

Average Annual Wage Adjustments in Major Settlements

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September 2006

Base-rate wage adjustments from major collective bargaining settlements reached in September 2006 averaged 2.5% annually over the contract term, down from the 2.8% average in August and 2.6% average in July. The results for September 2006 are based on a review of only 18 settlements covering 71,490 employees.

When the parties to these settlements previously negotiated, contract duration averaged 31.1 months and the resulting wage adjustments averaged 1.1%, compared to the 2.5% in their current round of settlements and average contract duration of 52.1 months.

Wage adjustments in September settlements ranged from a low of 0.5% for 1,010 TELUS Communications employees in Quebec (Federal jurisdiction), up to a high of 4.9% for 1,160 part-time faculty and teaching assistants with the University of Ottawa.

Wage gains in September were slightly higher in the private sector (3.0%) than in the public sector (2.5%). There were 13 public-sector agreements, covering 66,680 employees. The private-sector data cover 4,810 employees in 5 agreements. The vast majority of employees (93.3%) covered were in the public sector including 40,000 employees with the British Columbia Public School Employers' Association and 11,640 employees (postmasters) with Canada Post Corporation.

On a regional/jurisdictional basis, average wage adjustments in September were largest in Nova Scotia and Alberta at 3.8% (both jurisdictions had only a single agreement, the Construction Management Bureau (labourers) in Nova Scotia and Black Gold Regional School Board No. 18 in Alberta). Average wage adjustments were smallest at 2.4% in both Quebec and British Columbia. In the Federal jurisdiction wage increases averaged 2.5%.



On an industry basis, the largest wage adjustment was in the construction sector, at 3.8%. The lowest average adjustment was reported in the information and culture sector at 0.5% (a single agreement, TELUS Communications in Quebec). The largest concentration of agreements (50%) and employees (70.5%) was in the education, health and social services sector where wage adjustments averaged 2.5%. The manufacturing sector provided 1,200 employees in a single agreement with wage adjustments of 2.6%. The utilities sector also provided 5,200 employees in 4 agreements with wage adjustments of 2.6%. In the transportation sector, 2 agreements covering 12,910 employees averaged wage adjustments of 2.7% (Canada Post is included in this sector).

Average Annual Percentage Wage Adjustments by Month

| | 2006 | | |
|-------------------------------------|------|--------|-----------|
| | July | August | September |
| Sectors | | | |
| Public Sector | 2.8 | 2.8 | 2.5 |
| Private Sector | 2.2 | 2.8 | 3.0 |
| All Industries/Jurisdictions | | | |
| Average Annual Adjustment | 2.6 | 2.8 | 2.5 |
| Non-COLA | 2.6 | 2.8 | 2.5 |
| COLA | 2.3 | 3.1 | 2.5 |
| First-Year Adjustment | | | |
| Non-COLA | 2.5 | 1.4 | 2.5 |
| COLA | 3.1 | 2.1 | 2.3 |
| Industries | | | |
| Utilities | - | - | 2.6 |
| Construction | 3.5 | 3.5 | 3.8 |
| Manufacturing | 2.2 | 3.1 | 2.6 |
| Transportation | 1.6 | 1.7 | 2.7 |

| | 2006 | | |
|---------------------------------------|-------------|---------------|------------------|
| | July | August | September |
| Information and Culture | - | - | 0.5 |
| Finance and Professional Services | - | 2.5 | - |
| Education, Health and Social Services | 2.7 | 2.7 | 2.5 |
| Entertainment and Hospitality | 2.9 | - | - |
| Public Administration | 2.7 | 3.3 | - |
| Jurisdictions | | | |
| Prince Edward Island | - | - | 2.9 |
| Nova Scotia | 2.8 | 3.1 | 3.8 |
| New Brunswick | 3.1 | 3.0 | 2.7 |
| Quebec | 1.4 | - | 2.4 |
| Ontario | 2.9 | 2.8 | 3.2 |
| Manitoba | - | - | 2.6 |
| Alberta | 3.4 | 3.7 | 3.8 |
| British Columbia | 3.0 | 3.4 | 2.4 |
| Federal Jurisdiction | 2.4 | 1.7 | 2.5 |

Third Quarter 2006

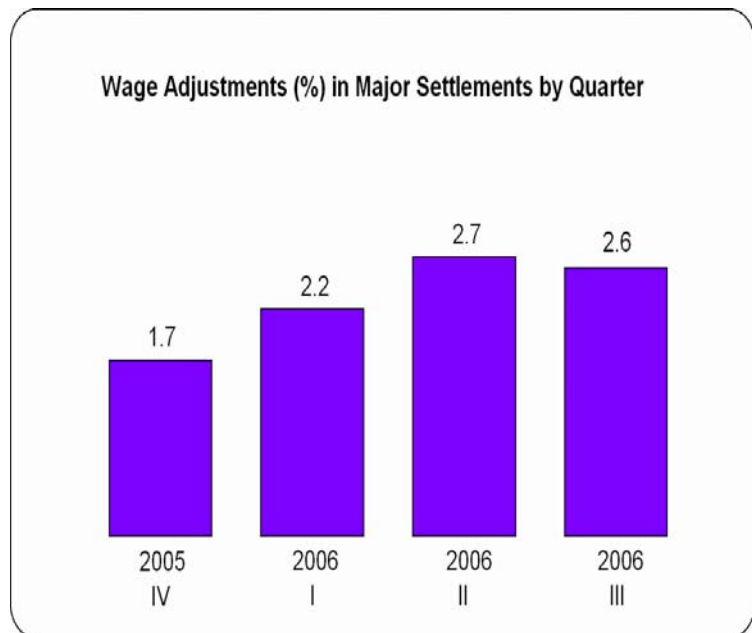
Major collective bargaining settlements reached in the third quarter 2006 provided base-rate wage adjustments averaging 2.6% annually over the contract term, down a fraction from the 2.7% average recorded in the previous quarter. The results for the third quarter 2006 are based on a review of 69 major settlements reached and cover 215,570 employees.

When the parties to these third quarter settlements previously negotiated, the resulting wage adjustments averaged 1.7%, lower than in their current settlements. Contract duration in the third quarter 2006 averaged 45.9 months, compared to 33.2 months in the previous round of settlements.

The longer average contract duration in the third quarter is due in part to several major agreements with a duration of 5 years or more with the British Columbia Public School Employers Association settlement, construction settlements in British Columbia, 6 public-sector settlements in New Brunswick and 2 in Quebec (police and ambulance drivers).

Average wage increases in the public sector are higher than those in the private sector.

The largest concentration of employees (70.9%) were in the public sector. Public-sector wage adjustments averaged 2.7% for 152,830 employees in 34 agreements. Private-sector wage adjustments averaged 2.5% for 62,740 employees in 35 agreements.



On a jurisdictional basis, the largest average wage gain in the third quarter was recorded in Alberta at 3.5% (5 agreements covering 8,960 employees). The second largest average increase was in Nova Scotia at 3.3% (3 agreements covering 2,200 employees). The smallest average wage adjustment was recorded in Quebec at 1.7% (6 agreements covering 13,160 employees). The largest concentration of employees (29.7%) was in British Columbia where wage adjustments averaged 2.8%. In Ontario (15 agreements, 50,830 employees), wage adjustments averaged 2.9% while in the Federal jurisdiction, they averaged 2.3%.

On an industry basis, the largest wage adjustment was in the construction sector at 3.5% (14 agreements, 23,810 employees). The lowest average adjustment was reported in the information and culture sector at 0.5% (a single agreement with TELUS). The largest concentration of agreements (27.5%) and employees (45.6%) was in the education, health and social services sector where wage adjustments averaged 2.6%. The manufacturing sector provided 5,580 employees in 7 agreements with wage adjustments of 2.4%.

For major settlements to date in 2006 (January to September), wage adjustments are averaging 2.6%.

Average Annual Percentage Wage Adjustments by Quarter

| | 2005 | 2006 | | |
|-------------------------------------|------|------|-----|-----|
| | 4th | 1st | 2nd | 3rd |
| Sectors | | | | |
| Public Sector | 1.6 | 2.2 | 2.8 | 2.7 |
| Private Sector | 2.1 | 2.5 | 2.2 | 2.5 |
| All Industries/Jurisdictions | | | | |
| Average Annual Adjustment | 1.7 | 2.2 | 2.7 | 2.6 |
| Non-COLA | 1.6 | 2.2 | 2.8 | 2.6 |
| COLA | 2.4 | 2.9 | 2.2 | 2.5 |
| First-Year Adjustment | | | | |
| Non-COLA | 1.4 | 2.0 | 2.9 | 2.2 |
| COLA | 1.3 | 2.0 | 2.9 | 2.2 |
| COLA | 2.7 | 3.0 | 2.0 | 2.4 |
| Industries | | | | |
| Primary Industries | 2.2 | 1.5 | 2.7 | - |
| Utilities | 3.1 | 2.6 | 1.7 | 2.6 |
| Construction | - | - | 3.7 | 3.5 |
| Manufacturing | 2.5 | 2.1 | 1.8 | 2.4 |

| | 2005 | 2006 | | |
|---------------------------------------|------|------|-----|-----|
| | 4th | 1st | 2nd | 3rd |
| Wholesale and Retail Trade | 1.1 | 1.7 | 2.1 | - |
| Transportation | 2.5 | 2.2 | 2.8 | 2.0 |
| Information and Culture | 2.1 | 3.3 | 2.4 | 0.5 |
| Finance and Professional Services | 2.2 | 2.5 | 2.5 | 2.5 |
| Education, Health and Social Services | 1.6 | 2.1 | 2.8 | 2.6 |
| Entertainment and Hospitality | 1.9 | 2.7 | 3.1 | 2.9 |
| Public Administration | 1.6 | 2.7 | 3.0 | 2.8 |
| Jurisdictions | | | | |
| Newfoundland and Labrador | 1.5 | 1.5 | 2.0 | - |
| Prince Edward Island | 3.0 | - | 2.8 | 2.9 |
| Nova Scotia | 3.3 | - | 3.1 | 3.3 |
| New Brunswick | 3.0 | 3.8 | 1.2 | 3.0 |
| Quebec | 1.6 | 2.1 | 1.6 | 1.7 |
| Ontario | 2.8 | 2.7 | 2.9 | 2.9 |
| Manitoba | 2.9 | 2.4 | 3.1 | 2.6 |
| Saskatchewan | 2.1 | 2.1 | - | - |
| Alberta | 2.6 | 3.1 | 3.4 | 3.5 |
| British Columbia | 0.1 | 1.6 | 2.7 | 2.8 |
| Territories | 2.7 | - | 3.1 | - |
| Multiprovince | 4.2 | 3.3 | 4.1 | - |
| Federal Jurisdiction | 2.2 | 2.3 | 2.6 | 2.3 |

Average Annual Percentage Wage Adjustments by Year

| | 2003 | 2004 | 2005 | 2006 |
|---------------------------------------|------|------|------|------|
| Sectors | | | | |
| Public Sector | 2.9 | 1.4 | 2.2 | 2.6 |
| Private Sector | 1.2 | 2.2 | 2.4 | 2.4 |
| All Industries/Jurisdictions | | | | |
| Average Annual Adjustment | 2.5 | 1.8 | 2.3 | 2.6 |
| Non-COLA | 2.5 | 1.7 | 2.2 | 2.6 |
| COLA | 2.6 | 3.1 | 2.5 | 2.5 |
| First-Year Adjustment | | | | |
| Non-COLA | 2.5 | 1.1 | 2.1 | 2.4 |
| COLA | 2.6 | 0.9 | 2.1 | 2.4 |
| Industries | | | | |
| Primary Industries | 2.8 | 3.0 | 2.1 | 2.5 |
| Utilities | 2.4 | 3.1 | 2.6 | 2.4 |
| Construction | 2.8 | 2.7 | 2.5 | 3.5 |
| Manufacturing | 2.5 | 2.4 | 2.5 | 1.9 |
| Wholesale and Retail Trade | 1.2 | 1.5 | 1.9 | 2.0 |
| Transportation | 1.6 | 0.6 | 2.9 | 2.1 |
| Information and Culture | 1.5 | 2.7 | 2.4 | 2.8 |
| Finance and Professional Services | 2.8 | 1.3 | 2.3 | 2.5 |
| Education, Health and Social Services | 3.3 | 0.9 | 2.1 | 2.5 |
| Entertainment and Hospitality | 2.6 | 2.7 | 1.9 | 2.9 |
| Public Administration | 2.3 | 2.4 | 2.4 | 2.9 |

| | 2003 | 2004 | 2005 | 2006 |
|---------------------------|------|------|------|------|
| Jurisdictions | | | | |
| Newfoundland and Labrador | 3.1 | 1.0 | 2.1 | 1.5 |
| Prince Edward Island | 3.2 | 2.4 | 2.5 | 2.9 |
| Nova Scotia | 3.3 | 4.7 | 3.2 | 3.1 |
| New Brunswick | 2.8 | 4.1 | 3.0 | 2.9 |
| Quebec | 2.1 | 2.6 | 1.6 | 1.7 |
| Ontario | 3.3 | 3.0 | 2.7 | 2.8 |
| Manitoba | 2.9 | 2.6 | 2.9 | 2.6 |
| Saskatchewan | 3.0 | 1.0 | 1.9 | 2.1 |
| Alberta | 3.0 | 3.1 | 3.0 | 3.3 |
| British Columbia | 1.3 | -1.6 | 0.5 | 2.5 |
| Territories | 2.5 | 3.0 | 3.0 | 3.1 |
| Multiprovince | 1.1 | 2.7 | 4.1 | 3.5 |
| Federal Jurisdiction | 1.8 | 1.6 | 2.6 | 2.3 |

Note: Data for 2006 are year-to-date.

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

| Year | Public | Private | All |
|------|--------|---------|-----|
| 1985 | 3.8 | 3.3 | 3.7 |
| 1986 | 3.6 | 3.0 | 3.4 |
| 1987 | 4.1 | 3.8 | 4.0 |
| 1988 | 4.0 | 5.0 | 4.4 |
| 1989 | 5.2 | 5.2 | 5.2 |
| 1990 | 5.6 | 5.7 | 5.6 |
| 1991 | 3.4 | 4.4 | 3.6 |

| Year | Public | Private | All |
|-------------|---------------|----------------|------------|
| 1992 | 2.0 | 2.6 | 2.1 |
| 1993 | 0.6 | 0.8 | 0.7 |
| 1994 | 0.0 | 1.2 | 0.3 |
| 1995 | 0.6 | 1.4 | 0.9 |
| 1996 | 0.5 | 1.7 | 0.9 |
| 1997 | 1.1 | 1.8 | 1.5 |
| 1998 | 1.6 | 1.8 | 1.7 |
| 1999 | 2.0 | 2.7 | 2.2 |
| 2000 | 2.5 | 2.4 | 2.5 |
| 2001 | 3.4 | 3.0 | 3.3 |
| 2002 | 2.9 | 2.6 | 2.8 |
| 2003 | 2.9 | 1.2 | 2.5 |
| 2004 | 1.4 | 2.2 | 1.8 |
| 2005 | 2.2 | 2.4 | 2.3 |
| 2006 | 2.6 | 2.4 | 2.6 |

Note: Data for 2006 are year-to-date.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes \(PDF format, 50kb\)](#).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: 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 \(PDF format, 314kb\)](#).

Major Settlements Reached in September 2006

| Industry, Employer, Location Union, Occupation | No. of Empls. | Avg. Ann.% Adj. *COLA | Duration (months) | Expiry Date |
|--|------------------|--------------------------------|----------------------|--------------|
| Utilities | | | | |
| Manitoba Hydro province-wide, Manitoba Association of Manitoba Hydro Staff and Supervisory Employees (Independent-local) office employees; supervisors | 640 | 2.5 | 36.0 | Mar 22, 2009 |
| Manitoba Hydro province-wide, Manitoba Canadian Union of Public Employees (CLC) office employees; technical employees | 1,180 | 2.5 | 36.0 | Mar 22, 2009 |
| Manitoba Hydro province-wide, Manitoba International Brotherhood of Electrical Workers (AFL-CIO/CLC) service and maintenance employees | 2,850 | 2.5 | 36.0 | May 31, 2009 |
| Terasen Gas Inc. province-wide, British Columbia International Brotherhood of Electrical Workers (AFL-CIO/CLC) utility workers | 530 | 2.9 | 60.0 | Mar 31, 2011 |
| 4 agreements | 5,200 | 2.5 | 38.5 | |
| Construction | | | | |
| Construction Management Bureau Limited Mainland, Nova Scotia Laborers' International Union of North America (AFL-CIO/CLC) labourers | 800 | 3.8 | 36.0 | Apr 30, 2009 |
| 1 agreement | 800 | 3.8 | 36.0 | |

| Industry, Employer, Location Union, Occupation | No. of Empls. | Avg. Ann.% Adj. *COLA | Duration (months) | Expiry Date |
|--|--------------------------|--|------------------------------|--------------------|
| Manufacturing | | | | |
| Prevost Car inc. Ste-Claire, Quebec; Bellechasse, Quebec; and Québec, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) plant and maintenance employees | 1,200 | 2.6* | 36.0 | Jun 30, 2009 |
| 1 agreement | 1,200 | 2.6 | 36.0 | |
| Transportation | | | | |
| Canada Post Corporation Canada-wide, Multiprovince Canadian Postmasters and Assistants Association (CLC) postmasters; postmaster assistants | 11,640 | 2.5* | 48.0 | Dec 31, 2009 |
| Canadian Pacific Railway system-wide, Multiprovince United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) non-operating employees | 1,270 | 3.3 | 36.0 | Dec 31, 2009 |
| 2 agreements | 12,910 | 2.7 | 45.7 | |
| Information and Culture | | | | |
| TELUS Communications (Québec) Inc. province-wide, Quebec Canadian Union of Public Employees (CLC) trade employees; telephone operators; office employees and technicians | 1,010 | 0.5 | 48.0 | Dec 31, 2009 |
| 1 agreement | 1,010 | 0.5 | 48.0 | |

| Industry, Employer, Location Union, Occupation | No. of Empls. | Avg. Ann.% Adj. *COLA | Duration (months) | Expiry Date |
|---|--------------------------|--|------------------------------|--------------------|
| Education, Health and Social Services | | | | |
| B.C. Public School Employers' Association province-wide, British Columbia British Columbia Teachers' Federation (Independent-natl.) elementary and secondary teachers | 40,000 | 2.4 | 60.0 | Jun 30, 2011 |
| Black Gold Regional Division No. 18 Nisku, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers | 530 | 3.8 | 12.0 | Aug 31, 2007 |
| Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) general tradesmen; general services employees | 2,630 | 2.7 | 60.0 | Mar 31, 2010 |
| Regional Health Authorities of Prince Edward Island province-wide, Prince Edward Island Prince Edward Island Nurses' Union (CLC) nurses | 790 | 2.9 | 36.0 | Mar 31, 2008 |
| River East Trancona School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers | 1,220 | 3.0 | 12.0 | Jun 30, 2007 |
| University of Montreal Montréal, Quebec Canadian Union of Public Employees (CLC) office employees; technical employees | 2,000 | 2.3 | 48.0 | Nov 30, 2010 |
| University of Ottawa Ottawa, Ontario Association of Part-time Professors of the University of Ottawa (Independent-local) professors | 1,160 | 4.9 | 36.0 | Aug 31, 2007 |

| Industry, Employer, Location Union, Occupation | No. of Empls. | Avg. Ann.% Adj. *COLA | Duration (months) | Expiry Date |
|---|--------------------------|--|------------------------------|--------------------|
| University of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) service and maintenance employees; laboratory technicians; building maintenance employees | 640 | 3.0 | 24.0 | Jun 30, 2008 |
| Upper Canada District School Board Brockville, Ontario Canadian Union of Public Employees (CLC) office employees; service and maintenance employees | 1,400 | 1.8 | 36.0 | Aug 31, 2008 |
| 9 agreements | 50,370 | 2.5 | 55.8 | |
| Agreements with COLA - 2 agreements | | | | |
| | 12,840 | 2.5 | 46.9 | |
| Agreements without COLA - 16 agreements | | | | |
| | 58,650 | 2.5 | 53.2 | |
| All Agreements - 18 agreements | | | | |
| | 71,490 | 2.5 | 52.1 | |

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