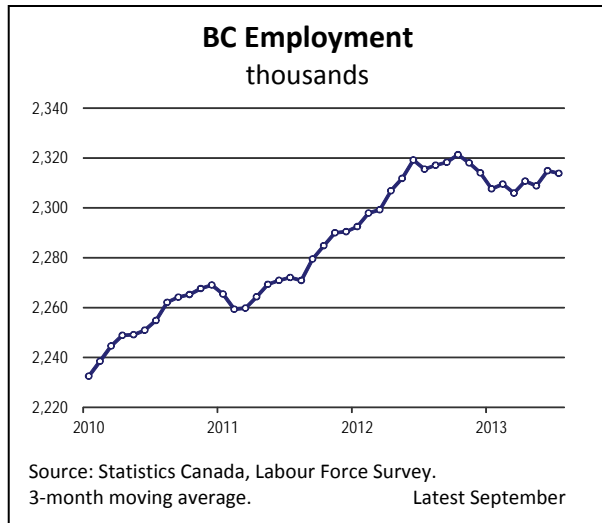




BC LABOUR MARKET AND BARGAINING OVERVIEW

The most recent labour market data released by Statistics Canada shows that BC’s job market remains soft. The total number of people working in the province edged lower in September, extending the sideways pattern that has been in place for more than a year now. The modest decline in the number of people working bumped the unemployment rate up to 6.7%, from 6.6% the previous month.

Around the province, labour market conditions are mixed. In the lower mainland region annual job growth is essentially flat. In the interior, the labour market is weaker as employment levels over the past year are down significantly in both the Thompson/Okanagan region as well as the Cariboo. Relatively strong job growth has been recorded in the Kootenay and Northcoast/Nechako regions.



Nationally the picture was the opposite – employment advanced modestly in September, and the Canadian unemployment rate moved down to 6.9%, from 7.1%. Saskatchewan and Alberta continue to lead the way recording the strongest job growth (3.6% and 2.6% respectively) so far this year. The unemployment rate in both of those provinces now sits at just 4.3%.

Turning to contract negotiations, there were 28 settlements in BC over the past two months. The trend towards somewhat longer-term contracts seemed to continue, with ten of these recent settlements being four-years in duration. There were also two seven-year contracts and two 10-year contracts. Just eight of the contracts were three years in length.

Across all 28 contracts, the average wage increase for 2013 was 1.4%. For 2014 the average reported wage increase is 1.7%.

Recent contract settlements are lower than the average hourly wage increase for all employees across all industries in BC. This economy-wide measure of wage growth is up 2.7% so far this year.

LEGAL

ESA Set-off Against Wrongful Dismissal

McMillan – In a recent decision rendered by the BC Supreme Court, the monies awarded under the *BC Employment Standards Act* (ESA) can off-set the damages from a wrongful dismissal action.

In the case, an employee of Metasoft Systems Inc advised the employer that commissions she was entitled to were not paid in full. The employer resolved the matter with the employee, but the employee was not satisfied and proceeded with a complaint under the ESA for compensation for length of service and refusal to employ.

The Director of Employment Standards ruled for an administrative penalty as well as six months in lost wages.

The employee then went forward with a civil action for damages for wrongful dismissal.

The Court determined that to grant damages over and above the compensatory nature of the ESA award would result in double recovery. This is the first time the BC Supreme Court has recognized the notion of an off-set in these circumstances.

Precedent – Covert Spying Allowed

McCarthy Tetrault LLP – The BC Labour Relations Board has ruled in a precedent setting case involving covert video surveillance during job action. Over 300

Teamsters have been on strike since May 13, 2013 at the Richmond IKEA store. The store continues to operate, with limited services, using 27 employees who chose to cross the picket lines.

The Teamsters were suspicious as to how the store could be functioning with such a minimal workforce. With Section 68 of the *BC Labour Relations Code* in mind, they hired private investigators to covertly videotape the activities inside the store.

IKEA argued the surveillance was in violation of the *Privacy Act* and the *Personal Information Protection Act* (PIPA).

Two different independent panels at the Board rejected IKEA's argument, citing Section 12(1)(c) of PIPA which allows collection of information without seeking consent if the consent would compromise the investigation.

According to McCarthy Tetrault, this ruling establishes a precedent for employers who may need to carry out covert video surveillance on an employee.

New DSM-5 Will Raise Costs

British Columbia Employer Advisor – The new Diagnostic and Statistical Manual of Mental Disorders (DSM-5) has been released. The manual is the authoritative source for diagnosing mental disorders for insurers, including WorkSafeBC.

According to Earl Phillips of McCarthy Tetrault LLP, the new DSM-5 is important to BC employers for three reasons: 1) it is the governing authority; 2) it introduces **new** disorders and changes criteria for existing ones; and 3) it will likely lead to increases in the cost of insurance premiums.

There is no other alternative to diagnosing mental disorders other than the DSM-5 which means it sets the scope for benefit premiums and the duty to accommodate within human rights law.

Noteworthy changes include broader definitions of existing disorders as well as a host of new disorders. Some of the new disorders include Cannabis Withdrawal, Caffeine Withdrawal, Mild Neurocognitive Disorder and Premenstrual Dysphoric Disorder.

With the broadened scope of the Manual, the concern rests in accelerated diagnoses. To the extent this happens it could result in increased leaves, greater use of medications, and higher benefit premiums resulting in upward cost pressure for employer benefit plans.

LABOUR

Successful Contracting Out of Union Work

Fasken Martineau – Leading Vancouver-based international business and litigation firm Fasken Martineau states good planning and cooperation in the area of labour relations can make a big difference to an organization. The following cases demonstrate how the same collective agreement restrictions on contracting out were handled differently and produced drastically different outcomes.

SteriPro Canada is a firm specializing in medical device sterilization. SteriPro approached two different hospitals with two different unions to contract the sterilization services. The unions, Canadian Union of Public Employees (CUPE) and the Service Employees International Union (SEIU) both had

standard hospital contracting out clauses in their respective collective agreements. They allowed contracting out of union work if the contractor 1) employed displaced employees and 2) stands in the shoes of the hospital and enters into collective agreements with the respective unions in standing.

At the hospital with the SEIU, some of the displaced employees chose to leave or retire as per the collective agreement. The rest were given their jobs with SteriPro with all their seniority and benefits intact. The SEIU and SteriPro then negotiated a new collective agreement.

At the hospital with CUPE, the union fought the contracting out and filed a grievance before Arbitrator Shime. The Arbitrator sided with the union ruling that, “the affected employees could exercise all rights under the layoff

provisions of the collective agreement, even though there was work available with SteriPro and that SteriPro was required to offer jobs to anyone ultimately displaced as a result of the bumping process (triggered due to the layoff provisions) even if they were not trained sterilization technicians.”

The hospital challenged the Arbitrator’s decision but was ultimately denied.

The approach taken by CUPE had the perverse result that fewer sterilization technicians actually retained work in their chosen field. The different approaches suggest that cooperation between parties can result in synergistic results and avoid impractical results even when contract language appears overly restrictive.

Canada’s Largest Private Sector Union

Mondaq – This last Labour Day Weekend saw the completion of a union merger

that resulted in the largest private sector union in Canada. The Communications, Energy and Paperworkers joined with the Canadian Auto Workers creating Unifor with over 300,000 members.

Law firms warn that if Unifor follows through on even a fraction of their plans things will change for Canadian employers. Two of the most cited intentions are vigorous organizing efforts and the signing of successorship agreements.

The week in advance of Labour Day also saw the announcement of a tentative merger agreement between the United Steelworkers (USW) and the Telecommunications Workers Union (TWU). If the deal is approved, it would result in the second largest union in the country boasting 240,000 members.

TECHNOLOGY

Social Media Policy A Must

McCarthy Tetrault LLP – In a recent Ontario Human Rights case, the Tribunal found that negative postings to Facebook about co-workers constituted workplace harassment, for which employers may be liable.

According to a recent article in the Financial Post, 14 million Canadians check Facebook and send 400 million

tweets everyday. Chances are your employees are using social media at work.

The Canadian law firm suggests it is time for organizations to implement a Social Media Policy. Such a policy should allow employers to clearly communicate the appropriate and acceptable uses of social media in the workplace while helping protect themselves against liability and libel.

Some suggestions for inclusion in a company policy are:

- a definition of social media;
- the scope of the policy (it applies to personal use and use on behalf of the employer);
- whether work-based or personal social media use is permissible in the workplace;
- a description of acceptable and unacceptable use of social media;
- a procedure for employees to be able to request that they use social media on behalf of the employer;
- appropriate reference to other policies that will apply (harassment policy);
- strong language that the use of social media should not harm the employer's reputation, and that employees are expected to use good judgment and be respectful and professional while using social media;
- a statement that individuals are to be held accountable and may be personally responsible for their posts;
- a clear statement that the IT department monitors use of social media in the workplace; consequently, employees do not have a reasonable expectation of privacy in the use of their corporate social media account (or their own personal account while using the employer's computers/network);
- a warning that employees are not to disclose confidential/proprietary information on social media;
- a clear statement that the employer owns social media sites used on behalf of the company;
- the consequences for not abiding by the policy;
- employees should sign off on the policy and be trained on it.



SETTLEMENTS

PRIVATE SECTOR

Fraser River Pile & Dredge Inc.	IUOE	Page 1
Gate Gourmet – YVR	UNITE HERE	Page 1
Overwaitea Food Group	UFCW	Page 2
Safeway Canada	UFCW	Page 2
Island Savings Credit Union	COPE	Page 2
Westminster House	BCGEU	Page 3
Allied Shipbuilders Ltd.	MWBIU	Page 3
Avcorp Industries	IAMAW	Page 3
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Coca-Cola Refreshments	Teamsters	Page 5
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Canadian Linen & Uniform Service	Teamsters	Page 7
Dollar Thrifty Automotive Group	COPE	Page 7
Fairmont Empress Hotel	Unifor	Page 8
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PUBLIC SECTOR

City of Coquitlam	CUPE	Page 9
District of Maple Ridge	IAFF	Page 10
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City of Salmon Arm	CUPE	Page 11
City of Surrey	CUPE	Page 11
Vancouver Island Regional Library	CUPE	Page 11
Vancouver Police Board	Teamsters	Page 12
District of West Vancouver	IAFF	Page 12

PRIVATE SECTOR**CONSTRUCTION**

Parties: Fraser River Pile & Dredge Incorporated
AND
International Union of Operating Engineers local 115

Contract expiry: April 30, 2013; 180 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2013 to April 30, 2016 that provides general wage increases as follows:

May 1, 2013	1.0 per cent
May 1, 2014	2.0 per cent
May 1, 2015	2.5 per cent

No key wage data available

Parties: Fraser River Pile & Dredge Incorporated
AND
Pile Drivers, Divers, Bridge, Dock & Wharf Builders local 2404

Contract expiry: April 30, 2013; 450 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2013 to April 30, 2016 that provides general wage increases as follows:

May 1, 2013	1.0 per cent
May 1, 2014	2.0 per cent
May 1, 2015	2.5 per cent

No key wage data available

FOOD & BEVERAGE

Parties: Gate Gourmet – YVR
AND
Unite-Here local 40

Contract expiry: July 31, 2013; 650 unionized employees. The parties have ratified a 3-year agreement effective August 1, 2013 to July 31, 2016 that provides no general wage increases.

No key wage data available

FOOD & BEVERAGE CONT'D

Parties: Overwaitea Food Group
AND
United Food & Commercial Workers local 247

Contract expiry: March 31, 2013; 900 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

- Allowance for a re-opener for all items, except term, on April 1, 2019.

Parties: Safeway Canada
AND
United Food & Commercial Workers local 247

Contract expiry: March 31, 2013; 500 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

- Lump sum payments of \$1500 to full-time employees in Grid "A".
- Off scale wage increases to Grid "A" and Grid "B" employees ranging from \$0.20 to \$0.60 per hour.

FINANCE

Parties: Island Savings Credit Union
AND
Canadian Office and Professional Employees local 378

Contract expiry: June 30, 2013; 70 unionized employees. The parties have ratified a 3-year agreement effective July 1, 2013 to June 30, 2016 that provides general wage increases as follows:

July 1, 2013	2.25 per cent
July 1, 2014	2.5 per cent
July 1, 2015	2.75 per cent

No key wage data available

HEALTH & WELFARE

Parties: Westminster House HRC Care Society
AND
British Columbia Government & Service Employees' Union

Contract expiry: December 31, 2012; 75 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	-7.0 per cent*
January 1, 2013	-4.0 per cent^
January 1, 2014	1.0 per cent
January 1, 2015	1.0 per cent
January 1, 2016	1.0 per cent

Hourly Wages	Previous	Jan 1, 2013	Jan 1, 2014	Jan 1, 2015	Jan 1, 2016
Care Aide*	\$17.80	\$16.55	\$16.72	\$16.88	\$17.05
Cook*	\$19.53	\$18.16	\$18.34	\$18.53	\$18.71
Housekeeping*	\$17.11	\$15.91	\$16.07	\$16.23	\$16.39
Licensed Practical Nurse^	\$22.97	\$22.00	\$22.22	\$22.44	\$22.67

MANUFACTURING

Parties: Allied Shipbuilders Limited
AND
Marine Workers & Boilermakers Industrial Union local 1

Contract expiry: February 28, 2013; 80 unionized employees. The parties have ratified a 2-year agreement effective March 1, 2013 to February 28, 2015 that provides general wage increases as follows:

March 1, 2013	2.80 per cent (capped at \$1/hr)
March 1, 2014	2.25 per cent (capped at \$0.80/hr)

No key wage data available

Parties: Avcorp Industries
AND
International Association of Machinists & Aerospace Workers local 11

Questions or comments? Please contact us at research@bccbc.com or 604-313-0948.

MANUFACTURING CONT'D

Contract expiry: March 31, 2013; 360 unionized employees. The parties have ratified a 6-year agreement effective April 1, 2013 to March 31, 2019 that provides wage increases as follows:

April 1, 2013	1.0 per cent
April 1, 2014	2.0 per cent
April 1, 2015	2.0 per cent
April 1, 2016	2.5 per cent
April 1, 2017	2.5 per cent
April 1, 2018	3.5 per cent

Note

- April 1, 2013 \$1000 lump sum to all employees.
- April 1, 2014 \$300 lump sum to all employed at the date of ratification.
- This agreement was reached by a Last Offer Vote.

Parties: British Columbia Sheet Metal Association
AND
Sheet Metal Workers International Association local 280

Contract expiry: April 30, 2013; 1,900 unionized employees. The parties have ratified a 4-year agreement effective May 1, 2013 to April 30, 2017 that provides general wage increases as follows:

May 1, 2013	3.1 per cent
May 1, 2014	2.3 per cent
May 1, 2015	2.3 per cent
May 1, 2016	2.5 per cent

Hourly Wages	May 1, 2013	May 1, 2014	May 1, 2015	May 1, 2016
Journeyman	\$35.38	\$36.21	\$37.05	\$37.96

Note

- Employer contribution to Health Benefit Fund increases by \$0.20 over last 2 years of contract.
- Employer contribution to Pension Fund increases by \$0.30 over last 3 years of contract.
- Employees receive a 5.0 per cent wage premium on any hours under a Project Labour Agreement.

MANUFACTURING CONT'D

Parties: Coca-Cola Refreshments Canada Company
AND
International Brotherhood of Teamsters local 31

Contract expiry: December 31, 2010; 66 unionized employees. The parties have ratified a 7-year agreement effective January 1, 2011 to December 31, 2017 that provides general wage increases as follows:

January 1, 2011	0.0 per cent
January 1, 2012	0.0 per cent
January 1, 2013	0.0 per cent
January 1, 2014	1.5 per cent
January 1, 2015	2.0 per cent
January 1, 2016	2.0 per cent
January 1, 2017	2.5 per cent

No key wage data available

Note

- January 1, 2013 lump sum of \$700 for all full time employees.
- January 1, 2014 lump sum of \$700 for all full time employees.

Parties: Ellett Industries
AND
Sheet Metal Workers International Association

Contract expiry: April 30, 2013; 75 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2013 to April 30, 2016 that provides general wage increases as follows:

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

Hourly Wages	May 1, 2013	May 1, 2014	May 1, 2015
Welders/Machinists	\$34.26	\$34.60	\$35.12
Shipper/Receiver	\$33.54	\$33.88	\$34.39
Machine Operator	\$30.84	\$31.14	\$31.61

Note

- Employer contribution to Health Benefit Plan increases by \$0.30 over life of contract.
- Employer contribution to Pension Plan increases by \$0.30 over life of contract.

Questions or comments? Please contact us at research@bccbc.com or 604-313-0948.

MANUFACTURING CONT'D

Parties: Lucerne Foods (Processing Plant)
AND
Retail Wholesale Union local 580

Contract expiry: January 5, 2013; 175 unionized employees. The parties have ratified a 4-year agreement effective January 6, 2013 to January 5, 2017 that provides general wage increases as follows:

January 6, 2013	0.75 per cent
January 6, 2014	1.0 per cent
January 6, 2015	1.25 per cent
January 6, 2016	1.25 per cent

No key wage data available

Parties: Norampac
AND
Unifor local 433

Contract expiry: June 30, 2012; 112 unionized employees. The parties have ratified a 5-year agreement effective July 1, 2012 to June 30, 2017 that provides general wage increases as follows:

July 1, 2012	0.0 per cent
July 1, 2013	0.0 per cent
July 1, 2014	2.0 per cent
July 1, 2015	2.5 per cent
July 1, 2016	3.0 per cent

No key wage data available

Note

- Full time employees receive two lump sums in the first year.

Parties: Saputo
AND
International Brotherhood of Teamsters local 464

Contract expiry: March 31, 2013; 500 unionized employees. The parties have ratified a 7-year agreement effective April 1, 2013 to March 31, 2020 that provides general wage increases as follows:

MANUFACTURING CONT'D

April 1, 2013	2.25 per cent
April 1, 2014	2.25 per cent
April 1, 2015	2.25 per cent
April 1, 2016	2.25 per cent
April 1, 2017	2.75 per cent
April 1, 2018	3.0 per cent or COLA
April 1, 2019	3.0 per cent or COLA

No key wage data available

TRADES & SERVICES

Parties: Canadian Linen & Uniform Service (Vancouver)
AND
International Brotherhood of Teamsters local 213

Contract expiry: February 28, 2013; 110 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	2.0 per cent
March 1, 2015	2.0 per cent
March 1, 2016	2.0 per cent
March 1, 2017	2.0 per cent

No key wage data available

Parties: Dollar Thrifty Automotive Group
AND
Canadian Office & Professional Employees local 378

Contract expiry: December 31, 2012; 49 unionized employees. The parties have ratified a 3-year agreement effective January 1, 2013 to December 31, 2015 that provides general wage increases as follows:

January 1, 2013	2.5 per cent
January 1, 2014	3.0 per cent
January 1, 2015	3.0 per cent

TRADES & SERVICES CONT'D*No key wage data available***Note**

- Agreement was reached after a 28 day strike.

Parties: Fairmont Empress Hotel
AND
Unifor local 4276

Contract expiry: August 31, 2013; 500 unionized employees. The parties have ratified a 3-year agreement effective September 1, 2013 to August 31, 2016 that provides general wage increases as follows:

September 1, 2013	2.0 per cent
September 1, 2014	2.0 per cent
September 1, 2015	2.25 per cent

Hourly Wages	September 1, 2013	September 1, 2014	September 1, 2015
Guest Agent	\$22.24	\$22.68	\$23.19

Parties: Hotel Grand Pacific
AND
Unifor local 114

Contract expiry: August 31, 2013; 150 unionized employees. The parties have ratified a 4-year agreement effective September 1, 2013 to August 31, 2017 that provides general wage increases as follows:

September 1, 2013	1.0 per cent
March 1, 2014	1.25 per cent
September 1, 2014	1.0 per cent
March 1, 2015	1.25 per cent
September 1, 2015	1.25 per cent
March 1, 2016	1.5 per cent
September 1, 2016	1.25 per cent
March 1, 2017	1.5 per cent

No key wage data available

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: NAV Canada
AND
Unifor local 5454

Contract expiry: March 31, 2013; 2,100 unionized employees. The parties have ratified a 3-year agreement effective April 1, 2013 to March 31, 2016 that provides general wage increases as follows:

April 1, 2013	1.0 per cent
April 1, 2014	1.0 per cent
April 1, 2015	2.0 per cent
April 1, 2016	2.0 per cent

No key wage data available

Note

- The agreement was reached with the help of an Arbitrator.

Parties: Vancouver Airport Authority
AND
Public Service Alliance of Canada

Contract expiry: December 31, 2012; 300 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	2.0 per cent
January 1, 2014	2.0 per cent
January 1, 2015	2.25 per cent
January 1, 2016	2.25 per cent

	Annual Salary	January 1, 2013	January 1, 2014	January 1, 2015	January 1, 2016
Average Bargaining Unit Position		\$75,057	\$76,558	\$78,089	\$81,643

PUBLIC SECTOR**MUNICIPAL GOVERNMENT**

Parties: City of Coquitlam
AND
Canadian Union of Public Employees local 386

Questions or comments? Please contact us at research@bccbc.com or 604-313-0948.

MUNICIPAL GOVERNMENT CONT'D

Contract expiry: December 31, 2011; 441 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides general wage increases as follows:

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

No key wage data available

Parties: District of Maple Ridge
AND
International Association of Firefighters local 4449

Contract expiry: December 31, 2009; 111 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides general wage increases as follows:

Jan 1, 2010	1.5 per cent
July 1, 2010	1.5 per cent
Jan 1, 2011	1.25 per cent
July 1, 2011	1.25 per cent

No key wage data available

Parties: Metro Vancouver
AND
Greater Vancouver Regional District Employees' Union (outside)

Contract expiry: December 31, 2011; 600 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides general 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 percent

No key wage data available

Questions or comments? Please contact us at research@bccbc.com or 604-313-0948.

MUNICIPAL GOVERNMENT CONT'D

Parties: City of Salmon Arm
AND
Canadian Union of Public Employees local 1908

Contract expiry: December 31, 2011; 150 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides general wage increases as follows:

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

No key wage data available

Parties: City of Surrey
AND
Canadian Office & Professional Employees local 402

Contract expiry: December 31, 2011; 2,100 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides general 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: Vancouver Island Regional Library
AND
Canadian Union of Public Employees local 401

Contract expiry: December 31, 2010; 200 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2011 to December 31, 2014 that provides general wage increases as follows:

MUNICIPAL GOVERNMENT CONT'D

January 1, 2011	2.0 per cent
January 1, 2012	2.0 per cent
January 1, 2013	2.25 per cent
January 1, 2014	2.5 per cent

Hourly Wages	Jan 1, 2011	Jan 1, 2012	Jan 1, 2013	Jan 1, 2014
Group 1 Step 1	\$19.29	\$19.68	\$20.12	\$20.62
Group 7 Step 1	\$29.46	\$30.05	\$30.72	\$31.49

Parties: Vancouver Police Board
AND
International Brotherhood of Teamster local 31

Contract expiry: December 31, 2011; 262 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides general 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: District of West Vancouver
AND
International Association of Firefighters local 2525

Contract expiry: December 31, 2009; 97 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides general wage increases as follows:

January 1, 2010	1.5 per cent
July 1, 2010	1.5 per cent
January 1, 2011	1.25 per cent
July 1, 2011	1.25 per cent

No key wage data available



STATISTICS

Wage Settlement Data for the Year Ending September 30, 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
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
APR/13	18	19,557	9,660	29,217	1.03	0.02	0.69
MAY/13	13	962	9,111	10,073	0.75	0.24	0.29
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
12-mth TOTAL	181	224,845	46,192	271,037	0.72	0.94	0.76

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 September, the all industries average wage settlement decreased for the third consecutive month to 0.76 per cent from 0.77 per cent the previous month. The public sector 12-month average flat lined at 0.72 per cent while the private sector average decreased for the fourth consecutive month from 1.00 per cent to 0.94 per cent.

The private sector settlement affecting the greatest number of employees occurred between the BC Sheet Metal Association and the Sheet Metal Workers' International Association local 280. The 4-year agreement, covering 1,900 employees, is effective May 1, 2013 to April 30, 2017. It provides for wage increases of 3.1 per cent effective May 1, 2013, 2.3 per cent effective May 1, 2014, 2.3 per cent effective May 1, 2015 and 2.5 per cent effective May 1, 2016. Of note was a settlement between Westminster House and the BC Government & Service Employees Union which allowed for a -7.0 per cent decrease for all care aides and a -0.4 per cent decrease for all Licensed Practical Nurses.

The public sector settlement affecting the most bargaining unit employees occurred between the City of Coquitlam and the Canadian Union of Public Employees local 386. The 4-year agreement covers 441 employees and is effective from January 1, 2012 to December 31, 2015. It provides for wage increases of 1.25 per cent effective January 1, 2012, 1.75 per cent effective January 1, 2013, 1.75 per cent effective January 1, 2014 and 2.0 per cent effective January 1, 2015.

CONSUMER PRICE INDICES

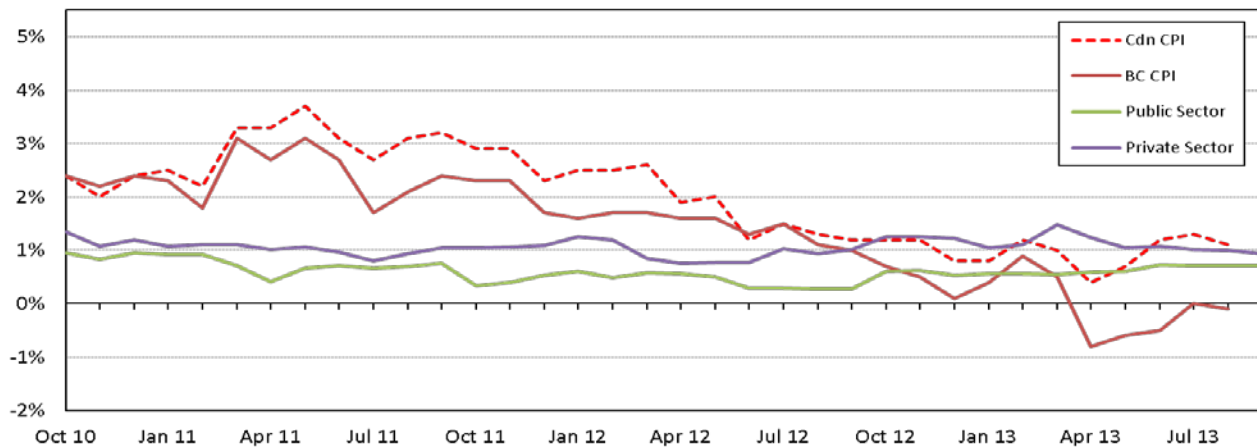
Date	CANADA		VANCOUVER		VICTORIA		BRITISH COLUMBIA	
	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)
2006 Avg.	109.1	2.0	108.0	1.9	108.5	1.6	108.1	1.8
2007 Avg.	111.5	2.2	110.2	2.0	109.8	1.2	110.0	1.7
2008 Avg.	114.1	2.4	112.8	2.4	111.8	1.8	112.3	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
2013								
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
Apr.	122.7	0.4	118.5	-0.8	115.8	-1.3	117.2	-0.8
May.	123.0	0.7	119.3	-0.4	116.5	-0.9	117.9	-0.6
Jun.	123.0	1.2	119.0	-0.4	116.2	-0.8	117.6	-0.5
Jul.	123.1	1.3	119.3	0.1	116.4	-0.3	117.9	0.0
Aug.	123.1	1.1	119.5	0.1	116.5	-0.3	118.0	-0.1

For information on previous base years please visit Statistics Canada website at www.statscan.ca.

Consumer prices fell for the fifth month in a row for August and BC’s inflation rate remains lower than the national inflation rate. In August, the consumer price index registered a year over year decrease of 0.1%. Food prices jumped up by 1.4%, shelter dropped again by 0.6% and transportation increased by 2.0%. 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, increases in the BC CPI are lower than both the private sector first year 12-month total wage increase, and the comparable public sector figure.

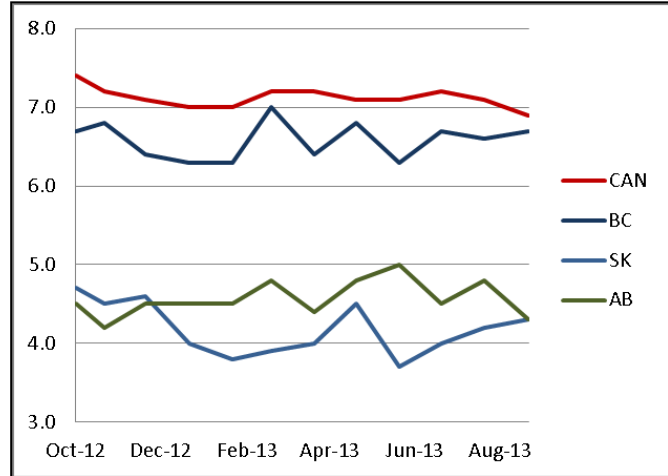
Wage Increases - First Year of Contract (BC)
12-Month Totals, 36-Month Period
BC and Canada Annual Per Cent Change CPI



Questions or comments? Please contact us at research@bccbc.com or 604-313-0948.

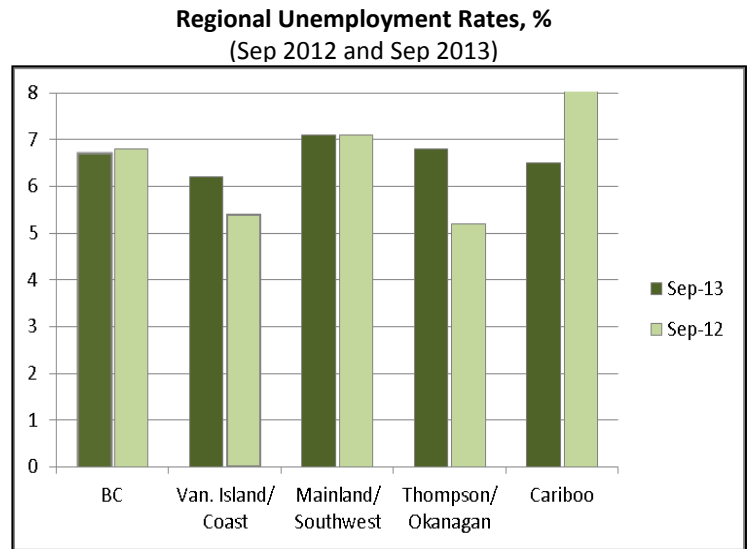
UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)

PROVINCES	Sep/13	Aug/13	Sep/12
Canada	6.9	7.1	7.3
Nfld	10.4	10.7	12.3
Prince Edward Island	11.0	10.6	11.2
Nova Scotia	8.6	8.7	8.6
New Brunswick	10.7	10.7	11.1
Quebec	7.6	7.9	7.9
Ontario	7.3	7.5	7.9
Manitoba	5.5	5.2	5.0
Saskatchewan	4.3	4.2	4.6
Alberta	4.3	4.8	4.4
British Columbia	6.7	6.6	6.9



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

BC METRO AND ECONOMIC REGIONS**	Sep/13	Sep/12
Vancouver Island Coast	6.2	5.4
Victoria	5.3	6.0
Mainland/Southwest	7.1	7.1
Vancouver	7.1	7.2
Abbotsford – Mission	7.1	6.6
Thompson/Okanagan	6.8	5.2
Kelowna	6.2	5.1
Kootenay	3.0	8.8
Cariboo	6.5	8.2
Prince George	n/a	n/a
North Coast & Nechako	5.5	10.5
Northeast	4.9	4.4



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, September 2013



NEGOTIATIONS
(REPLACES ALL PREVIOUS EDITIONS)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<u>PRIVATE SECTOR</u>				
CONSTRUCTION				
Construction Labour Relations Association	Various unions	35,000	Apr. 30, 2010	Tentative agreement – awaiting ratification
Pedre Contractors	CLAC local 68	60	Apr. 30, 2013	Negotiations - continuing
ENERGY				
Chevron Canada Ltd.	UNIFOR local 601	150	Jan. 31, 2013	Negotiations – continuing
Cullen Diesel	IAMAW local 692	170	Feb. 28, 2013	Negotiations – continuing (mediation)
	Teamsters local 213	30	Feb. 28, 2013	Negotiations – continuing (mediation)
Spectra Energy Transmission	UNIFOR local 686 (McMahon Plant)	85	Jan. 31, 2013	Negotiations – continuing
	UNIFOR local 862 (Ft. Nelson Plant)	60	Jan. 31, 2013	Negotiations – continuing
	UNIFOR (Pine River)	60	Jan. 31, 2013	Negotiations – continuing
Superior Propane Inc.	Teamsters local 213	700	Dec. 31, 2013	Negotiations – yet to commence
FINANCE				
Interior Savings Credit Union	BCGEU local 1707	72	Dec. 31, 2013	Negotiations – yet to commence
FOOD & BEVERAGE				
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
IGA #15 & #27	UFCW local 1518	86	Jul. 10, 2010	Settled – details pending
Safeway Canada	BCTGM local 468	250	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

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
FORESTRY				
Canfor	USW local 424	1,500	Jun. 30, 2013	Negotiations – continuing (mediation)
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
HEALTH & WELFARE				
Aramark	HEU, Vancouver Coastal Health & Providence	750	Sep. 30, 2012	Negotiations – continuing (mediation)
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
Laurel Place Holdings	HEU	235	First C/A	Status - Unknown
Lifestyles Operations LP	BCGEU	75	Jun. 30, 2013	Negotiations – continuing
New Horizons Care Corporation	HEU	110	First C/A	Negotiations – continuing (mediation)
Pro Vita (3 Link Care Centre)	HEU	65	First C/A	Negotiations – continuing
Royal City Manor	HEU	185	Dec. 31, 2011	Negotiations – continuing
Sodexo Canada	HEU, Abbotsford Hospital and Cancer Centre	200	May 31, 2012	Tentative agreement – awaiting ratification
	HEU	1,500	Sep. 30, 2012	Negotiations – continuing
Stanford Place Holdings	HEU	213	First C/A	Status - Unknown
Simon Fraser Lodge	HEU	109	Aug. 31, 2013	Negotiations – yet to commence

Questions or comments? Please contact us at research@bccbc.com or 604-313-0948.

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
MANUFACTURING				
Aqua Terra (Canadian Springs)	Teamsters local 31	110	Apr. 30, 2013	Negotiations - continuing
Canadian Fishing Co.	UFAW	821	Apr. 15, 2013	Tentative agreement – awaiting ratification
Canexus Chemicals	UNIFOR local 697	107	May 15, 2013	Negotiations – continuing
Halkin Tool Ltd.	UNIFOR 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
Lehigh Hanson Materials (Ready Mix)	Teamsters local 213			Negotiations – continuing
Le-Ron Plastics	UNIFOR local 114	40	Sept. 14, 2013	Negotiations – continuing
Moduline Industries Ltd.	IAMAW local 2711	118	Nov. 30, 2013	Negotiations – yet to commence
Pepsico Beverages Canada (Vancouver Island)	Island Employees Assn	42	Oct. 31, 2013	Negotiations – yet to commence
Pepsico Beverages Canada (Prince George)	Prince George Employees Assn	26	Oct. 31, 2013	Negotiations – yet to commence
Pepsico Beverages Canada (Delta)	Inside Employees Assn	130	Oct. 31, 2013	Negotiations – yet to commence
Pepsico Beverages Canada (Delta)	Outside Employees Assn	83	Oct. 31, 2013	Negotiations – yet to commence
Pepsico Beverages Canada (BC Interior)	Interior Employees Assn	42	Oct. 31, 2013	Negotiations – yet to commence
Sunrise Poultry Processors	UFCW local 1518	400	Jun. 30, 2013	Negotiations – yet to commence
The Original Cakerie	Teamsters local 464	244	May 31, 2012	Negotiations – continuing
MINING				
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 – continuing
TRADES & SERVICES				
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

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Bandstra Transportation	CLAC local 66	98	Apr. 30, 2010	Settled – details pending
Canadian Linen & Uniform Service (Victoria)	Teamsters local 213	110	Feb. 28, 2013	Negotiations – continuing
DHL Express Ltd.	UNIFOR local 114	800	Mar. 31, 2013	Negotiations – continuing
Gateway Casinos and Entertainment (Lake City Casinos)	BCGEU	410	Sep. 4, 2013	Negotiations – yet to commence
Hastings Entertainment Inc.	UNITE-HERE local 40	107	Dec. 31, 2010	Negotiations – continuing
Hospitality Industrial Relations	BCGEU local 1701	110	Dec. 31, 2010	Negotiations – continuing
	UNITE-HERE local 40	2,200	May 31, 2012	Negotiations – continuing (mediation)
Hudson's Bay Company (Logistics Centre)	Teamsters local 31	326	Mar. 31, 2013	Negotiations – continuing
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	UNIFOR local 3000	90	May 31, 2013	Negotiations – continuing
Ramada Inn (Prince George)	UNITE-HERE local 40	65	May. 31, 2012	Negotiations – yet to commence
Salvation Army (Harbour Light)	BCGEU	109	Mar. 31, 2013	Negotiations – continuing
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 – continuing
Zellers Inc. #264	UFCW local 1518	102	Mar. 31, 2013	Status – unknown
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
Canadian Pacific Railway	CP Police Association	60	Dec. 31, 2012	Settled – details pending
Canadian National Railway	Teamsters	500	Jul. 22, 2013	Negotiations – continuing
Consolidated Fastfrate	UNIFOR local 114	220	Feb. 28, 2013	Settled – details pending
Dynamex Inc.	UNIFOR local 114	140	Mar. 31, 2012	Settled – details pending
Fraser Wharves Ltd.	Teamsters local 213	140	Jan. 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	UNIFOR local 2002 (Customer Service and Airport Services Division)	320	Jan. 30, 2013	Negotiations – binding arbitration
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	UNIFOR local 2000	180	Nov. 30, 2013	Negotiations – yet to commence
<u>PUBLIC SECTOR</u>				
EDUCATION				
BC Public School Employers Association	BCTF	41,000	Jun. 30, 2013	Negotiations – continuing
	CUPE/Teamsters (support staff)	33,000	Jun 30, 2012	Tentative agreement – awaiting ratification
Capilano University	Faculty Association	376	Mar. 31, 2010	Negotiations – continuing
Simon Fraser University	Poly Party trades unions	120	Apr. 30, 2010	Negotiations – continuing
University of British Columbia	IUOE local 882	70	Mar. 31, 2013	Tentative agreement – awaiting ratification
University of Northern British Columbia	Faculty Association	459	Jun. 30, 2012	Negotiations – continuing (arbitration)
University of the Fraser Valley	FPSE	790	Mar. 31, 2012	Tentative agreement – awaiting ratification
University of Victoria	Faculty Association	830	Mar. 31, 2010	Negotiations – continuing (arbitration)
FEDERAL GOVERNMENT				
Treasury Board of Canada	PSAC (Border Services)	8,500	Jun. 20, 2011	Negotiations - continuing
	PSAC (Technical Services)	1,538	June. 21, 2011	Settled – details pending
MUNICIPAL GOVERNMENT				
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

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
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
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 – continuing
	IAFF local 3253	21	Dec. 31, 2009	Negotiations – continuing
Langley, Township of	IAFF local 4550	71	Dec. 31, 2009	Negotiations – continuing
	CUPE local 403	111	Dec. 31, 2011	Negotiations – continuing
Maple Ridge, District of	CUPE local 622	207	Mar. 31, 2012	Negotiations - continuing
Metro Vancouver	Teamsters local 31 (inside workers)	442	Dec. 31, 2011	Negotiations – continuing
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

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Port Moody, City of	IAFF local 2399	43	Dec. 31, 2009	Negotiations – continuing (mediation)
Port Moody Police Board	PMPSU	47	Mar. 31, 2010	Negotiations – continuing
Powell River, City of	CUPE local 798	175	Dec. 31, 2012	Negotiations – yet to commence
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 – continuing
Revelstoke, City of	CUPE local 363	85	Dec. 31, 2013	Negotiations – yet to commence
Easy Park	CUPE local 1004	63	Jun. 30, 2012	Negotiations - continuing
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
West Vancouver, District of	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
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
BC Transit (Skytrain)	CUPE local 7000	530	Aug. 31, 2013	Negotiations – continuing
Canadian Broadcasting Corporation	Various unions	Unknown	Sep. 24, 2012	Status – unknown
Coast Mountain Bus Co. Ltd.	COPE local 378	443	Mar. 31, 2011	Negotiations – continuing
Translink Security Management Limited	COPE local 378	unknown	Mar. 31, 2011	Negotiations - continuing

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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)
Bains	Tojalomi Enterprises Ltd	UFCW 1518	First C/A	17	All issues	Meeting October 16 and 17.
Cameron	Rambow Mechanical Ltd	UA 170 & 324	First C/A	24	All issues	Met March 25, 27 and June 24. Reported out June 24. Employer applied for last offer vote.
Bains	Capilano Students' Union	CUPE 1004	Jun 30, 2012	7	Numerous issues	Met April 3. Meeting September 17 and 19. Meeting October 3 and 4.
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. Locked out.
Sones	University of British Columbia	IUOE 882	Mar 31, 2013	70	Wages, benefits, hours of work, seniority, overtime and more.	Met May 14, 15, 21 and 22. Reported out May 28. Monitoring.
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 June 7. Strike notice July 30. Reported out August 9. Met September 13 and 25, Meeting October 1 and 2 nd .
Cameron	District of West Vancouver	ATU 134	Mar 31, 2012	130	Various	Met September 10-12. Union to vote on Employer offer on Sept. 27.
McArthur	Thompson Creek (Endako Mine)	USW 1-424	Mar 31, 2013	260	Non monetary and monetary issues.	Met September 4, 5, 12 and 13. Union taking Strike Vote.
Bains	Zenith Logistics Inc	Teamsters 31	Jan 17, 2013	5	Monetary issues.	Meeting September 24 and 25. Settlement reached.
McArthur	Yellowhead Road and Bridge	BCGEU	First C/A	16	All issues.	Met July 22-24 and 29. Issued recommendations on August 6.
McArthur	Trader Corporation	IBEW 213	Dec 31, 2012	70	Monetary, car allowance, wages and commissions.	Met August 21 and 22. Union voted to accept Employer's final offer.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Bains	Kamloops Seniors Village	HEU	Dec 31, 2012	164	Monetary issues.	Met September 3. Reported Out September 18, 2013. Meeting Oct 21.
Sones	Stream Vancouver Warehouse (office)	Teamsters 31	Dec 31, 2012	2	Family day, part-time wage rates and language.	Arranging meetings.
Sones	Stream Vancouver Warehouse (United Terminals)	Teamsters 31	Dec 31, 2012	42	Family day, part-time wage rates and language.	Arranging meetings.
Sones	Busters Towing	Teamsters 31	First C/A	58	Monetary, language and seniority.	Met August 26, September 11 and meeting again September 30.
McArthur	City of Port Moody	IAFF 2399	Dec 2009	44	All issues.	Meetings on November 13 and 14.
Sones	D-W Services Ltd.	COPE 378	First C/A	3	Various	Met September 6, 10 and meeting again September 23. Meeting October 15 and 18.
Bains	Floralia Plant Growers	UFCW 1518	Sep 22, 2012	16	Breaks, wages, duration, health & welfare.	Met September 11 and 12. Settlement reached.
McArthur	Salvation Army (Belkin and Richmond House)	BCGEU	Mar 31, 2013	103	Overtime, wages, and leaves.	Met September 16. Settlement reached.
Sones	Unit Electrical Engineering	USW 1-423	Jul 31, 2013	69	Shift premium, wages, term and retroactivity.	Meeting October 22 and 23.
McArthur	Certain Teed Gypsum	Teamsters 213	Mar 31, 2013	45	Healthcare change and wages.	Meeting October 15.
Bains	Khalsa Credit Union	CAW 3000	Dec 31, 2012	33	Numerous	Met September 16. Reported Out September 16. Met September. 26.
Sones	Nelson & District Credit Union	USW 1-405	May 31, 2013	45	Wages and contract language.	Meeting October 8 and 9.
McArthur	Shoppers Wholesale Food Company	UFCW 1518	May 18, 2013	50	Monetary issues.	Arranging Meetings.
Cameron	Canadian Forest Products Ltd.	USW 1-424	Jun 30, 2013	2000	Numerous	Met September 25, 26. Meeting on September 30.

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MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Sones	Well Being Services (WAVE) Ltd.	HEU	Mar 31, 2013	80	Numerous	Meeting October 25.
Bains	Victoria Ford Alliance (Glenoak Ford Sales)	Machinists 456	Apr 30, 2013	25	Monetary	Arranging Meetings.



STRIKES AND LOCKOUTS

PRIVATE

MANUFACTURING

Parties: RockTenn Container Canada
AND
Pulp, Paper & Woodworkers of Canada local 16

Approximately 85 employees. Contract expired April 30, 2012. Issues include wages and term. Strike action commenced May 2013. Company in process of closing facility.

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. Lockout commenced June 2013. Parties continuing with mediation.

TRADES & SERVICES

Parties: IKEA
AND
International Brotherhood of Teamsters local 213

Approximately 350 employees. Contract expired December 31, 2012. Issues include wages. Lockout commenced May 2013.

Parties: Hospitality Industrial Relations
AND
Unite-Here local 40

Approximately 2,200 employees. Contract expired May 31, 2012. Issues include wages, benefits, security. Rotating job action commenced August 2013.
