



Workplace Bulletin

January 2017

This issue presents an overview of major¹ collective bargaining negotiations in the month of January (section A), innovative clauses in collective agreements (section B) and a literature scan (section C).

A. January overview

Key negotiation activities

In January, ongoing negotiations included the following:

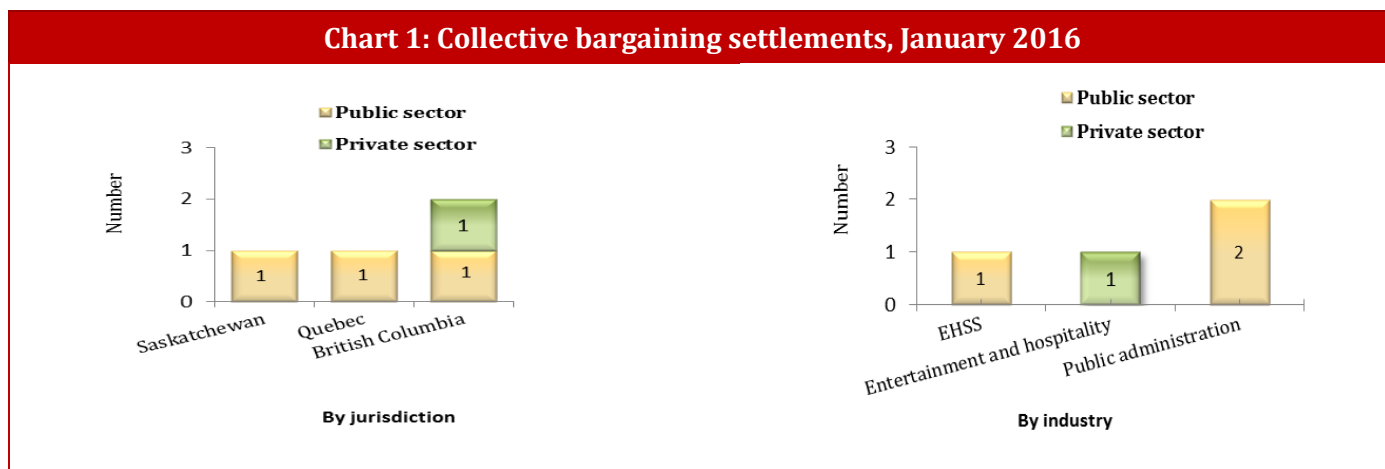
- **Société de transport de l'Outaouais and Syndicat uni du transport, local 591:** The collective agreement covering a unit of 602 drivers and maintenance employees expired on December 31, 2014. The *Federal Mediation and Conciliation Service (FMCS)* has been assisting the parties with their negotiations since September 2016. The *Canada Industrial Relations Board* in a decision issued on January 16, 2017, regarding activities in the event of a work stoppage, was not of the opinion that a strike or lockout could pose an immediate and serious danger to the safety or health of the public. On January 20 the union members opted for protest actions, such as refusing to work overtime or during special events (e.g. Winterlude), instead of a general strike. The parties have agreed to continue negotiations with the assistance of mediators.
- **Gouvernement du Québec and Les avocats et notaires de l'État québécois (LANEQ):** The collective agreement covering 1,100 lawyers and notaries expired on March 31 2015. On January 26, the union members rejected the Government's offer, and voted to continue the work stoppage started on October 25, 2016. The main issues are wages and working conditions.
- **Government of Northwest Territories and the Public Service Alliance of Canada (Union of Northern Workers):** The collective agreement covering 4,000 workers expired on March 31, 2016. Parties have been bargaining since January 2016. Next month, the union members are planning demonstrations during lunch hour at the Northwest Territories Legislative Assembly to protest potential job cuts. The main issues are compensation, job protection, and contracting out.

Click here for an updated monthly list of [Key negotiations](#).

Settlements reached

- Four major agreements were reached in January: three in the public sector (covering 3,450 employees) and one in the private sector (covering 1,200 employees). All four agreements were reached through bargaining.
- All agreements concluded were in the provincial jurisdictions, with two agreements reached in British Columbia (covering 2,060 employees), and one agreement reached in Saskatchewan (covering 1,250 employees) and one agreement reached in Quebec (covering 1,340 employees) (Chart 1).
- Nearly half of the employees (45%) who settled in January were in public administration (2,110 employees), followed by education, health and social services (EHSS) (1,340 employees), and entertainment and hospitality (1,200 employees).

Chart 1: Collective bargaining settlements, January 2016



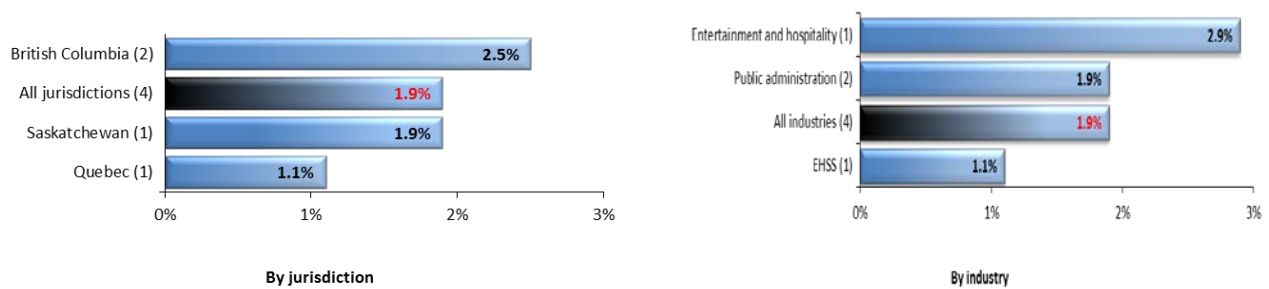
The texts of collective agreements can be accessed through the [Negotech](#). The listing of [Ratified settlements](#) is also available online.

Settlement outcomes

Wages

- The average annual base-rate² wage adjustment (over the duration of the contract) received by the 4,650 employees that settled in January was 1.9% (Chart 2). In the previous round of negotiations between the same parties, the average wage adjustment was marginally higher (2.0%).
- The average wage adjustment received by employees in the public sector (1.6%) was lower than the average wage increase received in the private sector (2.9%).
- British Columbia had the highest average wage adjustment (2.9%), negotiated between the Hospitality Industrial Relations and UNITE HERE Canada. The lowest average wage adjustment was negotiated between the Université Laval and Syndicat des professeurs et professeures de l'Université Laval, in Quebec (1.1%).
- By industry, entertainment and hospitality received the highest average wage gain (2.9%), and EHSS recorded the lowest (1.1%) (Chart 2).

Chart 2: Average wage adjustments, January 2016



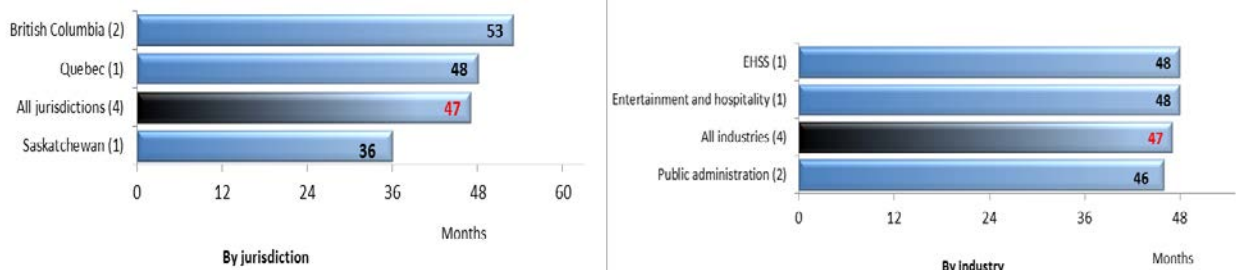
Note: The number of settled agreements per category is found in parentheses

[Click here for more information on Wage settlements.](#)

Duration of collective agreements

- The average duration of the agreements settled in January was 47 months, greater than the average duration negotiated previously between the same bargaining parties (38 months) (Chart 3).
- The average duration of the agreements concluded in the public sector (46 months) was slightly lower than the duration of the agreement reached in the private sector (48 months).
- The agreement concluded in British Columbia between the Corporation of Delta and the Canadian Union of Public Employees had the longest duration (60 months).
- The shortest contract duration among the agreements concluded in January was 36 months.

Chart 3: Average duration of agreements, January 2016



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

Major work stoppages³

- The work stoppage between 1,100 members of the Association des Juristes de l'État and the Government of Quebec continued throughout January, resulting in 23,800 person days not worked (PDNW) for the month.
- No major work stoppages occurred in the federal jurisdiction.

[Click here for more information on Work stoppages in Canada.](#)

B. Innovative clauses in collective agreements

New clauses in collective agreements allow employers and unions to adapt to changing economic, working and social environments. The following clauses were reported:

- *Integram Windsor Seating, division of Magna International, Inc. and Unifor.* The employer will pay for a second independent medical examination for complex and critical cases, through [Best Doctors](#).
- *Bombardier Inc. and Unifor.* Expenses incurred as a result of therapy for dependence due to alcoholism, gambling or drug addiction, for a closed treatment in an establishment approved by the insurer shall be reimbursed up to 100% to a maximum of \$3,500 in a lifetime.

C. Literature scan

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

- According to the International Labour Organization report [World Employment Social Outlook: Trends 2017](#), the total number of unemployed people globally in 2017 is expected to be about 201 million, bringing the global unemployment rate to 5.8 % (from 5.7 % in 2016). Vulnerable employment — defined as contributing family workers and own-account workers that hold the type of jobs defined as “self-employment jobs” as a share of total employment—is expected to remain above 42 per cent over the coming years, accounting for over 1.4 billion people worldwide in 2017. According to the report, the working poor (i.e. people living on less than US\$3.10 per day in purchasing power terms) in developing countries is on the rise, and over the next two years is expected to increase by around 3 million per year.
- The Conference Board of Canada’s annual report [Industrial Relations Outlook 2017](#), identifies key bargaining issues for unions and management, and provides information on compensation practices and the economic climate in which negotiating will be taking place. The report also includes union and management views on the outlook for industrial relations in 2017 from a roundtable discussion held by the Conference Board of Canada on September 15, 2016.

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 January 2017 data/information, which was collected up to February 16, 2017. Work stoppage data was collected up to February 25, 2017.

- 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 Major work stoppages involve 500 employees or more.