

# Publication

## INDUSTRIAL RELATIONS BULLETIN

Vol. 39 No. 11 - November 20, 2007

### EXECUTIVE COMMENT

#### EMPLOYMENT ISSUES FOR 2008

On November 6<sup>th</sup> and 7<sup>th</sup>, the Business Council of British Columbia hosted its annual Employee Relations Outlook Session, where senior human resources professionals and others came together to discuss key employee related issues. This year's session covered many important issues. November's Executive Comment outlines some of the topics discussed at this year's Outlook Session.

#### Recruitment & Retention

Recruitment and retention were key issues for both the public and private sector. Due to a tightening labour market, employers seek innovative ways to attract and retain workers. Some ideas that were mentioned at the Outlook Session:

- *Employee engagement*: involving employees in decisions that affect them. Giving them a voice in the organization. Not only will this help retain employees but it will also help to attract new applicants.
- *Company branding*: creating an image so applicants know what the organization is and what it represents.
- *Reclassification of positions*: creating new positions to encourage older workers to continue working. And/or, creating more part time positions to accommodate a better work/life balance.
- *Referral programs*: incentives for employees to recruit workers. It cuts down on expensive head hunting costs and encourages employee engagement.

Concerns were brought up regarding the effects of a labour shortage on the economy. Participants raised questions regarding increased cost to compensation and benefits due to competition among employers. Moreover, they discussed whether employers could sustain these high levels of compensation and benefits. There were no answers to these matters but they are concerns that will need to be addressed.



### Impairment Testing

Employers in safety sensitive industries are constantly in search for new ways to ensure the safety of their employees. Due to its long history in the workplace, drug and alcohol testing has been highly accepted by employers as a method to test employee sobriety. Regrettably for employers, drug and alcohol testing is constantly found to be in breach of, among other things, the British Columbia Privacy legislation and the British Columbia Human Rights Act.

An emerging and alternative method to drug and alcohol testing was presented to employers at this year's Outlook Session. Impairment testing, also known as fitness-for-duty testing, is a method that determines whether an employee is able to work at a particular point in time. Unlike drug and alcohol testing, impairment testing provides immediate results, which increases the success of maintaining a safe work environment. What differentiates this form of testing from other forms is the results are immediate and it solely looks at whether an employee is fit to perform the tasks required.

Although there are those who are skeptical, there are many who see impairment testing as a proactive and resourceful way of creating a safe work environment.

### Mandatory Retirement/Ageing Workforce

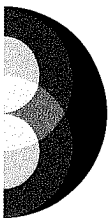
Effective January 1, 2008, employers will no longer be able to discriminate against employees based on age, unless there is a bona fide occupation requirement in place. As a result, employers will no longer be able to require employees to retire at a specific age. The main areas of concern raised by participants were the increases in costs (i.e. benefits and performance management programs), increases in absenteeism, and decreases in productivity.

Not all participants were against abolishing mandatory retirement. Although the legislation does not take effect until January, many employers and participants have already taken steps to abolish mandatory retirement from their workplaces. They see it as an opportunity to attract and retain older workers, especially since the baby boomer generation (aged 41 years to 61 years of age) makes up approximately 1/3 of British Columbia's population.

Although there are concerns regarding increases in costs to employers, the new legislation will give older workers the option of continuing to work past 65 and will help ease pressure on a tightening labour market.

### Conclusion

The issues discussed in this month's Executive Comment are a sample of the issues reviewed during the recent Outlook Session. The discussions will contribute to Business Council policy and initiatives. For information on this year's and future Employee Relations Outlook Session, please contact Doug Alley, Vice President of Human Resources, [dalley@bcbc.com](mailto:dalley@bcbc.com).



# Publication

## INDUSTRIAL RELATIONS BULLETIN

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### ITEMS OF INTEREST

#### FOLLOWING THE PATHWAYS OF CANADIAN YOUTH FROM EDUCATION TO THE LABOUR MARKET

*A study conducted on the labour market experiences of young adults (those between 22 and 24 years of age) found 10 prominent pathways between education and the labour market.*

**CANADA** - The study, which was conducted in 2003, maps the various pathways that young people have taken from high school through to regular participation in the labour market.

The study found that, on average, college and university graduates (regardless of whether they had delayed postsecondary attendance following high school graduation) earned more than the median (median weekly earnings across all jobs worked by youth aged 22 to 24 in December 2003 was \$503).

Furthermore, High school dropouts (whether or not they had returned to school) and young people who had entered but did not complete a postsecondary program earned less than the median.

However, some university graduates were earning less than high school dropouts. Mainly due to the fact that university graduates had less time in the labour market to gain work experience.

The report also documents the characteristics of the individuals following each path. Young women were more likely to go on to some type of postsecondary program prior to entering the labour force compared to young males the same age. There was also a very strong relationship between grade-point average and dropping out of high school. Students with very high marks were more likely to go directly to a postsecondary program after high school rather than delaying.



### USING THE INTERNET FOR EDUCATION PURPOSES

*An article published in Education Matters, Statistics Canada's source of facts and analysis on education, training and learning, found that the Internet is changing the way many Canadian students conduct their research for assignments or solve academic problems.*

**CANADA** - Just over one-quarter (26%) of adult Canadians, an estimated 6.4 million people, logged on to the Internet for the purposes of education, training or school work during 2005. Nearly 80% of all full- and part-time students did so.

The article found that relatively more Canadians from rural and small-town communities were using the Internet for distance learning. This finding suggests that electronic distance learning could be a possible solution to some postsecondary access problems facing rural youth

Urban residents were more likely than their rural and small-town counterparts to go online for education, training or school work. This may reflect, in part, the lower Internet use rate for education purposes among those living in rural areas and small towns, even after taking into account other factors, including age, income and education.

The most common type of education-related use of the Internet was to research information for project assignments or to solve academic problems. An estimated 4.2 million adult Canadians, comprising two-thirds (66%) of those who went online for education, training and school work, used the Internet for these purposes.

Just over one-quarter (26%) of those who used the Internet for education-related purposes went online for distance education, self-directed learning or correspondence courses. Residents of rural and small-town areas were less likely than their urban counterparts to report going online to research assignments. However, they were more likely to report going online for distance education, self-directed learning or correspondence courses.

The article highlights an important policy issue—whether online education can help reduce potential barriers to accessing education, such as cost and distance. It appears that rural and small-town Internet users from more remote communities are in fact more apt to go online for distance education.

While more definitive research on this matter is required, these findings suggest that the Internet is a valuable tool with the potential to help overcome the barrier of distance when it comes to education.



## COMPARING THE EARNINGS OF SECOND-GENERATION CANADIANS TO THEIR PEERS WITH CANADIAN-BORN PARENTS

*A study published in the October 2007 edition of Perspectives on Labour and Income, focuses on second-generation Canadians aged 17 to 29—young men and women born in Canada to two immigrant parents between 1967 and 1982.*

**CANADA** - The study compares, over a six-year period (either 1996 to 2001 or 1999 to 2004), the earnings of second-generation Canadians who have a strong labour force attachment to those of their peers with Canadian-born parents. It also compares the two groups' family characteristics, educational attainment and geographical distribution, and the extent to which these factors may lead to differences in earnings.

Taking education levels into account, the study found that young women with two immigrant parents had significantly higher hourly and annual earnings than young women with Canadian-born parents during the entire six-year period. The findings for young males were not the same. In fact, some visible minority men with two immigrant parents appeared to have a significant disadvantage in earnings compared to their peers with Canadian-born parents.

In the case of women, roughly half of their advantage in hourly earnings was due to geographic distribution. Three-quarters of young Canadians with two immigrant parents were concentrated in Ontario and British Columbia, and more than three-quarters lived in large urban centres. In contrast, half of their counterparts with Canadian-born parents lived in less economically prosperous regions, such as Atlantic Canada, Quebec, Manitoba and Saskatchewan. About 60% lived in smaller cities, small towns and rural areas.

A large part of the annual earnings advantage among young women with two immigrant parents was also because they were less likely to have been married or had children.

The study found that among young men born in Canada to two immigrant parents, visible minorities fared markedly worse. Everything else being equal, their earnings were significantly lower than those of young men with Canadian-born parents.

The earnings of second-generation men who were not visible minorities, on the other hand, were no different from those of men with Canadian-born parents. In fact, the study found some evidence suggesting that the earnings of those with one immigrant parent might be higher.



## BC HUMAN RIGHTS TRIBUNAL AWARDS \$25,000 IN DAMAGES TO MCDONALD'S EMPLOYEE

*The B.C. Human Rights Tribunal recently held that McDonald's breached its duty to accommodate when it fired a dedicated 23-year employee who developed a skin condition that prevented her from complying with its hourly hand-washing policy.*

**BRITISH COLUMBIA** - After 23 years of exemplary service with McDonald's Restaurants of Canada, the complainant's employment was terminated when she developed a skin condition that prevented her from washing her hands in accordance with the company's hourly hand-washing policy. A complaint was filed with the B.C. Human Rights Tribunal.

The complainant alleged before the Human Rights Tribunal that McDonald's had discriminated against her on the basis of physical disability contrary to s.13 of the B.C. *Human Rights Code*.

The employer acknowledged that the complainant's disability was a factor in her termination, but argued that the complainant's discharge was not discriminatory because its hand-washing policy was a *bona fide* occupational requirement that, if not strictly enforced, would result in health risks to the public. The duty to accommodate was fulfilled, McDonald's maintained, when Great West Life, acting as its agent, worked in conjunction with the complainant and her doctors to attempt a return to work on three separate occasions, none of which proved successful.

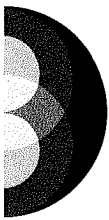
The British Columbia Human Rights Tribunal upheld the complaint and awarded over \$50,000 in damages, including \$25,000 for injury to dignity and self-respect.

It was found that McDonald's did not satisfy the first two requirements of the Supreme Court of Canada's *Meiorin* test [*British Columbia (Public Service Employee Relations Commission) v. British Columbia Government and Service Employees' Union*, [1999] 3 S.C.R. 3] for determining whether a *prima facie* discriminatory standard could be justified as a *bona fide* occupational requirement. The issue in this case therefore focused on the third part of the *Meiorin* test, that is, whether McDonald's could demonstrate that it was impossible to accommodate the complainant's hand-washing disability without suffering undue hardship.

The Tribunal found that the employer failed to conduct a thorough and careful assessment to determine whether there were any duties within the disabled complainant's limitations and capabilities. "There is no evidence that anyone at McDonald's, or at GWL, considered whether the complainant could return to a different position or to the position of a crew person with modified duties, or [to] doing her duties in a modified way, such as wearing gloves."

Having concluded that the employer failed to accommodate the complainant's disability, the Tribunal dealt with the issue of remedy. Lost wages were ordered (less mitigation income) to the date of the hearing, lost profit-sharing for the same period, medical expenses that the complainant incurred which would have been covered by her benefit plan, and expenses incurred to attend the hearing. These amounts totaled \$25,300.82.

The Tribunal was clearly influenced by the employer's complete lack of involvement in, and apparent disregard for the accommodation process, noting repeatedly throughout the decision that no one from the company even spoke to the complainant about her situation until the decision to fire her was made.



# Publication

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### SETTLEMENTS

### PRIVATE SECTOR

### FOOD & BEVERAGE

Parties: Cara Operations - Vancouver Airport.  
AND  
UNITE-HERE, local 40.

Contract expiry: July 31, 2007; 650 employees. The parties have ratified a 3-year agreement, effective August 1, 2007 to July 31, 2010 that provides wage increases as follows:

August 1, 2007	4.0 per cent
August 1, 2008	4.0 per cent
August 1, 2009	4.0 per cent

Hourly Wages	Previous	August 1, 2007	August 1, 2008	August 1, 2009
General Assistant (start rate)	\$10.57	\$10.99	\$11.43	\$11.89
Sous Chef (start rate)	\$13.45	\$13.99	\$14.55	\$15.13
Sous Chef (after 60 months)	\$18.00	\$18.72	\$19.47	\$20.25
Maintenance technician (start rate)	\$18.88	\$19.63	\$20.42	\$21.24

### Other

- Effective August 1, 2007 night shift premiums (6pm to 3am) increase to \$0.75 per hour.
- Effective August 1, 2008 night shift premiums (6pm to 3am) increase to \$1.00 per hour.



**FORESTRY**

Parties: Forest Industrial Relations.  
AND  
United Steelworkers

Contract expiry: June 15, 2007; 10,000 employees. The parties have ratified a 3-year agreement, effective June 15, 2007 to June 14, 2010 that provides wage increases as follows:

June 15, 2007	2.0 per cent
June 15, 2008	3.0 per cent
June 15, 2009	2.0 per cent

Hourly Wages	Previous	June 15, 2007	June 15, 2008	June 15, 2009
Manufacturing (base rate)	\$23.26	\$23.725	\$24.44	\$24.93
Logging (base rate)	\$23.55	\$24.02	\$24.74	\$25.24
Certified Journeyperson	\$30.30	\$30.91	\$31.84	\$32.47

**Other**

- Shortening of the grievance period.
  - Doubling the probationary period to 60 days.
  - Increased employee pension contribution.
  - Increased consultation process for alternate shift scheduling. Management will still maintain the right to schedule, without premium, so long as shift averages are 40 hours per week.
  - New apprenticeship and health and safety language.
  - New partial plant closure/severance pay language.
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**MANUFACTURING**

Parties: Ellett Industries.  
AND  
Sheet metal workers, local 280

Contract expiry: May 31, 2007; 55 employees. The parties have ratified a 3-year agreement, effective June 1, 2007 to May 31, 2010 that provides wage increases as follows:

June 1, 2007	11.4 per cent*
June 1, 2008	4.5 per cent
June 1, 2009	4.5 per cent

\*First year increase is to create a more competitive wage

Hourly Wages	Previous	June 1, 2007	June 1, 2008	June 1, 2009
Group 5 (Janitors)	\$18.31	\$20.40	\$21.32	\$22.28
Group 3	\$24.24	\$27.00	\$28.22	\$29.48
Group 1 (Welders)	\$26.93	\$30.00	\$31.35	\$32.76

**Other**

- Deletion of \$0.08 union fund which is added on to employees' wage.
- Safety boot allowance increases from \$85.00 to \$100.00
- First Aid I premium increase to \$0.60 per hour
- First Aid II and First Aid III premiums increase to \$0.95 per hour

**METALS**

Parties: Western Employers Labour Relations Association  
AND  
International Association of Machinist and Aerospace Workers

Contract expiry: March 31, 2007; 150 employees. The parties have ratified a 3-year agreement, effective April 1, 2007 to March 31, 2010 that provides wage increases as follows:

April 1, 2007	3.0 per cent
April 1, 2008	3.0 per cent
April 1, 2009	3.0 per cent



METALS CONT'D

Hourly Wages	Previous	January 1, 2007	January 1, 2008	January 1, 2009
Journeyman	\$30.02	\$30.92	\$31.85	\$32.81

Other

- Employer pension contribution increased by \$0.10 as of April 1, 2007, \$0.15 as of April 1, 2008, and \$0.20 as of April 1, 2009 to bring the employer's contribution to \$2.25 per hour.
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TRADES & SERVICES

Parties: Shoppers Drug Mart - Davie Street location  
AND  
United Food and Commercial Workers' Union, local 1518

Contract expiry: April 30, 2001; 82 employees. The parties have ratified a 30-month agreement, effective October 22, 2007 to April 30, 2010 that provides wages as follows:

Hourly Wages	Previous	October 22, 2007	October 1, 2008	October 1, 2009
Junior Clerk	\$8.60	\$8.85	\$9.10	\$9.35
Senior Clerk	\$14.72	\$15.30	\$15.50	\$15.75
Senior Head Postal Clerk	\$15.99	\$16.50	\$16.70	\$17.20

Other

There were no significant changes made to the collective agreement

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**TRANSPORTATION, COMMUNICATION & OTHER UTILITIES**

Parties: Terasen Gas.  
AND  
Canadian Office and Professional Employees' Union, local 378.

Contract expiry: March 31, 2006; 475 employees. The parties have ratified a 5-year agreement, effective April 1, 2007 to March 31, 2012 that provides wage increases as follows:

April 1, 2007	2.5 per cent
April 1, 2008	3.0 per cent
April 1, 2009	3.0 per cent
April 1, 2010	3.0 per cent
April 1, 2011	2.5 per cent*

*\*The wage increase will be based on a job market comparator survey to be completed October 1, 2010*

**No Wage Data Currently Available**

**Other**

There were no significant changes made to the collective agreement

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**PUBLIC SECTOR**

**MUNICIPAL GOVERNMENT**

Parties: City of Campbell River.  
AND  
Canadian Union of Public Employee, local 401.

Contract expiry: December 31, 2006; 250 employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2009 that provides wage increases as follows:

January 1, 2007	3.0 per cent*
January 1, 2008	3.0 per cent
January 1, 2009	3.0 per cent

*\*plus 1% for special market adjustments*



MUNICIPAL GOVERNMENT CONT'D

Hourly Wages	Previous	January 1, 2007	January 1, 2008	January 1, 2009
Labourer	\$21.43	\$22.07	\$22.73	\$23.41
Steno	\$21.64	\$22.29	\$22.96	\$23.65
Tradesperson rate	\$27.69	\$28.52	\$29.32	\$30.26

Other

There were no significant changes made to the collective agreement

Parties: City of Powell River.  
AND  
Canadian Union of Public Employee, local 798.

Contract expiry: December 31, 2006; 175 employees. The parties have ratified a 3-year agreement, effective January 1, 2007 to December 31, 2009 that provides wage increases as follows:

January 1, 2007	2.5 per cent
January 1, 2008	2.75 per cent
January 1, 2009	3.5 per cent

**No Wage Data Currently Available**

Other

There were no significant changes made to the collective agreement



Parties: Vancouver Public Library Board.  
AND  
Canadian Union of Public Employee, local 391

Contract expiry: December 31, 2006; 340 employees. The parties have ratified a 5-year agreement, effective January 1, 2007 to December 31, 2011 that provides wage increases as follows:

January 1, 2007	3.0 per cent
January 1, 2008	3.0 per cent
January 1, 2009	3.5 per cent
January 1, 2010	4.0 per cent
January 1, 2011	4.0 per cent

Hourly Wages	Previous	January 1, 2007	January 1, 2008	January 1, 2009	January 1, 2010	January 1, 2011
Library Assistant II		\$19.95	\$20.55	\$21.27	\$22.12	\$23.00
Librarian I		\$28.74	\$29.60	\$30.64	\$31.87	\$33.14

Other

There were no significant changes made to the collective agreement

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# Publication

## INDUSTRIAL RELATIONS BULLETIN

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STRIKES AND LOCKOUTS

PUBLIC SECTOR

MUNICIPAL GOVERNMENT

Parties:           Greater Victoria Public Library Board.  
                      AND  
                      Canadian Union of Public Employees, local 410

270 employees. Contract expired December 31, 2006. Strike Action Commenced September 7, 2007

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# Publication

## INDUSTRIAL RELATIONS BULLETIN

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### STATISTICS

#### WAGE SETTLEMENT DATA FOR THE YEAR ENDING OCTOBER 31, 2007

MONTH	NUMBER OF CONTRACTS	NUMBER OF EMPLOYEES			FIRST-YEAR WAGE INCREASES		
		Public Sector	Private Sector	All Industries	FIRST-YEAR INCREASE WEIGHTED AVERAGE	FIRST-YEAR % INCREASE	All Industries
NOV/06	4	5,765	3,150	8,914	2.40	4.14	3.01
DEC/06	5	550	4,090	4,640	2.50	0.78	.098
JAN/07	6	975	585	1,560	2.71	1.80	2.37
FEB/07	5	72	1510	1582	2.80	2.40	2.42
MAR/07	6	634	850	1,484	3.11	2.50	2.76
APR/07	5	18,399	150	18,549	2.30	3.00	2.30
MAY/07	3	0	2276	2276	0	2.58	2.58
JUN/07	8	6,898	1,658	8,556	2.51	2.85	2.57
JUL/07	6	250	812	1062	3	2.83	2.87
AUG/07	9	7,260	284	7,544	3	4.82	3.07
SEPT/07	7	2,720	1,325	4,045	2.54	2.65	2.58
<b>OCT/07</b>	<b>6</b>	<b>4,361</b>	<b>1,396</b>	<b>5,757</b>	<b>3</b>	<b>3.89</b>	<b>3.22</b>
<b>12-mth TOTAL</b>	<b>70</b>	<b>47,883</b>	<b>18,086</b>	<b>65,969</b>	<b>2.55</b>	<b>2.58</b>	<b>2.56</b>

NOTE: These calculations are based upon information regarding wage settlements covering BC workers contained in the Industrial Relations Bulletin. The settlement data are recorded in the month the final settlement appears in the Bulletin and reflect the wage increase negotiated for the first year of the contract, regardless of the effective date of that increase. The Council cannot be responsible for inaccurately reported material.

The 12-month all industries average increased to 2.56 per cent from 2.49 per cent for the year ending October 2007. The public sector 12-month average for the year ending October 2007 also increased to 2.55 per cent from 2.51 per cent. The private sector 12-month average increased to 2.58 per cent from 2.44 per cent.

There were four public sector settlements included in the month of October statistics. The agreement affecting the largest number of employees was between the City of Vancouver and Canadian Union of Public Employees, local 15. The 5-year agreement, covering 1,650 employees, effective January 1, 2007 to December 31, 2011 provides wage increases of 3.0 per cent effective January 1, 2007, 3.0 per cent effective January 1, 2008, 3.5 per cent effective January 1, 2009, 4.0 per cent effective January 1, 2010 and 4.0 per cent effective January 1, 2011.

There were two private sector settlements included in the month of October statistics. The agreement affecting the largest number of employees was between the Greater Vancouver Hotel Employers' Association and UNITE-HERE, local 40. The 3-year agreement, covering 1,245 employees, effective July 1, 2007 to June 30, 2010 provides wage increases of 4.0 per cent effective July 1, 2007, 2.0 per cent effective July 1, 2008, 2.0 per cent effective January 1, 2009, 2.0 per cent effective July 1, 2009 and 2.0 per cent effective January 1, 2010.

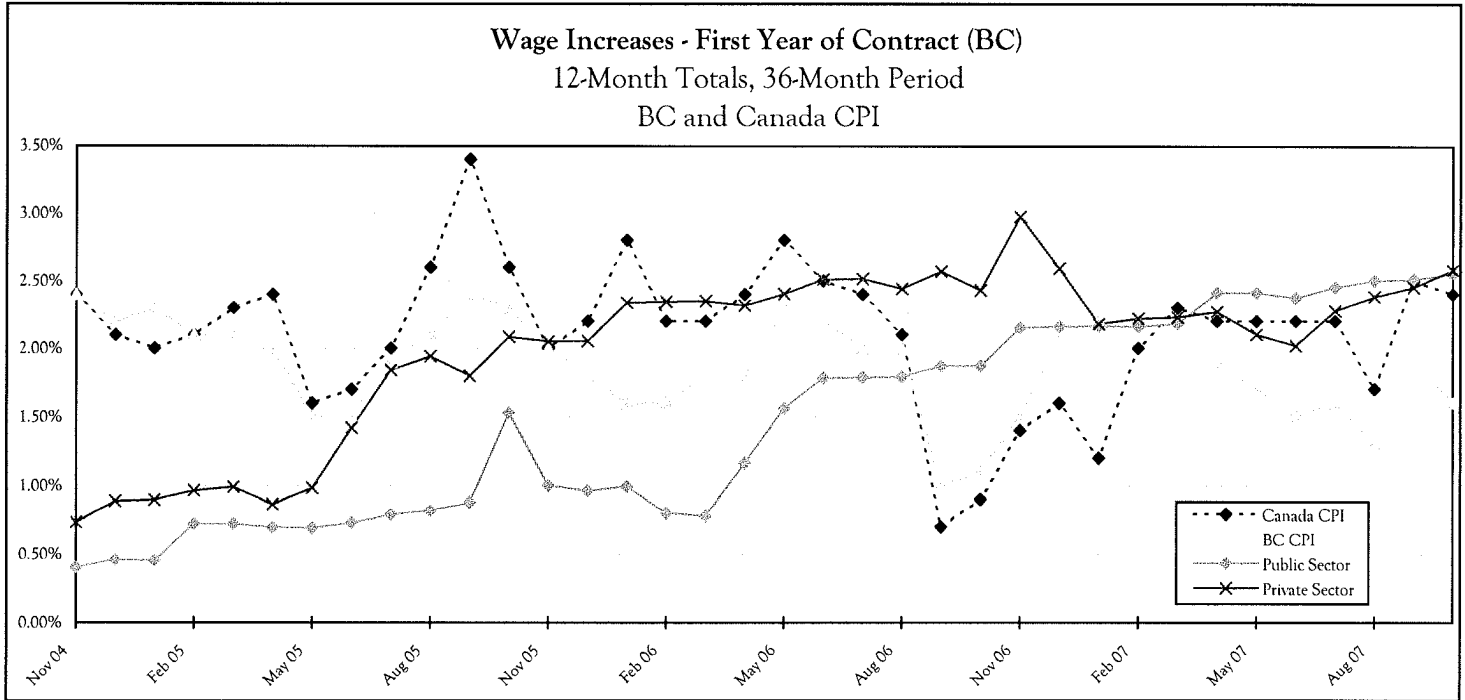


Figure 1. This graph has been compiled from the 12-month totals reported in the Industrial Relations Bulletin.

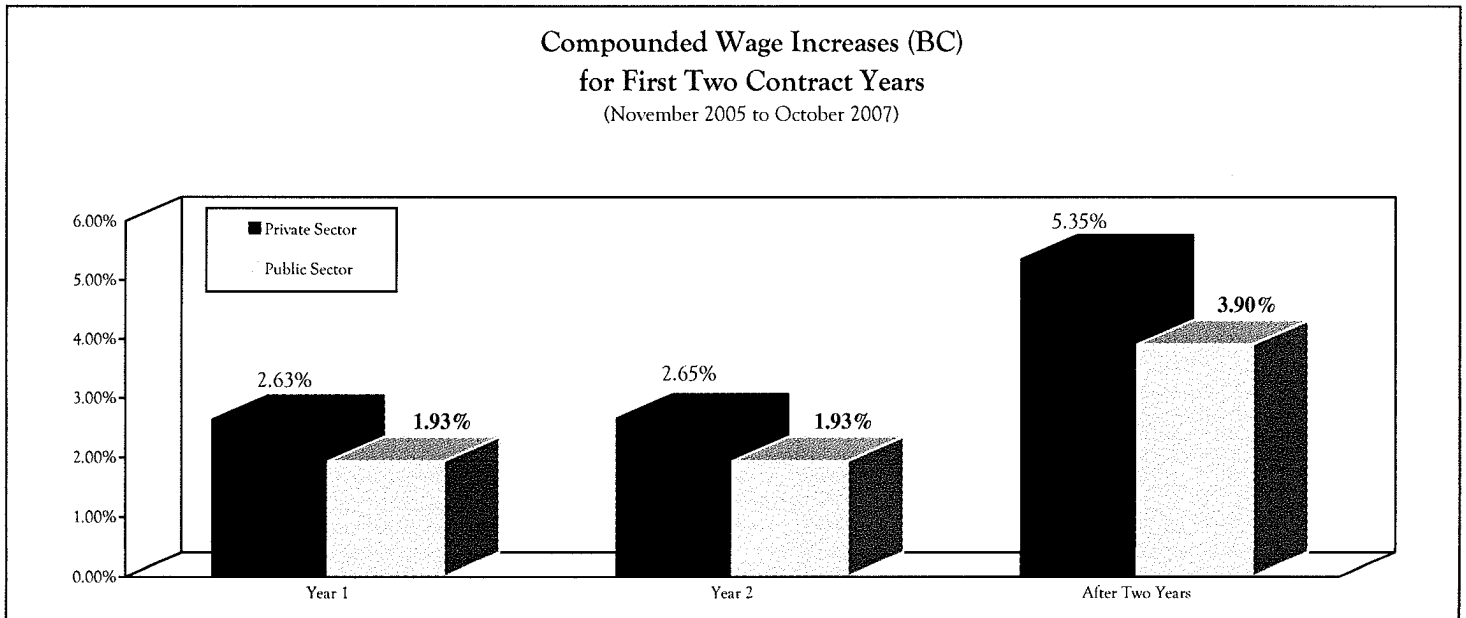


Figure 4. Wage Statistics are calculated on an "end lift" basis, using information reported in the Industrial Relations Bulletin. These figures are not weighted by number of employees, but on a 24-month running total.

November 30, 2007

Source: Business Council of British Columbia



**CONSUMER PRICE INDICES**

Date	CANADA			VANCOUVER			VICTORIA			BRITISH COLUMBIA		
	1986 =100	1992 =100	12-mo.* chg (%)	1986 =100	1992 =100	12-mo.* chg (%)	1986 =100	1992 =100	12-mo.* chg (%)	1986 =100	1992 =100	12-mo.* chg (%)
<u>2005</u>												
Jan.	160.4	125.3	2.0	158.4	124.3	2.5	156.2	123.6	2.5	157.2	123.6	2.3
Feb.	161.2	125.8	2.1	158.5	124.4	2.1	156.6	123.9	2.0	157.5	123.8	2.1
Mar.	162.1	126.5	2.3	159.0	124.8	2.1	157.1	124.3	2.5	157.9	124.1	2.1
Apr.	162.6	126.9	2.4	159.8	125.4	2.0	158.1	125.1	2.4	158.9	124.9	2.0
May	162.7	127.0	1.6	160.1	125.7	1.4	158.5	125.4	1.8	159.3	125.2	1.5
June	162.9	127.2	1.7	160.4	125.9	1.5	158.8	125.6	1.7	159.5	125.4	1.5
July	163.3	127.5	2.0	160.9	126.3	1.9	159.1	125.9	2.1	159.9	125.7	1.9
Aug.	164.0	128.0	2.6	161.0	126.4	1.9	159.3	126.0	2.2	160.1	125.9	2.1
Sept.	165.4	129.1	3.4	161.4	126.7	2.1	160.3	126.8	2.6	160.9	126.5	2.4
Oct.	164.6	128.5	2.6	161.2	126.5	1.9	160.1	126.7	2.5	160.7	126.3	2.3
Nov.	164.2	128.2	2.0	161.0	126.4	1.8	160.0	126.6	2.3	160.5	126.2	2.0
Dec.	164.1	128.1	2.2	160.6	126.1	1.5	159.4	126.1	2.0	159.9	125.7	1.8
2005 Avg.	163.1	127.3	2.2	160.2	125.7	1.9	158.6	125.5	2.2	159.4	125.3	2.0
<u>2006</u>												
Jan.	165.0	128.8	2.8	160.5	126.0	1.4	159.1	125.9	1.9	159.8	125.6	1.6
Feb.	164.7	128.6	2.2	160.6	126.1	1.4	159.3	126.0	1.7	160.0	125.8	1.6
Mar.	165.6	129.3	2.2	161.5	126.8	1.6	159.8	126.4	1.7	160.7	126.3	1.8
Apr.	166.5	130.0	2.4	162.6	127.6	1.8	160.9	127.3	1.8	161.7	127.1	1.8
May	167.3	130.6	2.8	163.8	128.6	2.3	162.0	128.2	2.2	162.9	128.1	2.3
June	167.0	130.4	2.5	163.7	128.5	2.1	161.8	128.0	1.9	162.9	128.1	2.2
Jul.	167.2	130.5	2.4	164.1	128.8	2.0	162.0	128.2	1.8	163.1	128.2	2.0
Aug.	167.4	130.7	2.1	164.4	129.0	2.1	162.2	128.3	1.8	163.3	128.4	2.0
Sept.	166.5	130.0	0.7	163.7	128.5	1.4	161.4	127.7	0.7	162.6	127.8	1.0
Oct.	166.2	129.7	0.9	163.8	128.6	1.7	161.3	127.6	0.7	162.4	127.7	1.1
Nov.	166.5	130.0	1.4	164.5	129.1	2.1	161.5	127.8	0.9	162.9	128.1	1.5
Dec.	166.8	130.2	1.6	164.4	129.4	2.6	161.8	128.0	1.5	163.2	128.3	2.1
2006 Avg.	166.4	129.9	2.0	163.1	128.1	1.9	161.1	127.5	1.6	162.1	127.5	1.8
<u>2007</u>												
Jan.	166.9	130.3	1.2	164.7	129.3	2.6	161.9	128.1	1.7	163.3	128.4	2.2
Feb.	168.1	131.2	2.0	165.1	129.6	2.8	162.2	128.3	1.8	163.6	128.6	2.2
Mar.	169.5	132.3	2.3	165.6	130.0	2.5	162.8	128.8	1.9	164.2	129.1	2.2
Apr.	170.1	132.8	2.2	166.3	130.5	2.3	163.1	129.3	1.3	164.7	129.5	1.9
May	143.6	112.1	2.2	140.9	110.6	2.0	139.3	110.2	0.9	140.6	110.5	1.7
Jun.	143.3	111.9	2.2	140.8	110.5	1.9	138.9	109.9	0.8	140.3	110.3	1.5
Jul.	143.5	112.0	2.2	141.0	110.7	2.0	139.2	110.1	0.8	140.6	110.5	1.6
Aug.	143.1	111.7	1.7	140.9	110.6	1.7	139.0	110.0	0.6	140.4	110.4	1.3
Sept.	143.3	111.9	2.5	141.0	110.7	2.1	139.2	110.1	1.2	140.6	110.5	1.9
Oct.	143.0	111.6	2.4	140.6	110.4	1.8	138.4	109.5	0.8	139.9	110.0	1.6

For the 8th time in 2007, BC experienced a lower rate of change in the CPI than the rest of Canada. Food, shelter and transportation changed by 0.3%, 0.4% and -1.8% respectively in BC for the 12 months ending in October 2007. The national change for these groups was -0.2% for food, 0.8% for shelter and -1.5% for transportation. As these three groups account for more than 60% of the relative weighting in the basket of goods, which make up the CPI, they have a substantial effect on the final CPI figures.

\* Per cent change from same month of previous year.

Note: Conversion factors are as follows: Canada=1.281 Vancouver=1.274 Victoria=1.264 British Columbia=1.272

Conversion factors are used to convert 1992 base figures into 1986 base figures. For example, to convert January 1998 base rate for Canada where 1992 = 100 into a 1986 = 100 figure, multiply 108.2 (January 1998 figure 1992 = 100) by 1.281 (the conversion figure for Canada): 108.2 x 1.281 = 138.6. The product is 138.6 which is the figure found in the 1986 = 100 column for Canada January 1998.



**UNEMPLOYMENT RATES (%) (SEASONALLY ADJUSTED)**

PROVINCES	OCT/07	SEP/07	OCT/06
Canada	5.8	5.9	6.1
Newfoundland and Labrador	13.5	13.6	14.2
Prince Edward Island	8.8	10.5	11.1
Nova Scotia	7.6	8.0	8.1
New Brunswick	7.6	8.2	8.1
Quebec	6.9	6.9	7.7
Ontario	6.0	6.2	6.3
Manitoba	4.0	4.2	4.2
Saskatchewan	4.3	3.8	3.9
Alberta	3.4	3.6	3.0
British Columbia	4.4	4.3	4.7
Abbotsford	4.7	4.4	4.3
Vancouver	4.1	3.7	4.2
Victoria	3.2	3.8	3.9

**UNEMPLOYMENT RATES (%) (UNADJUSTED)  
THREE-MONTH AVERAGES \***

BC METRO AND ECONOMIC REGIONS**	OCT/07	SEP/07	OCT/06
Vancouver Island Coast	3.9	4.3	5.2
Lower Mainland – Southwest	4.2	4.2	4.3
Thompson Okanagan	3.7	4.1	4.7
Kootenay	5.8	5.6	5.5
Cariboo	4.7	5.4	5.3
Northcoast/Nechako	7.3	7.0	7.2
Northeast	~	~	5.2
Vancouver CMA	4.2	4.2	4.3
Victoria CMA	3.7	4.3	4.4
Abbotsford (MATSQUI)	4.5	4.6	4.0

Note: CMA = Census Metropolitan Area

~ These figures have been suppressed due to high sample variance

\* Note: The data in this chart is released as three-month moving averages. The October 2007 estimates are averages of data from the August 2007, September 2007 and October 2007 Labour Force Surveys.

\*\* Because of sampling variability, the figures for these areas should be used with caution.

**Note to readers:** Statistics Canada made significant changes to the Labour Force Survey in January 1995, and comparisons with previously issued data are not valid. In addition, BC Economic Regions have been reconfigured and are not comparable to previous boundaries.

Source: BC Labour Market Bulletin, Human Resources Development Canada, October 2007.



**PRIVATE AND PUBLIC SECTOR SETTLEMENT RANGES**  
October 1-31, 2007

Range	Public	Private	All Industries
0% or less	0	0	0
0.1 - 0.9%	0	0	0
1.0 - 1.9%	0	0	0
2.0 - 2.9%	0	0	0
3.0 - 3.9%	1	4	5
4.0 - 4.9%	1	0	1
5.0 - 5.9%	0	0	0
6.0 - 6.9%	0	0	0
7.0 - 7.9%	0	0	0
8.0% or more	0	0	0
<b>TOTAL</b>	<b>2</b>	<b>4</b>	<b>6</b>

In Percentage Terms

Range	Public	Private	All Industries
0% or less	0.0%	0.0%	0.0%
0.1 - 0.9%	0.0%	0.0%	0.0%
1.0 - 1.9%	0.0%	0.0%	0.0%
2.0 - 2.9%	0.00%	0.0%	0.0%
3.0 - 3.9%	50.00%	100.0%	83.3%
4.0 - 4.9%	50.00%	0.0%	16.7%
5.0 - 5.9%	0.00%	0.0%	0.0%
6.0 - 6.9%	0.00%	0.0%	0.0%
7.0 - 7.9%	0.00%	0.0%	0.0%
8.0% or more	0.00%	0.0%	0.0%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: Business Council of British Columbia



# Publication

## INDUSTRIAL RELATIONS BULLETIN

VOL. 39, NO.10- November 20, 2007

### NEGOTIATIONS

(REPLACES ALL PREVIOUS EDITIONS)

INDUSTRY	COMPANY	UNION	NUMBER OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b><u>PRIVATE SECTOR</u></b>					
CONSTRUCTION	Construction Labour Relations Association	Labourers, Local 1611	4,730	Apr. 30, 2004	Settled- details pending
		Sheet Metal Workers, Local 280	100	Apr. 30, 2004	Settled- details pending
		Operating Engineers, Local 115	2,300	Apr. 30, 2004	Settled- details pending
		Journeyman, Locals 170, 324, 516	2,500	Apr. 30, 2004	Settled- details pending
	Argo Road Maintenance	BCGEU	115	Nov. 2, 2006	Negotiations- continuing
	Emcon Services	BCGEU	275	Nov. 7, 2006	Negotiations- continuing
	Interior Roads Ltd.	BCGEU	100	Nov. 30, 2006	Negotiations- continuing
	Mainroad Howe Sound Contracting	BCGEU	64	Nov. 30, 2006	Negotiations- continuing

INDUSTRY	COMPANY	UNION	NUMBER OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b>CONSTRUCTION CONT'D</b>	Yellowhead Road and Bridge	BCGEU	-	Nov. 30, 2006	Negotiations- continuing
	VSA	BCGEU	-	Nov. 30, 2006	Negotiations- continuing
	Peace Country Maintenance	BCGEU, local 1010	96	Nov. 30, 2006	Negotiations- yet to commence
<b>ENERGY</b>	Chevron	CEP, Local 601	125	Jan. 31, 2007	Negotiations- continuing
	Eagle Pitcher	CAW, local 114	297	Jun. 30, 2007	Negotiations- continuing
	Spectra Energy Transmission	CEP, local 686 (McMahon Plant)	85	Jan. 31, 2007	Negotiations- continuing
		CEP, local 449 (Pine River Plant)	50	Jan. 31, 2007	Negotiations- continuing
		CEP, local 862 (Fort Nelson)	60	Jan. 31, 2007	Negotiations- continuing
<b>FOOD &amp; BEVERAGE</b>	Canada Bread Company (Venice Bakery)	CAW, local 114 (Langley)	30	Mar. 31, 2007	Negotiations- continuing
	KFC/Taco Bell	CAW, local 3000	510	Jun. 30, 2007	Negotiations- yet to commence
	Saputo Milk Division	Teamsters, local 464	500	Mar. 31, 2007	Negotiations- continuing
		IAMAW, local 1857	36	Mar. 31, 2007	Negotiations- continuing
		IUOE, local 882	16	Mar. 31, 2007	Tentative Agreement - awaiting ratification
	Sunrise Poultry Processors	UFCW, local 1518	400	Jun. 30, 2007	Negotiations - continuing
	Sun Rype Products	Teamsters, local 213	270	Aug. 31, 2006	Negotiations - continuing
	Sunwest Food Processors	UFWC, Local 1518	~	Jul. 31, 2006	Negotiations - continuing

INDUSTRY	COMPANY	UNION	NUMBER OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b>MANUFACTURING</b>	Halkin Tools Ltd	CAW, local 3014	120	Sept. 13, 2007	Negotiations - continuing
	Canexus Chemicals	CEP, local 697	107	Jul. 19, 2007	Settled- Details pending
	Owens Illinois Canada Corp.	Teamsters, Local 213	400	Jan. 4, 2006	Settled- Details pending
	Viking Air Limited	CAW, local 4243	140	Oct. 31, 2007	Negotiations- yet to commence
<b>TRADES &amp; SERVICES</b>	Aeroguard Company Ltd.	IAMAW, local 140	950	Mar. 31, 2007	Negotiations - continuing
	Arts Club Theatre	IATSE, local 118	110	Jun. 30, 2007	Negotiations - continuing
	Canadian Corps of Commissionaires	PSAC	285	Mar. 31, 2007	Settled- Details pending
	Empress Hotel	CAW, local 4276	330	Aug. 31, 2007	Negotiations - continuing
	Hospitality Industrial Relations	BCGEU, Local 1701	250	Dec. 31, 2006	Negotiations - yet to commence
	Jim Pattison Sign Company	IBEW, local 213	130	Nov. 30, 2007	Negotiations - yet to commence
	Lake City Casinos Ltd. (Kelowna/Vernon)	BCGEU	380	Sept.4, 2007	Negotiations - yet to commence
	Moduline Industries (Canada) Ltd.	IAMAW (Penticton)	150	Nov. 30, 2007	Negotiations - yet to commence
	Okanagan Federated Shippers' Labour Relations Association	UFCW, local 247	1,000	Aug. 31, 2007	Negotiations - yet to commence
	Pacific Blue Cross	CUPE, Local 1816	580	July 31, 2006	Settled - Details Pending
	Red Resort Limited Partnership	USWA,local 9705	150	Oct. 31, 2007	Negotiations - yet to commence
	Shoppers Drug Mart (various)	UFCW, Local 1518	650	Apr. 30, 2001	Negotiations - continuing mediation

INDUSTRY	COMPANY	UNION	NUMBER OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b>TRADES &amp; SERVICES CONT'D</b>	Vancouver and District Labour Council	COPE, Local 15	100	Dec. 31, 2006	Negotiations- continuing
	Vancouver Opera Association	IATSE, local 118	160	Jun. 30, 2007	Negotiations - yet to commence
	Vancouver Playhouse	IATSE, local 118	200	Jun. 30, 2007	Negotiations - yet to commence
<b>TRANSPORTATION COMMUNICATIONS &amp; OTHER UTILITIES</b>	BC Maritime Employers Association	ILWU	4,000	Mar. 31, 2007	Negotiations - continuing
	Canadian Pacific Railway	Teamsters Canada Rail Conference (Engineers, ect)	450	Dec. 31, 2006	Tentative Agreement - awaiting ratification
	Global Television	CEP, local 815 (Victoria)	125	Feb. 28, 2007	Negotiations- yet to commence
		CEP, local 814 (Vancouver)	346	Feb. 28, 2007	Negotiations- yet to commence
	Pacific Northern Gas	IBEW, local 213	72	Oct. 31, 2007	Negotiations - continuing
	Westshore Terminals	ILWU, local 502	130	Jan. 31, 2007	Negotiations - continuing
<b><u>PUBLIC SECTOR</u></b>					
<b>MUNICIPAL GOVERNMENT</b>	Abbotsford, City of	Abbotsford Police Association, local 7	150	Dec. 31, 2006	Negotiations - yet to commence
		Teamsters, local 31 (administrative)	~	Dec. 31, 2006	Negotiations - continuing
	Burnaby, City of	IAFF, local, 323	249	Dec. 31, 2006	Negotiations - continuing
	Coquitlam, City of	IAFF, Local 1782	120	Dec. 31, 2006	Negotiations - yet to commence
		CUPE, Local 386	527	Dec. 31, 2006	Negotiations - yet to commence
	Delta, Corporation of	IAFF, local 1763	137	Dec. 31, 2006	Negotiations - continuing
	Delta Police Board	Delta Police Officers' Association	148	Dec. 31, 2006	Negotiations - yet to commence

INDUSTRY	COMPANY	UNION	NUMBER OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b>MUNICIPAL GOVERNMENT CONT'D</b>	Greater Victoria Labour Relations Association	IAFF, local 730 (Victoria)	125	Dec. 31, 2006	Negotiations - yet to commence
	Langley, Township of	CUPE, Local 403	314	Dec. 31, 2006	Negotiations - continuing
	Maple Ridge, District of	CUPE, local 622	174	Mar. 31, 2007	Negotiations - continuing
	Metro Vancouver	GVRD Employees Union	479	Dec. 31, 2006	Negotiations - yet to commence
		Teamsters, Local 31	356	Dec. 31, 2006	Negotiations - continuing
	Nanaimo, City of	CUPE, Local 401	375	Dec. 31, 2006	Negotiations - continuing
		IAFF, Local 905	70	Dec. 31, 2006	Negotiations - yet to commence
	New Westminster, City of	CUPE, Local 387	226	Dec. 31, 2006	Negotiations - yet to commence
		IAFF, Local 256	100	Dec. 31, 2006	Negotiations - continuing
	New Westminster Police Board	New Westminster Police Officers' Association	111	Dec. 31, 2006	Negotiations - yet to commence
	North Vancouver, District of	IAFF, Local 1183	132	Dec. 31, 2006	Negotiations - continuing
	Port Coquitlam, City of	CUPE, Local 498	240	Dec. 31, 2006	Negotiations - continuing
	Prince George, City of	IAFF, local 1327	105	Dec. 31, 2006	Negotiations - yet to commence
	Richmond, City of	IAFF, Local 1286	200	Dec. 31, 2006	Negotiations - continuing
	Surrey, City of	IAFF, Local 1271	320	Dec. 31, 2006	Negotiations - continuing
	Trail, City of	CUPE, local 2087	90	Feb. 28, 2007	Settled - Details Pending
Vancouver, City of	IBEW, Local 213 (Inspectors)	27	Dec. 31, 2006	Settled - Details Pending	
	IAFF, Local 18	781	Dec. 31, 2006	Negotiations - continuing	

INDUSTRY	COMPANY	UNION	NUMBER OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b>MUNICIPAL GOVERNMENT CONT'D</b>	Vancouver, City of	City of Vancouver Foremen Association	150	Dec. 31, 2006	Negotiations - yet to commence
		IBEW, Local 213 (Operators)	73	Dec. 31, 2006	Negotiations - continuing
	Vancouver Police Board	Vancouver Police Union	1,160	Dec. 31, 2006	Negotiations - continuing mediation
		Teamsters, Local 31	~	Dec. 31, 2006	Negotiations - yet to commence
	Vancouver Island Regional Library	CUPE, Local 401	253	Dec. 31, 2006	Negotiations - continuing
	Victoria/Esquimalt Police Board	Police Association of Victoria and Esquimalt	210	Dec. 31, 2006	Negotiations - yet to commence
	Oak bay Police Board	Oak bay Police Association	28	Dec. 31, 2006	Negotiations - yet to commence
	West Vancouver, District of	IAFF, Local 1525	95	Dec. 31, 2006	Negotiations - yet to commence
	White Rock, City of	IAFF, Local 2407	17	Dec. 31, 2006	Negotiations - yet to commence
	Williams Lake, City of	IUOE, local 882B	120	Jun. 30, 2007	Settled - Details Pending
<b>FEDERAL GOVERNMENT</b>	Canada Revenue Agency	PSAC	4,922	Oct. 31, 2007	Tentative Agreement - Awaiting Ratification
	Treasury Board of Canada	CMSG, Government Ships Officers	950	Mar. 31, 2006	Negotiations- continuing
		PIPSC, Research	188	Sept. 30, 2006	Negotiations- continuing mediation
		PIPSC, Health Services	2,210	Sept. 30, 2007	Negotiations - yet to commence
		PIPSC, Engineering, Architecture and Land Survey Group	2,727	Sept. 30, 2007	Negotiations- continuing



INDUSTRY	COMPANY	UNION	NUMBER OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
FEDERAL GOVERNMENT CONT'D		PIPSC, Applied Science and Patent Examination Group	5,764	Sept. 30, 2007	Negotiations- continuing
		PIPSC, Audit, Commerce & Purchasing	906	Jun. 21, 2007	Negotiations - yet to commence
		PSAC - Operations Services	1,454	Aug. 4, 2007	Negotiations- continuing
		PSAC, Program and Administrative Services	6,794	Jun. 20, 2007	Negotiations- continuing
		PSAC, Technical Services	1,481	Jun. 21, 2007	Negotiations- continuing