



Fair, safe and productive workplaces

Labour

Workplace Bulletin

Collective bargaining monthly update August 2015

Key negotiation activities

In August, prominent major¹ negotiations included the following:

- **Canada Post and the Canadian Postmasters and Assistants Association (CPAA):** The parties began negotiations in February 2015 after the collective agreement covering approximately 11,000 postmasters expired on December 31, 2014. At the beginning of June, an offer was made by Canada Post. CPAA chose not to respond to the offer because it had not yet presented its own proposals to Canada Post on monetary and pension issues. Negotiations resumed in August and an offer regarding pensions was tabled by CPAA in early September.
- **Regional Health Authorities of Manitoba and Manitoba Government and General Employees' Union (MGEU):** Approximately 4,800 community support workers who provide home care have been without a contract since September 2013. Non-monetary issues were resolved in April 2015 and negotiations relating to monetary items started in May 2015. Several information campaigns were launched by MGEU, including a public rally on August 6. On August 18, a tentative agreement was reached between the two parties. Ratification voting is scheduled for September and October.

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

Settlements reached

- In August, six major collective bargaining negotiations were settled, covering 13,600 employees. Four were settled through direct bargaining and two through arbitration.
- Five agreements were completed in the public sector and covered 12,400 employees. Only one settlement was reached in the private sector, covering 1,200 employees.
- One agreement was reached in the federal jurisdiction. Of the remaining contracts, two were settled in Ontario and one each in New Brunswick, Quebec, and Saskatchewan.
- Three agreements were settled in education, health, and social services (EHSS), covering the largest proportion (82.7%) of all employees who finalized negotiations during the month. One agreement each was settled in the utilities, transportation, and public administration industries.

The texts of collective agreements can be accessed through the [Negotech](#), while the list of [Ratified settlements in 2015](#) can be accessed under the [Resources](#) tab on the Labour Program website.

Settlement outcomes

Wages

- Among major collective agreements settled in August, the average annual base-rate² wage adjustment was 1.3% (over the duration of the contracts).
- In the previous round of negotiations between the same parties, the average wage increase was higher (1.5%) than the increase negotiated in August (1.3%).
- Although the average wage adjustment negotiated in August (1.3%) is higher than the Bank of Canada's forecasted rate of inflation for 2015, the wage increase is lower than the rate of inflation (2.0%) that is expected to prevail in 2016 and 2017.³
- The wage increase received by 1,200 employees in the private sector (2.2%) was higher than the average of 1.2% negotiated by 12,400 employees in the public sector.
- In the federal jurisdiction, a single contract in the transportation industry was settled, covering 1,200 employees and providing an average wage increase of 2.2%.

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

Duration

- In August, the average duration of all agreements was 48.3 months. This was similar to the duration reached in the previous round of negotiations between the same bargaining parties (47.5 months).
- The five public sector agreements recorded an average duration of 49.5 months. The single private sector agreement (also the only one settled in the federal jurisdiction) had a duration of 36 months.
- The longest duration (60.0 months) was negotiated between the Saskatchewan Association of Health Organizations and the Health Sciences Association of Saskatchewan. The shortest duration (24 months) was recorded in the settlement between the Independent Electricity System Operator and the Canadian Union of Public Employees in Ontario.

Major work stoppages

- There were no major⁴ work stoppages reported in the month of August.

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

Features

Literature scan

The following are some of the studies relating to industrial relations recently published:

- The World Bank provides insights on the labour market effects of Syrian refugees in its working paper [The Impact of Syrians Refugees on the Turkish Labor Market](#). Approximately 1.6 million Syrian refugees have settled in Turkey, of which most have sought employment. Using data from 2014, the authors calculate the impact of Syrian refugee on Turkish native employment (overall and by gender, age, and education); Turkish native relocation; and wages.
- Twenty-seven contributors write on the topic of outsourcing in [The outsourcing challenge: organizing workers across fragmented production networks](#), published by the European Trade Union Institute. Divided into four parts, the book explores: the extent and dynamics of outsourcing; the impact of outsourcing on working conditions; potential ways labour can be organized in an outsourcing environment; and views on outsourcing from trade unions. The editor notes that for outsourcing to achieve satisfactory outcomes for both workers and employers, workers must be involved in outsourcing decision-making, planning, and implementation.
- Building on their past living wage analyses, the Canadian Centre for Policy Alternatives (CCPA) released its calculations for two rural counties located in Ontario in [Calculating a Living Wage for Perth and Huron Counties](#). The CCPA argues that a living wage helps to improve the quality of life for low-wage Canadians and reduces child poverty. Employers also benefit through lower turnover and absenteeism. The paper provides the methodology for calculating a living wage, including descriptions of monthly expenses as well as government deductions and transfers (e.g. Universal Child Care Benefit, taxes).

Contact

For more information, please contact the [Workplace Information and Research Division](#) or call 1-877-259-8828. Please use the above link to send us the memorandum of understanding or other documentation if you have a business unit either federally registered (with 100 or more employees) or provincially registered (with 500 or more employees) and a collective bargaining agreement is reached.

Note: This bulletin is based on August 2015 data/information, which was collected up to September 15, 2015. Work stoppage data was collected up to September 25, 2015.

- 1 All data reported in this bulletin relates to major collective agreements covering 500 or more employees across Canada.
- 2 The base-rate wage is the lowest paid classification used for qualified employees in the bargaining unit.
- 3 [Monetary Policy Report Summary](#), Bank of Canada, July 2015, pp. 14.
- 4 Major work stoppages involve 500 employees or more. Because of differences between the province of Ontario and the federal government's reporting cycles, monthly work stoppage data from Ontario may be incomplete.