoming	Mar. 2013
Provincial and territorial jurisdictions, Public sector				
<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
Provincial and territorial jurisdictions, Public sector (continued)				
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 / NBTF	15,400	Bargaining	June 2011 / Feb. 2012
The New Brunswick Association of Nursing Homes, Inc.	CUPE	2,800	Bargaining	Oct. 2012
Quebec				
Association de la construction du Québec	Various unions	144,940	Bargaining	Apr. 2013
City of Montréal	Various unions	10,170	Bargaining	Dec. 2010 / Dec. 2011
City of Québec	Various unions	3,820	Bargaining / Conciliation	Dec. 2010
Université Laval	CUPE / Fédération nationale des enseignantes et des enseignants du Québec	3,400	Bargaining / Conciliation	Dec. 2010 / May 2011
Ontario				
Liquor Control Board of Ontario	OPSEU	7,000	Bargaining	Mar. 2013
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
Government of Ontario	Professional Engineers of Ontario	600	Bargaining	Dec. 2012
Manitoba				
Regional Health Authorities of Manitoba	CUPE / MGEU	16,250	Bargaining	Mar. 2012
Winnipeg School Division	Winnipeg Association of Non-Teaching Employees	2,050	Upcoming	July 2013

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	Tentative settlement	Sep. 2012
Alberta				
Government of Alberta	AUPE	41,590	Mediation	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	Arbitration	Dec. 2010
British Columbia				
British Columbia Public School Employers' Association	BCTF	39,000	Upcoming	June 2013
Provincial and territorial jurisdictions, Private sector				
New Brunswick				
Mechanical Contractors Association of New Brunswick Inc.	UA	750	Bargaining	June 2012
Ontario				
Brewers Retail Inc., carrying on business as The Beer Store	UFCW-Canada	6,510	Bargaining	Dec. 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
Canada Safeway Limited	UFCW-Canada	1,500	Bargaining	Mar. 2013
Overwaitea Food / Save-on-Foods	UFCW-Canada	900	Bargaining	Mar. 2013

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).