



Fair, safe and productive workplaces

Labour

Workplace Bulletin

Collective bargaining monthly update

May 2014

Key negotiation activities

In May, some of the major¹ negotiations occurred between:

- The City of Ottawa and three unions²: Negotiations are ongoing between the City of Ottawa and 12,470 employees after the expiry of several collective agreements in December 2013. The City of Ottawa and the Canadian Union of Public Employees (CUPE) exchanged bargaining positions in April 2014. Negotiations between the City and its recreational workers are headed towards interest arbitration while maintenance workers are scheduled for conciliation in June. The City is also in negotiation with its firefighters and paramedics.
- The Construction Association of Quebec (ACQ) and le syndicat Québécois de la construction³: After starting negotiations in July 2012, the ACQ and its 76,690 employees reached a bargaining impasse in June 2013, resulting in the largest major work stoppage of that year. In July 2013, the Government of Quebec passed special legislation to extend the previous agreement between the parties by one year. The parties requested the intervention of a mediator in May 2014 and the ACQ is expected to make an offer by the end of June 2014, which is when the collective agreement is set to expire.
- The British Columbia Public School Employers' Association and the British Columbia Teachers' Federation (BCTF): 39,000 public-school teachers remain without a contract after the expiration of the collective agreement in June 2013. After failing to reach an agreement in May 2014, BCTF members gave notice to escalate to a full-scale strike on June 17, 2014. The BCTF is now calling on the Government of British Columbia to agree to mediation as the relationship between the parties has been particularly litigious. The BCTF framework for settlement includes a five-year term and an eight (8) percent salary increase with no concessions.

- The Government of Canada and five public-sector unions⁴: Agreements between the Government of Canada and 132,470 federal employees will expire at the end of June. The federal government has publicly announced its intentions to demand concessions to sick-leave provisions while public-sector unions have categorically rejected changes to the regime. The negotiations of new agreements are expected to be tense.

An updated monthly list of [Key negotiations](#) is available under the [Resources](#) tab on the Labour Program website.

Settlements reached

- In May, 14 major collective bargaining agreements were ratified, covering a total of 23,000 employees. All these agreements were settled in the public sector.
- Nine of these agreements were concluded through direct bargaining, two through arbitration, one through conciliation, one through post-conciliation bargaining, and the remaining one through mediation.
- Two agreements were ratified in the federal jurisdiction (2,050 employees).
- By jurisdiction, Ontario had the highest concentration (45.7%) of employees who ratified their agreements in May; followed by Quebec (17.3%) and Alberta (17.3%).

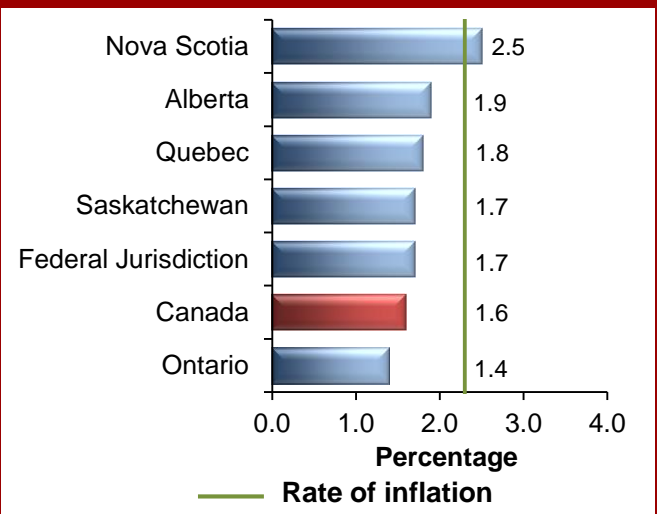
The texts of collective agreements can be accessed through the [Negotech](#) while the list of [Ratified settlements](#) in 2014 can be accessed under the [Resources](#) tab on the Labour Program website.

Settlement outcomes

Wages

- Major collective bargaining settlements in May provided base-rate⁵ wage adjustments averaging 1.6%⁶ annually, higher than the increase recorded in April (1.5%).
- In the previous round of negotiations between these same parties, the annual wage adjustment averaged 2.0%.
- The average increase in wage (1.6%) was lower than the inflation rate (2.3%)⁷ that prevailed in May.
- Two agreements, covering 2,050 employees, were ratified in the federal jurisdiction and recorded an average wage-increase of 1.7%. One agreement between the National Research Council of Canada and its 1,540 employees recorded a wage increase of 1.7% whereas the other one, between the Canadian Food Inspection Agency and its 510 employees, recorded a wage increase of 1.8%.
- By jurisdiction, Nova Scotia recorded the highest wage adjustment (2.5%) in a single agreement between the District Health Authorities and 910 public health workers.

Wage adjustments by jurisdiction and rate of inflation, May 2014



- By industry, public administration employees received the highest wage increase (2.2%) in three agreements covering 2,960 employees. In contrast, employees in transportation (two agreements, 10,520 employees) recorded the lowest (1.4%).

More information on [Wage settlements](#) can be accessed under the [Resources](#) tab on the Labour Program website.

Duration

- Major negotiations settled in May recorded an average contract duration of 47.5 months. The last time these same parties negotiated, the duration averaged 38.4 months.
- The agreement with the longest term (96 months) was settled between Quebec City and its 1,400 employees.

Major work stoppages

- There were two major⁸ work stoppages in May, involving 54,671 employees, which resulted in 45,010 person-days-not-worked (PDNW).
- The nine (9) major work stoppages recorded so far this year have resulted in 65,900 PDNW. By comparison, eight (8) major work stoppages recorded over the same period in 2013 resulted in 90,920 PDNW.

More information on [Work stoppages](#) in Canada can be accessed under the [Resources](#) tab on the Labour Program website.

Features

Literature Scan

- The Centre for the Study of Living Standards published a report, titled [Convergence across Provincial Economies in Canada: Trends, Drivers, and Implications](#). The report provides a comprehensive analysis of income inequality, productivity, the labour market, well-being, and fiscal capacity across provincial economies in Canada.
- The Institute for Research on Public Policy released a research report on the Canadian labour market information (LMI) system. The report, titled [Wanted: Good Canadian Labour Market Information](#), discusses the challenges, improvements, and opportunities for the LMI system in Canada.
- The Conference Board of Canada issued a discussion paper on the work preferences of younger workers. The paper, titled [Workplace Preferences of Millennials and Gen X: Attracting and Retaining the 2020 Workforce](#), provides recommendations for how human resource policies and practices can be shaped to best attract and motivate the workforce in 2020.

Contact

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

Note: This bulletin is based on May data/information, which was collected as of June 17, 2014.

- 1 All data reported in this bulletin relates to major collective agreements covering 500 or more employees across Canada.
- 2 The three unions are the Canadian Union of Public Employees (CUPE), the International Association of Fire Fighters (IAFF), and the Civic Institute of Professional Personnel (CIPP).
- 3 le syndicat Québécois de la construction represents four unions: Conseil provincial du Québec des métiers de la construction (International), CSD-construction, CSN-construction, and FTQ-construction.
- 4 The five unions are the Public Service Alliance of Canada, the Canadian Association of Professional Employees, the Professional Institute of the Public Service of Canada, the Professional Association of Foreign Service Officers, and the Association of Teachers of the Canadian Military Colleges.
- 5 The base wage rate is the lowest paid classification used for qualified employees in the bargaining unit.
- 6 The wage adjustment averages are employee-weighted.
- 7 Statistics Canada, [The Daily](#).
- 8 Major work stoppages involve 500 employees or more.