



Workplace Bulletin

March 2017

This issue presents an overview of major¹ collective bargaining negotiations in the month of March (section A), the first quarter of 2017 (section B) and a literature scan (section C).

A. March overview

Key negotiation activities

In March, ongoing negotiations included the following:

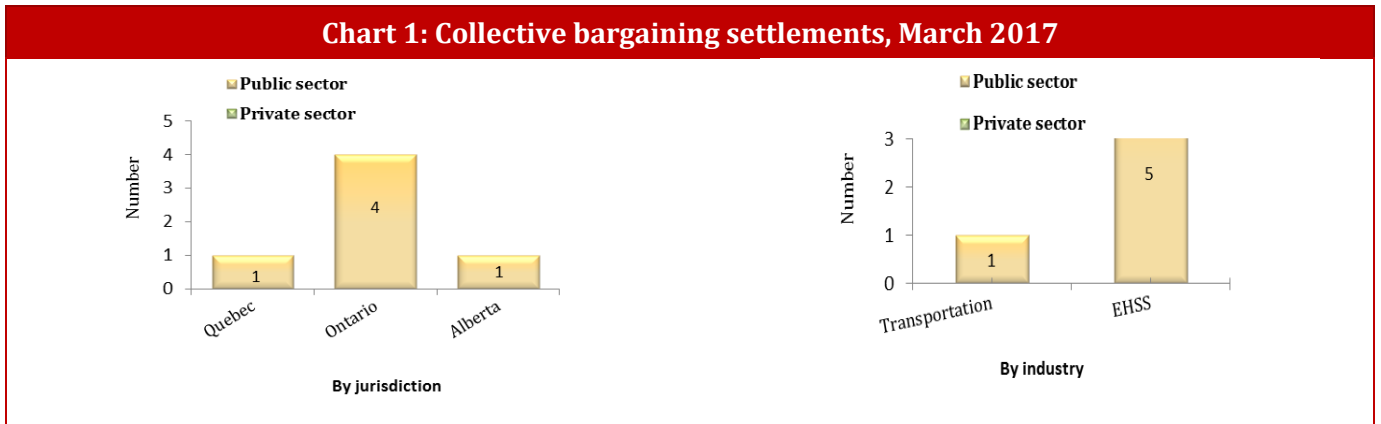
- **McGill University and Public Service Alliance of Canada (PSAC):** The collective agreement covering approximately 860 research associates and assistants expired on April 23, 2016. The parties have been negotiating with the assistance of a conciliator appointed by the Quebec's Ministry of Labour since February 2017. On March 21 parties met to exchange their monetary proposals. Follow-up bargaining sessions are scheduled for April and May.
- **City of Winnipeg and The Canadian Union of Public Employees (CUPE):** The collective agreements covering Winnipeg's inside workers, outside workers, police force, and firefighters expired on December 24, 2016. Bargaining between the City's inside and outside workers and CUPE, representing nearly 5,000 employees, started on February 6, 2017. In early March, a conciliator was appointed and met with the parties on March 13 and March 28 to assist them in reaching an agreement. No agreement was reached, and further conciliation sessions were scheduled for April.

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

Settlements reached

- All six major agreements concluded in March were in the public sector (covering 19,080 employees). Four of these agreements were reached through mediation, one through conciliation, and one through bargaining.
- All six agreements reached were in provincial jurisdictions, four agreements were reached in Ontario (covering 5,130 employees), and one agreement was reached in each of Quebec (covering 950 employees) and in Alberta (covering 13,000 employees) (Chart 1).
- The majority of employees (95%) who settled in March were in the education, health and social services (EHSS) (18,130 employees), and transportation industry (950 employees).

Chart 1: Collective bargaining settlements, March 2017



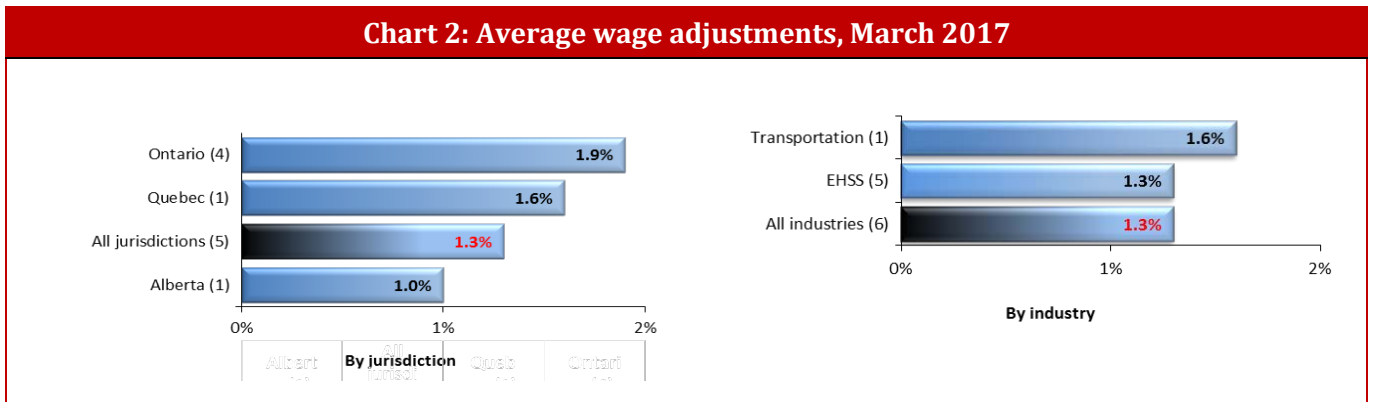
The texts of collective agreements can be accessed through the [Negotech](#). The listing of [Ratified settlements](#) is also available online at [Canada.gc.ca](#)

Settlement outcomes

Wages

- The average annual base-rate² wage adjustment (over the duration of the contract) received by the 19,080 public-sector employees that settled in March was 1.3% (Chart 2). In the previous round of negotiations between the same parties, the average wage adjustment was almost double (2.4%).
- Ontario had the highest average wage adjustment (2.9%), negotiated between the Carleton University and the Canadian Union of Public Employees. The lowest average wage adjustment (1.0%) was negotiated between the Alberta Health Services and Alberta Union of Provincial Employees, in Alberta. Both agreements were in the EHSS industry.

Chart 2: Average wage adjustments, March 2017

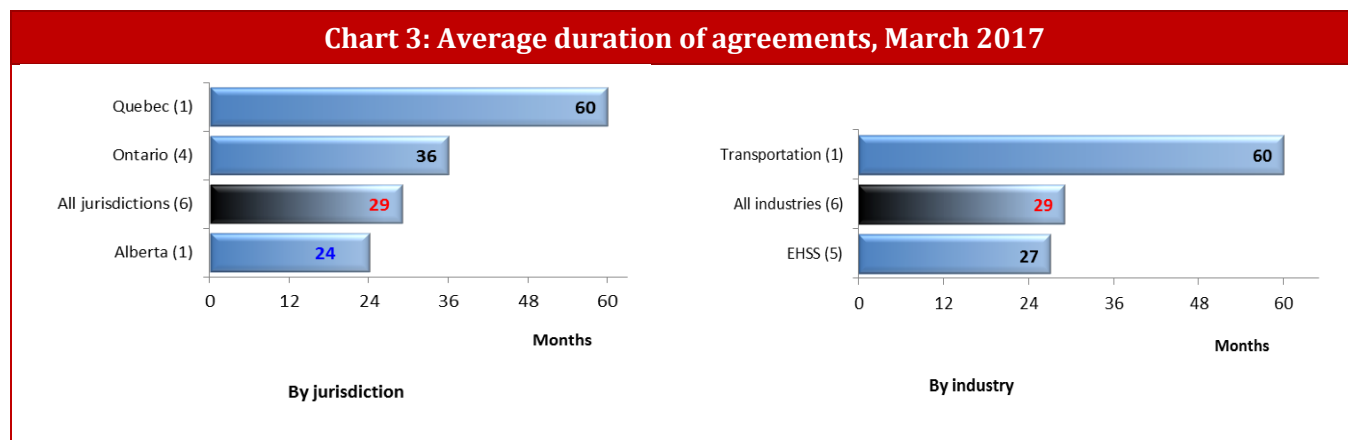


Note: The number of settled agreements per category is found in parenthesis

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

Duration of collective agreements

- The average duration of the agreements settled in March was 29 months, lower than the average duration negotiated previously between the same bargaining parties (36 months) (Chart 3).
- The agreement concluded in Quebec between Le Réseau de transport de la Capitale and Fédération des employées et employés de services publics inc. had the longest duration (60 months).
- The shortest contract duration among the agreements concluded in March was 24 months, between the Alberta Health Services and the Alberta Union of Provincial Employees.



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

Major work stoppages³

- Three major work stoppages occurred in March, involving 2,703 employees and resulting in 24,990 person days not worked (PDNW).

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

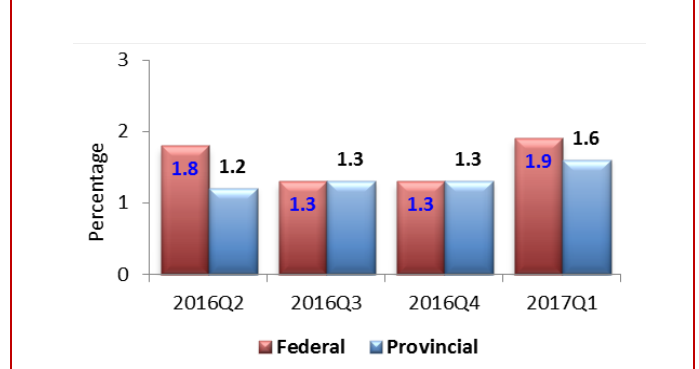
B. First quarter overview

- Twenty major settlements, covering a total of 38,750 employees, were concluded during the first quarter of 2017. The average annual base-rate wage adjustment for all these agreements was 1.6%, a slight decrease when compared to the last quarter in 2016 (1.3%).
- Eleven collective agreements were concluded through direct bargaining. Of the remaining nine agreements, three were settled through conciliation, and five through mediation.
- The majority (85%) of the collective agreements settled were in the public sector (covering 31,190 employees), with an average wage increase of 1.5%. This average increase was slightly higher than the average increases recorded in the previous three quarters.
- The agreements settled in the private sector had an average wage increase of 2.0%, an increase from the previous quarter (1.2%) (Chart 4).

Chart 4: Average wage adjustments by sector (Quarterly)

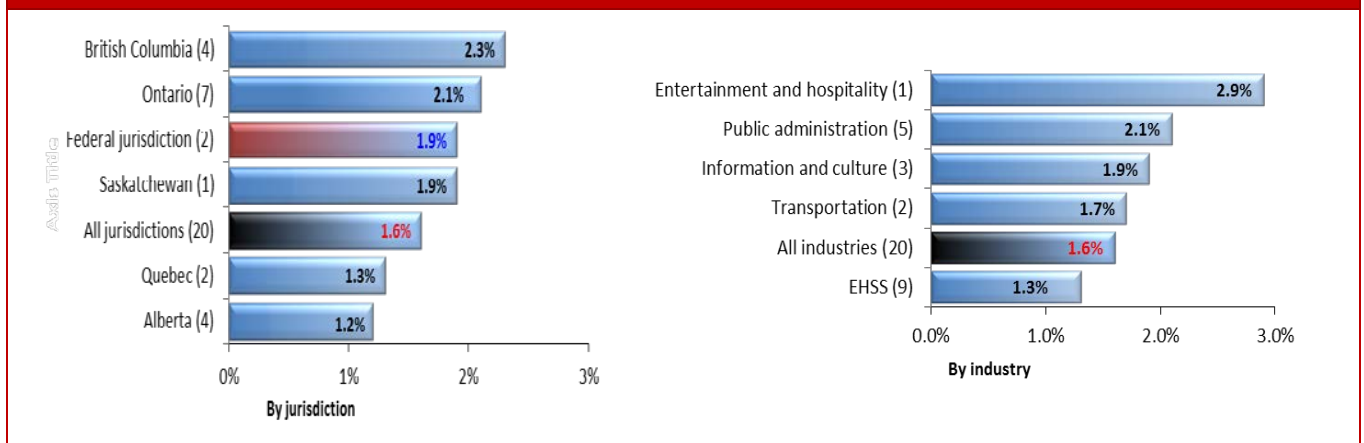


Chart 5: Average wage adjustments by jurisdiction (Quarterly)



- In the federal jurisdiction, two agreements (covering 6,360 employees) were settled for an average wage increase of 1.9%. The average wage increase for the eighteen agreements (covering 32,390 employees) settled in provincial jurisdiction was lower at 1.6% [Chart 5].
- Among all provincial jurisdictions, Ontario had the highest wage adjustment (2.9%), while Alberta recorded the lowest (1.2%) (Chart 6). The largest share of employees that settled was also in Alberta (45%, 17,280 employees).
- By industry, the highest average wage increase (2.9%) was negotiated in the entertainment and hospitality industry, covering 1,200 employees.
- Among all industries, the largest share of employees who settled were in EHSS (60%, 22,970 employees).

Chart 6: Wage adjustments in 2017Q1



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

Major work stoppages⁴

- In the first quarter, five work stoppages were reported, involving 13,103 workers and resulting in 88,020 PDNW. Four work stoppages occurred in the provincial jurisdiction, with two in Quebec, one in Ontario, and one in Nova Scotia. One work stoppage occurred in the federal jurisdiction.

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

C. Literature scan

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

- The *Women and Paid Work* report examines gender differences in employment and unemployment rates across a variety of personal and work characteristics (e.g. province, marital status, education, parenthood, industry and occupation), based on the Statistic's Canada *Labour Force Survey* data. According to the report, eighty two percent of women age 25 to 65 were part of the workforce in 2015, a considerable increase compared to 21.6% in 1950 and 60.0% in 1980. By contrast, the labour market participation of men age 25 to 64 declined from 97.1% in 1950 to 90.9% in 2015. Women earned an average of \$26.11 per hour and men earned an average of \$29.86, corresponding to a gender wage ratio of 0.87, in 2015.
- The International Labour Office's *Towards a better future for women and work: Voices of women and men* report provides the results of a global research project based on the *Gallup World Poll* on female and male perceptions of women and work, in 149 countries and territories, including Canada. The survey questions covered a range of topics, including women's and men's preferences for women in the labor market, and what are the top challenges that working women are facing in their countries and territories. Findings show that a large proportion of women and men share the same views regarding women's labour force participation. The majority of women prefer to be working, and men agree that women should have paid jobs, if they choose. The report also shows that both men and women believe the "balance between work and family" to be one of the top challenges that are faced by working women.

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 March 2017 data/information, which was collected up to April 13, 2017. Work stoppage data was collected up to April 30, 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. Ontario data is preliminary.
- ⁴ See note 3.