



Fair, safe and productive workplaces

Labour

Workplace Bulletin **Collective bargaining monthly update** **September 2013**

Key Negotiation Activities

In September, the most prominent major¹ negotiations took place between:

- Canada Post Corporation and the Public Service Alliance of Canada (PSAC): 2,100 Canada Post employees have been bargaining over wages and pensions since December 2012. The parties could not reach an agreement after the union had rejected the final offer from the employer in September. Consequently, they started mediation efforts on the 30th of September.
- City of Quebec and various unions: 3,820 city employees have been without a contract since December 31, 2010. The City and unions have held many negotiation sessions since 2011 that have not resulted in any agreements. In September 2013, the negotiations were suspended.

The list of [Key negotiations](#) can be accessed on [Workplace Information Division](#).

Settlements Reached

- Eight major collective agreements, covering 32,170 employees, were ratified in September. Five of these agreements were settled at the bargaining stage, two were reached at the post-conciliation bargaining stage, and the remaining agreement was settled through conciliation.
- Seven agreements covering 29,470 employees were concluded in the public sector, whereas one, involving 2,700 employees of CAMI Automotive Inc., was settled in the private sector.
- The Federal jurisdiction had a slightly larger share (52.8%) of employees covered than the aggregated provincial jurisdictions. A total of 16,980 employees were covered by the settlements within the federal jurisdiction, including 7,670 correctional officers and 9,310 technical services employees from the Government of Canada.
- Four agreements were ratified in the Public Administration industry, representing 26,330 employees, which was 81.8% of the total number of employees covered by the September agreements.

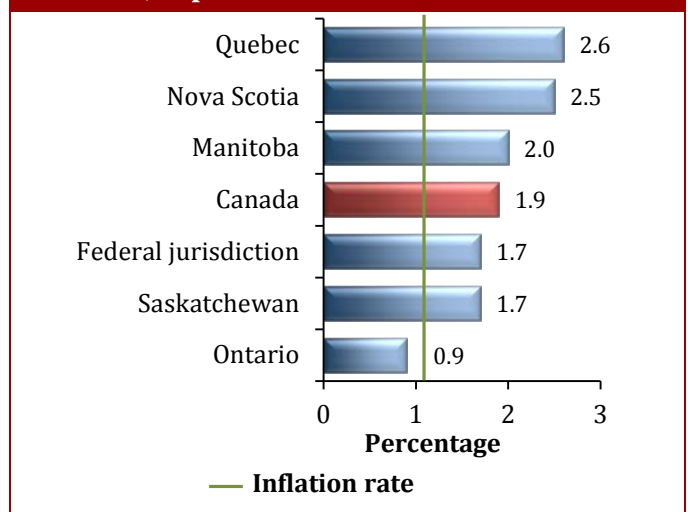
The texts of collective agreements can be accessed through the [Negotech](#) while the year-to-date list of [ratified settlements in 2013](#) can be accessed on [Workplace Information Division](#).

Settlement Outcomes

Wages

- Major collective bargaining settlements provided base-rate wage adjustments averaging 1.9%² annually over the contract term, a slight increase from 1.7% in August. This average wage adjustment was higher than the rate of inflation of September (1.1%)³.
- The average wage adjustment was slightly lower (1.8%) when the parties to these settlements previously negotiated.
- In the federal jurisdiction, two major agreements with the Government of Canada, covering federal government correctional officers and technical services employees respectively, resulted in an average wage adjustment of 1.7%. Quebec, on the other hand, had the highest average wage increase with 2.6% (1,850 employees), while Ontario registered an adjustment three times lower (0.9%).
- In the public sector, 29,470 employees covered by seven agreements, were granted an average wage adjustment of 2.0% while the 2,700 manufacturing employees, covered by the only private-sector agreement, ended up with an increase of 0.7%.
- Amongst all industries, employees in public administration received the highest average wage adjustments (2.0%). This average was largely driven by the relatively high wage increases contracted by the 7,500 public servants in Nova Scotia and 1,850 municipal workers in Montréal (2.5% and 2.6%, respectively).

Wage adjustments by jurisdiction and rate of inflation, September 2013



The [wage settlements](#) can be accessed on [Workplace Information Division](#).

Duration

- The agreements ratified in September had an average contract duration of 41.1 months.
- During the previous negotiations, these same bargaining units negotiated an average duration of 49.5 months, which was more than eight months longer than what resulted from this round of negotiation.
- Five of the collective agreements reached in September had a duration period of 48.0 months. These agreements, representing a total of 13,510 employees, had the longest contract duration of the month.

Working conditions

- The Fédération des caisses Desjardins du Québec and the United Food and Commercial Workers International Union have negotiated a new provision allowing employees to donate working hours to another employee performing the same duties. Under this arrangement, employees performing the same duties may transfer their hours from floating holidays or banked time between themselves.
- Regional Municipality of York Police Services Board and the York Regional Police Association have reached a new understanding pertaining to banked sick days. Employees who started on or after July 22, 2013, will be eligible for a maximum sick leave credit of 1,040 hours, while employees hired before July 22, 2013, will have the option to receive payment equal to half their sick leave credits up to a maximum of six months' salary. The latter may also defer the payment until the end of employment at the prevailing rate for up to 1,040 hours.
- Canada Safeway Limited and the United Food and Commercial Workers International Union have committed to work together in the implementation of ethnic model stores, which will target specific demographic niches. With staffing changes involved, employees will be transitioning into workplaces where they can effectively communicate with a store's target customer base. Both parties have recognized that the stores selected for this implementation are essential to the overall growth and job security. A shared process will be implemented to manage the transition for employees in impacted stores.

Major Work Stoppages

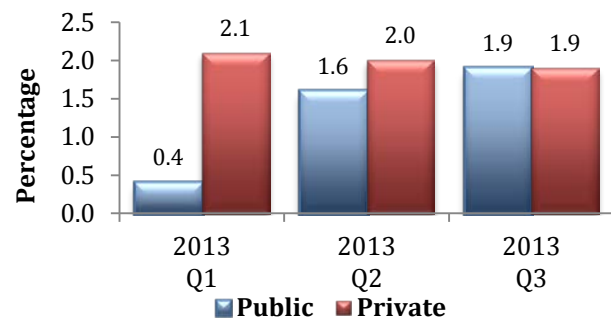
- There were no active major⁴ work stoppages in the month of September.

The year-to-date list of [major work stoppages](#) in Canada can be accessed at [Workplace Information Division](#).

Third Quarter 2013

- In the third quarter, major settlements recorded annual base rate wage adjustments averaging 1.9%, which is higher than the first two quarters. The average wage adjustments in the first and second quarters were 0.6% and 1.7%, respectively. The results are derived from a review of 39 major agreements covering 217,990 employees.
- Public and private sectors wage adjustments both averaged 1.9% during the third quarter. However, the average wage adjustments in the private sector have outpaced the one in the public sector for the two preceding quarters.

Wage adjustments in major settlements during the last three quarters, by sector



- Finance and professional services had a wage adjustment of 3.5%, the highest amongst all industries. Manufacturing had the lowest adjustment with 0.9%. There was no collective agreement ratified in the primary industry and the entertainment and hospitality industry.
- Duration of agreements ratified during the third quarter averaged 33.9 months. This compares to 29.0 and 41.7 months for the first and second quarters of 2013, respectively.
- The two major work stoppages recorded have resulted in 47,390 person-days not worked (PDNW). This compares to 1,880 and 808,800 PDNW in the first and second quarter, respectively.

Tables and listings containing data for the third quarter of 2013 can be found at [Workplace Information Division](#).

Features

Literature Scan

- A recent study titled [The Relative Role of Safety and Productivity in Canadian Ergonomists' Professional Practices](#) published in *Industrial Relations* examines two competing theories on the role played by ergonomists. This study explores the dual role of ergonomists as both occupational health and safety experts and as productivity consultants. While ergonomists can make recommendations to introduce efficiencies into the production cycle, unions and employers may disagree about the value of these recommendations. The study concludes that ergonomists can make contributions both to workplace safety and efficiency, but only in an environment where they are mutually attainable goals.
- Another study titled [Return to Work during Perinatal Mourning: The Case for Organizational Support](#) was published in *Industrial Relations*. The author explores mothers' return to work after a neonatal death, and demonstrates that mourning leave is important but not sufficient. Programs that offer both emotional support and flexible working arrangements can help grieving parents transition back into the workplace.
- The Conference Board of Canada released an information note titled, [Creating an Effective Workplace Disability Management Program](#). According to this note, effective workplace disability programs can help employers reduce the costs associated with health. The paper suggests a framework for employers who want to design and implement a disability program.

Contact

For more information, please contact the [Workplace Information Division](#) or call us at 1-877-259-8828.

Note: This bulletin is based on September data/information, which is collected as of October 15, 2013.

- ¹ All data reported in this bulletin relates to major collective agreements covering 500 or more employees across Canada.
- ² The wage data are employee-weighted.
- ³ Statistics Canada, [The Daily](#).
- ⁴ Major work stoppages involve 500 employees or more.