

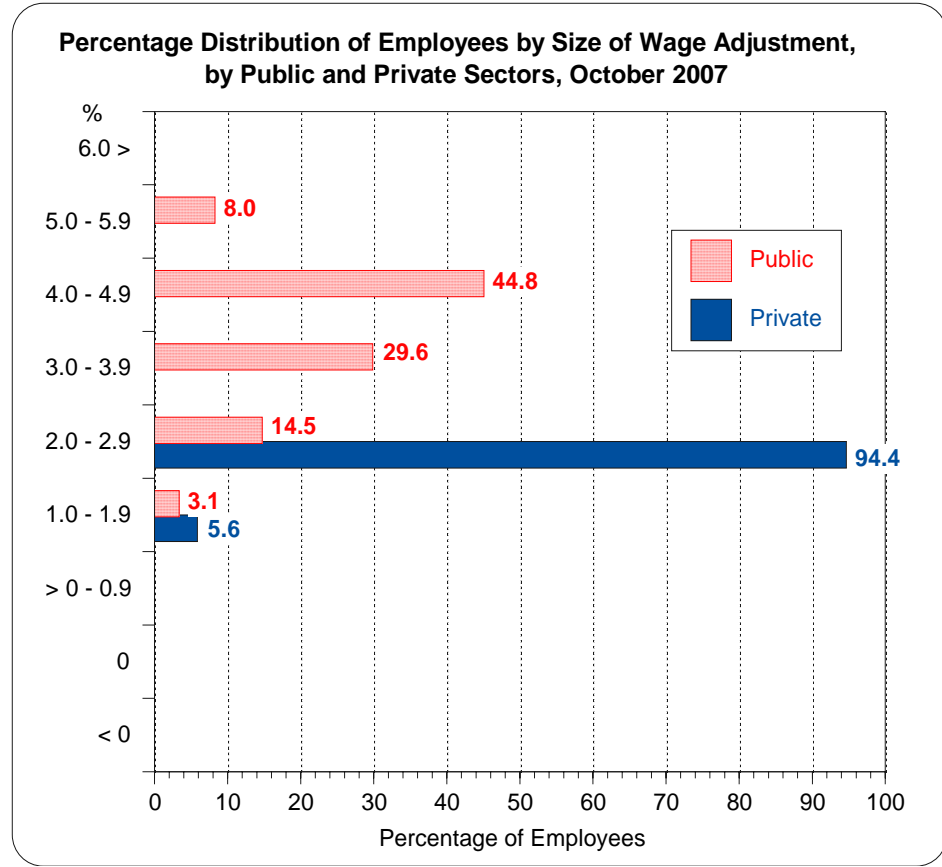
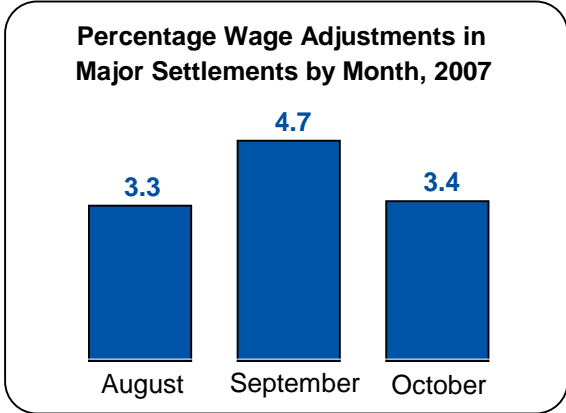
Average Annual Wage Adjustments in Major Settlements

Released on December 14, 2007

October 2007

Major collective bargaining settlements in October 2007 provided base-rate wage adjustments averaging 3.4% annually over the contract term. The results are based on a review of 16 settlements and cover 39,950 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.4%, lower than in their current settlements. Contract duration in October 2007 averaged 41.1 months, compared to 41.9 months in the previous round of settlements.



Wage adjustments in the public sector averaged 3.8% for 26,800 employees in 10 agreements; private-sector wage adjustments averaged 2.5% for 13,150 employees in 6 agreements.

Two relatively large education-sector settlements in Alberta and Saskatchewan had an impact on the public-sector figure. One in Alberta involved the University of Calgary providing 2,150 faculty members with wage adjustments averaging 5.0% and

the other with the Government of Saskatchewan which provided 12,000 elementary and high-school teachers with wage gains of 4.2%. These two agreements accounted for slightly over a

third of the total employee coverage in October settlements. Excluding these 2 agreements, the remaining 8 public-sector settlements averaged increases of 3.1% and the remaining 14 major settlements (both sectors) averaged increases of 2.8%.

On a jurisdiction basis, wage adjustments ranged from a low of 1.3% in Ontario, to a high of 5.0% in Alberta. The largest concentration of employees (30%) was in Saskatchewan where wage adjustments averaged 4.2%.

On an industry basis, wage adjustments ranged from a low of 2.2% in manufacturing, to a high of 3.9% in education, health, and social services. The largest concentration of employees (48.9%) was also in the education, health, and social services sector.

Just over 40% of employees covered in October settlements received adjustments in the 2.0 to 2.9% range while 3.9% received wage adjustments below that range, 19.9% received adjustments in the 3.0 to 3.9% range, 30% received adjustments in the 4.0 to 4.9% range, and 5.4% of employees received increases of 5.0%.

Wage adjustments in base rates for the first 10 months of 2007 (January to October) averaged 3.3%: 3.4% in the public sector and 3.1% in the private sector.

Average Annual Percentage Wage Adjustments by Month

	2007		
	August	September	October
Sectors			
Public Sector	3.2	4.5	3.8
Private Sector	3.7	5.1	2.5
All Industries/Jurisdictions			
Average Annual Adjustment	3.3	4.7	3.4
Non-COLA	3.1	4.7	3.4
COLA	4.0	-	1.3
First-Year Adjustment	3.1	5.0	3.5
Non-COLA	3.0	5.0	3.5
COLA	3.6	-	0.7

	2007		
	August	September	October
Industries			
Utilities	3.0	4.4	-
Construction	3.2	5.6	2.9
Manufacturing	4.7	2.1	2.2
Wholesale and Retail Trade	-	1.9	-
Transportation	3.0	-	3.0
Information and Culture	-	-	3.1
Finance and Professional Services	-	-	2.7
Education, Health and Social Services	2.6	3.9	3.9
Entertainment and Hospitality	3.0	4.1	2.5
Public Administration	3.2	4.7	3.5
Jurisdictions			
Newfoundland and Labrador	-	-	1.5
Nova Scotia	2.9	-	2.9
Quebec	-	-	2.5
Ontario	4.2	3.3	1.3
Manitoba	2.6	-	3.5
Saskatchewan	-	4.0	4.2
Alberta	5.0	5.0	5.0
British Columbia	3.3	4.0	3.0
Multiprovince	-	-	2.9
Federal Jurisdiction	2.7	-	2.7

Average Annual Percentage Wage Adjustments by Quarter

	2006	2007		
	4 th	1 st	2 nd	3 rd
Sectors				
Public Sector	2.9	3.3	3.0	4.1
Private Sector	1.4	2.6	3.0	3.7
All Industries/Jurisdictions				
Average Annual Adjustment	2.2	3.1	3.0	3.9
Non-COLA	2.2	3.1	3.1	3.8
COLA	2.6	2.0	2.6	4.6
First-Year Adjustment	2.3	2.8	4.1	4.0
Non-COLA	2.2	2.9	4.3	3.8
COLA	2.8	1.8	2.5	4.6
Industries				
Primary Industries	3.0	3.2	3.2	5.7
Utilities	3.6	3.1	4.0	4.2
Construction	4.3	2.9	3.2	3.9
Manufacturing	2.1	0.7	2.0	4.0
Wholesale and Retail Trade	1.1	1.4	2.0	1.9
Transportation	2.9	3.2	2.6	2.9
Information and Culture	1.2	1.6	3.8	2.0
Finance and Professional Services	2.5	2.0	3.9	2.6
Education, Health and Social Services	2.9	3.1	3.1	4.6
Entertainment and Hospitality	2.8	2.6	3.0	3.5
Public Administration	2.8	4.0	3.1	3.8

	2006	2007		
	4 th	1 st	2 nd	3 rd
Jurisdictions				
Newfoundland and Labrador	1.9	-	0.5	-
Prince Edward Island	2.1	2.9	2.8	-
Nova Scotia	2.9	1.8	3.7	2.9
New Brunswick	3.5	2.9	2.0	-
Quebec	2.8	2.9	3.2	-
Ontario	1.4	2.9	2.9	3.2
Manitoba	2.6	2.7	3.0	3.1
Saskatchewan	2.0	4.0	4.2	4.0
Alberta	3.8	3.5	4.4	5.1
British Columbia	3.4	2.3	2.9	3.3
Territories	-	-	3.0	-
Multiprovince	4.7	6.6	-	3.6
Federal Jurisdiction	2.2	2.8	2.7	2.6

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.4
Private Sector	2.3	2.4	2.1	3.1
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.3
Non-COLA	1.7	2.3	2.5	3.3
COLA	2.9	2.5	2.6	3.2

	2004	2005	2006	2007
First-Year Adjustment	1.1	2.1	2.4	3.8
Non-COLA	0.9	2.1	2.4	3.9
COLA	2.7	2.6	2.7	3.1
Industries				
Primary Industries	2.9	2.3	2.7	4.6
Utilities	3.0	2.6	2.3	3.8
Construction	2.7	2.5	3.6	3.3
Manufacturing	2.4	2.5	2.0	2.1
Wholesale and Retail Trade	1.4	1.9	1.1	1.9
Transportation	0.6	2.9	2.1	2.7
Information and Culture	2.7	2.4	2.5	2.9
Finance and Professional Services	1.6	2.3	2.5	3.1
Education, Health and Social Services	0.8	2.1	2.5	3.5
Entertainment and Hospitality	2.7	1.9	2.9	3.3
Public Administration	2.5	2.4	2.8	3.7
Jurisdictions				
Newfoundland and Labrador	1.0	2.0	1.7	0.7
Prince Edward Island	2.4	2.5	2.7	2.8
Nova Scotia	4.7	3.3	3.1	3.0
New Brunswick	4.1	3.0	2.9	2.3
Quebec	2.5	1.6	1.8	3.2
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	3.0
Saskatchewan	1.6	2.0	2.1	4.1
Alberta	3.1	3.0	3.4	4.9
British Columbia	-1.6	0.5	2.5	3.0

	2004	2005	2006	2007
Territories	3.0	3.0	3.1	3.0
Multiprovince	2.7	4.1	3.8	3.5
Federal Jurisdiction	1.6	2.6	2.3	2.7

Note: Data for 2007 cover the months of January through October.

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1987

Year	Public	Private	Both Sectors
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
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	2.3	1.8

Year	Public	Private	Both Sectors
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.4	3.1	3.3

Note: Data for 2007 cover the months of January through October.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes \(PDF format, 200kb\)](#).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

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 both sectors—public and private, jurisdictions, and industries. The data is available at [other detailed tables \(PDF format, 325kb\)](#).

Major Settlements Reached in October 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Construction				
Boilermaker Contractors Association Canada-wide (excluding Que., B.C., and Y.T.), Multiprovince International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (AFL-CIO/CLC) boilermakers	4,600	2.9	36.0	Jun 30, 2010
1 agreement	4,600	2.9	36.0	
Manufacturing				
Forest Industrial Relations Limited Coastal Region, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) mill employees	4,500	2.3	36.0	Jun 14, 2010
John Deere Welland Works of John Deere Limited Welland, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees; office employees	740	1.3*	36.0	Sep 30, 2010
Manac Inc. Saint-Georges, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	500	2.5	48.0	Apr 30, 2011
3 agreements	5,740	2.2	37.0	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Transportation				
Halifax Regional Municipality Halifax, Nova Scotia Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; service and maintenance employees	580	3.0	60.0	Aug 31, 2011
1 agreement	580	3.0	60.0	
Information and Culture				
CBC/Radio-Canada province-wide, Quebec; and Moncton, New Brunswick Canadian Union of Public Employees (CLC) administrative services employees	580	2.5	35.9	Sep 26, 2010
Vancouver Public Library Board Vancouver, British Columbia Canadian Union of Public Employees (CLC) librarians; office employees	800	3.5	60.0	Dec 31, 2011
2 agreements	1,380	3.1	49.9	
Finance and Professional Services				
Laurentian Bank of Canada and Laurentian Trust of Canada province-wide, Quebec; and Ottawa, Ontario Canadian Office and Professional Employees Union (CLC) administrative services employees	2,300	2.8	48.0	Dec 31, 2011
1 agreement	2,300	2.8	48.0	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services				
Capital District Health Authority Halifax and area, Nova Scotia Nova Scotia Government and General Employees Union (CLC) health and social care professional employees	3,310	2.9	36.0	Oct 31, 2009
Government of Saskatchewan province-wide, Saskatchewan Saskatchewan Teachers' Federation (Independent-natl.) elementary and secondary teachers	12,000	4.2	36.0	Aug 31, 2010
Governors of the University of Calgary Calgary, Alberta University of Calgary Faculty Association (Independent-local) faculty employees	2,150	5.0	36.0	Jun 30, 2010
Memorial University of Newfoundland St. John's, Newfoundland and Labrador Memorial University of Newfoundland Faculty Association (CLC) professors; librarians	820	1.5	48.0	Aug 31, 2009
University of Manitoba Winnipeg, Manitoba University of Manitoba Faculty Association (Independent-local) professors; librarians	1,260	3.5	36.0	Mar 31, 2010
5 agreements	19,540	3.9	36.5	
Entertainment and Hospitality				
KIT Inc. (KFC-BC) province-wide, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) food service employees	510	2.5	36.0	Jun 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
1 agreement	510	2.5	36.0	
Public Administration				
City of Vancouver Vancouver, British Columbia Canadian Union of Public Employees (CLC) inside employees	3,500	3.5	60.0	Dec 31, 2011
City of Vancouver Vancouver, British Columbia Canadian Union of Public Employees (CLC) outside employees	1,800	3.5	60.0	Dec 31, 2011
2 agreements	5,300	3.5	60.0	
Agreements with COLA - 1 agreement				
	740	1.3	36.0	
Agreements without COLA - 15 agreements				
	39,210	3.4	41.2	
All Agreements - 16 agreements				
	39,950	3.4	41.1	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes \(PDF format, 200kb\)](#).

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