

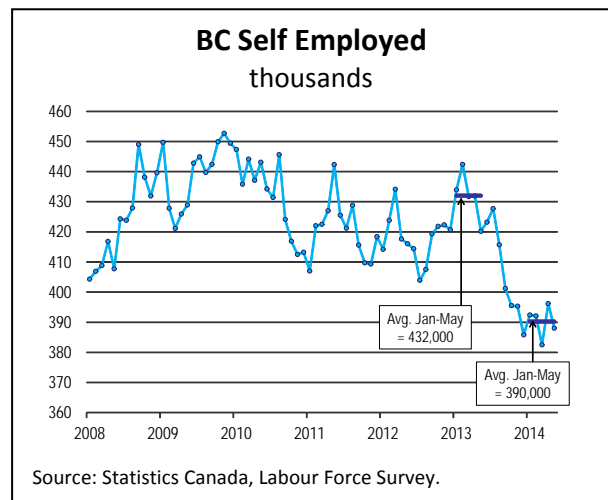
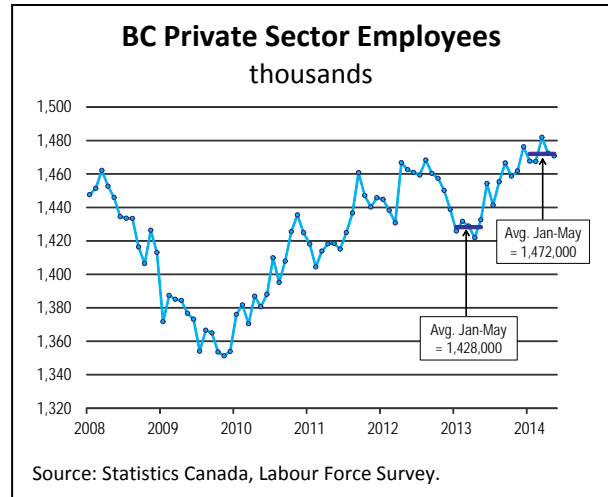


## BC LABOUR MARKET AND BARGAINING OVERVIEW

The job market in BC is gradually improving. The reality, however, is a broadly-based and more robust employment upswing remains elusive. Looking at month-to-month changes, the total number of jobs has edged higher since the end of 2013. But in spite of these gains, total employment has made little headway over the past two years and is essentially at the same level as in the latter part of 2012.

The good news is employment in the private sector has been on a stronger upward trend. The average number of people on payrolls in the private sector over the first five months of the year compared to the same period in 2013 is now up a healthy 3.1%. But as the accompanying graph shows, the annual growth figure is flattered by the fact that this year's average is being compared to a trough in 2013. Still payrolls in the private sector have grown. The reason overall employment growth is so subdued is because of a steep 9.7% drop in the number of self-employed people in the province.

With respect to collective bargaining, there were a total of 22 contracts settled over the April-May period. Just six of these were in the private sector and the remaining 16 in the public sector. For



2014, the average wage increase in the private sector is 1.7% and in 2015 it rises to 2.1%. In the public sector, the average wage lift in 2014 is the same (1.7%) but a little lower than in the private sector in 2015 (1.8%). These wage increases are similar to average increases seen in earlier months.



## LEGAL

### SCC Decisions To Affect Canadian Businesses

*McCarthy Tetrault LLP* – The Supreme Court of Canada (SCC) released two exceptional decisions in May that could have implications for Canadian businesses. One reversed three lower court decisions and the other granted leave to appeal from a provincial appellate court's unanimous decision.

The first case involved a substitute teacher who signed a contract with the school board for a few days of work. Just prior to signing the contract, the teacher became pregnant. Her physician determined her unborn child was vulnerable to a virus that is common in schools and advised on an alternate placement. The provincial health and safety commission determined she was eligible for maternity benefits given her condition. The school board challenged the decision based on non-performance resulting in a negated contract.

Three lower tribunals and courts agreed with the school board and ruled she was not entitled to benefits as she could not perform her contractual duties rendering the contract null and void.

The SCC reversed the decision of all three lower tribunals and courts concluding that the pregnancy did not incapacitate the teacher in performing

her work. Rather it was the dangerous workplace that precluded her from working.

The second case involved a Canadian pilot, employed with Bombardier, who was offered training at Bombardier's facilities in Quebec and Texas. Holding both US and Canadian pilot's licenses, he used his US license to apply for the training in Texas.

The US Department of Justice deemed the employee was a threat to aviation security and barred his application. He subsequently used his Canadian license to apply at the facility in Quebec. Bombardier refused the application stating they were subject to the US decision and could only open training to him if the US granted him clearance.

The Quebec Human Rights Tribunal ruled Bombardier had discriminated against the employee. The Quebec Court of Appeal unanimously reversed the tribunal's findings citing lack of jurisdiction. The SCC has granted leave to appeal the decision. This will be the first time the High Court will address conflicting international laws, their impact on Canadians, and the degree to which Canadian businesses must balance compliance.

### **CLC Part III Changes in Effect**

*Davis LLP* – On April 1, 2014, four significant changes to Part III of the *Canada Labour Code* came into effect. Part III of the *Code* sets minimum employment standards and mechanisms for claiming unpaid wages and benefits.

The federal government states the purpose is to ease the compliance burden and make the process easier to understand for both employers and employees. The changes also mean the federal standards are now more closely aligned with provincial legislation. Brief summaries of the changes are as follows.

*Time Limit for Payment Orders* – Claims for unpaid wages and vacation pay must now be submitted no later than six months from the date the employer was to pay. The claimant may only claim for the last 12 months of wages and 24 months of vacation pay from the date the complaint was made. Prior to the Amendment, there were no time limits on making payment order claims, nor limits on how far back the claimant could seek unpaid wages.

*Expanded Complaint Process* – Employees can file a complaint to the

administrating body (Labour Program of Employment and Social Development Canada) if they believe their employer has violated any section of Part III. Previously, employees could only file a complaint related to unpaid wages or dismissals.

*Internal Review* – Rather than appeals of an inspector's decision going to a referee appointed by the administrating body, employees and employers can now request an internal review if either party disagrees with a decision.

*Vacation Pay on Termination* – The language has been clarified relating to the length of time employers have to provide vacation pay after terminating an employee. Prior language stated the employer must pay vacation entitlement "forthwith" and 30 days for all other amounts. Now, the employer has to pay vacation within 30 days of termination.

The new restrictions on time limits for unpaid wages and vacation pay will limit the liability employers were previously exposed to. On the other hand, the expanded scope available to employees for filing complaints may result in increased liability.

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## TECHNOLOGY

### Social Media Privacy vs Employer's Rights

*Bull, Housser & Tupper LLP* – Canadian courts and tribunals have now established precedent relating to the use of social media in the workplace. The legal duty employees have to their employers – loyalty, fidelity and confidentiality – now extends to, and can be enforced in, the world of social media.

It is prudent for employers to develop policy around the use of social media including expectations and disciplinary action. Employment lawyers remind employers they have the right to include issues such as company policies applying to cyberspace, social media use during business hours, representation of the employer when online, maintaining personal and corporate confidentiality, advising employees their posts can be monitored and reviewed, and consequences of inappropriate conduct.

Three judiciary cases provide perspective on the degree of discipline employers may impose for various violations. One case involved an employee posting insubordinate phrases about a manager that resulted in the subject of the

intimidating posts to take leave for emotional distress. An arbitrator upheld 'dismissal for cause'. In a second case, the CEO of Netflix was subject to civil claims for leaking insider information after posting that viewing "exceeded one billion hours". In the third case, a Canadian employee tweeted an invitation to visit his workplace to engage in illicit commerce and was dismissed with cause.

### Canadian Survey on Social Media

*Canadian HR Reporter* – According to a survey released by the productivity software developer Webtrate, 65% of Canadian workers are distracted from work by social media. Just over half of respondents agreed that dissatisfaction in their work is positively correlated with the time spent checking social media.

Of those who were distracted, 66% said they would be more productive if they could disconnect from the Internet for periods throughout the day. Will Little, creator of Webtrate, suggests ways to separate work from the distraction of the Internet through Internet Blocking and Productivity Applications.

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## LABOUR

### **Unions Grieve Federal Performance Management Directives**

*Ottawa Citizen* – The federal government recently introduced the Directive on Performance Management for public sector employees. Labelled the “new beginning”, this performance management policy aims to make Canada’s public service more efficient and weed out poor performers. The objective is to create a healthy work environment where leadership, commitment and results are promoted. The Professional Institute of the Public Service of Canada (PIPSC) has filed a grievance with 17 other unions saying the policy violates collective agreements.

Treasury Board President Tony Clement announced plans for more rigorous performance management a year ago citing statistics in dismissal rates – 0.06% in the public sector compared to between 5% and 10% in the private sector. The directives at issue include pay increments, probationary assessment, expeditious action for underperformers, and core competencies.

The government has charged management with assessing performance and possibly delaying pay increases for workers who are not performing. Currently, there are typically five pay increments union workers move through after a year of service irrespective of performance.

Clement also established a requirement for probationary assessment, removing the current ‘automatic full-time position’ granted after one year of work.

Cases of unsatisfactory performance must now be addressed expeditiously. Managers must demote or dismiss workers who are underperforming and who cannot be brought up to standards within an 18-month period.

There are four core competencies the government will now expect from public service employees: showing integrity and respect; thinking things through; working effectively with others; taking initiative and being action-oriented.

PIPSC’s grievance argues the directives give managers the power to withhold pay increases if the employee is “not up to scratch”, which is a violation of the contract between the union and the government. The unions also want the four core competencies removed arguing poor workers or badly behaved employees should receive discipline separate and apart from pay-related performance appraisals.

The group of unions has signed a “solidarity pledge” for the first time in history that outlines agreed upon bargaining strategies as each group begins negotiations in the coming months.



## SETTLEMENTS

### PRIVATE SECTOR

Compass Group Canada	USW	Page 1
CONIFER	USW	Page 2
Halkin Tool	Unifor	Page 2
Le-Ron Plastics	Unifor	Page 3
Accenture Business Services	COPE	Page 3

### PUBLIC SECTOR

Simon Fraser University	Poly Party	Page 4
Canada Post Corporation	PSAC	Page 4
Corporation of Delta	IAFF	Page 5
City of Kamloops	CUPE	Page 5
City of Kamloops	IAFF	Page 6
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**SETTLEMENTS****PRIVATE SECTOR****FOOD & BEVERAGE**

Parties: Compass Group Canada (Morrison Management)  
AND  
United Steelworkers local 2009

Contract expiry: Dec 4, 2013; 117 unionized employees. The parties have ratified a 3-year agreement effective Dec 5, 2013 to Dec 4, 2016 that provides general wage increases as follows:

Dec 5, 2013	2.10%
Dec 5, 2014	2.10%
Dec 5, 2015	2.20%

*No key wage data available*

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Parties: Compass Group Canada (Victoria International Airport)  
AND  
Unite-Here local 40

Contract expiry: Jun 14, 2013; 66 unionized employees. The parties have ratified a 4-year agreement effective Jun 15, 2013 to Jun 14, 2017 that provides general wage increases as follows:

Jun 15, 2013	1.80%
Jun 15, 2014	2.20%
Jun 15, 2015	2.10%
Jun 15, 2016	2.50%

*No key wage data available*

**Note:**

General percentage wage increases have been calculated on the median wage rate.

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**FORESTRY**

Parties: Council on Northern Interior Forest Employment Relations  
AND  
United Steelworkers local 424,425

Contract expiry: Jun 30, 2013; 2,500 unionized employees. The parties have ratified a 5-year agreement effective Jul 1, 2013 to Jun 30, 2018 that provides general wage increases as follows:

Jul 1, 2013	3.00%
Jul 1, 2014	2.00%
Jul 1, 2015	2.50%
Jul 1, 2016	2.50%
Jul 1, 2017	3.00%

*No key wage data available*

**Note:**

Employees receive a \$400 lump sum upon ratification and \$1000 in each 2015, 2016 and 2017.

**MANUFACTURING**

Parties: Halkin Tool Ltd.  
AND  
Unifor local 114

Contract expiry: Sep 14, 2012; 120 unionized employees. The parties have ratified a 4-year agreement effective Sep 15, 2012 to Sep 14, 2016 that provides general wage increases as follows:

Sep 15, 2012	1.50%
Sep 15, 2013	2.50%
Sep 15, 2014	1.50%
Sep 15, 2015	1.00%

*No key wage data available*

**Note:**

In addition to the 1.00% wage increase in 2015, employees receive an increase equal to the annual average percentage change in the Vancouver Consumer Price Index from August 2014 to July 2015.



Parties: Le-Ron Plastics  
AND  
Unifor local 114

Contract expiry: Sep 14, 2013; 40 unionized employees. The parties have ratified 3-year agreement effective Sep 15, 2013 to Sep 14, 2016 that provides general wage increases as follows:

Sep 15, 2013	1.00%
Sep 15, 2014	2.25%
Sep 15, 2015	2.50%

*No key wage data available*

**Note:**

Employees receive a \$300 lump sum at date of ratification.  
Improved vision care coverage from \$200 to \$250 over two years.  
Reduced Short Term Disability wait time by one day.

**TRADES & SERVICES**

Parties: Accenture Business Services  
AND  
Canadian Office & Professional Employees local 378

Contract expiry: Aug 31, 2013; 660 unionized employees. The parties have ratified a 2-year agreement effective Sep 1, 2013 to Aug 31, 2015 that provides general wage increases as follows:

Sep 1, 2013	0.00%
Sep 1, 2014	0.00%

Monthly Salary	Year 1	Year 2
Group 2 (base)	\$2,079	\$0
Group 14 (base)	\$6,227	\$0

**Note:**

Full time employees receive \$1500 lump sum upon ratification.  
Part time employees receive \$1000 lump sum upon ratification.

**PUBLIC SECTOR****EDUCATION**

Parties: Simon Fraser University  
AND  
Poly Party

Contract expiry: Mar 31, 2010; 120 unionized employees. The parties have ratified a 4-year agreement effective Apr 1, 2010 to Mar 31, 2014 that provides general wage increases as follows:

Apr 1, 2010	0.00%
Apr 1, 2011	0.00%
Apr 1, 2012	2.00%
Apr 1, 2013	2.00%

*No key wage data available*

**FEDERAL GOVERNMENT**

Parties: Canada Post Corporation  
AND  
Public Service Alliance of Canada - Union of Postal Communication Employees

Contract expiry: Aug 31, 2012; 1,644 unionized employees. The parties have ratified a 4-year agreement effective Sep 1, 2012 to Aug 31, 2016 that provides general wage increases as follows:

Sep 1, 2012	1.50%
Sep 1, 2013	1.25%
Sep 1, 2014	0.00%
Sep 1, 2015	0.00%

*No key wage data available*

**Note:**

Employees hired after the date of ratification receive a 15% lower starting salary than existing employees and are eligible for a defined contribution pension plan rather than the existing defined benefit plan.

**MUNICIPAL GOVERNMENT**

Parties: Delta, Corporation of  
AND  
International Association of Firefighters local 1763

Contract expiry: Dec 31, 2011; 170 unionized employees. The parties have ratified an 8-year agreement effective Jan 1, 2012 to Dec 31, 2019 that provides general wage increases as follows:

Jan 1, 2012	2.50%
Jan 1, 2013	2.50%
Jan 1, 2014	2.50%
Jan 1, 2015	2.50%
Jan 1, 2016	2.50%
Jan 1, 2017	2.50%
Jan 1, 2018	2.50%
Jan 1, 2019	2.50%

*No key wage data available*

Parties: Kamloops, City of  
AND  
Canadian Union of Public Employees local 900

Contract expiry: Dec 31, 2013; 400 unionized employees. The parties have ratified a 5-year agreement effective Jan 1, 2014 to Dec 31, 2018 that provides general wage increases as follows:

Jan 1, 2014	1.00%
Jan 1, 2015	1.50%
Jan 1, 2016	2.00%
Jan 1, 2017	1.00%
Jan 1, 2018	2.00%

*No key wage data available*

Parties: Kamloops, City of  
AND  
International Association of Firefighters local 913

Contract expiry: Dec 31, 2010; 120 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2011 to Dec 31, 2014 that provides general wage increases as follows:

Jan 1, 2011	1.25%
Jul 1, 2011	1.25%
Dec 30, 2011	0.50%

*No key wage data available*

Note:

Wage increases in 2012, 2013 and 2014 will be an average of identified lower mainland municipalities.

Parties: Ladysmith, Town of  
AND  
Canadian Union of Public Employees local 401

Contract expiry: Dec 31, 2013; 80 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2014 to Dec 31, 2017 that provides general wage increases as follows:

Jan 1, 2014	0.00%
Jul 1, 2014	2.00%
Jan 1, 2015	1.00%
Jul 1, 2015	1.00%
Jan 1, 2016	1.50%
Jul 1, 2016	0.50%
Jan 1, 2017	2.00%

*No key wage data available*

Note:

The agreement was reached with the help of a mediator.

Parties: Langley, Township of  
AND  
Canadian Union of Public Employees local 403

Contract expiry: Dec 31, 2011; 111 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2012 to Dec 31, 2015 that provides general wage increases as follows:

Jan 1, 2012	1.25%
Jan 1, 2013	1.75%
Jan 1, 2014	1.75%
Jan 1, 2015	2.00%

*No key wage data available*

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Parties: Metro Vancouver  
AND  
International Brotherhood of Teamsters local 31

Contract expiry: Dec 31, 2011; 369 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2012 to Dec 31, 2015 that provides general wage increases as follows:

Jan 1, 2012	1.25%
Jan 1, 2013	1.75%
Jan 1, 2014	1.75%
Jan 1, 2015	2.00%

*No key wage data available*

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Parties: North Cowichan, District Of  
AND  
Canadian Union of Public Employees local 358

Contract expiry: Dec 31, 2013; 200 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2014 to Dec 31, 2016 that provides general wage increases as follows:

Jan 1, 2014	2.00%
Jul 1, 2014	2.00%
Jan 1, 2015	1.00%
Jul 1, 2015	1.00%
Jan 1, 2016	1.50%
Jul 1, 2016	0.50%

*No key wage data available*

Note:

Increases in 2014 are an average across the wage scale. The true increase is \$0.30/hour in each of January and July.

Parties: North Vancouver, City of  
AND  
Canadian Union of Public Employees local 389

Contract expiry: Dec 31, 2011; 220 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2012 to Dec 31, 2015 that provides general wage increases as follows:

Jan 1, 2012	1.25%
Jan 1, 2013	1.75%
Jan 1, 2014	1.75%
Jan 1, 2015	2.00%

*No key wage data available*

Parties: North Vancouver, District of  
AND  
Canadian Union of Public Employees local 389

Contract expiry: Dec 31, 2011; 370 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2012 to Dec 31, 2015 that provides general wage increases as follows:

Jan 1, 2012	1.25%
Jan 1, 2013	1.75%
Jan 1, 2014	1.75%
Jan 1, 2015	2.00%

*No key wage data available*

Parties: Northlands Golf Course  
AND  
Canadian Union of Public Employees local 389

Contract expiry: Dec 31, 2011; 17 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2012 to Dec 31, 2015 that provides general wage increases as follows:

Jan 1, 2012	1.25%
Jan 1, 2013	1.75%
Jan 1, 2014	1.75%
Sep 1, 2014	0.50%
Jan 1, 2015	2.00%

*No key wage data available*

Parties: Okanagan Regional Library  
AND  
Canadian Union of Public Employees local 1123

Contract expiry: Dec 31, 2013; 155 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2014 to Dec 31, 2017 that provides general wage increases as follows:

Jan 1, 2014	2.00%
Jan 1, 2015	2.00%
Jan 1, 2016	2.00%
Jan 1, 2017	1.80%

*No key wage data available*

Parties: Port Alberni, City of  
AND  
Canadian Union of Public Employees local 118

Contract expiry: Dec 31, 2013; 130 unionized employees. The parties have ratified a 5-year agreement effective Jan 1, 2014 to Dec 31, 2018 that provides general wage increases as follows:

Jan 1, 2014	1.25%
Jan 1, 2015	1.50%
Jan 1, 2016	1.75%
Jan 1, 2017	2.00%
Jan 1, 2018	2.25%

*No key wage data available*

Parties: Prince George, City of  
AND  
Canadian Union of Public Employees local 399 & 1048

Contract expiry: Dec 31, 2012; 515 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2013 to Dec 31, 2016 that provides general wage increases as follows:

Jan 1, 2013	0.00%
Jan 1, 2014	0.75%
Jan 1, 2015	2.00%
Jan 1, 2016	2.00%

*No key wage data available*

**Note:**

Employees receive a 0.50% lump sum in the first year of the contract. 2013 and 2014 increases are funded by the removal of a “no lay-off” clause and more efficient working schedules.



**TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES**

Parties: BC Rapid Transit Co. Ltd. (Skytrain)  
AND  
Canadian Union of Public Employees local 7000

Contract expiry: Aug 31, 2013; 530 unionized employees. The parties have ratified a 3-year agreement effective Sep 1, 2013 to Aug 31, 2016 that provides general wage increases as follows:

Sep 1, 2013	2.00%
Sep 1, 2014	2.00%
Sep 1, 2015	1.75%

*No key wage data available*

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## STATISTICS

### Wage Settlement Data for the Year Ending May, 2014

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/13	9	9,887	503	10,390	1.08	0.90	1.08
JUL/13	10	2,191	561	2,752	0.13	0.88	0.28
AUG/13	16	97	6,497	6,594	2.26	1.38	1.39
SEP/13	5	441	635	1,076	1.25	1.79	1.57
OCT/13	10	1,538	2,500	4,038	1.75	1.48	1.58
NOV/13	8	1,058	972	2,030	1.93	1.49	1.72
DEC/13	16	25,164	10,171	35,335	0.60	2.10	1.03
JAN/14	2	40,000	0	40,000	0.00	0.00	0.00
FEB/14	22	42,981	3,391	46,372	0.03	1.72	0.15
MAR/14	10	483	799	1,282	0.17	2.72	1.76
APR/14	17	4,654	3,320	7,974	1.39	2.33	1.78
<b>MAY/14</b>	<b>5</b>	<b>497</b>	<b>183</b>	<b>680</b>	<b>1.25</b>	<b>1.99</b>	<b>1.45</b>
<b>12-mth TOTAL</b>	<b>130</b>	<b>128,991</b>	<b>29,532</b>	<b>158,523</b>	<b>0.31</b>	<b>1.81</b>	<b>0.59</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 increased once again from 0.54 per cent in March to 0.59 per cent. The public sector 12-month average decreased slightly from 0.37 per cent to 0.31 per cent while the private sector average increased for the fifth month in a row from 1.07 per cent to 1.81 per cent.

The private sector settlement covering the most employees occurred between the Council on Northern Interior Forest Employment Relations and the United Steelworkers. Following the forestry pattern, the 5-year agreement, covering 2,500 employees, is effective July 1, 2013 to June 30, 2018. It provides for wage increases of 3.00 per cent effective July 1, 2013, 2.00 per cent effective July 1, 2014, and 2.50 per cent effective July 1, 2015, 2.50 per cent July 1, 2016 and 3.00 per cent in the last year of the contract.

The public sector settlement affecting the most bargaining unit employees in BC occurred between BC Rapid Transit Company and the Canadian Union of Public Employees local 7000. The 3-year agreement covers 530 employees and is effective from September 1, 2013 to August 31, 2016. It provides for wage increases of 2.00 per cent September 1, 2013, 2.00 per cent September 1, 2014 and 1.75 per cent September 1, 2015.

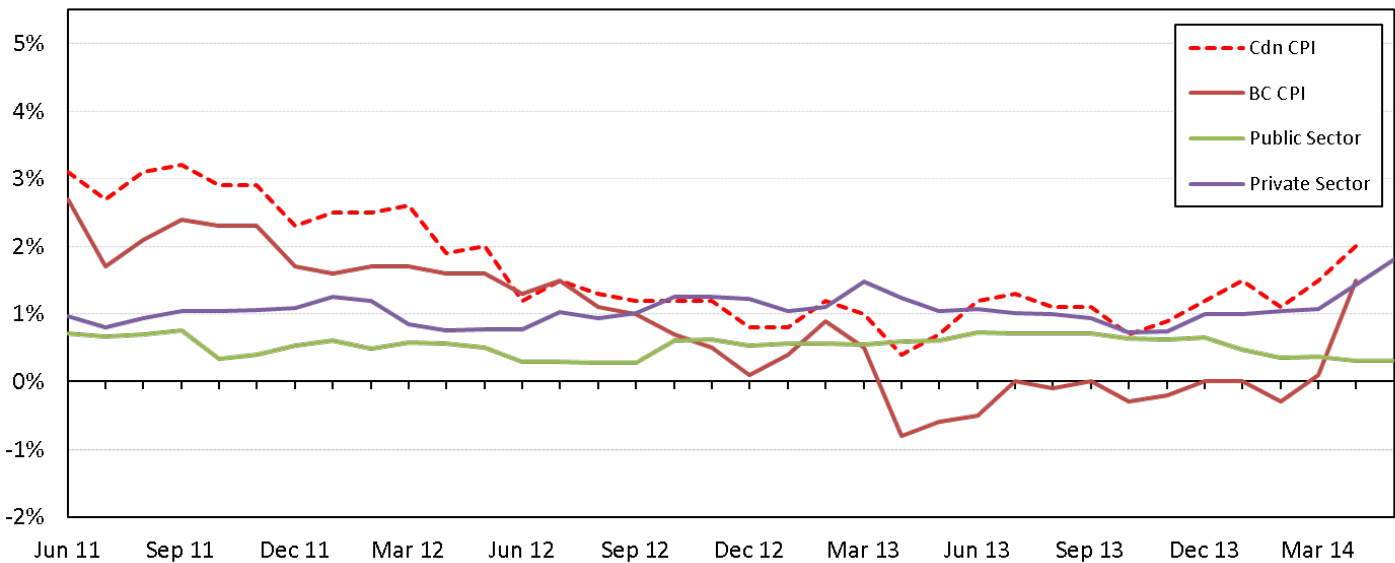
**CONSUMER PRICE INDICES**

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
2013 Avg.	122.8	0.9	119.2	0.2	116.3	-0.3	117.7	-0.1
<b>2014</b>								
Jan.	123.1	1.5	118.7	0.2	115.7	-0.1	117.1	0.0
Feb.	124.1	1.1	119.5	-0.3	116.5	-0.3	118.0	-0.3
Mar.	124.8	1.5	120.3	0.3	117.0	-0.1	118.6	0.1
<b>Apr.</b>	<b>125.2</b>	<b>2.0</b>	<b>120.7</b>	<b>1.9</b>	<b>117.3</b>	<b>1.3</b>	<b>119.0</b>	<b>1.5</b>

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

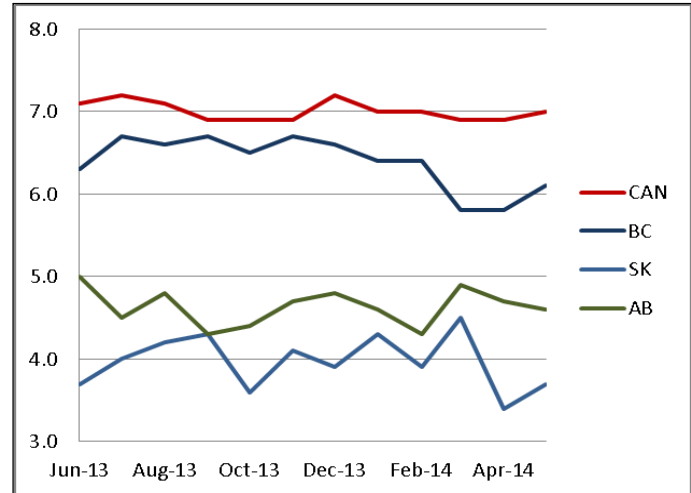
BC's inflation rate experienced its first substantial increase since the HST was repealed. Food prices increased by 2.1%, shelter rose for the first time in 12 months by 1.4%, and transportation increased by a whopping 2.5%. These three groups account for more than 60% of the relative weighting in the basket of goods that make up the CPI and therefore have a substantial effect on final CPI figures.

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



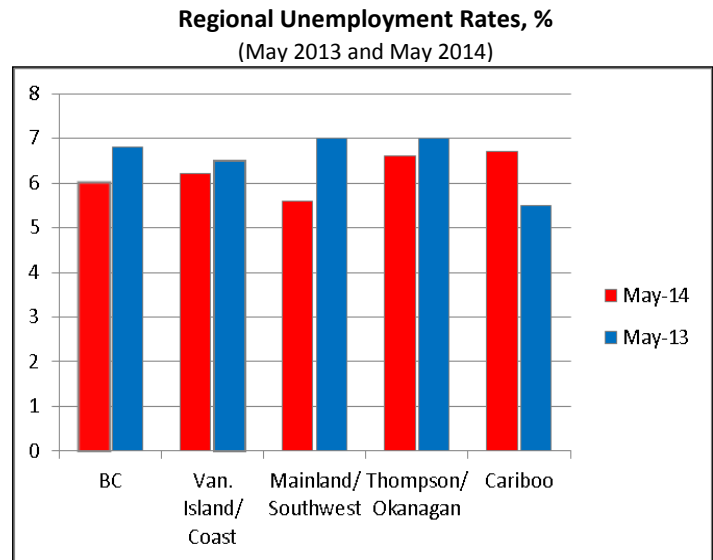
**UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)**

PROVINCES	May/14	Apr/14	May/13
Canada	7.0	6.9	7.1
Nfld	12.7	12.1	11.5
Prince Edward Island	12.2	11.7	11.2
Nova Scotia	8.9	8.9	8.6
New Brunswick	10.2	10.5	10.5
Quebec	8.0	7.6	7.7
Ontario	7.3	7.4	7.3
Manitoba	5.5	5.9	5.7
Saskatchewan	3.7	3.4	4.5
Alberta	4.6	4.7	4.8
British Columbia	6.1	5.8	6.7



**UNEMPLOYMENT RATES (% , UNADJUSTED)**

BC METRO AND ECONOMIC REGIONS**	May/14	May/13
Vancouver Island Coast	6.2	6.5
Victoria	4.9	5.3
Mainland/Southwest	5.6	7.0
Vancouver	5.4	6.8
Abbotsford – Mission	7.7	8.8
Thompson/Okanagan	6.6	7.0
Kelowna	4.9	7.6
Kootenay	7.7	6.2
Cariboo	6.7	5.5
Prince George	n/a	n/a
North Coast & Nechako	8.6	7.7
Northeast	8.0	6.1



*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, June 6, 2014

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## NEGOTIATIONS

(REPLACES ALL PREVIOUS EDITIONS)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b>PRIVATE SECTOR</b>				
<b><u>CONSTRUCTION</u></b>				
Boilermaker Contractors Association of BC	International Brotherhood of Boilermakers local 359	700	Apr 30, 2014	Negotiations - yet to commence
Canadian Utility Construction Corporation	Christian Labour Association of Canada local 68	0	May 31, 2014	Negotiations - yet to commence
Con-Force Structures Ltd.	Construction and Specialized Workers Union local 1611	100	Apr 30, 2014	Negotiations - yet to commence
Construction Labour Relations Association (Electricians)	International Brotherhood of Electrical Workers local 213	1,300	Apr 30, 2014	Negotiations - yet to commence
Construction Labour Relations Association (General Labourers - Commercial)	Construction and Specialized Workers Union local 1611	N/A	Apr 30, 2014	Negotiations - yet to commence
Construction Labour Relations Association (General Labourers - Industrial)	Construction and Specialized Workers Union local 1611	N/A	Apr 30, 2014	Negotiations - yet to commence
Pedre Contractors	Christian Labour Association of Canada local 68	84	Apr 30, 2013	Unknown
<b><u>EDUCATION</u></b>				
Native Education College	British Columbia Government & Service Employees' Union	60	Jun 30, 2014	Negotiations - yet to commence

**ENERGY**

Fortis BC Energy (Customer Service)	Canadian Office & Professional Employees local 378	322	Mar 31, 2014	Negotiations - continuing
Superior Propane Inc.	International Brotherhood of Teamsters local 213	65	Dec 31, 2013	Negotiations - continuing
Superior Propane Inc.	International Brotherhood of Teamsters local 31	60	Dec 31, 2013	Negotiations - continuing

**FINANCE**

Growth Works Capital Ltd.	United Steelworkers	10	Dec 31, 2011	Negotiations - continuing
Interior Savings Credit Union	British Columbia Government & Service Employees' Union local 1707	72	Dec 31, 2013	Negotiations - yet to commence

**FOOD & BEVERAGE**

IGA Marketplace (Vancouver)	United Food & Commercial Workers local 1518	86	Jul 9, 2014	Negotiations - yet to commence
Soul Foods	Unifor	510	Jun 30, 2014	Negotiations - yet to commence
Tober Enterprises (IGA)	United Food & Commercial Workers local 1518	225	Mar 31, 2013	Negotiations - continuing
Tober Enterprises (IGA)	United Food & Commercial Workers local 247	70	Mar 31, 2013	Negotiations - continuing

**FORESTRY**

Forest Industrial Relations (Coast Master Logging Agreement)	United Steelworkers local 2009	400	Jun 14, 2014	Negotiations - yet to commence
PRT Growing Services Ltd.	British Columbia Government & Service Employees' Union	97	Dec 31, 2014	Negotiations - yet to commence

**FORESTRY CONT'D**

Western Forest Products	United Steelworkers local 1937 &85	2,400	Jun 15, 2014	Negotiations - yet to commence
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**HEALTH SERVICES**

Beckley Farm Lodge	Hospital Employees Union	62	Mar 31, 2014	Unknown
Belvedere Care Centre	British Columbia Nurses Union	90	Mar 31, 2014	Negotiations - yet to commence
Domcor Health Safety and Security Inc.	Hospital Employees Union	77	Sep 30, 2013	Negotiations - yet to commence
Dr. Bernstein Diet and Health Clinics	British Columbia Nurses Union	80	Dec 20, 2014	Negotiations - yet to commence
Elim Christian Care Society	British Columbia Government & Service Employees' Union	165	Mar 31, 2014	Negotiations - yet to commence
Laurel Place Holdings	Hospital Employees Union	235	Feb 28, 2014	Negotiations - continuing
Lifelabs BC	British Columbia Government & Service Employees' Union	744	Dec 31, 2014	Negotiations - yet to commence
Lynnwood Retirement Residence	British Columbia Government & Service Employees' Union	60	Jul 31, 2014	Negotiations - yet to commence
New Horizons Care Corporation	Hospital Employees Union	110	Apr 30, 2014	Negotiations - yet to commence
Pro Vita Care Management	Hospital Employees Union	65	N/A	Unknown
Revera Long Term Care Incorporated	British Columbia Nurses Union	N/A	Mar 31, 2014	Negotiations - yet to commence
Simon Fraser Lodge	Hospital Employees Union	109	Aug 31, 2013	Negotiations - continuing (mediation)
Sodexo Canada Ltd. (Abbotsford Hospital & Cancer Centre)	Hospital Employees Union	200	May 31, 2013	Negotiations - continuing

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**HEALTH SERVICES****CONT'D**

South Granville Park Lodge	British Columbia Nurses Union	90	Jul 31, 2014	Negotiations - yet to commence
Stanford Place Holdings	Hospital Employees Union	270	Sep 30, 2013	Negotiations - continuing
We Care Home Health Services	Christian Labour Association of Canada local 501	100	Aug 24, 2014	Negotiations - yet to commence
Well-Being Services (PPL) Ltd.	British Columbia Government & Service Employees' Union	240	Apr 30, 2014	Negotiations - yet to commence

**MANUFACTURING**

AJ Forsyth (Russell Metals)	United Steelworkers local 2009	75	Jan 31, 2014	Negotiations - continuing
Canada Bread Company (Vancouver Island Sales)	International Brotherhood of Teamsters local 464	12	Nov 1, 2014	Negotiations - yet to commence
Canada Bread Company (Vancouver Sales)	International Brotherhood of Teamsters local 464	17	Oct 31, 2014	Negotiations - yet to commence
Canadian Fishing Co.	International Union of Operating Engineers local 882	5	May 31, 2013	Negotiations - continuing
Cascade Aerospace	Unifor local 114	375	Mar 31, 2014	Negotiations - continuing
CIPA Lumber Co. Ltd.	United Steelworkers local 2009	80	Jun 14, 2014	Negotiations - yet to commence
Coca Cola Refreshments Canada Company (Kootenays)	International Brotherhood of Teamsters local 213	12	Apr 3, 2012	Negotiations - continuing
Coca Cola Refreshments Canada Company (Vancouver Island)	International Brotherhood of Teamsters local 213	66	Oct 31, 2012	Negotiations - continuing
Dynamic Windows and Doors Inc.	United Steelworkers local 2952	98	Apr 30, 2014	Negotiations - yet to commence

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**MANUFACTURING****CONT'D**

GEA Refrigeration Canada Inc (Aerofreeze)	Unifor local 114	70	Feb 28, 2014	Negotiations - continuing (mediation)
General Paint Corporation	Communications, Energy & Paperworkers' Union local 601	69	Oct 31, 2011	Unknown
Johnston Packers	United Food & Commercial Workers local 1518	94	Dec 31, 2013	Negotiations - continuing
Lafarge Canada Inc. (Kent Avenue)	International Brotherhood of Teamsters local 213	60	Dec 31, 2012	Negotiations - continuing
Lafarge Canada Inc. (Valley Rite-Mix Ready Mix)	International Brotherhood of Teamsters local 213	71	Dec 31, 2014	Negotiations - yet to commence
Lehigh Hanson Materials Ltd. (Cement)	International Brotherhood of Boilermakers local 277	80	Apr 30, 2014	Negotiations - continuing
Lehigh Hanson Materials Ltd. (Ready- Mix)	International Brotherhood of Teamsters local 213	75	Dec 31, 2012	Negotiations - continuing
Moduline Industries (Canada) Ltd.	International Association of Machinists & Aerospace Workers local 2711	118	Nov 30, 2013	Negotiations - continuing
Philips Ledalite Architectural Products	Unifor local 114	190	May 31, 2014	Negotiations - yet to commence
Prepac Manufacturing Ltd.	Unifor local 114	84	Feb 28, 2014	Negotiations - yet to commence
Saputo Foods Inc.	International Association of Machinists & Aerospace Workers local 1857	31	Mar 31, 2013	Negotiations - continuing

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**MANUFACTURING****CONT'D**

Sunrise Poultry Processors	United Food & Commercial Workers local 1518	400	Jun 30, 2013	Negotiations - continuing
Sunwest Food Processors Ltd	United Food & Commercial Workers local 1518	140	Jul 31, 2014	Negotiations - yet to commence
The Original Cakerie	International Brotherhood of Teamsters local 464	244	May 31, 2012	Unknown
Western Employers Labour Relations Association	International Association of Machinists & Aerospace Workers local 692	100	Mar 31, 2014	Negotiations - continuing
Western Waffles	United Food & Commercial Workers local 247	85	Feb 28, 2014	Negotiations - yet to commence
Weston Bakeries	International Brotherhood of Teamsters local 464	86	Oct 31, 2014	Negotiations - yet to commence

**METALS**

Wilkinson Steel and Metals Inc.	United Steelworkers local 2009	15	Jan 31, 2014	Negotiations - continuing
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**MINING**

Teck Coal Limited	International Union of Operating Engineers local 115	257	May 31, 2014	Negotiations - yet to commence
Teck Coal Limited (Coal Mountain Mine)	United Steelworkers local 7292	165	Dec 31, 2014	Negotiations - yet to commence

**PUBLIC SERVICES**

BC Safety Authority	British Columbia Government & Service Employees' Union	256	Dec 31, 2014	Negotiations - yet to commence
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**TRADES & SERVICES**

Advanced Parking (Metro Parking)	Construction and Specialized Workers Union local 1611	100	Nov 30, 2014	Negotiations - yet to commence
ALSCO Uniform & Linen Service	Retail Wholesale Union local 580	145	Dec 31, 2013	Negotiations - yet to commence
Army & Navy	Christian Labour Association of Canada	150	Dec 31, 2010	Unknown
BC Automobile Association (Emergency Road Service)	Canadian Office & Professional Employees local 378	100	Sep 30, 2014	Negotiations - yet to commence
BC Automobile Association (Service Centre)	Canadian Office & Professional Employees local 378	68	Sep 30, 2014	Negotiations - yet to commence
Beachcomber Hot Tubs	Unifor local 114	N/A	Dec 31, 2014	Negotiations - yet to commence
BFI Canada Inc.	International Union of Operating Engineers local 115	80	Mar 31, 2014	Negotiations - yet to commence
Brandt Tractors	International Union of Operating Engineers local 115	98	Oct 31, 2013	Unknown
Brinks Canada	Unifor local 114	300	Jan 15, 2014	Negotiations - yet to commence
Britannia Community Services Centre Society	British Columbia Government & Service Employees' Union	69	Dec 31, 2014	Negotiations - yet to commence
British Columbia Government Employees' Union	Canadian Office & Professional Employees local 378	105	Mar 31, 2014	Negotiations - continuing
Canadian Linen and Uniform Service (Victoria)	International Brotherhood of Teamsters local 213	110	Feb 28, 2013	Negotiations - yet to commence
Centennial Food Services	United Food & Commercial Workers local 247	78	Aug 31, 2014	Negotiations - yet to commence

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## **TRADES & SERVICES CONT'D**

CLS Catering Ltd.	Unifor local 2002	350	Apr 30, 2014	Negotiations - continuing (mediation)
Coast Hotels	Unite-Here local 40	500	Apr 30, 2012	Negotiations - continuing
D.A. Townley & Associates Ltd.	Canadian Office & Professional Employees local 378	N/A	Dec 31, 2014	Negotiations - yet to commence
DHL Express (Canada) Limited	Unifor local 114	800	Mar 31, 2013	Unknown
Envirotest Canada	British Columbia Government & Service Employees' Union	125	Dec 31, 2014	Negotiations - yet to commence
Executive Inn Hotels	Christian Labour Association of Canada	200	Jun 15, 2014	Negotiations - yet to commence
Fairmont Hotel Vancouver	Unifor local 4275	450	Jul 31, 2014	Negotiations - yet to commence
Gateway Casinos and Entertainment Inc (Chances Casino)	United Steelworkers	50	Sep 30, 2011	Negotiations - continuing
Gateway Casinos and Entertainment Inc (Grand Villa Casino)	British Columbia Government & Service Employees' Union	600	Dec 31, 2014	Negotiations - yet to commence
Gateway Casinos and Entertainment Inc (Lake City Casinos)	British Columbia Government & Service Employees' Union	410	Sep 4, 2013	Negotiations - continuing (mediation)
Greater Vancouver Hotel Employers' Association	Unite-Here local 40	1,600	Jun 30, 2014	Negotiations - yet to commence
Hastings Entertainment Inc.	Unite-Here local 40	107	Dec 31, 2010	Negotiations - continuing
Hilton Vancouver Metrotown	Unite-Here local 40	160	May 31, 2014	Negotiations - yet to commence
Hospitality Industrial Relations	British Columbia Government & Service Employees' Union	110	Dec 31, 2010	Negotiations - continuing

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## **TRADES & SERVICES CONT'D**

Hudson's Bay Company (Vancouver Logistics Centre)	International Brotherhood of Teamsters local 31	326	Mar 31, 2013	Tentative agreement - awaiting ratification
Imperial Parking Ltd.	Construction and Specialized Workers Union local 1611	250	May 31, 2014	Negotiations - yet to commence
Iron Mountain	Unifor local 433	95	Sep 6, 2014	Negotiations - yet to commence
Jericho Tennis Club	Unite-Here local 40	60	Sep 30, 2011	Unknown
Kamloops Towne Lodge	United Steelworkers local 898	65	Jun 30, 2012	Unknown
MTU Maintenance Canada Ltd.	International Association of Machinists & Aerospace Workers local 764	219	Nov 1, 2014	Negotiations - yet to commence
Pacific Blue Cross	Canadian Union of Public Employees local 1816	610	Jul 31, 2014	Negotiations - yet to commence
Ramada Inn (Prince George)	Unite-Here local 40	65	May 31, 2012	Negotiations - yet to commence
Salvation Army (Ocean Crest Ministries)	British Columbia Government & Service Employees' Union	52	Mar 31, 2014	Negotiations - yet to commence
Securitas Canada	Unifor local 3000	350	Mar 31, 2014	Negotiations - yet to commence
Shoppers' Drug Mart	United Food & Commercial Workers local 1518	72	Apr 30, 2012	Unknown
Snowcrest Foods	United Food & Commercial Workers local 1518	126	Mar 24, 2014	Negotiations - yet to commence
The Cat Rental Stores	International Association of Machinists & Aerospace Workers local 692	69	Jul 1, 2013	Unknown

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**TRADES & SERVICES****CONT'D**

Traders' Corporation	International Brotherhood of Electrical Workers local 213	68	Dec 31, 2014	Negotiations - yet to commence
Vancouver and District Labour Council	Canadian Office & Professional Employees local 378	60	Dec 31, 2013	Negotiations - continuing
Vancouver Arena Limited Partnership (Canucks Sports & Entertainment)	Christian Labour Association of Canada	580	Sep 30, 2014	Negotiations - yet to commence
Williams Machinery Ltd.	International Union of Operating Engineers local 115	38	Apr 30, 2014	Negotiations - yet to commence
Williams Moving & Storage	Unifor	280	Mar 31, 2014	Negotiations - yet to commence
Williams Moving & Storage	International Brotherhood of Teamsters local 31	0	Dec 31, 2014	Negotiations - yet to commence
YMCA Childcare Centres	British Columbia Government & Service Employees' Union	180	Dec 31, 2014	Negotiations - yet to commence
YMCA Vancouver	British Columbia Government & Service Employees' Union	180	Dec 31, 2014	Negotiations - yet to commence
YWCA	British Columbia Government & Service Employees' Union	0	Sep 30, 2014	Negotiations - yet to commence
Zellers Inc. (Store #264)	United Food & Commercial Workers local 1518	102	Mar 31, 2013	Unknown

**TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES**

Airport Terminal Services	International Association of Machinists & Aerospace Workers	100	Apr 20, 2014	Negotiations - continuing
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**TRANSPORTATION,  
COMMUNICATIONS  
& OTHER UTILITIES  
CONT'D**

Bandstra Transportation	Christian Labour Association of Canada local 66	98	Apr 30, 2010	Settled - details pending
Canadian National Railway	Teamsters Canada Rail Conference - CTY	500	Jul 22, 2013	Negotiations - continuing (arbitration)
Canadian National Railway	Teamsters Canada Rail Conference	1,500	Dec 31, 2014	Negotiations - yet to commence
Canadian National Railway	Unifor	70	Dec 31, 2014	Negotiations - yet to commence
Canadian Pacific Railway	Unifor local 101	270	Dec 31, 2014	Negotiations - yet to commence
Canadian Pacific Railway	Canadian Pacific Police Association	480	Dec 31, 2012	Settled - details pending
Canadian Pacific Railway (Running Trades & RTC's)	Teamsters Canada Rail Conference local Running Trades & Rail Traffic Controllers	947	Dec 31, 2014	Negotiations - yet to commence
Cardinal Transportation B.C. Incorporated	Canadian Union of Public Employees local 439	60	Jun 30, 2014	Negotiations - yet to commence
ContainerWorld Forwarding Services Inc	International Brotherhood of Teamsters local 31	108	Oct 15, 2014	Negotiations - yet to commence
E-Comm, Emergency Communications for Southwest British Columbia Inc.	Canadian Union of Public Employees local 873	278	Dec 31, 2014	Negotiations - yet to commence
Fortis BC Inc (Electric)	International Brotherhood of Electrical Workers local 214	140	Jan 31, 2013	Negotiations - continuing (arbitration)

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

Fraser Wharves Ltd.	International Brotherhood of Teamsters local 213	140	Jan 31, 2013	Negotiations - continuing
Global Television	Unifor local 814	280	Aug 31, 2014	Negotiations - yet to commence
Great Canadian Railtour Co.	International Brotherhood of Teamsters local 31	110	N/A	Unknown
Greyhound Canada Transportation Corp	Amalgamated Transit Union local 1374	337	Mar 31, 2014	Negotiations - continuing
Island Tug and Barge	Canadian Merchant Service Guild	60	Sep 30, 2014	Negotiations - yet to commence
Lomak Bulk Carriers Corp (Northern Region)	Christian Labour Association of Canada local 66	40	Aug 31, 2014	Negotiations - yet to commence
Lomak Bulk Carriers Corp. (Southern region)	Christian Labour Association of Canada local 66	40	Aug 31, 2014	Negotiations - yet to commence
MVT Canadian Bus Inc.	Amalgamated Transit Union local 1724	590	Dec 31, 2013	Negotiations - continuing
Pacific Northern Gas	International Brotherhood of Electrical Workers local 213	80	Oct 31, 2014	Negotiations - yet to commence
Protrans BC Operations Ltd.	British Columbia Government & Service Employees' Union	175	Dec 31, 2013	Negotiations - continuing
Seaspan ULC	International Longshore & Warehouse Union local 400	180	Sep 30, 2013	Negotiations - continuing (mediation)
Seaspan ULC	Canadian Merchant Service Guild	220	Sep 30, 2013	Negotiations - continuing (mediation)

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

Seaspan ULC	International Union of Operating Engineers	25	Apr 30, 2014	Negotiations - yet to commence
Seaspan ULC (Ferries)	Canadian Merchant Service Guild	28	Sep 30, 2013	Negotiations - yet to commence
Seaspan ULC (Ferries)	Seafarer's International Union	21	Sep 30, 2013	Negotiations - yet to commence
Southern Railway	Canadian Union of Public Employees local 7000	135	Mar 31, 2014	Negotiations - continuing
Total Delivery Systems	Unifor local 2000	180	Nov 30, 2013	Negotiations - yet to commence
Van Kam Freightways	International Brotherhood of Teamsters local 213 & 31	180	Dec 31, 2014	Negotiations - yet to commence

**PUBLIC SECTOR**

**CROWN CORPORATIONS**

BC Assessment Authority	Canadian Union of Public Employees local 1767	722	Dec 31, 2013	Negotiations - continuing
BC Housing Authority (Admin)	British Columbia Government & Service Employees' Union	142	Mar 31, 2014	Negotiations - yet to commence
BC Housing Authority (Maintenance)	British Columbia Government & Service Employees' Union	355	Mar 31, 2014	Negotiations - yet to commence
Legal Services Society of BC	Professional Employees Association	6	Sep 30, 2014	Negotiations - yet to commence
WorkSafeBC	Compensation Employees' Union	2,500	Mar 31, 2014	Negotiations - continuing
WorkSafeBC	British Columbia Medical Association	30	Mar 31, 2014	Negotiations - yet to commence

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**EDUCATION**

BC Institute of Technology	BCIT Faculty & Staff Association	2,200	Jun 30, 2014	Negotiations - yet to commence
BC Institute of Technology (Vocational Instructors)	British Columbia Government & Service Employees' Union	625	Mar 31, 2014	Negotiations - continuing
BC Public School Employers Association (support staff)	International Brotherhood of Teamsters/Canadian Union of Public Employees	34,000	Jun 30, 2014	Negotiations - yet to commence
BC Public School Employers Association (teachers)	British Columbia Teachers Federation	41,000	Jun 30, 2013	Negotiations - continuing
Camosun College	Faculty Association	401	Mar 31, 2014	Negotiations - continuing
Camosun College	British Columbia Government & Service Employees' Union	73	Mar 31, 2014	Tentative agreement - awaiting ratification
Capilano University	Canadian Office & Professional Employees local 378	238	Jun 30, 2014	Negotiations - yet to commence
Capilano University	Federation of Post Secondary Educators	376	Mar 31, 2010	Negotiations - continuing (mediation)
College of New Caledonia	Faculty Association	214	Mar 31, 2014	Negotiations - continuing
College of New Caledonia	Canadian Union of Public Employees local 4951	300	May 31, 2014	Negotiations - yet to commence
College of the Rockies	Canadian Union of Public Employees local 2773	94	Jun 30, 2014	Negotiations - yet to commence
College of the Rockies	Faculty Association	N/A	Mar 31, 2014	Negotiations - yet to commence
Douglas College	Faculty Association	450	Mar 31, 2014	Negotiations - continuing
Douglas College (Support Staff)	British Columbia Government & Service Employees' Union	332	Jun 30, 2014	Negotiations - yet to commence

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**EDUCATION****CONT'D**

Emily Carr University of Art & Design	Canadian Union of Public Employees local 15	160	Mar 31, 2014	Negotiations - yet to commence
Emily Carr University of Art & Design	Emily Carr University of Art & Design Faculty Association	150	Mar 31, 2014	Negotiations - yet to commence
Justice Institute of British Columbia	British Columbia Government & Service Employees' Union	151	Jun 30, 2014	Negotiations - yet to commence
Kwantlen Polytechnic University	British Columbia Government & Service Employees' Union	395	Jun 30, 2014	Negotiations - yet to commence
Kwantlen Polytechnic University	Kwantlen Faculty Association	601	Mar 31, 2014	Negotiations - yet to commence
Nicola Valley Institute of Technology	Faculty Association	N/A	Mar 31, 2014	Negotiations - yet to commence
North Island College	Canadian Union of Public Employees local 3479	122	Jun 30, 2014	Negotiations - yet to commence
North Island College	Faculty Association	N/A	Mar 31, 2014	Negotiations - yet to commence
Northern Lights College	British Columbia Government & Service Employees' Union	110	Mar 31, 2014	Tentative agreement - awaiting ratification
Northwest Community College	Faculty Association/Canadian Union of Public Employees	N/A	Mar 31, 2014	Negotiations - continuing
Northwest Community College	British Columbia Government & Service Employees' Union	N/A	Mar 31, 2014	Tentative agreement - awaiting ratification
Okanagan College	Faculty Association	N/A	Mar 31, 2014	Negotiations - continuing
Okanagan College (Vocational Instructors)	British Columbia Government & Service Employees' Union	N/A	Mar 31, 2014	Tentative agreement - awaiting ratification

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**EDUCATION****CONT'D**

Post Secondary Employers' Association	British Columbia Government & Service Employees' Union local Faculty Common Table	520	Mar 31, 2014	Tentative agreement - awaiting ratification
Post Secondary Employers' Association (Compensation Template)	Federation of Post Secondary Educators	2,237	Mar 31, 2014	Negotiations - yet to commence
Royal Roads University	Faculty Association	52	Mar 31, 2014	Negotiations - yet to commence
Royal Roads University (Grounds Maintenance)	Canadian Union of Public Employees local 3886	55	May 31, 2014	Negotiations - yet to commence
Selkirk College	Faculty Association	122	Mar 31, 2014	Negotiations - yet to commence
Selkirk College (Support Staff)	Pulp, Paper & Woodworkers of Canada	227	Dec 31, 2014	Negotiations - yet to commence
Selkirk College (Vocational Instructors)	British Columbia Government & Service Employees' Union	64	Mar 31, 2014	Tentative agreement - awaiting ratification
Simon Fraser University	Teaching Support Staff Union	1,400	Apr 30, 2014	Negotiations - continuing
Simon Fraser University	Canadian Union of Public Employees local 3338	1,261	Mar 31, 2014	Negotiations - yet to commence
Simon Fraser University	Poly Party	120	Mar 31, 2014	Negotiations - yet to commence
Thompson Rivers University	Faculty Association	500	Mar 31, 2012	Negotiations - yet to commence
Thompson Rivers University	Canadian Union of Public Employees local 4879	600	Mar 31, 2014	Negotiations - yet to commence
Thompson Rivers University	Open Learning Faculty Association (TRUOLFA)	208	Mar 31, 2014	Negotiations - yet to commence

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**EDUCATION****CONT'D**

University of British Columbia	Association of Administrative and Professional Staff	3,300	Jun 30, 2014	Negotiations - continuing
University of British Columbia	Faculty Association	2,900	Jun 30, 2014	Negotiations - continuing
University of British Columbia	Canadian Union of Public Employees local 2950	1,650	Mar 31, 2014	Negotiations - yet to commence
University of British Columbia	Canadian Union of Public Employees local 2278	1,700	Aug 31, 2014	Negotiations - yet to commence
University of British Columbia	International Union of Operating Engineers local 882	70	Mar 31, 2014	Negotiations - yet to commence
University of British Columbia (Aquatic Centre)	Canadian Union of Public Employees local 116	157	Dec 31, 2014	Negotiations - yet to commence
University of British Columbia (Main)	Canadian Union of Public Employees local 116	2,000	Mar 31, 2014	Negotiations - yet to commence
University of British Columbia (Okanagan Campus)	British Columbia Government & Service Employees' Union local Support Staff	800	Jun 30, 2014	Negotiations - continuing
University of Northern British Columbia	Faculty Association	459	Jun 30, 2014	Negotiations - yet to commence
University of Northern British Columbia	Canadian Union of Public Employees local 3799	350	Jun 30, 2014	Negotiations - yet to commence
University of the Fraser Valley	Federation of Post Secondary Educators	769	Mar 31, 2014	Negotiations - yet to commence
University of Victoria	Professional Employees Association	950	Jun 30, 2014	Negotiations - yet to commence
University of Victoria	Faculty Association	900	Jun 30, 2014	Negotiations - yet to commence

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**EDUCATION****CONT'D**

University of Victoria (clerical)	Canadian Union of Public Employees local 951	800	Mar 31, 2014	Negotiations - yet to commence
University of Victoria (Comp 1 & 2)	Canadian Union of Public Employees local 4163	1,600	Aug 31, 2014	Negotiations - yet to commence
University of Victoria (Comp 3)	Canadian Union of Public Employees local 4163	940	Apr 30, 2014	Negotiations - yet to commence
University of Victoria (grounds, athletics, food service)	Canadian Union of Public Employees local 917	550	Mar 31, 2014	Negotiations - yet to commence
University of Victoria Student Society	United Steelworkers local 2009	180	Apr 30, 2014	Negotiations - yet to commence
Vancouver Island University	Canadian Union of Public Employees local 1858	246	Jun 30, 2014	Negotiations - yet to commence
Vancouver Island University	Federation of Post Secondary Educators	448	Mar 31, 2014	Negotiations - yet to commence
Vancouver Island University	British Columbia Government & Service Employees' Union	350	Mar 31, 2014	Negotiations - continuing

**FEDERAL GOVERNMENT**

Canada Post Corporation	Association of Postal Officials of Canada	550	Mar 31, 2014	Negotiations - continuing
Canada Post Corporation	Canadian Postmasters & Assistants Association	860	Dec 31, 2014	Negotiations - yet to commence
Parks Canada Agency	Public Service Alliance of Canada	N/A	Apr 4, 2014	Negotiations - continuing
Treasury Board of Canada (Applied Science)	Professional Institute of the Public Service of Canada	631	Sep 30, 2014	Negotiations - yet to commence

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**FEDERAL  
GOVERNMENT  
CONT'D**

Treasury Board of Canada (Audit, Purchase & Commerce)	Professional Institute of the Public Service of Canada	225	Jun 21, 2014	Negotiations - yet to commence
Treasury Board of Canada (Border Services)	Public Service Alliance of Canada	8,500	Jun 20, 2014	Negotiations - yet to commence
Treasury Board of Canada (Education & Library)	Public Service Alliance of Canada	1,010	Jun 30, 2014	Negotiations - yet to commence
Treasury Board of Canada (Health Services)	Professional Institute of the Public Service of Canada	271	Sep 30, 2014	Negotiations - yet to commence
Treasury Board of Canada (Operational Services)	Public Service Alliance of Canada	1,600	Aug 4, 2014	Negotiations - continuing
Treasury Board of Canada (Programs & Admin)	Public Service Alliance of Canada	8,000	Jun 20, 2014	Negotiations - yet to commence
Treasury Board of Canada (Research)	Professional Institute of the Public Service of Canada	188	Sep 30, 2014	Negotiations - yet to commence
Treasury Board of Canada (Ship's Officers)	Canadian Merchant Service Guild	1,118	Mar 31, 2014	Negotiations - continuing
Treasury Board of Canada (Technical Services)	Public Service Alliance of Canada	1,538	Jun 21, 2014	Negotiations - yet to commence

**HEALTH SERVICES**

Community Living BC	British Columbia Government & Service Employees' Union	443	Mar 31, 2014	Negotiations - continuing
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**HEALTH SERVICES****CONT'D**

Health Employers Association of British Columbia	Facilities Subsector Bargaining Association (HEU, BCGEU, IUOE, CSWU, IBEW, USWA, BCNU, UBCJA, UAJAP&P, IUPAT, PPWC)	46,000	Mar 31, 2014	Tentative agreement - awaiting ratification
Health Employers Association of British Columbia	Nurses Bargaining Association (BCNU, UPNBC, HSABC)	32,854	Mar 31, 2014	Negotiations - continuing
Health Employers Association of British Columbia	Professional Association of Residents of British Columbia	1,200	Mar 31, 2014	Negotiations - continuing
University of British Columbia Childcare Services	British Columbia Government & Service Employees' Union	250	Apr 30, 2014	Negotiations - continuing

**MUNICIPAL GOVERNMENT**

Abbotsford Police Department (support staff)	International Brotherhood of Teamsters local 31	83	Dec 31, 2011	Negotiations - continuing (mediation)
Abbotsford, City of	Abbotsford Police Association	215	Dec 31, 2012	Negotiations - yet to commence
Abbotsford, City of	International Association of Firefighters	N/A	Dec 31, 2011	Negotiations - yet to commence
Burnaby, City of	International Association of Firefighters local 323	286	Dec 31, 2011	Negotiations - continuing
Campbell River, City of	Canadian Union of Public Employees local 401	150	Dec 31, 2013	Negotiations - continuing (mediation)
Castlegar, City of	Canadian Union of Public Employees local 2262	37	Feb 28, 2013	Negotiations - continuing (mediation)



**MUNICIPAL  
GOVERNMENT  
CONT'D**

Chilliwack, City of	International Association of Firefighters	29	Dec 31, 2011	Negotiations - continuing
Chilliwack, City of	Canadian Union of Public Employees local 458	440	Dec 31, 2013	Negotiations - continuing
City of North Vancouver Public Library	Canadian Union of Public Employees local 389	21	Dec 31, 2011	Tentative agreement - awaiting ratification
Comox Valley Regional District	Canadian Union of Public Employees local 556	70	Dec 31, 2014	Negotiations - yet to commence
Coquitlam, City of	International Association of Firefighters local 1782	144	Dec 31, 2011	Negotiations - yet to commence
Courtenay, City of	Canadian Union of Public Employees local 556	80	Dec 31, 2014	Negotiations - yet to commence
Cowichan Valley Regional District	United Steelworkers local 1937	25	Dec 31, 2013	Negotiations - continuing
Cowichan Valley Regional District	Canadian Union of Public Employees local 358	210	Dec 31, 2013	Negotiations - continuing
Cowichan Valley Regional District	International Association of Theatrical Stage Employees local 168	20	Dec 31, 2013	Negotiations - continuing
Delta Municipal Police Board	Delta Municipal Police Association	170	Dec 31, 2012	Negotiations - yet to commence
District of North Vancouver Public Library	Canadian Union of Public Employees local 389	N/A	Dec 31, 2011	Negotiations - continuing
Duncan, City of	Canadian Union of Public Employees local 358	28	Dec 31, 2013	Negotiations - continuing (mediation)

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**MUNICIPAL  
GOVERNMENT  
CONT'D**

Easy Park	Canadian Union of Public Employees local 1004	63	Jun 30, 2012	Tentative agreement - awaiting ratification
Fort St. John Public Library	British Columbia Government & Service Employees' Union	100	Jun 30, 2014	Negotiations - yet to commence
Fraser Valley Regional District	Canadian Union of Public Employees local 458	70	Dec 31, 2013	Negotiations - yet to commence
Fraser Valley Regional District (Recreation Group)	Canadian Union of Public Employees local 458	25	Dec 31, 2013	Negotiations - yet to commence
Greater Victoria Labour Relations Association	Victoria City Police Union	225	Dec 31, 2012	Negotiations - yet to commence
Greater Victoria Labour Relations Association	Police Association of Victoria, Oak Bay, & Esquimalt	238	Mar 31, 2010	Negotiations - yet to commence
Greater Victoria Labour Relations Association	International Association of Firefighters local 730, 1856, 4428	140	Dec 31, 2011	Negotiations - continuing
Greater Victoria Labour Relations Association	Canadian Union of Public Employees local various	4,800	Dec 31, 2013	Negotiations - continuing
Kamloops, City of	International Association of Firefighters local 913	120	Dec 31, 2014	Negotiations - yet to commence
Kelowna, City of	International Association of Firefighters	119	Dec 31, 2012	Negotiations - continuing
Kelowna, City of	International Brotherhood of Electrical Workers local 213	4	Dec 31, 2014	Negotiations - yet to commence

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**MUNICIPAL  
GOVERNMENT  
CONT'D**

Kelowna, City of (Airport)	Canadian Union of Public Employees local 338	24	Dec 31, 2014	Negotiations - yet to commence
Kelowna, City of (Civic)	Canadian Union of Public Employees local 338	626	Dec 31, 2013	Negotiations - continuing
Kitimat, District of	Unifor	115	Dec 31, 2014	Negotiations - yet to commence
Langley, City of	International Association of Firefighters local 3253	71	Dec 31, 2011	Negotiations - yet to commence
Langley, City of	Canadian Union of Public Employees local 2058	51	Dec 31, 2011	Negotiations - continuing
Langley, Township of	International Association of Firefighters local 4550	N/A	Dec 31, 2009	Negotiations - continuing (mediation)
Maple Ridge, District of	Canadian Union of Public Employees local 622	207	Mar 31, 2012	Tentative agreement - awaiting ratification
Maple Ridge, District of	International Association of Firefighters local 4449	111	Dec 31, 2011	Negotiations - yet to commence
Mission, District of	Canadian Union of Public Employees local 1267	218	Dec 31, 2013	Negotiations - continuing
Nanaimo, City of	International Association of Firefighters	64	Dec 31, 2011	Negotiations - yet to commence
Nanaimo, City of	Canadian Union of Public Employees local 401	750	Dec 31, 2013	Negotiations - continuing
New Westminster Police Board	New Westminster Police Officers' Association	110	Dec 31, 2012	Negotiations - yet to commence

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**MUNICIPAL  
GOVERNMENT  
CONT'D**

New Westminster, City of	International Brotherhood of Electrical Workers local 213	14	Mar 31, 2012	Negotiations - continuing (mediation)
North Vancouver, City of	International Association of Firefighters local 914	56	Dec 31, 2011	Negotiations - yet to commence
North Vancouver, District of	International Association of Firefighters local 1183	121	Dec 31, 2011	Negotiations - yet to commence
Pacific National Exhibition	Canadian Union of Public Employees local 1004	4,000	Dec 31, 2013	Negotiations - continuing
Penticton, City of	Canadian Union of Public Employees local 608	178	Dec 31, 2013	Negotiations - continuing
Penticton, City of	International Association of Firefighters local 1399	40	Dec 31, 2009	Negotiations - continuing (mediation)
Port Coquitlam, City of	International Association of Firefighters local 1941	65	Dec 31, 2011	Negotiations - yet to commence
Port Moody Police Board	Port Moody Police Services Union	47	Dec 31, 2012	Negotiations - yet to commence
Port Moody, City of	International Association of Firefighters local 2399	43	Dec 31, 2009	Negotiations - continuing (mediation)
Powell River, City of	Canadian Union of Public Employees local 798	175	Dec 31, 2012	Negotiations - continuing
Powell River, City of	International Association of Firefighters local 1298	13	Dec 31, 2011	Negotiations - yet to commence

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**MUNICIPAL  
GOVERNMENT  
CONT'D**

Prince George, City of	International Association of Firefighters local 1372	117	Mar 31, 2010	Negotiations - continuing
Prince Rupert, City of	Canadian Union of Public Employees	200	Dec 31, 2014	Negotiations - continuing
Qualicum Beach, Town of	Canadian Union of Public Employees local 401	65	Dec 31, 2013	Negotiations - yet to commence
Regional District of Okanagan Similkameen	British Columbia Government & Service Employees' Union	56	Dec 31, 2014	Negotiations - yet to commence
Revelstoke, City of	Canadian Union of Public Employees local 363	85	Dec 31, 2013	Negotiations - continuing
Richmond, City of	International Association of Firefighters local 1286	213	Dec 31, 2011	Negotiations - yet to commence
Saanich Police Board	Police Association	186	Dec 31, 2012	Negotiations - continuing
Saanich, District of	International Association of Firefighters local 967	116	Dec 31, 2011	Negotiations - yet to commence
Smithers, Town of	Canadian Union of Public Employees local 1570	56	Dec 31, 2013	Negotiations - continuing
Surrey, City of	International Association of Firefighters local 1271	394	Dec 31, 2011	Negotiations - continuing
Vancouver Police Board	Vancouver Police Union	1,139	Dec 31, 2012	Negotiations - continuing
Vancouver, City of	International Association of Firefighters local 18	764	Dec 31, 2011	Negotiations - continuing

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**MUNICIPAL  
GOVERNMENT  
CONT'D**

Vernon, City of	Canadian Union of Public Employees local 626	146	Dec 31, 2013	Negotiations - yet to commence
West Kelowna, District of	Association of Local Government Employees	101	Dec 31, 2013	Negotiations - yet to commence
West Shore Parks and Recreation Society	Canadian Union of Public Employees local 1978	235	Dec 31, 2013	Negotiations - continuing
West Vancouver Police Board	West Vancouver Police Association (Uniformed)	81	Mar 31, 2012	Negotiations - yet to commence
West Vancouver, District of	West Vancouver Municipal Employees' Association	N/A	Dec 31, 2012	Negotiations - continuing
White Rock, City of	Canadian Union of Public Employees local 402-01	100	Dec 31, 2011	Tentative agreement - awaiting ratification

**PUBLIC SERVICES**

BC Public Service Agency	Professional Employees Association	1,200	Mar 31, 2014	Negotiations - continuing
Insurance Corporation of British Columbia	Canadian Office & Professional Employees local 378	4,600	Jun 30, 2014	Negotiations - yet to commence

**TRADES & SERVICES**

Canadian Corps of Commissionaires	Public Service Alliance of Canada	285	Mar 31, 2012	Unknown
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**TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES**

BC Hydro	Canadian Office & Professional Employees local 378	2,000	Mar 31, 2014	Negotiations - continuing
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**TRANSPORTATION,  
COMMUNICATIONS  
& OTHER UTILITIES  
CONT'D**

BC Hydro	International Brotherhood of Electrical Workers local 258	2,000	Mar 31, 2014	Negotiations - continuing
BC Oil & Gas Commission	British Columbia Government & Service Employees' Union	160	Jun 30, 2014	Negotiations - yet to commence
BC Oil & Gas Commission	Professional Employees Association local geologists and engineers	30	Jun 30, 2014	Negotiations - yet to commence
BC Transit Services	Unifor	680	Mar 31, 2014	Negotiations - continuing
BC Transit Services	Canadian Office & Professional Employees local 378	119	Mar 31, 2012	Negotiations - continuing
Translink Security Management Ltd.	Transit Police Professional Association	220	Mar 31, 2011	Negotiations - continuing

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## STRIKES AND LOCKOUTS

### PRIVATE SECTOR

#### MANUFACTURING

Parties: Cascade Aerospace  
AND  
Unifor local 114

Approximately 375 employees. Contract expired Mar. 31, 2014. Issues include wages and more. Strike action commenced June 4, 2014.

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#### TRADES & SERVICES

Parties: IKEA  
AND  
International Brotherhood of Teamsters local 213

Approximately 350 employees. Contract expired Dec. 31, 2012. Issues include wages. Strike action commenced May 2013.

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### PUBLIC SECTOR

#### EDUCATION

Parties: BC Public School Employers Association (teachers)  
AND  
British Columbia Teachers Federation

Approximately 41,000 employees. Contract expired June 30, 2013. Issues include wages, term, and others. Strike action and lockout commenced May 26, 2014.

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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	Ocean Concrete	Teamsters 213	Dec 31, 2012	92	Stats, Saturdays, health & welfare, contracting, lunch and wages.	Met October 10 and 15. Reported out October 16.
Sones	Standard Bus	Teamsters 31	Jun 30, 2013	20	Wages, driver trainer classification and rate, health and welfare change.	Met December 10. February 12 meeting cancelled. Meeting July 17.
McArthur	City of White Rock	CUPE 402	Dec 31, 2011	80	All issues.	Met March 10 and April 1. Set essential service levels. Met April 25 and 26. Reported out April 28 and strike notice served for May 2. Met May 15, 28 and 30.
McArthur	Shoppers Drug Mart 273	UFCW 1518	Dec 31, 2013	35	Wages, benefits and more.	Met February 27, March 6 and April 25. Meeting June 11 & 12.
Sones	Meadow Gardens Golf Course	Unite Here 40	Dec 31, 2013	43	Numerous	Met March 17. Monitoring.
McArthur	Kelowna Cabs	COPE 378	May 31, 2013	10	Rates, hours, sick leave, pension and severance pay.	Met April 9.
McArthur	TransLink Security Management	COPE 378	Apr 1, 2011	223	All monetary issues, shifts, vacation and language.	Met April 22, 23, May 9 and 27.
Bains	Powell River Town Centre Hotel	Unite Here 40	Apr 30, 2012	34	Health care, wages, gratuity, housekeeping and pension.	Met April 9, 10 and 24. Reported out April 24. Strike notice April 28. Employer's last offer rejected.
McArthur	City of New Westminster	IBEW 213	Mar 31, 2012	14	All issues.	Met May 26. Tentative agreement reached but Union membership rejected.
Sones	Simon Fraser Student Society	CUPE 3338	Apr 30, 2010	34	Numerous	Monitoring.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Schaub	Well-Being (Summerland Seniors Village)	HEU	Aug 21, 2013	144	Wages, red-circling and bumping language.	Met April 28 and 29. Recommendations issued May 2.
Sones	Osprey Care Inc	HEU	Dec 31, 2013	150	Stats, vacation, benefits, contracting and more.	Met April 25 and 30. Meeting July 15.
McArthur	Lake City Casinos	BCGEU	Sep 4, 2013	382	Rest periods, shifts, benefits, wages and pension.	Met April 14. Recommendations issued April 15. Union membership rejected recommendations.
Schaub	Simon Fraser Lodge	HEU	Aug 31, 2013	107	Wages and benefits.	Met May 23. Meeting June 18.
McArthur	City of Salmon Arm	IAFF 3791	Dec 31, 2010	3	Term, wages, rank, classification, pension and benefits.	Meeting June 18 and 19.
Sones	CareCorp Senior Services	HEU	First CBA	246	All monetary and some language issues.	Met May 1, 20, 29 and June 2. Meeting June 26 and July 3.
Schaub	CLS Catering	UNIFOR	Apr 30, 2014	350	Wages, casual usage, classifications and more.	Met May 6-10. Strike vote taken May 12. Meeting June 12 & 13.
Schaub	Ramada Hotel Downtown Prince George	Unite Here 40	May 31, 2012	80	Numerous	Meeting June 10.
McArthur	Shoppers Drug Mart (Cloverdale)	UFCW 1518	Dec 31, 2013	34	Wages, benefits, and more.	Meeting June 13.
Schaub	GEA Refrigeration Canada	Unifor 114	Feb 28, 2014	72	Ratification of agreement	Met June 2 & 3.
Sones	Bare Sports Ltd	USW 2009	Dec 31, 2012	12	All monetary issues.	Meeting June 11.
McArthur	City of Penticton	IAFF 1399	Dec 31, 2009	33	Job description, wages, benefits, pension and contract language.	Meeting June 23 and 24.
Schaub	City of Castlegar	CUPE 2262	Feb 28, 2013	37	Term, wages and language proposals.	Meeting July 14 & 15.
McArthur	FirstCanada ULC	CUPE 561	Mar 31, 2013	125	Monetary	Arranging meetings.

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MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Schaub	City of Campbell River	CUPE 401	Dec 31, 2013	141	Wages, postings, excluded positions, schedules, benefits and more.	Meeting June 26 and 27.
Sones	Richmond Olympic Oval	IUOE 882	Jun 30, 2015	Unk	Monetary, positions, cleaning, care, and LOU.	Arranging meetings.

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