



Fair, safe and productive workplaces

Labour

Workplace Bulletin

Today, in an attempt to further enhance its service delivery, the Labour Program is publishing both a light version of the Workplace Bulletin and tables containing July average wage settlements. August wage settlements data 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.

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

September 16, 2013

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Canadian labour profile, July 2013

Wage adjustments

Major¹ collective agreements ratified in July recorded base rate wage adjustments averaging 1.9%² annually. This increase was higher than the July inflation rate (1.3%³), but was on par with the one recorded in June. A total of 14 agreements, covering 158,630 employees, were ratified in July with a shorter average duration (30.4 months) compared to the June agreements (42.0 months).

The last renewal of these collective agreements had resulted in both a higher average wage adjustment (2.3%) and a longer duration (39.3 months on average).

The highest wage increase (3.4%) was recorded by the agreement between the City of Edmonton and the 1,780 employees of the Edmonton Police Association, which also has the shortest contract duration (12.0 months). The lowest wage adjustment (1.0%) was recorded by the one between Simon Fraser University and the Canadian Union of Public Employees, with a duration of 48.0 months.

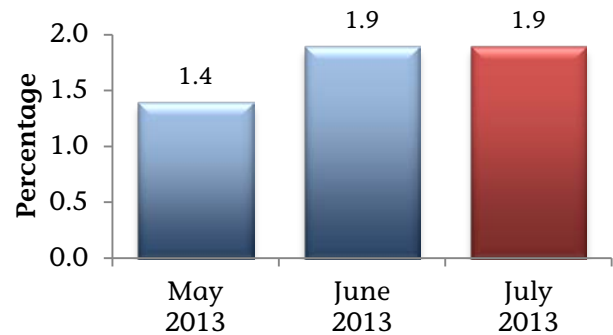
A vast majority (93.7%) of the employees covered by the July agreements work in the private sector. Hence, the average wage increase in July was largely driven by the eight private sector agreements that recorded an annual adjustment of 1.9% on average.

In the public sector, an average wage adjustment of 2.4% was recorded from the ratification of six agreements, representing 6.3% of the total number of employees.

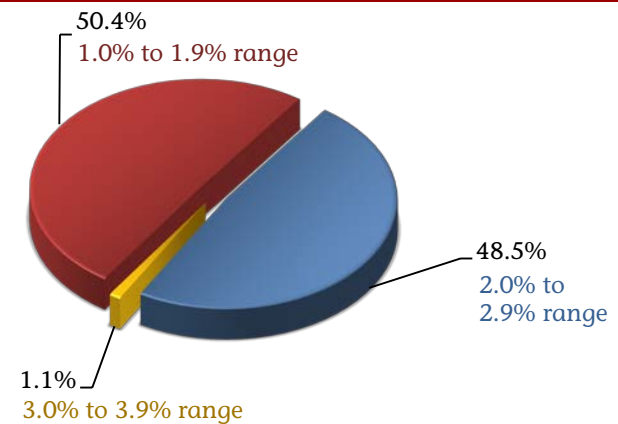
As in the previous month, the largest concentration of agreements (28.6%) and employees covered (91.4%) in July was recorded in the construction industry, where a total of four agreements were ratified for an average wage adjustment of 1.9% annually. Two of these four agreements, representing 68,250 employees, were settled during work stoppages. The employees covered by those two agreements obtained a 2.0% annual wage gain for their 48.0 months term with a 4.0% increase in the first year of the contract.

Half of the employees (50.4%) covered under the agreements renewed in July obtained wage gains between 1.0% and 1.9%; while 48.5% obtained average gains between 2.0% and 2.9%.

Wage adjustments in major settlements by month



Wage adjustments in major settlements by employee proportion, July 2013



¹ Collective agreements covering 500 or more employees.

² The wage data are employee-weighted.

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

Lastly, seven agreements were renewed within the federal jurisdiction with average wage gains of 2.3% annually. The remaining seven were ratified within provincial jurisdictions with an average adjustment of 1.9%. Four agreements, all in the construction industry, were ratified in Quebec, which provided an annual wage increase of 1.9% on average. These four agreements covered 91.4% of the total number of employees who ratified agreements in the month of July; and hence significantly influenced the July trends.

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.

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.

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).