



*Fair, safe and productive workplaces*

# Labour

## **Workplace Bulletin**

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

June 28, 2013

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## Canadian labour profile, April 2013

### Wage adjustments

Major wage settlements<sup>1</sup> ratified in April provided base rate adjustments averaging 2.0%<sup>2</sup> annually with an average contract duration of 32.1 months. These results are derived from a review of 11 settlements covering 37,130 employees.

At 2.0%, the average wage adjustment was equal to the previous month's figure and greater than the rate of inflation (Consumer Price Index), which was only 0.4% for the third month in a row. When these collective agreements were last renewed, their average contract duration was shorter (26.0 months), and wage adjustment was lower (1.2%).

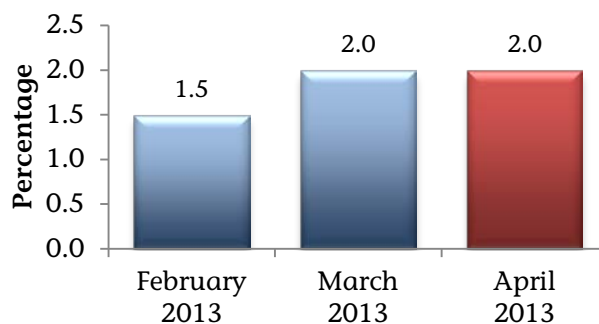
With an average contract duration greater than 30 months in April, it is relevant to compare the average wage adjustment to future inflation. Considering the Bank of Canada is forecasting inflation to rise gradually to 2.0% by mid-2015, the average wage adjustment negotiated in April is equal to the expected inflation rate over the next few years.

In April, the vast majority of employees (80.3%) obtained average wage adjustments falling between 2.0% and 2.9%. Contrary to what was observed in March, where a large proportion (41.0%) of employees obtained wage increases between 1.0% and 1.9%, only 13.2% of them were in that wage range this month.

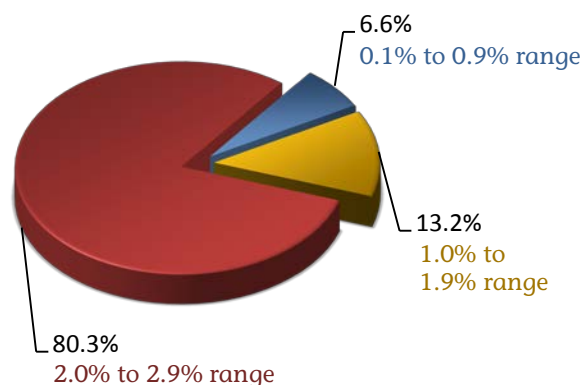
Most of the settlements were concluded in the public sector, specifically ten agreements covering 35,130 employees (94.6% of the total). Only one settlement was reached in the private sector (NAV CANADA). It was the only one in the federal jurisdiction, and it provided 2,000 air controllers with an average wage gain of 2.0%.

Among the industry sectors, utilities recorded the lowest average wage increase at 1.6% (including Ontario Power Generation Inc. at 1.4% and Hydro One Inc. at 2.2%). The education, health, and social services sector had the strongest concentration of employees (77.9% of the total) and recorded both the smallest and the highest wage adjustments. In the Edmonton Public Schools District No. 7, 2,440 administrative employees received an average wage adjustment of 0.7%, while 1,340 professors at Université Laval obtained a wage gain of 2.8%. The sector's average wage adjustment was 2.1% (six settlements covering 28,940 employees), which was higher than in any other sector.

**Wage adjustments in major settlements by month**



**Wage adjustments in major settlements by employee proportion, April 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 April 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
<b>0448913</b> Nova Scotia Liquor Corporation Halifax, Nova Scotia Nova Scotia Government and General Employees Union (CLC) 1,080 employees ➤ retail employees	March 20, 2013	April 1, 2012 - March 31, 2015
<b>1119907</b> Bluewater District School Board Chesley, Ontario Ontario Secondary School Teachers' Federation (CLC) 600 employees ➤ secondary teachers	January 21, 2013	September 1, 2012 - August 31, 2014
<b>0675411</b> Workers' Compensation Board of British Columbia province-wide, British Columbia British Columbia Government and Service Employees' Union (CLC) 2,530 employees ➤ office employees ➤ technical employees	February 18, 2013	April 1, 2012 - March 31, 2014
<b>0865409</b> FortisBC Energy Inc. province-wide, British Columbia Canadian Office and Professional Employees Union (CLC) 500 employees ➤ office employees ➤ technical employees	March 15, 2013	April 1, 2012 - March 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
<b>Federal jurisdiction, Public sector</b>				
<b>Multiprovince</b>				
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	Tentative settlement	Dec. 2012
<b>Federal jurisdiction, Private sector</b>				
<b>Ontario</b>				
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
<b>Alberta</b>				
G4S Cash Solutions (Canada) Ltd.	Teamsters	570	<b>Upcoming</b>	May 2013
DHL Express (Canada) Ltd.	CAW	440	<b>Upcoming</b>	Mar. 2013
<b>Manitoba</b>				
MTS Allstream	Telecommunications Employees Association of Manitoba	1,250	Conciliation	Feb. 2013
<b>British Columbia</b>				
DHL Express (Canada) Ltd.	CAW	700	<b>Upcoming</b>	Mar. 2013
<b>Provincial and territorial jurisdictions, Public sector</b>				
<b>Newfoundland and Labrador</b>				
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	7,700	Conciliation / Bargaining	Oct. 2011 / Mar. 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	144,940	Work stoppage	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
<b>Ontario</b>				
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
<b>Manitoba</b>				
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
<b>Saskatchewan</b>				
Saskatchewan Association of Health Organizations	CUPE / SEIU-West / SGEU	24,420	Bargaining	Mar. 2012

## Key negotiations

Employer	Union	Employees	Status	Expiry month
<b>Provincial and territorial jurisdictions, Public sector (continued)</b>				
<b>Alberta</b>				
Government of Alberta	AUPE	41,590	Mediation	Mar. 2013
City of Calgary	IAFF	1,040	Arbitration	Dec. 2010
City of Edmonton	IAFF	1,010	Arbitration	Dec. 2010
<b>British Columbia</b>				
British Columbia Public School Employers' Association	BCTF	39,000	<b>Upcoming</b>	June 2013
<b>Provincial and territorial jurisdictions, Private sector</b>				
<b>New Brunswick</b>				
Mechanical Contractors Association of New Brunswick Inc.	UA	750	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
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).