

# Workplace Bulletin

**April 13, 2006**

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The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge**, add your name to our [mailing list](#).

The Workplace Information Directorate offers more information than what is listed below; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

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## Wage Settlements

### Wage settlements covering 500 or more employees

#### February 2006

Major collective bargaining settlements reached in **February 2006** provided base-rate wage adjustments averaging **2.3%** annually over the contract term.

The results for February 2006 are based on a review of 20 settlements reached and cover 69,110 employees. The majority of employees covered (83.5% of all workers) in February settlements received wage increases in the 2.0 to 2.9% range.

When the parties to these February settlements previously negotiated, the resulting wage adjustments averaged 2.5%, higher than the 2.3% figure recorded in their current settlements. Contract duration in February 2006 averaged 28.9 months, compared to 35.4 months in the previous round of settlements.

Four agreements with two bargaining units of the Saskatchewan Association of Health Organizations accounted for 68% of all employees covered in February settlements.

Saskatchewan Labour Law prohibits collective agreements longer than 3 years in duration, therefore the Saskatchewan Association of Health Organizations settlements with both their Canadian Union of Public Employees and Service Employees International Union bargaining units were officially each broken into 2 distinct agreements (for a total of 4). The first contract for each bargaining unit covers the 12-month period from April 2004 to March 2005; the second, the 36-month period from April 2005 to March 2008. Wage adjustments in the Saskatchewan Association of Health Organizations settlements averaged 2.0%.



The public-sector average for 66,300 employees in 17 agreements was 2.3%. The private-sector wage adjustment was slightly higher at 2.5% for only 2,810 employees in 3 settlements. Approximately 96% of all employees covered in February settlements were in the public sector (including the Saskatchewan Association of Health Organizations agreements).

On an industry basis, the largest wage adjustment was in the public administration sector at 3.3%. The smallest adjustment was in entertainment and hospitality sector at 2.0%. On a regional/jurisdictional basis, wage adjustments were largest in New Brunswick at 3.8% and smallest in Quebec, averaging 1.8%.

### Average Annual Percentage Wage Adjustments by Month

	2005	2006	
	December	January	February
<b>Sectors</b>			
Public Sector	1.7	2.6	2.3
Private Sector	2.8	2.3	2.5
<b>All Industries/Jurisdictions</b>			
Average Annual Adjustment	1.7	2.5	2.3
Non-COLA	1.6	2.5	2.3
COLA	2.9	2.0	3.6
First-Year Adjustment	1.2	2.3	2.2
Non-COLA	1.2	2.3	2.1
COLA	3.4	2.4	4.0
<b>Industries</b>			
Primary Industries	-	1.5	-
Utilities	3.1	-	-
Manufacturing	2.3	1.5	2.9
Wholesale and Retail Trade	4.2	1.7	-
Transportation	3.2	2.9	2.3
Finance and Professional Services	1.9	-	2.5
Education, Health and Social Services	1.6	2.4	2.2
Entertainment and Hospitality	-	3.2	2.0
Public Administration	1.5	2.7	3.3

	2005	2006	
	December	January	February
<b>Jurisdictions</b>			
Newfoundland and Labrador	1.5	-	-
Prince Edward Island	3.0	-	-
New Brunswick	-	-	3.8
Quebec	1.6	3.2	1.8
Ontario	3.0	2.1	2.8
Manitoba	3.0	-	2.5
Saskatchewan	2.4	-	2.1
Alberta	3.3	3.0	3.3
British Columbia	0.0	3.0	-
Multiprovince	4.2	-	-
Federal Jurisdiction	3.0	2.6	2.3

### Average Annual Percentage Wage Adjustments by Quarter

	2005			
	1st	2nd	3rd	4th
<b>Sectors</b>				
Public Sector	2.6	2.6	2.9	1.6
Private Sector	2.4	2.6	2.7	2.1
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.6	2.6	2.8	1.7
Non-COLA	2.6	2.6	2.9	1.6
COLA	3.0	2.4	2.7	2.4
First-Year Adjustment	2.9	2.3	3.0	1.3
Non-COLA	2.9	2.3	3.0	1.2
COLA	3.0	2.2	2.9	2.6

	2005			
	1st	2nd	3rd	4th
<b>Industries</b>				
Primary Industries	1.8	2.1	2.7	2.2
Utilities	3.0	2.2	1.5	3.1
Construction	2.2	3.1	3.1	-
Manufacturing	2.3	2.3	2.6	2.5
Wholesale and Retail Trade	1.6	2.7	2.7	1.1
Transportation	2.9	3.2	2.8	2.5
Information and Culture	2.5	1.5	2.8	2.1
Finance and Professional Services	2.4	2.2	-	2.2
Education, Health and Social Services	2.6	2.6	3.0	1.6
Entertainment and Hospitality	-	0.8	3.3	1.4
Public Administration	2.7	2.6	2.9	1.6
<b>Jurisdictions</b>				
Newfoundland and Labrador	-	2.5	2.7	1.5
Prince Edward Island	2.4	-	-	3.0
Nova Scotia	3.1	3.6	3.2	3.3
New Brunswick	1.7	3.3	2.5	3.0
Quebec	1.9	2.1	2.8	1.6
Ontario	2.5	2.6	2.9	2.8
Manitoba	2.6	3.8	3.1	2.9
Saskatchewan	1.5	1.9	1.1	2.1
Alberta	2.4	3.2	3.1	2.5
British Columbia	1.4	1.3	1.3	0.1
Territories	-	-	3.1	2.7
Multiprovince	-	-	4.1	4.2
Federal Jurisdiction	2.7	2.4	2.7	2.2

## Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006*
<b>Sectors</b>				
Public Sector	2.9	1.4	2.2	2.3
Private Sector	1.3	2.2	2.4	2.4
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.5	1.8	2.3	2.3
Non-COLA	2.5	1.7	2.2	2.3
COLA	2.6	3.0	2.5	2.7
First-Year Adjustment	2.5	1.1	2.1	2.2
Non-COLA	2.6	0.9	2.1	2.2
COLA	2.2	3.2	2.7	3.1
<b>Industries</b>				
Primary Industries	2.8	3.0	2.1	1.5
Utilities	2.4	3.1	2.6	-
Construction	2.8	2.7	2.5	-
Manufacturing	2.5	2.4	2.5	2.4
Wholesale and Retail Trade	1.2	1.5	1.9	1.7
Transportation	1.6	0.5	2.9	2.7
Information and Culture	2.3	2.7	2.3	-
Finance and Professional Services	2.8	1.3	2.3	2.5
Education, Health and Social Services	3.3	0.8	2.1	2.3
Entertainment and Hospitality	2.6	2.7	1.7	2.7
Public Administration	2.3	2.4	2.4	2.9

	2003	2004	2005	2006*
<b>Jurisdictions</b>				
Newfoundland and Labrador	3.1	1.0	2.1	-
Prince Edward Island	3.2	2.4	2.5	-
Nova Scotia	3.3	3.7	3.2	-
New Brunswick	2.8	4.1	3.0	3.8
Quebec	2.1	2.6	1.6	2.6
Ontario	3.3	3.0	2.7	2.5
Manitoba	2.9	2.6	2.9	2.5
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.2
British Columbia	1.3	-1.6	0.5	3.0
Territories	2.5	3.0	3.0	-
Multiprovince	2.9	2.7	4.1	-
Federal Jurisdiction	1.8	1.6	2.6	2.5

\* Note: Data for 2006 are for the year-to-date.

### **Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1978**

<b>Year</b>	<b>Public</b>	<b>Private</b>	<b>All</b>
<b>1978</b>	7.1	8.7	7.6
<b>1979</b>	9.5	11.1	10.0
<b>1980</b>	10.9	11.7	11.1
<b>1981</b>	13.1	12.6	13.0
<b>1982</b>	10.4	9.5	10.2
<b>1983</b>	4.6	5.5	4.8
<b>1984</b>	3.9	3.2	3.6
<b>1985</b>	3.8	3.3	3.7
<b>1986</b>	3.6	3.0	3.4
<b>1987</b>	4.1	3.8	4.0
<b>1988</b>	4.0	5.0	4.4
<b>1989</b>	5.2	5.2	5.2

<b>1990</b>	5.6	5.7	5.6
<b>1991</b>	3.4	4.4	3.6
<b>1992</b>	2.0	2.6	2.1
<b>1993</b>	0.6	0.8	0.7
<b>1994</b>	-0.0	1.2	0.3
<b>1995</b>	0.6	1.4	0.9
<b>1996</b>	0.5	1.7	0.9
<b>1997</b>	1.1	1.8	1.5
<b>1998</b>	1.6	1.8	1.7
<b>1999</b>	2.0	2.7	2.2
<b>2000</b>	2.5	2.4	2.5
<b>2001</b>	3.4	3.0	3.3
<b>2002</b>	2.9	2.6	2.8
<b>2003</b>	2.9	1.3	2.5
<b>2004</b>	1.4	2.2	1.8
<b>2005</b>	2.2	2.4	2.3
<b>2006*</b>	2.3	2.4	2.3

\* *Note: Data for 2006 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 \(PDF format, 50 ko\)](#).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: [http://www.hrsdc.gc.ca/en/lp/wid/contact/contact\\_us.shtml](http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml)

#### ***OTHER DETAILED TABLES***

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private—jurisdictions and industries. The data is available at [Other detailed tables](#).



## Major Settlements Reached in February 2006

<i>Industry, Employer, Location, Union, Occupation</i>	<i>No. of Empls.</i>	<i>Avg. Ann.% Adj. *COLA</i>	<i>Duration (months)</i>	<i>Expiry Date</i>
<b>Manufacturing</b>				
Autoliv Canada Inc. Tilbury, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) plant and maintenance employees	570	5.0*	31.6	Oct 15, 2008
Waterville TG inc. Waterville, Quebec; Coaticook, Quebec; and Sherbrooke, Quebec United Steelworkers of America (AFL-CIO/CLC) plant and maintenance employees	1,100	1.8	36.0	Jul 31, 2011
<b>2 agreements</b>	<b>1,670</b>	<b>2.9</b>	<b>34.6</b>	
<b>Transportation</b>				
Marine Atlantic Inc. system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) unlicensed personnel	630	2.3*	36.0	Dec 31, 2007
<b>1 agreement</b>	<b>630</b>	<b>2.3</b>	<b>36.0</b>	
<b>Finance and Professional Services</b>				
Manitoba Public Insurance Corporation province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) office employees; technical employees	1,630	2.5	36.1	Sep 20, 2008
<b>1 agreement</b>	<b>1,630</b>	<b>2.5</b>	<b>36.0</b>	

<i>Industry, Employer, Location, Union, Occupation</i>	<i>No. of Empls.</i>	<i>Avg. Ann.% Adj. *COLA</i>	<i>Duration (months)</i>	<i>Expiry Date</i>
<b>Education, Health and Social Services</b>				
Capital Care Group Strathcona, Alberta Alberta Union of Provincial Employees (CLC) nurses and support services employees; maintenance employees; food service employees	500	2.8	36.0	Jun 30, 2008
Kawartha Pine Ridge District School Board Peterborough, Ontario; Clarington, Ontario; and Northumberland, Ontario Canadian Union of Public Employees (CLC) office employees and technicians; service and maintenance employees	1,180	2.7	36.0	Aug 31, 2008
Limestone District School Board Kingston, Ontario Canadian Union of Public Employees (CLC) office employees	650	2.6	48.0	Aug 31, 2008
Saskatchewan Association of Health Organizations province-wide, Saskatchewan Canadian Union of Public Employees (CLC) non-medical, service and maintenance employees	13,000	2.0	12.0	Mar 31, 2005
Saskatchewan Association of Health Organizations province-wide, Saskatchewan Canadian Union of Public Employees (CLC) non-medical, service and maintenance employees	13,000	2.0	36.0	Mar 31, 2008
Saskatchewan Association of Health Organizations province-wide, Saskatchewan Service Employees International Union (AFL-CIO/CLC) non-medical, service and maintenance employees	10,500	2.0	12.0	Mar 31, 2005

<i>Industry, Employer, Location, Union, Occupation</i>	<i>No. of Empls.</i>	<i>Avg. Ann.% Adj. *COLA</i>	<i>Duration (months)</i>	<i>Expiry Date</i>
Saskatchewan Association of Health Organizations province-wide, Saskatchewan Service Employees International Union (AFL-CIO/CLC) non-medical, service and maintenance employees	10,500	2.0	36.0	Mar 31, 2008
Simcoe County District School Board Midhurst and area, Ontario Ontario Public Service Employees Union (CLC) office employees; educational services employees	1,190	2.6	48.0	Dec 31, 2008
Toronto District School Board Toronto, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	3,000	2.6	48.0	Aug 31, 2008
University of New Brunswick Fredericton, New Brunswick Association of University of New Brunswick Teachers (Independent-local) professors; lecturers; librarians	600	3.8	48.0	Jun 30, 2009
University of Regina and University of Saskatchewan Regina, Saskatchewan; and Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	2,400	3.6	36.0	Dec 31, 2006
University of Regina Regina, Saskatchewan University of Regina Faculty Association (Independent-local) professors; librarians	800	3.0	36.0	Jun 30, 2008

<i>Industry, Employer, Location, Union, Occupation</i>	<i>No. of Empls.</i>	<i>Avg. Ann.% Adj. *COLA</i>	<i>Duration (months)</i>	<i>Expiry Date</i>
University of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) lecturers; teaching assistants	3,400	3.0	36.0	Apr 30, 2008
Waterloo Region District School Board Kitchener, Ontario Ontario Secondary School Teachers' Federation (CLC) support employees	790	2.6	48.0	Aug 31, 2008
<b>14 agreements</b>	<b>61,510</b>	<b>2.2</b>	<b>28.1</b>	
<b>Entertainment and Hospitality</b>				
Cara Operations Limited Toronto, Ontario International Brotherhood of Teamsters (AFL-CIO/CLC) restaurant employees	1,140	2.0	36.0	Jan 14, 2009
<b>1 agreement</b>	<b>1,140</b>	<b>2.0</b>	<b>36.0</b>	
<b>Public Administrations</b>				
City of Calgary Calgary, Alberta Canadian Union of Public Employees (CLC) outside employees	2,530	3.3	36.3	Jan 04, 2009
<b>1 agreement</b>	<b>2,530</b>	<b>3.3</b>	<b>36.0</b>	
<b>Agreements with COLA - 2 agreements</b>				
<b>Agreements with COLA - 2 agreements</b>	<b>1,200</b>	<b>3.6</b>	<b>33.9</b>	
<b>Agreements without COLA - 18 agreements</b>				
<b>Agreements without COLA - 18 agreements</b>	<b>67,910</b>	<b>2.3</b>	<b>28.8</b>	
<b>All Agreements - 20 agreements</b>				
<b>All Agreements - 20 agreements</b>	<b>69,110</b>	<b>2.3</b>	<b>28.9</b>	

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## Current and Upcoming Key Negotiations

*covering 500 or more employees*

<i>Employer</i>	<i>Union</i>	<i>Employees</i>	<i>Status *</i>	<i>Expiry Month</i>
<b>Federal Jurisdiction</b>				
<b>Public Sector</b>				
Government of Canada	various unions	28,500	CO/B/ TENT	May 02–Sep 05
Canada Post	CUPW/CPAA	12,630	B	Dec 05
CBC/Radio-Canada	various unions	2,250	B/TENT	Dec 05/Mar 06
Atomic Energy of Canada (Ont. and Que.)	various unions	1,610	B	Dec 05/Mar 06
Communications Security Establishment	PSAC	1,000	B	Feb 06
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
<b>Private Sector</b>				
NAV CANADA	CAW-CANADA/ IBEW	2,000	B/TENT/ MED	May 05/Aug 05
Air Transat	CUPE	1,180	CO	Oct 05
TELUS Corp. (Que)	CUPE	1,140	B	Dec 05/Mar 06
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05
Vancouver Terminal Elevators' Association	BCGSE	650	CO	Dec 05

## Provincial and Territorial Jurisdictions

### Public Sector

British Columbia Health Sector	various unions	71,150	TENT	Mar 06
Ontario Hospital Association	ONA/OPSEU	34,650	B	Mar 06
Government of British Columbia	BCGSE/PEA	27,800	TENT	Mar 06
Government of Newfoundland and Labrador	Nurses/Teachers/Healthcare	13,700	B/TENT	Aug 04/Jun 05
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of New Brunswick	NBPEA/CUPE	11,050	B/CO	Aug 04/Mar 05
College Compensation and Appointments Council (Ont.)	OPSEU	9,100	ARB	Aug 05
Calgary Health Authority	AUPE	8,500	TENT/B	Mar 04/Mar 05
Government of Ontario	Police	7,680	B	Dec 05
City of Edmonton	various unions	5,600	B	Dec 05
Government of Quebec	Police	4,800	B	Jun 02
Hydro-Québec	CUPE	3,200	B	Dec 04
Government of Nova Scotia	CUPE	3,000	B	Mar 06
University of Montréal	CUPE	2,000	B	Nov 05
Falconbridge Ltd.	Steelworkers	650	B	Feb 06

<b>Private Sector</b>				
B.C. Construction	various unions	26,000	B	Apr 04
Bombardier Aerospace (Que.)	Machinists	6,300	B	Nov 05
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	B	Mar 05
* ARB Arbitration B Bargaining B/WS Bargaining after work stoppage CO Conciliation MED Mediation M/WS Mediation after work stoppage PAB Post-arbitration bargaining PCB Post-conciliation bargaining PMB Post-mediation bargaining TENT Tentative settlement WS Work stoppage				
<b>Upcoming Key Negotiations</b>				
<i>Employer</i>	<i>Union</i>	<i>Employees</i>	<i>Expiry Month</i>	
British Columbia Public School Employers Association	Teachers	42,000	Jun 06	
Ontario Hospital Association	various unions	34,650	Sept/Oct 06	
Air Canada (wage reopeners)	various unions	30,790	Jun/Jul 06	
Health Sectors in Prince Edward Island, Nova Scotia and Manitoba	various unions	16,300	Mar 06	
Loblaws (Ont.)	UFCW	15,000	Jul 06	
INCO Limited (Ont.)	Steelworkers	3,610	May 06	

## Major Work Stoppages

Major work stoppages involving 500 or more employees from **March 24 to April 6, 2006**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

<i>Employer, Location, Union and Employees</i>	<i>Issues</i>	<i>Starting</i>	<i>Ending</i>
New Flyer Industries, Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) <b>670 production employees</b>	<b>Wages, pension plan and job security</b>	<b>Apr 5/2006</b>	
Les Centres de la petite enfance, Province-wide, Quebec Fédération de la santé et des services sociaux <b>7,800 day care employees</b>	Pay equity and harmonization of fringe benefits	<b>Mar 27/2006 2 hours a day  Mar 13/2006 1 hour a day</b>	<b>Mar 27/2006</b>
Sterling Truck, St. Thomas, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) <b>2,400 production employees</b>	Not available	<b>Mar 10/2006</b>	<b>Mar 26/2006</b>
College Compensation and Appointments Council, Province-wide, Ontario Ontario Public Service Employees Union <b>9,100 lecturers</b>	Not available	<b>Mar 7/2006</b>	<b>Mar 24/2006</b>
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and office employees	Subcontracting	Jan 26/2006 lockout	



## Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- 2006 Major Work Stoppages—Update
- Beyond Collision: High Integrity Labour Relations  
NordskeCanada—Communications, Energy and Paperworkers Union of Canada  
Case Study
- Etc.

## For More Information

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April 13, 2006