



Workplace Bulletin

Collective bargaining update

August 2016

This issue provides an overview of major¹ collective bargaining negotiations in the month of August 2016 (section A), and a literature scan (section B).

A. August overview

Key negotiation activities

In August, ongoing negotiations included the following:

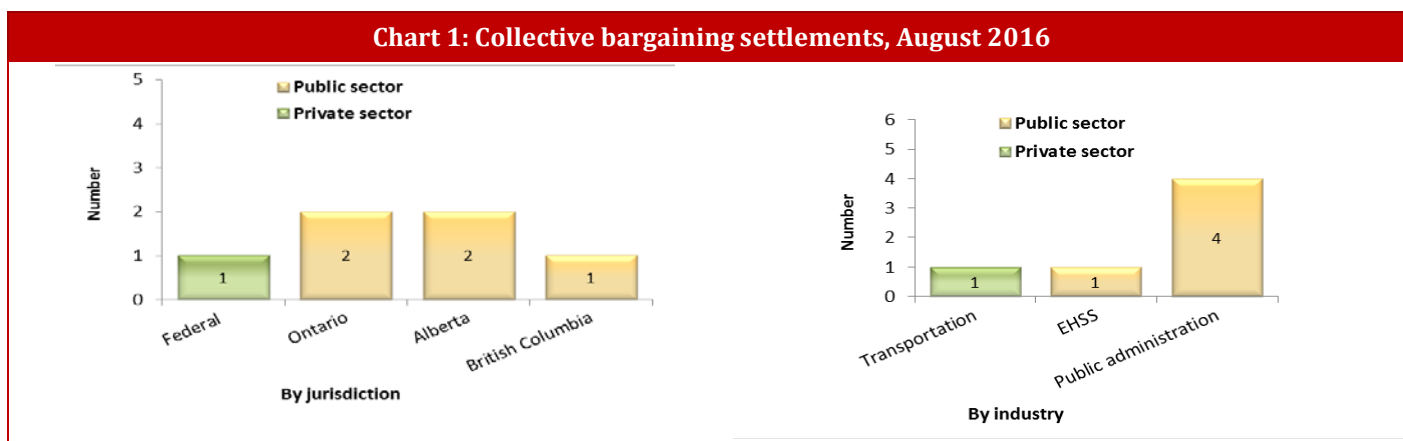
- **Alberta Health Services (AHS) and Alberta Union of Provincial Employees (AUPE):** The collective agreement covering approximately 14,000 auxiliary nurses expired on March 31, 2015. A provincial mediator has been assisting the parties since October 30, 2015. At the mediation sessions held on August 29 and 30, the parties signed off on two articles pertaining to leaves of absence and employee benefit plans. Discussions regarding monetary packages have been scheduled for future mediation sessions.
- **Swissport Canada Handling Inc. and the International Association of Machinists and Aerospace Workers:** The collective agreement covering all (900) groomers, ground handlers and mechanics employed by Swissport Canada Handling Inc. at the Vancouver International Airport, expired on September 1, 2015. Mediators from the Federal Mediation and Conciliation Service have been assisting the negotiations since August 25, 2016. If no agreement is reached, the parties will acquire the legal right to strike or lockout on November 15, 2016. No agreement on the maintenance of activities has been reached by the parties in the event of a strike or lockout.

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 agreements were reached, five in the public sector (covering 5,220 employees) and one in the private sector (covering 1,050 employees). Five agreements were reached through direct bargaining, and one through arbitration.
- One agreement was concluded in the federal-private jurisdiction between Greater Toronto Airports Authority and Unifor (covering 1,050 employees).
- Among provincial jurisdictions, two agreements were reached in each of Alberta (covering 2,300 employees) and Ontario (covering 2,210 employees), and one agreement in British Columbia (covering 710 employees) (Chart 1).
- A large portion of employees (64%) settling in August were in public administration (4,000 employees), followed by transportation (1,050 employees) and education, health, and social services (EHSS) (600 employees).

Chart 1: Collective bargaining settlements, August 2016



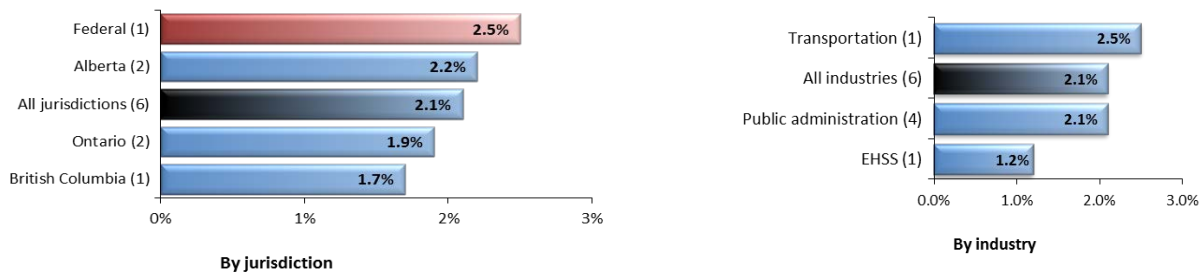
The texts of collective agreements can be accessed through the [Negotech](#), while the list of [Ratified settlements](#) can be accessed under the [Resources](#) tab on the Labour Program website.

Settlement outcomes

Wages

- The average annual base-rate wage adjustment (over the duration of their contracts) received by the 6,270 employees settling in August was 2.1% (Chart 2). This average wage increase was higher than the average increase from the previous round of negotiations between the same bargaining parties (1.6%).
- The agreement concluded in the private sector was in the federal jurisdiction and settled for an average wage increase of 2.5%. The agreements settled in the public sector had an average wage increase of 2.0%.
- Among provincial jurisdictions, Alberta had the highest wage adjustment (2.5%), which was negotiated between the City of Edmonton and the Edmonton Police Association. The lowest negotiated increase (1.2%) was also recorded in Alberta, between the Edmonton School District No. 7 and the Canadian Union of Public Employees.
- By industry, transportation recorded the highest average wage gain of 2.5%, while the employees settling in the EHSS had the lowest average increase of 1.2%.

Chart 2: Wage adjustments, August 2016*



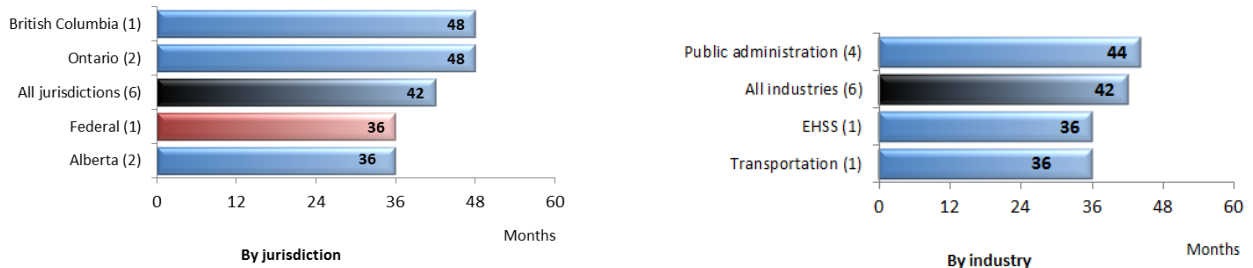
Note: The number of settled agreements per category is found in parenthesis

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

Duration of collective agreements

- The average duration of agreements settled in August was 42 months (Chart 3). This was higher than the average duration in the previous round of negotiations between the same bargaining parties (31 months).
- The average duration of the agreements concluded in the public sector (43 months) was longer than the average duration of the agreement reached in the private sector (36 months).
- The contract settled under federal jurisdiction had a duration of 36 months.
- The shortest contract duration among the agreements concluded in August was 36 months, and the longest was 48 months.

Chart 3: Average duration of agreements, August 2016*



Note: The number of settled agreements per category is found in parenthesis

Major work stoppages²

- August data was not available at the time of publication.

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

B. Literature scan

The following studies related to labour and industrial relations were recently published:

- The Organisation for Economic Cooperation and Development (OECD) [Employment Outlook 2016](#) provides an annual assessment of key labour market trends and short-term prospects in OECD countries, including Canada. The 2016 report's focus is on vulnerable youth who are neither working nor in education or training, the use of skills at work, the short-term effects of employment reforms, and gender gaps in labour markets of emerging economies. The report's findings show that labour market institutions, such as collective bargaining, as well as good industrial relations and practices have a positive influence on the full use of workers' skills in the workplace.
- The IZA World of Labour article [Parental leave and maternal labor supply](#) discusses results of different studies on parental and maternal leave systems across countries, including Canada, and their impact on mothers' careers. According to the author, parental leave improves the family-work balance, but has less desirable results on mothers' careers. The article is part of a series of short articles on the economics of labour around the world published and available on the [IZA World of Labour](#) website.

Contact

For previous issues of the Workplace Bulletin or 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 a copy of your collective agreement or memorandum of understanding or other documentation if you have a business unit that is either federally registered (with 100 or more employees) or provincially registered (with 500 or more employees).

Note: This bulletin is based on August 2016 data/information, which was collected up to September 16, 2016. Work stoppage data was collected up to September 20, 2016.

- ¹ All data reported in this bulletin relates to major collective agreements covering 500 or more employees across Canada.
- ² Major work stoppages involve 500 employees or more.