



Workplace Bulletin

February 2017

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

A. February overview

Key negotiation activities

In February, ongoing negotiations included the following:

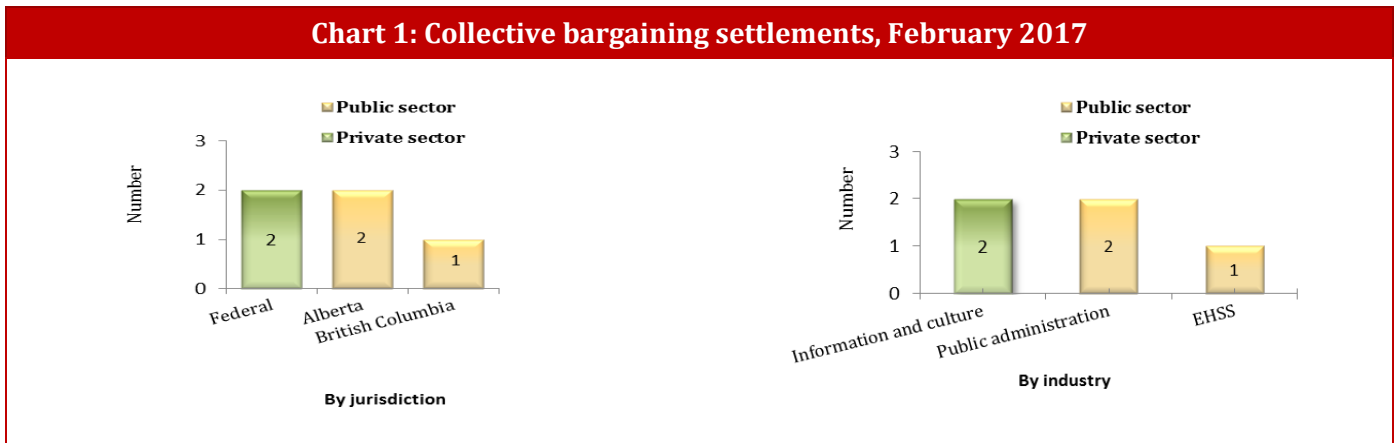
- **L'Association de la construction du Québec (ACQ) and Alliance syndicale (Fédération des travailleurs et travailleuses du Québec (FTQ Construction), Conseil provincial du Québec des métiers de la construction (INTERNATIONAL), Syndicat québécois de la construction (SQC), Centrale des syndicats démocratiques (CSD-CONSTRUCTION), and Confédération des syndicats nationaux (CSN-CONSTRUCTION):** The collective agreements expire at the end of April 2017. Parties had an initial meeting in January to discuss the renewal of the new collective agreements covering 76,630 workers. Following the first exchange of proposals at the negotiation meeting on February 8, the Alliance requested conciliation service with the Quebec Minister of Labour. Bargaining sessions with the conciliator are scheduled for March. The main issues are compensation and employment conditions.
- **L'Association provincial des constructeurs d'habitations du Québec (APCHQ), L'Association des constructeurs de routes et grands travaux du Québec (L'ACRGTQ) and Alliance syndicale:** The two collective agreements covering a total of 67,890 construction workers expire April 30, 2017. Parties met at the beginning of February to exchange their proposals. The main issues are compensation and employment conditions.
- **Edmonton School District and The Canadian Union of Public Employees, Local 3550:** The collective agreement covering 2,720 teachers expired on August 31, 2015. Negotiations have been ongoing since June 26, 2015. After reaching an impasse, on February 6th, the union applied for mediation services to assist with negotiations. The main issues are compensation, benefits, and private business leave.

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

Settlements reached

- Five major agreements were reached in February: three in the public sector (covering 4,360 employees) and two in the private sector (covering 6,360 employees). Three agreements were reached through bargaining, one through conciliation, and one through mediation.
- Two agreements were concluded in the federal jurisdiction (covering 6,360 employees).
- Among the agreements concluded in provincial jurisdictions, two were reached in Alberta (covering 3,580 employees) and one was reached in British Columbia (covering 780 employees) (Chart 1).
- Over half of the employees (59%) who settled in February were in information and culture (6,360 employees), followed by public administration (2,960 employees) and educational, health and social services (EHSS)(1,200 employees).

Chart 1: Collective bargaining settlements, February 2017



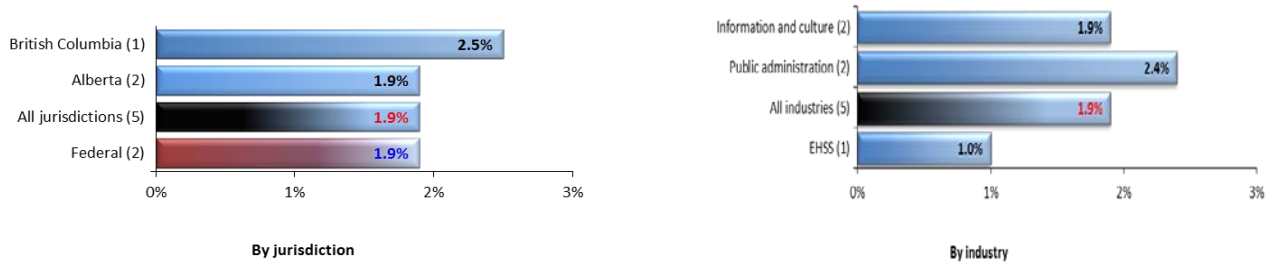
The texts of collective agreements can be accessed through the [Negotech](#). The listing of [Ratified settlements](#) is also available online.

Settlement outcomes

Wages

- The average annual base-rate² wage adjustment (over the duration of the contract) received by the 10,720 employees that settled in February was 1.9% (Chart 2). In the previous round of negotiations between the same parties, the average wage adjustment was higher (2.2%).
- The average wage adjustment received by employees in the public sector (2.0%) was slightly higher than the average wage increase received in the private sector (1.9%).
- British Columbia had the highest average wage adjustment (2.5%), negotiated between the City of Vancouver and International Association of Fire Fighters. The lowest average wage adjustment was negotiated between the Good Samaritan Society and Alberta Union of Provincial Employees, in Alberta (1.0%).
- By industry, public administration received the highest average wage gain (2.5%), and EHSS recorded the lowest (1.0%) (Chart 2).

Chart 2: Average wage adjustments, February 2017



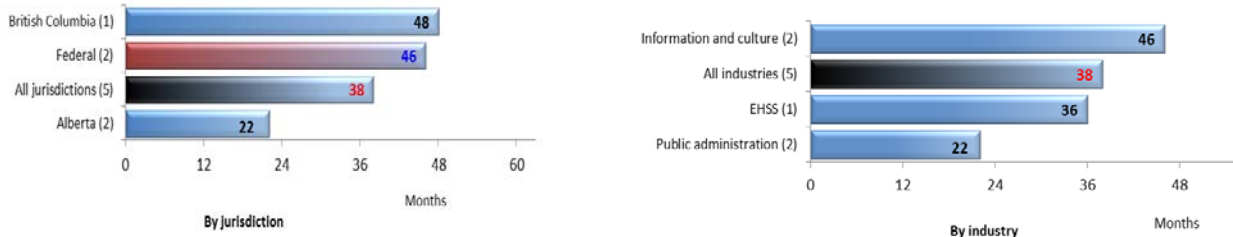
Note: The number of settled agreements per category is found in parentheses

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

Duration of collective agreements

- The average duration of the agreements settled in February was 38 months, lower than the average duration negotiated previously between the same bargaining parties (43 months) (Chart 3).
- The average duration of the agreements concluded in the public sector (26 months) was lower than the duration of the agreements reached in the private sector (46 months).
- The agreement concluded in Alberta between the City of Calgary and the Calgary Police Association had the shortest duration (12 months).
- The longest contract duration among the agreements concluded in February was 48 months.

Chart 3: Average duration of agreements, February 2017



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

Major work stoppages³

- Four major work stoppage occurred in February, involving 13,210 employees and resulting in 57,760 person days not worked (PDNW). Three of the work stoppages occurred in the public sector in the EHSS industry, and one in the private sector in the finance, real estate and management service industry.
- 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 clause was reported:

- *No Frills Franchise Owners and United Food and Commercial Workers Canada.* The leave of absence provision was amended to include the following: "The Employer agrees to recognize that employees sometimes face situations of violence or abuse in their personal lives that may affect their attendance or performance at work. For that reason, the Employer agrees that an employee who is in an abusive or violent situation will not be subject to discipline if the absence or performance issue can be linked to the abusive or violent situation. Absences, which are not covered by sick leave or disability insurance, will be granted as absent with permission without pay not to exceed two (2) months. It is understood this is over and above any rights that may be passed in law. "

C. Literature scan

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

- A recent study in the U.S. Bureau of Labor Statistics' Monthly Labor Review, "[Teen labor force participation before and after the Great Recession and beyond](#)," examines the factors contributing to the decline in teen (ages 16 to 19) labour force participation. According to the report, the importance of education on future income potential has more teens enrolling in school, and focusing on academic studies and school related activities. In 2015, 75% of teens were enrolled in school, compared to 58.5% in 1985. Also, teens are having more difficulty finding jobs as older workers and foreign-born workers are competing for the type of jobs that historically were held by teens. The BLS projects the labour force participation rates for teens will decrease to 26.4% by 2024.
- The European Trade Union Institute policy brief "[The emergence of peer production: challenges and opportunities for labour and unions](#)", discusses the implications for labour and trade unions from work organised through online intermediaries. The study makes a connection between these new ways of organizing work and precarious work and unemployment. The authors also highlight the opportunities that peer production (mass collaboration for producing goods and services) can offer to unions, and suggest approaches, such as the creation of union co-ops to support these new autonomous workers.

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