



Fair, safe and productive workplaces

Labour

Workplace Bulletin

In an attempt to further enhance its service delivery, the Labour Program will be publishing two sets of wage settlements tables and a light version of the Workplace Bulletin during the month of September 2013. The Workplace Bulletin and tables containing July average wage adjustments will be published on September 16th, while the August tables will be published on September 30th on the Labour Program website.

From October onward, a redesigned Workplace Bulletin will be published during the first week of each month, reporting on information released on the website a few days prior.

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

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Canadian labour profile, June 2013

Wage adjustments

A total of 15 major¹ collective agreements, covering 41,750 employees, were ratified in June. With an average duration of 42 months, these agreements recorded base rate adjustments averaging 1.9%² annually. The last renewal of these collective agreements had resulted in a higher average wage adjustment (2.1%) as well as a slightly higher average contract term (43 months).

Of those 15 agreements, the highest wage increase (2.9%) was recorded by the one that also has the shortest term (31 months), between the Nova Scotia Government and General Employees Union and District Health Authorities.

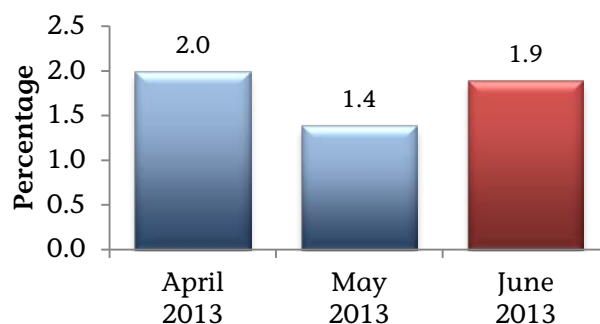
At 1.9%, the average wage adjustment was higher than that (1.4%) of the agreements renewed in the previous month (May). Although the rate of wage adjustment was higher than the inflation rate³ in June (1.2%), it may indeed fall short of the inflation rate in later years of the agreements, as the Bank of Canada forecasts an inflation rate of 2.0% by mid-2015.

In June, seven agreements covering 16,710 employees were ratified in the public sector, and provided an average wage adjustment of 1.5%. This adjustment is lower than the one recorded in the private sector and is largely attributed to an agreement between Liquor Control Board of Ontario and the Ontario Public Service Employees Union where 6,800 employees were granted an annual adjustment of 1.0%. Should the inflation forecast by the Bank of Canada be accurate, the average wage adjustment of public sector agreements will remain below the inflation rate for the second half of their average term of 44 months.

In contrast, eight agreements covering 25,040 employees in the private sector resulted in an average wage adjustment of 2.2% annually. This relatively high increase mainly came from the 2.4% gain obtained by 12,000 plumbers and pipefitters, through an agreement with the Mechanical Contractors Association of Ontario.

The largest concentration of agreements (33.3%) and employees (42.2%) was recorded in the construction industry where a total of five agreements, were ratified for an average wage adjustment of 2.4% annually. The highest adjustments occurred in the education, health, and social services industry (2.9%, 530 employees), while the lowest occurred in transportation (0.6%, 640 employees).

Wage adjustments in major settlements by month



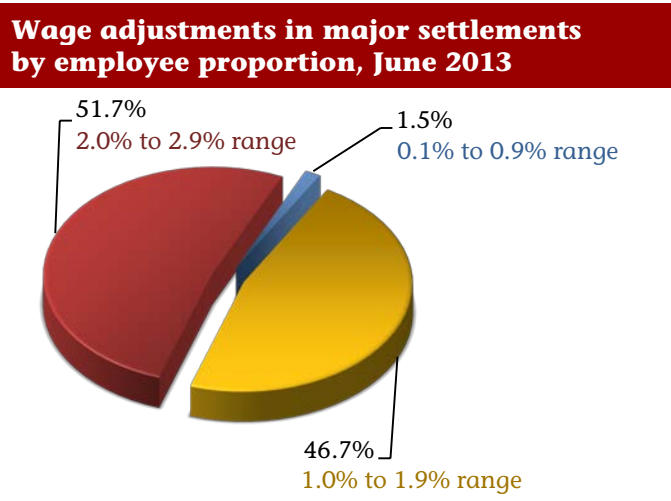
¹ Collective agreements covering 500 or more employees across Canada.

² The wage data are employee-weighted.

³ Inflation rate is measured by the Consumer Price Index (CPI).

More than half of the employees (51.7%) covered under the agreements renewed in June, obtained average wage gains between 2.0% and 2.9%, while 640 employees (1.5%) were granted a wage increase by less than 1.0% annually.

Lastly, three agreements were renewed within the federal jurisdiction with average wage gains of 1.7% annually. In contrast, 12 agreements were ratified within provincial jurisdictions with an average of 2.0% in annual wage adjustments. In Nova Scotia, only one agreement covering 530 employees was ratified which obtained the highest rate of adjustment (2.9%), among all agreements settled in June. However, more than half of the agreements (53%) ratified were in Ontario and granted an annual wage gain of 2.0% on average.

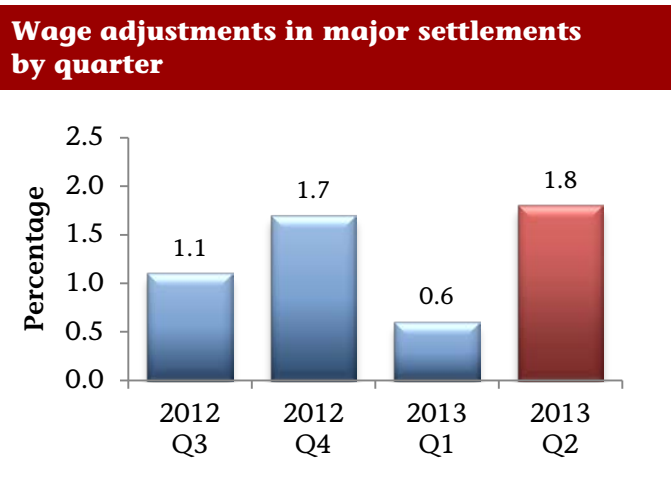


Canadian labour profile, Second quarter 2013

Wage adjustment

Major collective bargaining settlements reached in the second quarter of 2013 provided base rate wage adjustments averaging 1.8% annually; up from 0.6% in the first quarter.

Although the inflation rate (0.8%) that prevailed during the quarter was well below the average wage adjustment, it could exceed this rate of wage gains by mid-2015 as the Bank of Canada anticipates the rate of inflation to reach 2.0% by then. Given the average duration of these settlements is approximately three years (38.3 months), the gradual rise of the inflation rate may indeed leave the employees with a declining real wage during the last year of their collective agreements.



When the parties to these settlements previously negotiated, the resulting wage adjustment was higher (2.4%) with shorter average contract duration (34.4 months).

The majority of agreements (72.2%) and employees (74.1%) was in the public sector. Wage adjustments in this sector averaged 1.6%, which is up from 0.3% in the first quarter, but lower than the 2.2% in the private sector. The lower public sector figure was mainly due to the special legislation enacted by the government of Alberta in the education industry which granted average wage adjustment of 0.5% to 21,370 teachers. This also made the average wage adjustment in Alberta the lowest among all jurisdictions.

The highest wage gain was recorded in Nova Scotia; all six agreements, five in public sector and one in private, covering a total of 12,950 employees, obtained on average a 2.5% wage adjustment annually. Within the federal jurisdiction, four collective agreements were settled for annual wage gains averaging 1.8%.

On an industry basis, the largest concentration of agreements (48.1 %) and employees (49.5%) took place in the education, health, and social services industry. The highest average wage increase was in the construction industry (2.4% for 17,700 employees), while the lowest was 1.0%, obtained by an agreement covering 6,800 employees in the retail trade sector.

During the second quarter of 2013, 46.3% of all wage agreements fell between 2.0% and 2.9%. Only one agreement, between Canadian Union of Public Employees and the University of Western Ontario, recorded a wage freeze.

Wage settlements

The wage data will henceforth be available solely on our website, under the [Wage settlements](#) section. These historical data provide major wage settlements covering 500 or more employees by month, quarter, and year, for all industries, in both the public and private sectors, and in all jurisdictions. The following tables are available:

- Major settlements reached in June 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.

Recent settlements, by province

| Reference number, employer, location, union, affiliation, number of employees, and bargaining unit | Settlement date | Term of contract |
|---|-----------------|--------------------------------------|
| 1296004 MusiquePlus inc. Montréal, Quebec Syndicat des employées et employés de MusiquePlus (C) 150 employees ➤ broadcast and television employees | May 4, 2013 | September 1, 2013 - August 31, 2016 |
| 1346804 CapitalCare Group Inc. and St. Joseph's Auxiliary Hospital Edmonton, Alberta Alberta Union of Provincial Employees (Independent-national) 1,100 employees ➤ support employees ➤ licensed practical nurses | April 29, 2013 | July 1, 2012 - June 30, 2015 |
| 0416408 Greater Vancouver Regional District Vancouver, British Columbia Greater Vancouver Regional District Employees' Union (Independent-local) 580 employees ➤ operating employees ➤ technical and maintenance employees ➤ construction employees | April 26, 2013 | January 1, 2012 - December 31, 2015 |
| 0398113 Canadian Broadcasting Corporation province-wide, Quebec; and Moncton, New Brunswick Syndicat des technicien(ne)s et artisan(e)s du réseau français de Radio-Canada (Independent-national) 1,160 employees ➤ technical employees ➤ general tradesmen | March 1, 2013 | April 1, 2013 - March 31, 2014 |
| 1354103 Government of Canada Canada-wide Professional Institute of the Public Service of Canada (Independent-national) 5,510 employees ➤ scientific and other professional employees | June 28, 2013 | October 1, 2011 - September 30, 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 | 20,030 | Bargaining / Arbitration / Work stoppage / Tentative settlement | May 2010 / Jan. 2012 |
| Canada Post Corporation | PSAC | 2,100 | Bargaining | Aug. 2012 |
| Federal jurisdiction, Private sector | | | | |
| Ontario | | | | |
| NAV CANADA | CAW / PIPSC | 720 | Bargaining | April 2013 / June 2013 |
| Servisair Inc., Lester B. Pearson International Airport | IAMAW | 600 | Conciliation | June 2012 |
| Alberta | | | | |
| G4S Cash Solutions (Canada) Ltd. | Teamsters | 570 | Bargaining | May 2013 |
| DHL Express (Canada) Ltd. | CAW | 440 | Upcoming | Mar. 2013 |
| British Columbia | | | | |
| DHL Express (Canada) Ltd. | CAW | 700 | Upcoming | Mar. 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 |
| 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 |

Key negotiations

| Employer | Union | Employees | Status | Expiry month |
|--|---|-----------|---------------------------|-----------------------|
| Provincial and territorial jurisdictions, Public sector (continued) | | | | |
| Quebec | | | | |
| City of Montréal | Various union | 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 | | | | |
| Ontario Hospital Association | CUPE / SEIU | 32,710 | Upcoming | Sep. 2013 / Oct. 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 |
| Saskatchewan | | | | |
| Saskatchewan Association of Health Organizations | CUPE / SEIU-West / SGEU | 24,420 | Bargaining | Mar. 2012 |
| Government of Saskatchewan | STF / CUPE | 13,490 | Bargaining | Sep. 2012 / Aug. 2013 |
| Alberta | | | | |
| 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 |
| British Columbia | | | | |
| British Columbia Public School Employers' Association | BCTF | 39,000 | Upcoming | June 2013 |
| New Brunswick | | | | |
| Mechanical Contractors Association of New Brunswick Inc. | UA | 750 | Bargaining | June 2012 |

Key negotiations

| Employer | Union | Employees | Status | Expiry month |
|---|-------------------|-----------|-----------------------------------|--------------|
| Provincial and territorial jurisdictions, Private sector | | | | |
| 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.

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](#) or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).