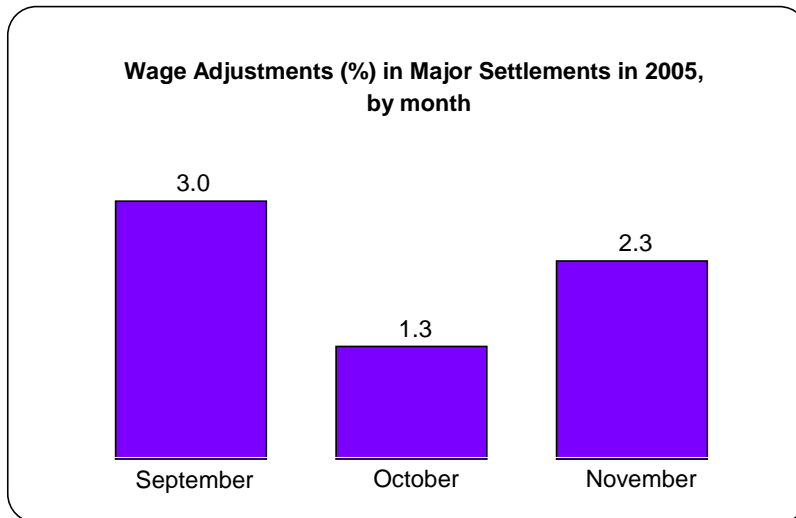


Average Annual Wage Adjustments in Major Settlements

Released on January 16, 2005

November 2005

Major collective bargaining settlements reached in November 2005 provided base rate wage increases averaging 2.3% annually over the term of the contracts. These results are based on a review of 28 settlements with a coverage of 45,680 employees.



When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7%, a larger gain than in their current settlements. Contract duration in November averaged 45.6 months, compared to 32.8 months in the previous round of settlements.

Wage increases in the first 11 months of 2005 (January through November) averaged 2.5% for 932,190 employees in 362 major settlements.

A TELUS Corp. agreement provided 13,700 employees with a wage adjustment averaging 2.0%; this agreement represents 30% of the total employee coverage in major settlements for the month of November; it also represents 54% of employee coverage in the private sector.

Public sector wage adjustments averaged 3.0% for 20,360 employees in 19 settlements. Private sector wage adjustments averaged 1.7% for 25,320 employees in nine agreements. Wage adjustments in the private sector were more moderate due to 2 agreements subject to a wage freeze (Visiting Homemakers in Ontario, and Eastern Canada Car Carriers) and several settlements with relatively lower wage increases below the 2.0% level (Associated Clothing Manufacturers Association of Quebec, and Canada Safeway in Saskatchewan) (see listings).

On a jurisdictional basis, the largest concentration of employees (35.4% of all workers) was in the Federal jurisdiction, with wage adjustments averaging 1.9%. The largest average annual

wage increase was in Nova Scotia at 3.3% and the smallest adjustment was in British Columbia at 0.0% (wage freeze for 570 clerical employees with the B.C. School Trustees Div#35).

On an industry basis, the largest concentration of employees (39.7% of all workers) was in the education, health and social services sector; wage adjustments in this sector averaged 3.1%. The largest average annual wage increase was recorded in public administration at 3.3%; the smallest adjustment was in the transportation sector at 0.0%.

Average Annual Percentage Wage Adjustments by Month

	Sep	Oct	Nov
All Industries/Jurisdictions			
Average Annual Adjustment	3.0	1.3	2.3
Non-COLA	3.0	1.0	2.4
COLA	2.7	2.6	2.0
First Year Adjustment	3.1	1.2	2.5
Non-COLA	3.3	0.9	2.7
COLA	2.7	2.6	2.0
Industries			
Primary Industries	2.7	2.2	-
Utilities	-	-	3.0
Manufacturing	2.7	2.7	1.9
Wholesale and Retail Trade	-	0.4	1.1
Transportation	-	2.3	0.0
Information and Culture	1.7	2.5	2.0
Finance and Professional Services	-	-	2.4
Education, Health and Social Services	3.1	0.6	3.1
Entertainment and Hospitality	-	-	1.4
Public Administration	3.0	2.7	3.3
Jurisdictions			
Newfoundland and Labrador	2.7	-	-
Nova Scotia	3.5	-	3.3
New Brunswick	-	3.0	3.0
Quebec	2.1	2.1	1.4

	Sep	Oct	Nov
Ontario	2.9	2.8	2.9
Manitoba	3.1	-	2.9
Saskatchewan	1.9	2.0	1.1
Alberta	3.0	0.4	3.1
British Columbia	-	0.1	0.0
Territories	-	-	2.7
Federal Jurisdiction	2.8	2.3	1.9
Sectors			
Public Sector	3.0	1.0	3.0
Private Sector	2.7	2.3	1.7

Major settlements are those involving bargaining units of 500 or more employees.

For additional information, please view the *Technical Notes* on the site.

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Average Annual Percentage Wage Adjustments by Quarter

	2004	2005		
	IV	I	II	III
All Industries/Jurisdictions				
Average Annual Adjustment	2.2	2.6	2.6	2.8
Non-COLA	2.2	2.6	2.6	2.9
COLA	2.8	3.0	2.4	2.7
First Year Adjustment	2.2	2.9	2.3	2.9
Non-COLA	2.2	2.9	2.3	3.0
COLA	2.7	3.1	2.2	2.7
Industries				
Primary Industries	-	1.8	2.1	2.7
Utilities	2.9	3.0	2.2	1.5
Construction	3.2	2.2	3.1	2.9
Manufacturing	3.0	2.3	2.3	2.6
Wholesale and Retail Trade	1.1	1.6	2.7	2.7
Transportation	1.5	2.9	3.0	2.8
Information and Culture	2.7	2.5	1.5	2.8
Finance and Professional Services	1.1	2.4	2.2	-
Education, Health and Social Services	2.6	2.6	2.6	3.0
Entertainment and Hospitality	2.5	-	0.7	3.3
Public Administration	2.0	2.7	2.6	2.9
Jurisdictions				
Newfoundland and Labrador	-	-	2.5	2.7
Prince Edward Island	-	2.4	-	-
Nova Scotia	3.5	3.1	3.6	3.1

	2004	2005		
	IV	I	II	III
New Brunswick	3.0	1.7	3.3	2.5
Quebec	2.2	1.9	2.3	2.8
Ontario	2.7	2.5	2.6	2.9
Manitoba	1.9	2.6	3.8	3.2
Saskatchewan	0.7	1.5	1.9	1.1
Alberta	2.6	2.4	3.2	3.1
British Columbia	0.4	1.4	1.2	1.3
Territories	-	-	-	3.1
Multiprovince	4.1	-	-	4.1
Federal Jurisdiction	2.4	2.7	2.3	2.7
Sectors				
Public Sector	2.1	2.6	2.6	2.9
Private Sector	2.7	2.4	2.5	2.7

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Average Annual Percentage Wage Adjustments by Year

	2002	2003	2004	2005
All Industries/Jurisdictions				
Average Annual Adjustment	2.8	2.5	1.8	2.5
Non-COLA	2.8	2.5	1.7	2.5
COLA	3.7	2.5	3.0	2.5
First Year Adjustment	3.0	2.5	1.1	2.5
Non-COLA	3.0	2.6	0.9	2.5
COLA	4.2	2.2	3.2	2.5
Industries				
Primary Industries	2.1	2.8	3.0	2.0
Utilities	2.4	2.4	3.1	2.4
Construction	1.2	2.8	2.7	2.4
Manufacturing	3.6	2.5	2.4	2.5
Wholesale and Retail Trade	1.8	1.2	1.5	1.9
Transportation	2.8	1.6	0.5	2.8
Information and Culture	3.0	2.2	2.7	2.3
Finance and Professional Services	2.0	2.8	1.3	2.3
Education, Health and Social Services	3.0	3.4	0.8	2.5
Entertainment and Hospitality	2.6	2.6	2.7	1.7
Public Administration	2.6	2.3	2.4	2.7
Jurisdictions				
Newfoundland and Labrador	6.6	3.1	1.0	2.6
Prince Edward Island	4.9	3.2	2.4	2.4
Nova Scotia	2.5	3.3	3.7	3.2

	2002	2003	2004	2005
New Brunswick	2.7	2.8	4.1	3.0
Quebec	2.1	2.2	2.6	2.2
Ontario	3.0	3.3	3.0	2.7
Manitoba	4.0	2.9	2.6	2.9
Saskatchewan	4.0	3.0	1.0	1.6
Alberta	4.5	3.0	3.1	2.9
British Columbia	1.9	1.3	-1.6	0.5
Territories	3.0	2.5	3.0	3.0
Multiprovince	4.3	2.9	2.7	4.1
Federal Jurisdiction	2.8	1.8	1.6	2.6
Sectors				
Public Sector	2.9	2.9	1.4	2.5
Private Sector	2.6	1.3	2.2	2.4

Note: Data for 2005 are for the year-to-date.

Major settlements are those involving bargaining units of 500 or more employees.

For additional information, please view the *Technical Notes* on the site.

Source: Workplace Information Directorate, HRSDC—Labour Program.

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Major Settlements Reached in November 2005

Industry Employer Location Union Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
New Brunswick Power Corporation province-wide, New Brunswick International Brotherhood of Electrical Workers (AFL-CIO/CLC) customer service employees	600	3.0	24.0	Dec 31, 2007
1 agreement	600	3.0	24.0	
Manufacturing				
Associated Clothing Manufacturers of the Province of Quebec, Inc. Montréal, Quebec Union of Needletrades, Industrial and Textile Employees (AFL-CIO/CLC) production employees	3,200	1.4	48.0	Nov 30, 2009
Lakeside Packers, division of Lakeside Feeders Ltd. Brooks, Alberta United Food and Commercial Workers International Union AFL-CIO/CLC) production and maintenance employees	2,100	2.8	49.9	Dec 31, 2009
2 agreements	5,300	2.0	48.8	
Wholesale and Retail Trade				
Canada Safeway Limited Regina, Saskatchewan; and Saskatoon, Saskatchewan Saskatchewan Joint Board Retail, Wholesale and Department Store Union (CLC) retail employees	1,250	0.4	77.1	Nov 12, 2008

Industry Employer Location Union Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Canada Safeway Limited Regina, Saskatchewan; and Saskatoon, Saskatchewan Saskatchewan Joint Board Retail, Wholesale and Department Store Union (CLC) retail employees	1,250	1.7	19.0	Jun 12, 2010
2 agreements	2,500	1.1	48.0	
Transportation				
Eastern Canada Car Carriers province-wide, Ontario; and province-wide, Quebec International Brotherhood of Teamsters (AFL-CIO/CLC) truck drivers	1,340	0.0	12.0	Oct 31, 2006
1 agreement	1,340	0.0	12.0	
Information and Culture				
TELUS Corp. province-wide, Alberta; and province-wide, British Columbia Telecommunications Workers Union (CLC) telephone operators; craft and service employees; administrative services employees	13,700	2.0*	60.0	Nov 19, 2010
Winnipeg Free Press, div. F.P. Newspapers, div. of Thomson Canada Winnipeg, Manitoba Communications, Energy and Paperworkers Union of Canada (CLC) print media employees; compositors; office employees	600	0.9	36.0	Sep 30, 2008
2 agreements	14,300	2.0	59.0	

Industry Employer Location Union Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Finance and Professional Services				
National Research Council of Canada Canada-wide, Multiprovince Research Council Employees' Association (Ind. National) technical employees	1,110	2.5	25.5	Mar 31, 2007
1 agreement	1,110	2.5	26.0	
Education, Health and Social Services				
Board of School Trustees School District No. 35 Langley, British Columbia Canadian Union of Public Employees (CLC) office employees	570	0.0	36.0	Jun 30, 2006
Board of Trustees of the Calgary Board of Education Calgary, Alberta Canadian Union of Public Employees (CLC) building maintenance employees; outside employees	750	3.0	36.0	Aug 31, 2008
Centre for Addiction and Mental Health Toronto, Ontario Ontario Public Service Employees Union (CLC) health service employees; health and social care professional employees	1,650	3.0	36.0	Mar 31, 2008
Deer Lodge Centre, Inc. Winnipeg, Manitoba Public Service Alliance of Canada (CLC) non-medical employees; office employees; technical employees	570	3.2	46.0	Mar 31, 2008
District School Board of Niagara St. Catharines, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	550	5.7	48.0	Aug 31, 2008

Industry Employer Location Union Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Government of Nunavut Territory-wide, Nunavut Federation of Nunavut Teachers (Ind. National) elementary and secondary teachers	640	2.7	48.0	Jun 30, 2009
Regional Health Authorities of Manitoba province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) health service and trade employees	3,000	3.2	46.0	Mar 31, 2008
Regional Municipality of Durham, Home for the Aged Whitby, Ontario Canadian Union of Public Employees (CLC) service and maintenance employees	890	3.0	48.0	Mar 31, 2008
Southern Alberta Institute of Technology Calgary, Alberta SAIT Academic Faculty Association (Ind. Local) lecturers; librarians; educational services employees	940	4.0	36.0	Jun 30, 2007
Toronto Catholic District School Board Toronto, Ontario Canadian Union of Public Employees (CLC) custodial employees; service and maintenance employees	750	2.6	48.0	Aug 31, 2008
Toronto District School Board Toronto, Ontario Ontario Secondary School Teachers' Federation (CLC) professional employees	750	2.6	48.0	Aug 31, 2008
Winnipeg School Division No. 1 Winnipeg, Manitoba Manitoba Teachers' Society (Ind. National) elementary and secondary teachers; librarians	2,550	3.0	12.0	Jun 30, 2006
York Region District School Board Aurora, Ontario Canadian Union of Public Employees (CLC) office employees; technical employees	1,480	3.7	48.0	Aug 31, 2009

Industry Employer Location Union Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
York Region District School Board Aurora, Ontario Canadian Union of Public Employees (CLC) service and maintenance employees	830	2.9	48.0	Aug 31, 2009
York University Toronto, Ontario Canadian Union of Public Employees (CLC) teaching assistants	800	3.0	36.0	Aug 31, 2008
York University Toronto, Ontario Canadian Union of Public Employees (CLC) teaching assistants	1,400	3.0	36.0	Aug 31, 2008
16 agreements	18,120	3.1	38.5	
Entertainment and Hospitality				
Legacy Hotels Corporation, The Fairmont Royal York Toronto, Ontario UNITE HERE Canada (AFL-CIO/CLC) hotel employees	880	3.0	36.0	Jul 16, 2008
Visiting Homemakers Association Home Healthcare Toronto, Ontario Service Employees International Union (AFL- CIO/CLC) non-medical employees	1,000	0.0	48.0	Mar 31, 2008
2 agreements	1,880	1.4	42.4	
Public Administration				
Halifax Regional Municipality Halifax, Nova Scotia Canadian Union of Public Employees (CLC) outside employees	530	3.3	48.0	Oct 31, 2008
1 agreement	530	3.3	48.0	

Industry Employer Location Union Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Agreements with COLA - 1 agreement	13,700	2.0	60.0	
Agreements without COLA - 27 agreements	31,980	2.5	39.4	
All Agreements - 28 agreements	45,680	2.3	45.6	

Major settlements are those involving bargaining units of 500 or more employees.
For additional information, please view the *Technical Notes* on the site.
Source: Workplace Information Directorate, HRSDC—Labour Program.
Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml