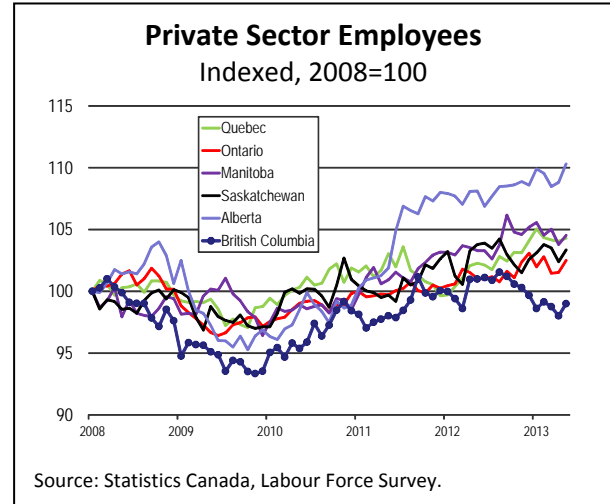




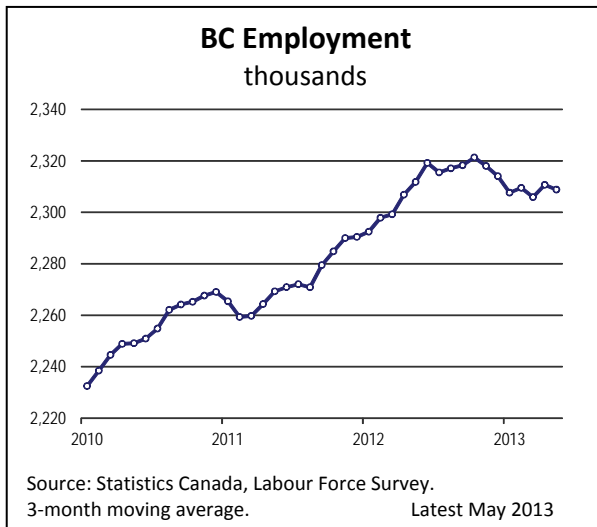
## BC LABOUR MARKET AND BARGAINING OVERVIEW

The provincial labour market remains soft with the most recent data extending the month-to-month trend of employment essentially remaining flat. For year-over-year comparisons, job growth in BC is now just slightly positive.

Within the private sector, hiring activity is somewhat weaker than the overall labour market, which includes public sector workers and the self-employed. Over the first five months of the year, the number of employees working in the private sector is 1.3% lower than the same period in 2012. And relative to other provinces, BC stands out as having weak private sector job growth. Looking ahead, however, hiring activity should pick up in the latter part of 2013 as the US economy strengthens and domestic conditions gradually improve.



The average weekly wage across all industries and workers in BC is up 3% over last year. Based on this broad measure, wage growth has trended higher over the past couple years, from a low of 1.8% in 2011. Of interest, the comparable wage increase this year in Alberta is 6.8%.



Contract settlements in the province have remained stable, with the twelve month average of all first-year increases running at 0.67%. Among the 10 private sector settlements recorded in May, two had zero first-year wage increases while the average lift for the other eight was 2.4%. There were just three public sector settlements in May (with first-year increases of zero, 0.6% and 1.3%).

## LEGAL

### **Employment & Labour Issues “Top Ten”**

*Blake, Cassels & Graydon LLP* – A leading business law firm in Canada, Blake, Cassels & Graydon LLP (Blakes), has produced a Top Ten Series to provide employers across the country with information on current and relevant legal issues in the workplace. The first issue addresses Accommodation in the Workplace.

Employers have a duty to accommodate employees' needs that are protected under federal and provincial human rights legislation. The legislation requires employers to accommodate up to the point of undue hardship. According to Blakes this is a high threshold. The Supreme Court of Canada ruled that employers do not have to accommodate to the point of impossibility, but any disruption or interference with workplace rules or standards does not obviate the employers' obligation.

The law is developing around two current issues facing employers today: family obligations and drug and alcohol testing.

There are two approaches used by decision-makers to help determine the extent of duty to accommodate for family obligations. One suggests accommodation must be made if workplace standards interfere with an employee's ability to fulfill family obligation in a realistic way. And, the

other looks to see if workplace standards interfere with an employees' ability to fulfill family obligation in a serious way. Blakes recommends employers adopt the following measures to avoid human rights claims:

1. Listen to the employee's request or allegations;
2. Consider the employee's efforts to address the alleged interference with family obligations;
3. Consider the impact and hardship on the business if the employee's requests are granted;
4. Consider whether the employee's requests are simply preferences or are actual needs;
5. Document all steps taken to address the employee's requests or allegations.

A second issue facing employers today, and where case law is developing rapidly, is drug and alcohol testing. Drug and alcohol addiction is considered a disability and therefore falls under the employers' duty to accommodate. Blakes believes that employers with drug and alcohol testing should ensure they have programs and policies in place to accommodate those any employees with the disability.

Having clearly communicated policies that are applied consistently will help employers minimize allegations of violating human rights legislation.

### **New Policies Approved by WorkSafeBC**

*Lawson Lundell LLP* – In April 2013 WorkSafeBC announced new policies that direct employers on the duty and care of bullying and harassment in the workplace. The policy requires employers to implement a bullying and harassment policy statement, create reporting procedures and develop investigative procedures by November 1, 2013. There are minimum requirements set out for ensuring the safety of workers and for appropriate training so workers can ensure the safety of others.

Bullying and harassment are defined as, “any inappropriate conduct or comment by a person towards a worker that the person knew, or reasonably ought to have known, would cause that worker to be humiliated or intimidated.” The policy excludes reasonable actions by employers or supervisors in the course of managing and directing the workplace.

Last year, Section 5.1 of the *Workers Compensation Act* was expanded to include mental disorders that arise out of bullying and harassment in the workplace. The policies help define the terms and growing concerns about workplace bullying and harassment.

### **Saskatchewan’s Legislation Overhaul**

*Perry Work Report, May 2013* – Bill 85, the *Saskatchewan Employment Act*, received Royal Assent on May 15, resulting in a comprehensive re-write of Saskatchewan’s labour laws. The Bill contains 33 pieces of repealed or

amended legislation affecting the *Trade Union Act*, the *Labour Standards Act*, the *Occupational Health and Safety Act*, the *Health Labour Relations Reorganization Act* and the *Construction Industry Labour Relations Act*.

Labour specific amendments of note include:

- Substantial increases in the number of employees who cannot join a union by declaring their job duties 'confidential';
- Separate bargaining units for supervisors;
- Allowance for decertification attempts anytime after the first 24 months of a certification order;
- Restrictions on the bargaining process, such as a 14-day cooling off period before a strike or lockout can occur and 48-hour strike notice;
- Allowance for employers to identify any of its offers, including its first, as a 'final offer' and force a union vote;
- Requires unions to provide audited financial statements.

Noteworthy employment standards changes include:

- Expanded family leave for care of children;
- Pay part-time employees with overtime for all hours worked in excess of eight hours in a day;
- Indexation of the minimum wage;
- Reduction of the qualification period for maternity, parental and adoption leave from 20 weeks to 13 weeks of service.



## LABOUR MARKET

### **One in Five Canadian Workers Age 55 and Over**

*Statistic Canada National Household Survey* – Recently released figures from Statistic's Canada's National Household Survey shows 18.7% of all workers in Canada are 55 years and over. This high proportion is the result of the aging of the baby boom generation as well as recent increases in labour force participation among older workers.

There are a number of occupations where a high share of older workers is

poised to present significant hiring challenges. For example, fully 49% of all Managers in Agriculture are now 55 years of age and over. For bus drivers and subway operators the proportion is 40%. And around one third of senior managers in health, education and community services are 55 years plus. A similar proportion of older workers exists for managers in the construction and transportation sectors



## SETTLEMENTS

### PRIVATE SECTOR

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Overwaitea/Save-On Foods	UFCW	Page 1
Sofina Foods (Lilydale Hatchery)	UFCW	Page 2
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Lafarge Valley Rite	Teamsters	Page 3
Lafarge Texada Quarrying	Boilermakers	Page 3
Lafarge Richmond Cement	Boilermakers	Page 3
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West Shore Parks & Recreation	CUPE	Page 14

**PRIVATE SECTOR****CONSTRUCTION**

Parties: Pedre Contractors  
AND  
Christian Labour Association of Canada local 68

Contract expiry: April 30, 2010; 84 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2010 to April 30, 2013 that provides wage increases as follows:

May 1, 2010	0.0 per cent
May 1, 2011	2.0 per cent
May 1, 2012	2.0 per cent

*No key wage data available*

**FOOD & BEVERAGE**

Parties: Canada Safeway  
AND  
United Food & Commercial Workers' Union local 1518

Contract expiry: March 31, 2013; 8,000 unionized employees. The parties have ratified a 10-year agreement effective April 1, 2013 to March 31, 2023 that provides no general wage increases.

*No key wage data available*

**Note**

- Full re-opener as at March 2018 allowing all terms to be re-negotiated and/or decided by binding arbitration.
- Lump sums to one pay scale.

Parties: Overwaitea/Save On Foods  
AND  
United Food & Commercial Workers' Union local 1518

Contract expiry: March 31, 2013; 9,000 unionized employees. The parties have ratified a 10-year agreement effective April 1, 2013 to March 31, 2023 that provides no general wage increases.

*No key wage data available*

**FOOD & BEVERAGE CONT'D****Note**

- Full re-opener as at March 2018 allowing all terms to be re-negotiated and/or decided by binding arbitration.

Parties: Sofina Foods (Lilydale Hatchery)  
AND

United Food & Commercial Workers Union local 1518

Contract expiry: June 30, 2012; 29 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2012 to June 30, 2016 that provides wage increases as follows:

July 1, 2012	1.83 per cent
July 1, 2013	1.83 per cent
July 1, 2014	1.83 per cent
July 1, 2015	1.83 per cent

*No key wage data available*

**MANUFACTURING**

Parties: Olivieri Foods Limited  
AND

United Food & Commercial Workers' Union local 1518

Contract expiry: January 31, 2013; 120 unionized employees. The parties have ratified a 4-year agreement effective February 1, 2013 to January 31, 2017 that provides wage increases as follows:

February 1, 2013	\$0.35 cents
February 1, 2014	\$0.40 cents
February 1, 2015	\$0.40 cents
February 1, 2016	\$0.45 cents

Hourly Wages	February 1, 2013	February 1, 2014	February 1, 2015	February 1, 2016
Journeyman Mechanic	\$28.85	\$29.25	\$29.65	\$30.10

**MANUFACTURING CONT'D**

Parties: Lafarge Valley-Rite Ready Mix  
AND  
International Brotherhood of Teamsters local 213

Contract expiry: December 31, 2011; 71 unionized employees. The parties have ratified a 3-year agreement effective January 1, 2012 to December 31, 2014 that provides wage increases as follows:

January 1, 2012	0.0 per cent
January 1, 2013	2.0 per cent
January 1, 2014	2.0 per cent

*No key wage data available*

---

Parties: Lafarge Texada Quarrying  
AND  
United Steelworkers' Union local 816

Contract expiry: May 31, 2012; 66 unionized employees. The parties have ratified a 4-year agreement effective June 1, 2012 to May 31, 2016 that provides wage increases as follows:

June 1, 2012	2.5 per cent
June 1, 2013	2.5 per cent
June 1, 2014	2.75 per cent
June 1, 2015	3.0 per cent

*No key wage data available*

---

Parties: Lafarge Richmond Cement  
AND  
Boilermakers Union

Contract expiry: October 31, 2012; 60 unionized employees. The parties have ratified a 3-year agreement effective November 1, 2012 to October 31, 2015 that provides wage increases as follows:

November 1, 2012	2.5 per cent
November 1, 2013	3.0 per cent
November 1, 2014	3.0 per cent

*No key wage data available*

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**MANUFACTURING CONT'D**

Parties: Lehigh Hanson Materials (Aggregate)  
AND  
International Union of Operating Engineers local 115

Contract expiry: March 31, 2013; 75 unionized employees. The parties have ratified a 4-year agreement effective April 1, 2013 to March 31, 2017 that provides general wage increases as follows:

April 1, 2013	1.87 per cent
April 1, 2014	2.53 per cent
April 1, 2015	2.47 per cent
April 1, 2016	2.55 per cent

*No key wage data available*

Parties: Lehigh Hanson Materials (Ocean Pipe)  
AND  
International Brotherhood of Teamsters local 213

Contract expiry: December 31, 2012; 40 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2013 to December 31, 2016 that provides general wage increases as follows:

January 1, 2013	4.8 per cent
January 1, 2014	3.2 per cent
January 1, 2015	3.0 per cent
January 1, 2016	3.0 per cent

*No key wage data available*

**Note**

- Significant wage decreases were negotiated in 2010.

Parties: Vancouver Shipyards  
AND  
Pemberton Poly Party

Contract expiry: February 28, 2013; 400 unionized employees. The parties have ratified a 5-year agreement effective March 1, 2013 to February 28, 2018 that provides general wage increases as follows:

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**MANUFACTURING CONT'D**

March 1, 2013	2.0 per cent
March 1, 2014	2.5 per cent
March 1, 2015	2.5 per cent
March 1, 2016	3.0 per cent or COLA
March 1, 2017	3.0 per cent or COLA

*No key wage data available*

---

Parties: Vancouver Shipyards  
AND  
Panamax Drydock Council

Contract expiry: February 28, 2013; 250 unionized employees. The parties have ratified a 5-year agreement effective March 1, 2013 to February 28, 2018 that provides general wage increases as follows:

March 1, 2013	2.0 per cent
March 1, 2014	2.5 per cent
March 1, 2015	2.5 per cent
March 1, 2016	3.0 per cent or COLA
March 1, 2017	3.0 per cent or COLA

*No key wage data available*

**HEALTH & WELFARE**

Parties: Rosemary Heights  
AND  
British Columbia Government & Service Employees' Union

Contract expiry: September 30, 2011; 130 unionized employees. The parties have ratified a 3-year agreement effective October 1, 2011 to September 30, 2014 that provides general wage increases as follows:

October 1, 2011	1.25 per cent
October 1, 2012	1.25 per cent
April 1, 2013	0.75 per cent
October 1, 2013	1.5 per cent
April 1, 2014	0.5 per cent

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**HEALTH & WELFARE CONT'D***No key wage data available***Note**

- Increase in vacation entitlement after 4 years service to 3 weeks.

Parties: Simon Fraser Lodge  
AND  
Hospital Employees' Union

Contract expiry: August 31, 2010; 109 unionized employees. The parties have ratified a 3-year agreement effective September 1, 2010 to August 31, 2013 that provides wage increases as follows:

September 1, 2010	0.0 per cent
September 16, 2011	1.5 per cent
September 1, 2012	1.5 per cent

Hourly Wages	September 16, 2011	September 1, 2012
Licensed Practical Nurse	\$26.27	\$26.54
Registered Nurse	\$29.20	\$29.62

**TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES**

Parties: Glacier Media Group (Prince George Citizen)  
AND  
Communications, Energy & Paperworkers' Union Local 2000

Contract expiry: May 31, 2012; 100 unionized employees. The parties have ratified a 4-year agreement effective June 1, 2012 to May 31, 2016 that provides wage increases as follows:

June 1, 2012	0.0 per cent
June 1, 2013	1.0 per cent
June 1, 2014	1.5 per cent
June 1, 2015	1.5 per cent

*No key wage data available***Note**

- \$125 signing bonus.

**TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D**

Parties: Glacier Media Group (Dawson Creek Daily and Fort Saint John Alaska Highway News)  
AND  
Communications, Energy & Paperworkers' Union Local 2000

Contract expiry: April 30, 2012; 30 unionized employees. The parties have ratified a 4-year agreement effective May 1, 2012 to June 30, 2016 that provides wage increases as follows:

May 1, 2012	0.0 per cent
May 1, 2013	1.0 per cent
May 1, 2014	1.5 per cent
May 1, 2015	1.5 per cent

*No key wage data available*

**Note**

- \$125 signing bonus.

Parties: Glacier Media Group (Kamloops Daily)  
AND  
Communications, Energy & Paperworkers' Union Local 2000

Contract expiry: December 31, 2011; 50 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

Jan 1, 2012	0.0 per cent
Jan 1, 2013	1.0 per cent
Jan 1, 2014	1.5 per cent
Jan 1, 2015	1.5 per cent

*No key wage data available*

**Note**

- \$125 signing bonus.

Parties: Total Delivery Systems  
AND  
Communications, Energy & Paperworkers' Union Local 2000

**TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D**

Contract expiry: November 30, 2010; 180 unionized employees. The parties have ratified a 3-year agreement effective December 1, 2010 to November 30, 2013 that provides wage increases as follows:

Varying increases from 2.5 per cent to 7.0 per cent on different wage grids

*No key wage data available*

Parties: Black Press Group  
AND  
Communications, Energy & Paperworkers' Union Local 2000

Contract expiry: March 31, 2010; 350 unionized employees. The parties have ratified a 5-year agreement effective April 1, 2010 to March 31, 2015 that provides wage increases as follows:

April 1, 2010	0.0 per cent
April 1, 2011	0.0 per cent
April 1, 2012	0.0 per cent
April 1, 2013	1.0 per cent
April 1, 2014	1.5 per cent
April 1, 2015	1.0 per cent

*No key wage data available*

**Note**

- One time bonus paid vacation day.
- Moved health and welfare plan from Printing Industry Health to a plan chosen by employer.
- New lower start rate in 2 classifications.
- The agreement was reached with the help of a Mediator.

**PUBLIC SECTOR****EDUCATION**

Parties: Vancouver Island University  
AND  
Federation of Post Secondary Educators

**EDUCATION CONT'D**

Contract expiry: March 31, 2012; 448 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	0.0 per cent
January 1, 2013	1.0 per cent
April 1, 2013	1.0 per cent
September 1, 2013	1.0 per cent
January 1, 2014	1.0 per cent

*No key wage data available*

Parties: Okanagan College  
AND  
Federation of Post Secondary Educators

Contract expiry: March 31, 2012; 122 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	0.0 per cent
January 1, 2013	1.0 per cent
April 1, 2013	1.0 per cent
September 1, 2013	1.0 per cent
January 1, 2014	1.0 per cent

*No key wage data available*

Parties: Langara College  
AND  
Federation of Post Secondary Educators

Contract expiry: March 31, 2012; 390 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	0.0 per cent
January 1, 2013	1.0 per cent
April 1, 2013	1.0 per cent
September 1, 2013	1.0 per cent
January 1, 2014	1.0 per cent

*No key wage data available*

**EDUCATION CONT'D**

Parties: Langara College  
AND  
Canadian Union of Public Employees local 15 (support staff)

Contract expiry: March 31, 2012; 616 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	0.0 per cent
September 1, 2012	1.0 per cent
December 1, 2012	1.0 per cent
April 1, 2013	1.0 per cent
January 1, 2014	1.0 per cent

*No key wage data available*

Parties: Vancouver Community College  
AND  
Canadian Union of Public Employees local 4627

Contract expiry: September 30, 2010; 302 unionized employees. The parties have ratified a 4-year agreement effective October 1, 2010 to September 30, 2014 that provides wage increases as follows:

October 1, 2010	0.0 per cent
March 1, 2013	1.0 per cent
June 1, 2013	1.0 per cent
October 1, 2013	1.0 per cent
July 1, 2014	1.0 per cent

*No key wage data available*

Parties: Emily Carr University of Art & Design  
AND  
Emily Carr University of Art & Design Faculty Association

Contract expiry: March 31, 2010; 150 unionized employees. The parties have ratified a 4-year agreement effective April 1, 2010 to March 31, 2014 that provides wage increases as follows:

April 1, 2010	0.0 per cent
January 1, 2013	1.0 per cent
April 1, 2013	1.0 per cent
September 1, 2013	1.0 per cent
January 1, 2014	1.0 per cent

*No key wage data available*

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**EDUCATION CONT'D**

Parties: Emily Carr University of Art & Design  
AND  
Canadian Union of Public Employees local 15 (support staff)

Contract expiry: March 31, 2012; 160 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	0.0 per cent
September 1, 2012	1.0 per cent
December 1, 2012	1.0 per cent
April 1, 2013	1.0 per cent
January 1, 2014	1.0 per cent

*No key wage data available*

Parties: Justice Institute of British Columbia  
AND  
British Columbia Government & Service Employees' Union (Support Staff)

Contract expiry: June 30, 2010; 151 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

July 1, 2010	0.0 per cent
December 1, 2012	1.0 per cent
March 1, 2013	1.0 per cent
July 1, 2013	1.0 per cent
April 1, 2014	1.0 per cent

*No key wage data available*

**Note**

- Approximately 30 lay-offs.

Parties: University of British Columbia  
AND  
Canadian Union of Public Employees local 116 (Aquatic Centre)

Contract expiry: December 31, 2010; 110 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2011 to December 31, 2014 that provides wage increases as follows:

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**EDUCATION CONT'D**

January 1, 2011	0.0 per cent
January 1, 2012	0.0 per cent
January 1, 2013	2.0 per cent
January 1, 2014	2.0 per cent

*No key wage data available*

**FEDERAL GOVERNMENT**

Parties: Parks Canada Agency  
AND  
Public Service Alliance of Canada

Contract expiry: August 4, 2011; unknown number of unionized employees. The parties have ratified a 3-year agreement effective August 5, 2011 to August 4, 2014 that provides wage increases as follows:

August 5, 2011	1.75 per cent
August 5, 2012	1.5 per cent
August 5, 2013	2.0 per cent

*No key wage data available*

**HEALTH & WELFARE**

Parties: UBC Childcare  
AND  
British Columbia Government & Service Employees Union

Contract expiry: April 30, 2012; 250 unionized employees. The parties have ratified a 2-year agreement effective May 1, 2012 to April 30, 2014 that provides wage increases as follows:

May 1, 2012	2.0 per cent
May 1, 2013	2.0 per cent

*No key wage data available*

**HEALTH & WELFARE CONT'D**

Parties: Community Social Services Employer Association  
AND  
Community Social Services Bargaining Association (Aboriginal Services)

Contract expiry: March 31, 2012; 200 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	1.0 per cent
August 15, 2012	1.0 per cent
April 1, 2013	1.0 per cent
December 1, 2013	1.0 per cent

*No key wage data available*

Parties: Community Social Services Employer Association  
AND  
Community Social Services Bargaining Association (Community Living)

Contract expiry: March 31, 2012; 15,000 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	1.0 per cent
April 1, 2013	1.5 per cent
January 1, 2014	1.5 per cent

*No key wage data available*

**Note**

- Additional 1.0 per cent increase effective April 1, 2013 for all Step 1 employees.
- Agreement reached after 3 months of rotating strike action.

**MUNICIPAL GOVERNMENT**

Parties: City of Williams Lake  
AND  
International Union of Operating Engineers local 882-B

Contract expiry: June 30, 2012; 120 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2012 to June 30, 2016 that provides wage increases as follows:

July 1, 2012	1.75 per cent
July 1, 2013	1.75 per cent
July 1, 2014	2.0 per cent
July 1, 2015	2.0 per cent

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**MUNICIPAL GOVERNMENT CONT'D**

Hourly Wages	July 1, 2012	July 1, 2013	July 1, 2014	July 1, 2015
Certified Electrician	\$33.38	\$33.97	\$34.65	\$35.34
Equipment Operator	\$27.43	\$27.91	\$28.47	\$29.04
Gardener	\$29.26	\$29.78	\$30.37	\$30.98

Parties: City of Abbotsford  
AND  
Canadian Union of Public Employees local 774

Contract expiry: December 31, 2011; 500 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

January 1, 2012	1.25 per cent
January 1, 2013	1.75 per cent
January 1, 2014	1.75 per cent
January 1, 2015	2.0 per cent

*No key wage data available*

Parties: City of Kimberley  
AND  
United Steelworkers local 1-405

Contract expiry: February 28, 2012; 55 unionized employees. The parties have ratified a 4-year agreement effective March 1, 2012 to February 28, 2016 that provides wage increases as follows:

March 1, 2012	1.5 per cent
March 1, 2013	1.5 per cent
March 1, 2014	2.0 per cent
March 1, 2015	2.0 per cent

*No key wage data available*

Parties: West Shore Parks & Recreation  
AND  
Canadian Union of Public Employees local 1978

**MUNICIPAL GOVERNMENT CONT'D**

Contract expiry: December 31, 2010; 235 unionized employees. The parties have ratified a 3-year agreement effective January 1, 2011 to December 31, 2013 that provides wage increases as follows:

January 1, 2011	2.0 per cent
January 1, 2012	2.0 per cent
January 1, 2013	2.0 per cent

Hourly Wages	January 1, 2011	January 1, 2012	January 1, 2013
Recreation Programmer	\$26.50	\$27.03	\$27.57
Mechanic	\$29.96	\$30.56	\$31.17

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## STATISTICS

### Wage Settlement Data for the Year Ending May 31, 2013

MONTH	NUMBER OF CONTRACTS	NUMBER OF EMPLOYEES			FIRST-YEAR WAGE INCREASES		
		Public Sector	Private Sector	All Industries	FIRST-YEAR INCREASE WEIGHTED AVERAGE	Private Sector	FIRST-YEAR % INCREASE All Industries
JUN/12	8	39,511	2,173	41,684	0.12	0.34	0.04
JUL/12	14	95	3,663	3,758	0.00	1.82	1.78
AUG/12	9	225	1,801	2,026	1.25	2.35	2.22
SEP/12	6	182	2,202	2,384	0.55	2.65	2.50
OCT/12	12	33,638	10,489	44,127	1.26	1.85	1.40
NOV/12	3	6,050	0	6,050	1.23	0	1.23
DEC/12	38	98,937	3,212	102,149	0.51	1.33	0.54
JAN/13	18	7,663	0	7,663	1.66	0	1.66
FEB/13	31	27,567	4,202	31,769	0.48	1.17	0.57
MAR/13	8	17,855	1,322	19,177	0.19	1.09	0.25
<b>APR/13</b>	<b>18</b>	<b>19,557</b>	<b>9,660</b>	<b>29,217</b>	<b>1.03</b>	<b>0.02</b>	<b>0.69</b>
<b>MAY/13</b>	<b>13</b>	<b>962</b>	<b>9,111</b>	<b>10,073</b>	<b>0.75</b>	<b>0.24</b>	<b>0.29</b>
<b>12-mth TOTAL</b>	<b>178</b>	<b>252,242</b>	<b>47,835</b>	<b>300,077</b>	<b>0.60</b>	<b>1.04</b>	<b>0.67</b>

NOTE: These calculations are based upon information regarding wage settlements covering BC workers as published 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. The Council cannot be responsible for inaccurately reported material.

For the 12-month period ending in May, the all industries average wage settlement decreased to 0.67 per cent from 0.68 per cent the previous month. The public sector 12-month average increased slightly from 0.59 per cent to 0.60 per cent while the private sector average experienced a decrease for the second month in a row from 1.24 per cent to 1.04 per cent.

The private sector settlement affecting the greatest number of employees occurred between Canada Safeway and United Food & Commercial Workers local 1518. The 10-year agreement, covering 8,000 employees, is effective April 1, 2013 to March 31, 2023. It provides for no general wage increases and a re-opener in 2018. This appears to be a pattern agreement adopted by Overwaitea/Save-on Foods affecting an additional 9,000 employees.

The public sector settlement affecting the most bargaining unit employees occurred between the City of Abbotsford and the Canadian Union of Public Employees local 774. The 4-year agreement covers 500 employees and is effective from January 1, 2012 to December 31, 2015, providing wage increases of 1.25% effective January 1, 2012, 1.75% effective January 1, 2013, 1.75% effective January 1, 2014, and 2.0% effective January 1, 2015.

**CONSUMER PRICE INDICES**

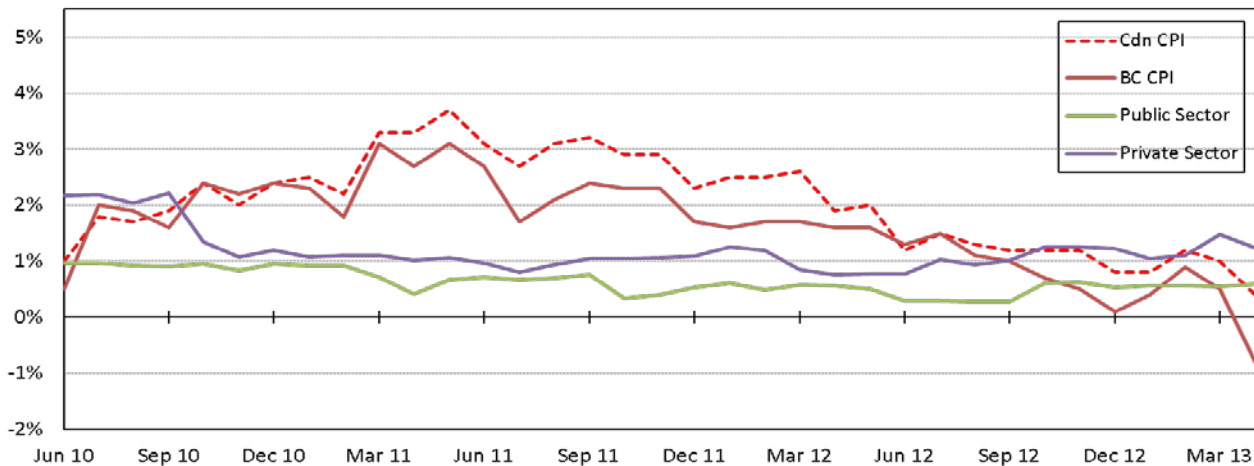
Date	CANADA		VANCOUVER		VICTORIA		BRITISH COLUMBIA	
	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)
2006 Avg.	109.1	2.0	108.0	1.9	108.5	1.6	108.1	1.8
2007 Avg.	111.5	2.2	110.2	2.0	109.8	1.2	110.0	1.7
2008 Avg.	114.1	2.4	112.8	2.4	111.8	1.8	112.3	2.1
2009 Avg.	114.4	0.3	112.9	0.1	111.9	0.1	112.3	0.0
2010 Avg.	116.2	1.8	114.7	1.6	112.9	1.1	113.6	1.4
2011 Avg.	119.9	2.9	117.5	2.3	115.5	2.2	116.5	2.4
2012 Avg.	121.7	1.5	119.0	1.3	116.7	1.0	117.8	1.1
<b>2013</b>								
Jan.	121.3	0.5	118.5	0.5	115.8	0.1	117.1	0.3
Feb.	122.7	1.2	119.8	1.2	116.9	0.7	118.3	0.9
Mar.	122.9	1.0	120.0	0.8	117.1	0.2	118.5	0.5
<b>Apr.</b>	<b>122.7</b>	<b>0.4</b>	<b>118.5</b>	<b>-0.8</b>	<b>115.8</b>	<b>-1.3</b>	<b>117.2</b>	<b>-0.8</b>

For information on previous base years please visit Statistics Canada website at [www.statscan.ca](http://www.statscan.ca).

BC's inflation rate has dropped below 0% and remains lower than the national inflation rate. Food is down by 2.7% from the previous month, shelter dropped by 0.4% and transportation was reduced by 0.6% from March to April. These three groups account for more than 60% of the relative weighting in the basket of goods that make up the CPI and therefore have a substantial effect on final CPI figures.

As depicted in the chart below, the BC CPI continues to fall lower than both the private sector first year 12-month total wage increase, and that of the comparable public sector figure.

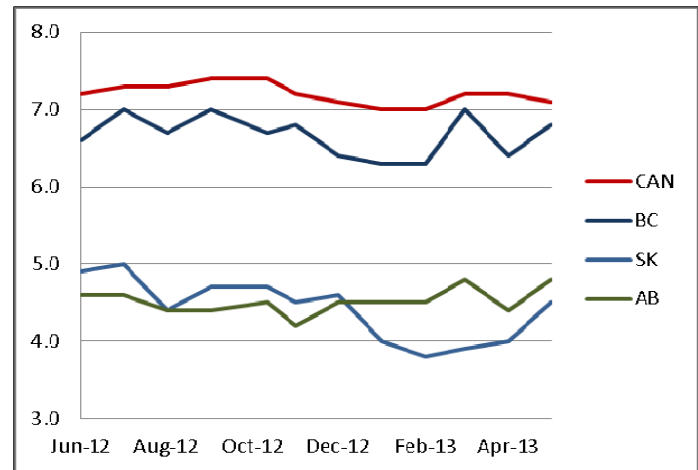
Wage Increases - First Year of Contract (BC)  
12-Month Totals, 36-Month Period  
BC and Canada Annual Per Cent Change CPI



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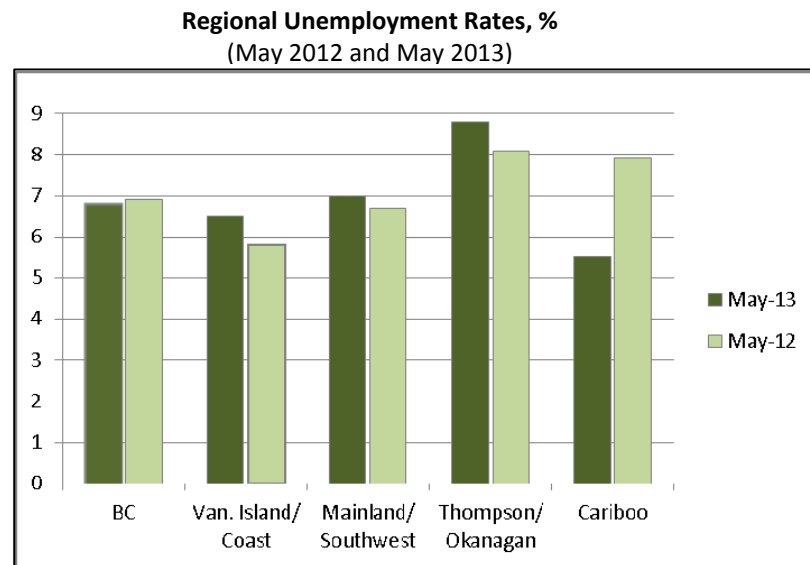
**UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)**

PROVINCES	May/13	Apr/13	May/12
Canada	7.1	7.2	7.3
Nfld	11.6	12.4	12.1
Prince Edward Island	11.2	11.6	11.4
Nova Scotia	8.7	9.0	9.2
New Brunswick	10.5	10.9	9.4
Quebec	7.7	7.8	7.8
Ontario	7.3	7.7	7.8
Manitoba	5.7	5.8	5.1
Saskatchewan	4.5	4.0	4.6
Alberta	4.8	4.4	4.5
British Columbia	6.8	6.4	7.3



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

BC METRO AND ECONOMIC REGIONS**	May/13	May/12
Vancouver Island Coast	6.5	5.8
Victoria	5.3	5.0
Mainland/Southwest	7.0	6.7
Vancouver	6.8	6.6
Abbotsford – Mission	8.8	8.1
Thompson/Okanagan	7.0	8.9
Kelowna	7.6	8.7
Kootenay	6.2	7.7
Cariboo	5.5	7.9
Prince George	4.5	6.8
North Coast & Nechako	7.7	11.6
Northeast	6.1	3.9



*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, the BC Economic Regions were reconfigured in January 2011 to reflect 2006 Census population and 2006 Standard Geographic Classification.

Source: BC Stats, May 2013

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**NEGOTIATIONS**  
(REPLACES ALL PREVIOUS EDITIONS)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b><u>PRIVATE SECTOR</u></b>				
<b>CONSTRUCTION</b>				
Construction Labour Relations Association	Various unions	35,000	Apr. 30, 2010	Negotiations – continuing (arbitration)
Fraser River Pile & Dredge (GP) Inc.	IUOE local 115	180	Apr. 30, 2013	Negotiations – continuing
	Pile Drivers, Divers, Bridge, Dock, and Wharf Builders, local 2404	450	Apr. 30, 2013	Negotiations – continuing
Pedre Contractors	CLAC local 68	60	Apr. 30, 2013	Negotiations - continuing
<b>ENERGY</b>				
Chevron Canada Ltd.	CEP local 601	150	Jan. 31, 2013	Negotiations – yet to commence
Cullen Diesel	IAMAW local 692	170	Feb. 28, 2013	Negotiations – continuing
	Teamsters local 213	30	Feb. 28, 2013	Negotiations – continuing
Spectra Energy Transmission	CEP local 686 (McMahon Plant)	85	Jan. 31, 2013	Negotiations – yet to commence
	CEP local 862 (Ft. Nelson Plant)	60	Jan. 31, 2013	Negotiations – yet to commence
	CEP (Pine River)	60	Jan. 31, 2013	Negotiations – yet to commence
Superior Propane Inc.	Teamsters local 213	700	Dec. 31, 2013	Negotiations – yet to commence
<b>FINANCE</b>				
Islands Saving Credit Union	COPE local 378	70	Jun. 30, 2013	Negotiations – continuing
Interior Savings Credit Union	BCGEU local 1707	72	Dec. 31, 2013	Negotiations – yet to commence
<b>FOOD &amp; BEVERAGE</b>				
Cara Operations - YVR	UNITE-HERE local 40	650	Jul. 31, 2013	Negotiations – yet to commence
Compass Group Canada (Morrison Management)	USW local 2009	117	Dec. 5, 2013	Negotiations – yet to commence
Compass Group Canada (Victoria International Airport)	UNITE-HERE local 40	66	Jun. 14, 2013	Negotiations – yet to commence



COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
IGA #15 & #27	UFCW local 1518	86	Jul. 10, 2010	Settled – details pending
Island Farms	Teamsters local 464	230	Sep. 30, 2011	Settled – details pending
Overwaitea Food Group	UFCW local 247	900	Mar. 31, 2013	Negotiations – continuing
Safeway Canada	BCTGM local 468	250	Mar. 31, 2013	Negotiations – continuing
	UFCW local 247	500	Mar. 31, 2013	Negotiations – continuing
Tober Enterprises (IGA)	UFCW local 1518	500	Mar. 31, 2013	Negotiations – continuing
	UFCW local 247	Unknown	Mar. 31, 2013	Negotiations – yet to commence
<b>FORESTRY</b>				
Canfor	USW local 424	1,500	Jun. 30, 2013	Negotiations – continuing
Council on Northern Interior Forest Employment Relations	USW locals 424, 425	2,500	Jun. 30, 2013	Negotiations – continuing
Interior Forest Labour Relations Association	USW locals 405, 417, 423	3,500	Jun. 30, 2013	Negotiations – continuing
West Fraser Timber Ltd.	USW locals 424, 425	1,500	Jun. 30, 2013	Negotiations – continuing
<b>HEALTH &amp; WELFARE</b>				
Aramark	HEU, Vancouver Coastal Health & Providence	750	Sep. 30, 2012	Negotiations - continuing
Beckley Farm Lodge operating Ayre Manor	HEU	62	Mar. 31, 2012	Status - Unknown
Bevan Lodge	HEU	106	Mar. 31, 2012	Status - Unknown
Compass Group Canada	HEU, Vancouver Island Health Authority	1,050	Sep. 30, 2012	Negotiations - continuing
	HEU, Provincial Health Services Authority	250	Sep. 30, 2012	Negotiations - continuing
Domcor Health, Safety & Security Inc.	HEU	77	Sep. 30, 2013	Negotiations – yet to commence
HRC Care Society (Westminster House)	BCGEU	75	Dec. 31, 2012	Negotiations – continuing
Laurel Place Holdings	HEU	235	First C/A	Status - Unknown
Lifestyles Operations LP	BCGEU	75	Jun. 30, 2013	Negotiations – yet to commence
New Horizons Care Corporation	HEU	110	First C/A	Negotiations – continuing (mediation)

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Pro Vita (Three Link Care Centre)	HEU	65	First C/A	Negotiations – continuing (mediation)
Royal City Manor	HEU	185	Dec. 31, 2011	Negotiations – continuing (mediation)
Sodexo Canada	HEU, Abbotsford Hospital and Cancer Centre	200	May 31, 2012	Tentative agreement – awaiting ratification
	HEU	1,500	Sep. 30, 2012	Tentative agreement – awaiting ratification
Stanford Place Holdings	HEU	213	First C/A	Status - Unknown
Simon Fraser Lodge	HEU	109	Aug. 31, 2013	Negotiations – yet to commence
<b>MANUFACTURING</b>				
Allied Shipbuilders	MWBIU	80	Feb. 28, 2013	Negotiations - continuing
Canadian Fishing Co.	UFAW	821	Apr. 15, 2013	Negotiations – yet to commence
Canadian Springs (Richmond)	Teamsters local 31	110	Apr. 30, 2013	Negotiations – yet to commence
Canexus Chemicals	CEP local 697	107	May 15, 2013	Negotiations – yet to commence
Coca Cola (warehouse & distribution)	Teamsters local 31	66	Oct. 31, 2012	Negotiations - continuing
Crown Packaging Ltd.	CEP local 951	67	Jun.30, 2012	Negotiations – continuing (mediation)
	CEP local 433	165	Jun. 30, 2012	Negotiations – continuing (mediation)
Ellett Industries Ltd.	SMWIA	75	Apr. 30, 2013	Negotiations – continuing
Halkin Tool Ltd.	CAW local 114	120	Sep. 14, 2012	Negotiations - continuing
Johnston Packers	UFCW local 1518	94	Dec. 31, 2013	Negotiations – yet to commence
Lafarge – Kent Avenue	Teamsters local 213	50	Dec. 31, 2012	Negotiations – continuing
Lafarge – Columbia Bit	IUOE local 115	60	Feb. 28, 2013	Negotiations – continuing
Lantic Inc.	RWU local 517	150	Feb. 28, 2013	Negotiations – continuing
Lehigh Hanson Materials (Ready Mix)	Teamsters local 213			Negotiations – continuing
Le-Ron Plastics	CAW local 114	40	Sept. 14, 2013	Negotiations – yet to commence
Lucerne Foods	RWU local 580 (processing plant)	175	Jan. 5, 2013	Negotiations – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Moduline Industries Ltd.	IAMAW local 2711	118	Nov. 30, 2013	Negotiations – yet to commence
Norampac	CEP local 433	112	Jun. 30, 2012	Negotiations - continuing
Royal Flex Lox Pipe Ltd.	Teamsters local 213	80	Mar. 31, 2013	Negotiations - continuing
Sunrise Poultry Processors	UFCW local 1518	400	Jun. 30, 2013	Negotiations – yet to commence
Sofina Foods (Abbotsford Turkey Processing Plant)	UFCW local 1518	Uk	Uk	Negotiations - continuing
Saputo	Teamsters local 464	500	Mar. 31, 2013	Negotiations – yet to commence
The Original Cakerie	Teamsters local 464	244	May 31, 2012	Negotiations – continuing
Uplands Ready Mix	Teamsters local 213	Uk	Uk	Negotiations - continuing
<b>MINING</b>				
BC Sheet Metal Association	SMWIA local 280	1,900	Apr. 30, 2013	Negotiations – yet to commence
EBCO Industries	Ironworkers local 712	98	May 31 ,2013	Negotiations – continuing
Endako Mines	USW local 424	304	Mar. 31, 2013	Negotiations – continuing
Kemess Mines	IUOE local 115	135	Dec. 31, 2013	Negotiations – yet to commence
Quinsam Coal Corporation	USW local 9347	75	Apr. 30, 2013	Negotiations – yet to commence
<b>TRADES &amp; SERVICES</b>				
ABM Janitorial Services	Teamsters local 213	137	Oct. 31, 2008	Settled – details pending
Accenture Business Services	COPE local 378	1,303	Aug. 31, 2013	Negotiations – yet to commence
Army & Navy	CLAC	150	Dec. 31, 2010	Status - Unknown
Bandstra Transportation	CLAC local 66	98	Apr. 30, 2010	Settled – details pending
Canadian Linen & Uniform Service	Teamsters local 213	110	Feb. 28, 2013	Negotiations – yet to commence
DHL Express Ltd.	CAW local 114	800	Mar. 31, 2013	Negotiations – continuing
Fairmont Empress Hotel	CAW local 4276	500	Aug. 31, 2013	Negotiations – yet to commence
Gateway Casinos and Entertainment (Lake City Casinos)	BCGEU	410	Sep. 4, 2013	Negotiations – yet to commence
Hastings Entertainment Inc.	COPE local 378	325	Jul. 31, 2011	Negotiations – continuing
	UNITE-HERE local 40	107	Dec. 31, 2010	Negotiations – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Hospitality Industrial Relations	BCGEU local 1701	110	Dec. 31, 2010	Negotiations – continuing
	UNITE-HERE local 40	2,200	May 31, 2012	Negotiations – continuing (mediation)
Hotel Grand Pacific	CAW local 114	150	Aug. 31, 2013	Negotiations – yet to commence
Hudson's Bay Company (Logistics Centre)	Teamsters local 31	326	Mar. 31, 2013	Negotiations – yet to commence
Hudson's Bay Company	UFCW local 1518	250	Jan. 31, 2012	Settled – details pending
Jericho Tennis Club	UNITE-HERE local 40	60	Sep. 30, 2011	Status - Unknown
Master Trade Union Group – Employer (VDLC)	COPE 378	60	Dec. 31, 2013	Negotiations – yet to commence
Radisson Hotel & Suites	CAW local 3000	90	May 31, 2013	Negotiations – yet to commence
Ramada Inn (Prince George)	UNITE-HERE local 40	65	May. 31, 2012	Negotiations – continuing
Salvation Army (Harbour Light)	BCGEU	109	Mar. 31, 2013	Negotiations – yet to commence
Sheraton Vancouver	CAW local 3000	133	Apr. 30, 2012	Status - Unknown
Shoppers' Drug Mart	UFCW local 1518	72	Apr. 30, 2012	Settled – details pending
The Cat Rental Stores	IAMAW local 692	65	Jul. 1, 2013	Negotiations – yet to commence
Vancouver Opera	IATSE local 118	55	Aug. 31, 2011	Settled – details pending
Vancouver Playhouse	IATSE local 118	200	Jun. 30, 2013	Negotiations – yet to commence
Zellers Inc. #264	UFCW local 1518	102	Mar. 31, 2013	Status – unknown
<b>TRANSPORTATION, COMMUNICATIONS &amp; OTHER UTILITIES</b>				
Avcorp Aerostructures	IAMAW local 11	360	Mar. 31, 2013	Negotiations – continuing
Canadian Pacific Railway	CP Police Association	60	Dec. 31, 2012	Settled – details pending
Canadian National Railway	Teamsters	500	Jul. 22, 2013	Negotiations – yet to commence
Consolidated Fastfrate	CAW local 114	220	Feb. 28, 2013	Negotiations – continuing
Dynamex Inc.	CAW local 114	140	Mar. 31, 2012	Settled – details pending
Fraser Wharves Ltd.	Teamsters local 213	140	Jan. 31, 2013	Negotiations – yet to commence
Grayline of Victoria	CAW	100	Mar. 31, 2013	Negotiations – yet to commence
Great Canadian Railtour co.	Teamster local 31	110	Dec. 31, 2013	Negotiations – yet to commence

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Jazz Aviation LP	CAW local 2002 (Customer Service and Airport Services Division)	320	Jan. 30, 2013	Negotiations – binding arbitration
	CAW (Crew Scheduling)	Uk	Uk	Negotiations - continuing
Protrans BC	BCGEU	175	Dec. 31, 2013	Negotiations – yet to commence
Seaspan ULC	CMSG	220	Sep. 30, 2013	Negotiations – yet to commence
	ILWU local 400	180	Sep. 30, 2013	Negotiations – yet to commence
The News Group	Teamsters local 213	235	Dec. 31, 2013	Negotiations – yet to commence
Total Delivery Systems	CEP local 2000	180	Nov. 30, 2013	Negotiations – yet to commence
<b>PUBLIC SERVICE</b>				
NAV Canada	CAW local 5454	2,100	Mar. 31, 2013	Negotiations – continuing
<b><u>PUBLIC SECTOR</u></b>				
<b>EDUCATION</b>				
BC Public School Employers Association	BCTF	41,000	Jun. 30, 2013	Negotiations – continuing
	CUPE/Teamsters (support staff)	22,274	Jun 30, 2012	Negotiations - continuing
Capilano University	Faculty Association	376	Mar. 31, 2010	Negotiations – continuing
Kwantlen Polytechnic University	FPSE	610	Mar. 31, 2012	Tentative agreement – awaiting ratification
Simon Fraser University	CUPE local 3338	1261	Mar. 31, 2010	Negotiations - continuing
	Poly Party trades unions	120	Apr. 30, 2010	Negotiations – continuing
University of British Columbia	IUOE local 882	70	Mar. 31, 2013	Negotiations – continuing (mediation)
	Faculty Association	3,500	Jun. 30, 2012	Negotiations – continuing (arbitration)
University of Northern British Columbia	Faculty Association	459	Jun. 30, 2012	Negotiations – continuing
University of the Fraser Valley	FPSE	790	Mar. 31, 2012	Negotiations – continuing
University of Victoria	Faculty Association	830	Mar. 31, 2010	Negotiations – continuing

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<b>FEDERAL GOVERNMENT</b>				
Treasury Board of Canada	CMSG (Ship's Officers)	980	Mar. 31, 2011	Negotiations – continuing (arbitration)
	PSAC (Border Services)	8,500	Jun. 20, 2011	Negotiations - continuing
	PSAC (Technical Services)	1,538	Jun. 21, 2011	Negotiations - continuing
<b>MUNICIPAL GOVERNMENT</b>				
Abbotsford Police Department	Teamsters local 31 (support staff)	70	Dec. 31, 2011	Negotiations – continuing
Chilliwack, City of	CUPE local 1050	440	Dec. 31, 2013	Negotiations – yet to commence
Cowichan Valley Regional District	CUPE local 358	210	Dec. 31, 2013	Negotiations – yet to commence
	IATSE local 168	20	Dec. 31, 2013	Negotiations – yet to commence
	USW local 1-1937	25	Dec. 31, 2013	Negotiations – yet to commence
Coquitlam, City of	CUPE local 386	441	Dec. 31, 2011	Negotiations – continuing
Delta Police Board	Delta Police Association	170	Dec. 31, 2012	Negotiations – yet to commence
Fraser Valley Regional District	CUPE local 458	52	Dec. 31, 2013	Negotiations – yet to commence
Greater Victoria Labour Relations Association	IAFF local 730	140	Dec. 31, 2009	Negotiations – continuing
	CUPE various locals	4,800	Dec. 31, 2013	Negotiations – yet to commence
Kamloops, City of	CUPE local 900	400	Dec. 31, 2013	Negotiations – yet to commence
	IAFF local 913	120	Dec. 31, 2010	Negotiations – continuing (arbitration)
Kelowna, City of	CUPE local 338	515	Dec. 31, 2013	Negotiations – yet to commence
Langley, City of	CUPE local 2058	51	Dec. 31, 2011	Negotiations – yet to commence
	IAFF local 3253	21	Dec. 31, 2009	Negotiations – continuing
Langley, Township of	IAFF local 4550	71	Dec. 31, 2009	Negotiations – yet to commence
	CUPE local 403	111	Dec. 31, 2011	Negotiations – continuing
Maple Ridge, District of	IAFF local 4449	207	Dec. 31, 2009	Negotiations – continuing
	CUPE local 622	207	Mar. 31, 2012	Negotiations - continuing
Metro Vancouver	Teamsters local 31 (inside workers)	442	Dec. 31, 2011	Negotiations – continuing
	GVRDEU (outside workers)	600	Dec. 31, 2011	Settled – details pending

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Mission, District of	CUPE local 1267	218	Dec. 31, 2013	Negotiations – yet to commence
Nanaimo, City of	IAFF local 905	97	Mar. 31, 2010	Negotiations – continuing
	CUPE local 401	750	Dec. 31, 2013	Negotiations – yet to commence
New Westminster, City of	IAFF local 256	88	Dec. 31, 2009	Negotiations – yet to commence
New Westminster Police Board	NWPOA	113	Mar. 31, 2012	Negotiations – yet to commence
North Cowichan, District of	CUPE local 358	200	Dec. 31, 2013	Negotiations – yet to commence
North Vancouver, District of	CUPE local 389	370	Dec. 31, 2011	Negotiations – continuing
Pacific National Exhibition	CUPE local 1004	4,000	Dec. 31, 2013	Negotiations – yet to commence
Penticton, City of	IAFF local 1399	40	Dec. 31, 2009	Negotiations – yet to commence
	CUPE local 608	178	Dec. 31, 2013	Negotiations – yet to commence
Port Coquitlam, City of	CUPE local 498	230	Dec. 31, 2011	Negotiations – continuing (mediation)
Port Moody, City of	IAFF local 2399	43	Dec. 31, 2009	Negotiations – continuing
Port Moody Police Board	PMPSU	47	Mar. 31, 2010	Negotiations – continuing
Powell River, City of	CUPE local 798	175	Dec. 31, 2012	Negotiations – continuing
Prince George, City of	IAFF local 1372	117	Mar. 31, 2010	Negotiations – continuing
Qualicum Beach, Town of	CUPE local 401	65	Dec. 31, 2013	Negotiations – yet to commence
Quesnel, City of	CUPE local 1050	114	Jun. 7, 2013	Negotiations – yet to commence
Revelstoke, City of	CUPE local 363	85	Dec. 31, 2013	Negotiations – yet to commence
Salmon Arm, City of	CUPE local 1908	150	Dec. 31, 2011	Negotiations – continuing
Squamish, District of	CUPE local 2269	150	Dec. 31, 2011	Negotiations – continuing (mediation)
Surrey, City of	CUPE local 402	2,100	Dec. 31, 2011	Settled – details pending
Easy Park	CUPE local 1004	63	Jun. 30, 2012	Negotiations - continuing
Vancouver Police Board	Teamsters local 31	262	Dec. 31, 2011	Settled – details pending
Vancouver Island Regional Library	CUPE local 401	200	Dec. 31, 2010	Negotiations – continuing (mediation)
Vernon, City of	CUPE local 626	146	Dec. 31, 2013	Negotiations – yet to commence
West Kelowna, District of	Local Government Employees Union	101	Dec. 31, 2013	Negotiations – yet to commence

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West Vancouver, District of	IAFF local 2525	97	Dec. 31, 2009	Negotiations – continuing (mediation)
	ATU local 134	96	Mar. 31, 2012	Negotiations – continuing
West Vancouver Police Board	West Vancouver Police Association	81	Mar. 31, 2012	Negotiations – yet to commence
White Rock, Corporation of	CUPE local 402-01	100	Dec. 31, 2011	Negotiations – continuing
<b>TRANSPORTATION, COMMUNICATIONS &amp; OTHER UTILITIES</b>				
BC Transit (Skytrain)	CUPE local 7000	530	Aug. 31, 2013	Negotiations – yet to commence
	COPE 378	120	Mar. 31, 2012	Tentative agreement – awaiting ratification
Canadian Broadcasting Corporation	Various unions	Unknown	Sep. 24, 2012	Status – unknown
Coast Mountain Bus Co. Ltd.	CUPE local 4500	176	Dec. 31, 2011	Negotiations – continuing
	CAW local 111	3,500	Mar. 31, 2012	Negotiations – continuing
	COPE local 378	443	Mar. 31, 2011	Negotiations – continuing
	CAW local 220	1,000	Mar. 31, 2012	Negotiations – continuing
Whistler Transit	CAW local 114	63	Mar. 31, 2012	Negotiations – continuing





BC LABOUR RELATIONS BOARD MEDIATION DIVISION UPDATE

(IN ORDER OF APPOINTMENT DATE)

CURRENT MEDIATIONS

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
McArthur	District of West Vancouver	West Vancouver Fire Fighters 2525	Dec 31, 2009	97	All issues	Met November 24, 25, December 16, 2010, January 7, April 18, 28, May 24, September 22, 28, November 18, 2011, January 12, 2012, and May 23, 2013. Meeting June 10 and 11.
Sones	Kimco Controls Ltd.	UA 516	First CA	12	All issues	Met March 6 & 7. Monitoring.
Bains	Tojalomi Enterprises Ltd	UFCW 1518	First CA	17	All issues	Arranging dates.
Bains	Revera - Life Style Operations	HEU and BCNU	Jun 30, 2012	177	Job security, benefits, pension, sick leave and wages	Met February 25, March 28 and April 23. Monitoring.
McArthur	Teamsters 213 Member Benefits Plans	COPE 378	Apr 30, 2011	8	Vacation, 9 day fortnight, term, wages leave, benefits, pension and others.	Meeting June 18 and 20.
Cameron	Rambow Mechanical Ltd	UA 170 and 324	First CA	24	All issues	Met March 25 and March 27. Meeting June 24 and 25.
Bains	Pro Vita (Three Links Care Centre)	HEU	First CA	65	Numerous issues	Met March 21. Met April 10. Union applied under Section 55 on March 25. Ratification vote April 24 rejected. Meeting May 27.
McArthur	Marine Drive Golf Club	Unite- Here 40	Dec 2012	49	All monetary and some non-monetary issues.	Met April 18. Reported out April 23.
Bains	Capilano Students' Union	CUPE 1004	Jun 30, 2012	7	Numerous issues	Met April 3. Arranging dates.
Sones	Alaskan Copper & Brass Company	USW 2009	May 6, 2012	12	Numerous language and monetary issues.	Met April 15 and 23. Reported out April 23. Employer's last offer rejected.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
McArthur	Hastings Entertainment	COPE 378	Jul 31, 2012	190	Wages and term.	Met April 26 and May 10.
Cameron	North Shore Winter Club	CUPE 389	Jun 30, 2012	16	Hours of work, schedules, vacation, benefits, pension, wages, term and more.	Met April 8, and 15. Reported out April 15. Employer applied for last offer vote. Lockout notice served April 22.
Sones	University of British Columbia	IUOE 882	March 31, 2013	70	Wages, benefits, hours of work, seniority, overtime and more.	Met May 14, 15, 21 and 22. Reported out May 28.
McArthur	Westminster Savings Credit Union	COPE 378	Dec 31, 2012	31	All items.	Meeting June 5.
Sones	Pro Vita (Kiwaniis Care Centre)	HEU	First CA	48	Numerous	Meeting June 5 and 11.
Sones	Coca-Cola Refreshments Canada	Teamsters 31	Dec 31, 2010	11	Wages and jurisdiction.	Meeting June 10.
Bains	Mettler-Toledo Inc	IAM 250	Nov 21, 2012	7	Family Day	Conference call June 3.
Sones	Hospitality Industrial Relations (51 properties)	Unite-Here 40	May 31, 2012	1573	All economic issues, room attendant workload and other issues.	Met May 23 and meeting again June 7.
Bains	RockTenn Container Canada	PPWC 16	Apr 30, 2012	85	Wages and terms	Met May 24 and reported out same day. Strike notice served May 30.
McArthur	Crown Packaging (Richmond)	CEP 433	Jun 30, 2012	168	Wages, benefits, and various provisions.	Meeting June 3, 4, 13, 14, and 19.
McArthur	People's Law School	BCGEU	Mar 31, 2013	9	All monetary issues.	Meeting July 15.
Sones	Chantelle Management (Castlevue Care Centre)	HEU	September 6, 2012	70	Numerous	Meeting June 12 and 13.



## STRIKES AND LOCKOUTS

### PRIVATE

### TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: FortisBC  
AND  
International Brotherhood of Electrical Workers local 213

Approximately 140 employees. Contract expired January 31, 2013. Issues include wages. Strike action commenced May 2013.

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