



ITEMS OF INTEREST

COMPENSATION AND BENEFITS

Canadian Employers More Confident

Towers Watson - A growing number of Canadian companies continue to struggle with attracting and retaining skilled employees necessary to increase their global competitiveness, according to a new survey conducted by global professional services company Towers Watson. The survey also found that employees are experiencing high levels of stress, a trend that many employers and employees expect to continue for the next three years.

The recent survey found that nearly two-thirds of Canadian respondents (61%) cite problems attracting skilled employees while just over 40% are having difficulty attracting high-potential talent and roughly a third (35%) are finding it hard to attract top-performing workers. More than 30% of respondents also reported difficulty with retention.

Given the challenging economy and growing global competition, the demand for skilled workers is as strong as ever; however, many employers are not taking advantages of opportunities to attract, retain and engage high-value employees by offering a work environment and

compensation and benefits that are most important to them.

According to the survey, there appears to be a mismatch between what employers are offering and what employees are looking for. Canadian employees, including top talent, are more focused on competitive base pay and job security. Employers, on the other hand, are emphasizing other items such as challenging work and the organization's reputation as a good employer.

Canadian companies see themselves as more effective than U.S. companies in two key areas of their performance management process. 64% of Canadian employers believe their performance management process effectively links salary increases to individual performance results. Only 51% of U.S. companies cited that same level of confidence.

"As Canadian employers seek to grow profitably during a period of economic volatility, their focus needs to be on crafting an employee value proposition that helps to attract and retain talented and critical skill employees — and that engages the entire workforce," said

Tracey Malcolm, a Director in Talent Management at Towers Watson.

For a link to the full report see: <http://www.towerswatson.com/canada-english/press/8000>

12 minus 1 for Federal Workers

The Vancouver Sun – The new statutory holiday, Family Day, on February 11 is business as usual for federal employees as well as BC's largest private sector employer – Telus.

Many provinces including BC, Alberta, Saskatchewan, Manitoba, Ontario and Prince Edward Island all have provincial statutory holidays, though not all on the same day or under the same name. Under the Canada Labour Code, employees receive nine federal holidays, Easter and one provincial holiday. Telus collective agreement provides for twelve paid statutory holidays plus three personal paid days off.

LEGAL

Deference to Expertise of Decision-Maker

Supreme Court of Canada - The Alberta Court of Appeal quashed a decision of the Alberta Labour Relations Board concerning whether a registered employers' organization and a union party to a registered employers' organization collective agreement could pick and choose which of its provisions they wished to adopt or whether, having agreed to be bound to some of its provisions, they would be bound by the entirety of the registered employers' organization collective agreement. The Board concluded that the parties were bound by the entire collective agreement. The Court of Appeal focused on an assertion that the Board had failed to give proper consideration to the

interplay between ss. 176(1)(b) and 178 of the Code and to the different meanings that could be ascribed to these provisions and to s. 176(2). It found that the Board's failure to demonstrate with transparency and intelligibility the meaning of s. 176(2) was unreasonable.

The Supreme Court of Canada allowed the appeal. The Board did not have to explicitly address all possible shades of meaning of the provisions. The SCC stressed that administrative tribunals do not have to consider and comment upon every issue raised by the parties in their reasons. For reviewing courts, the issue remains whether the decision, viewed as a whole in the context of the record, is reasonable. The Board considered the relevant provisions of the Code and the

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facts presented to it. Its interpretation of the Code and its conclusions were reasonable, and its decision was entitled to deference.

For the full text see:

http://www.lexisnexis.ca/info/index.php?dynid=235&decision_id=1242

Chinese Miners sent from Tumbler Ridge

The Vancouver Sun – HD Mining has made a difficult decision to send home 16 Chinese miners from the Murray River Coal Mine on Monday January 28th. The project, targeting deep metallurgical coal deposits between 400 and 800 metres down, has estimated reserves of more than 3.18 billion tonnes. Initial mine site development will focus on 37 square kilometres containing a proven deposit of 688 million tonnes. The Murray River Property is located southwest of Tumbler Ridge in the traditional territories of first nations which are members of the Treaty 8 Tribal Council.

The decision came as a response to disruption in the planning phases

brought on by litigation sparked by BC unions. The costs and legal uncertainty have stalled the initiation of work on the underground bulk sample. HD Mining has also decided to delay bringing additional workers to Tumbler Ridge.

“This was a difficult decision for us, but we are very concerned about the cost and disruption this litigation brought by the unions has caused to the planning of the project,” HD Mining spokeswoman Jody Shimkus said in a recent news release.

The International Union of Operating Engineers and the Construction and Specialized Workers Union have asked the Federal Court for a judicial review of the federal government decision to grant HD Mining permits for the temporary foreign workers. That review is slated for April 2013.

For the full text see:

<http://www.lexisnexis.ca/documents/2012scc065.pdf>

BARGAINING AND THE LABOUR MARKET

Universities Seek More Funding

The Vancouver Sun – Six BC universities issued a report Tuesday January 29 projecting that by 2016 the province's largest skill shortages will not be in the trades, but instead in jobs requiring university degrees. Officials who assembled the report asserts that in order to fill job vacancies expected in the future, the province needs to ensure people are trained accordingly. They are asking for 11,000 new spaces in graduate, undergraduate, college and trade programs at a cost of \$130 million over four years as well as \$51 million in student financing.

The report was generated by Research Universities' Council of British Columbia. Citing that 18,800 jobs will be unfilled in 2020 due to the lack of appropriate post secondary training, the presidents of the universities presented their request to the legislature's all-party finance committee. Of those, 8,400 jobs would require a university degree.

Labour Relations: The New Normal

Conference Board of Canada – With modest economic prospects matched by modest expectations in the realm of collective bargaining, a degree of certainty may be provided - a degree not

seen in several years, according to the Conference Board of Canada.

"We have been living in the new normal since 2009, but we are only now realizing that we will not soon return to the buoyant growth enjoyed before the recession," said Karla Thorpe, director of leadership and human resources research. "The bargaining climate has fundamentally changed, and modest economic prospects matched by modest expectations may encourage pragmatism rather than rhetoric at the bargaining table."

The Canadian and global economies face a period of slow near-term growth, exacerbated by a strong currency, tepid productivity improvement and demographic changes that will challenge government spending and revenue capacity over the long term, said the Conference Board.

Average base wage increases for unionized workers in 2013 are projected to be 1.8 per cent in the public sector and 2.1 per cent for the private sector, said the report, and given the social and economic climate, a singular focus on increasing the union wage premium — currently down to less than eight per cent — may be

counterproductive for the labour movement. Improving working conditions for workers and influencing public policy may prove to be a more fruitful approach.

Governments across all jurisdictions continue to focus on reducing deficits and controlling public spending. Even after budgets are balanced, public sector

employment and compensation will be subject to increasing restraint, said the Conference Board. Some of this pressure will come from scrutiny into public sector pensions and benefits, which are often seen to be generous compared to the private sector, notwithstanding the recent Supreme Court of Canada's decision dismissing union appeals regarding pension surpluses.



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PUBLIC SECTOR

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PRIVATE SECTOR**CONSTRUCTION**

Parties: PCL Construction
AND
Christian Labour Association of Canada local 68

Contract expiry: December 31, 2012; 180 unionized employees. The parties have ratified an 8-year agreement effective January 1, 2013 to December 31, 2020 that provides wage increases as follows:

January 1, 2013	1.5 per cent
January 1, 2014	2.0 per cent

No key wage data available

Note

- Wage reviews every two years commencing January 2016.

Parties: Emcon Services Incorporated (Service Areas #9, #2 & #3)
AND
British Columbia Government and Service Employees' Union

Contract expiry: October 2, 2011, September 8, 2011 and September 13, 2011 respectively; 180 unionized employees. The parties have ratified a 8-year agreement effective September 1, 2011 to August 31, 2019 that provides no general wage increases.

Hourly Wages	January 1, 2013
Worker	\$29.04

Note

- A \$1200.00 lump sum to all employees in 2013.
- COLA clause in years 2014, 2015, 2016, and 2017.
- Re-opener October 1, 2016 to negotiate bargaining unit, contracting out and benefits.

FOOD & BEVERAGE

Parties: Rogers Foods Limited
AND
United Food and Commercial Workers' Union local 1518

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

FOOD & BEVERAGE CONT'D

Contract expiry: January 31, 2012; 50 unionized employees. The parties have ratified a 3-year agreement effective February 1, 2012 to January 31, 2015 that provides wage increases as follows:

February 1, 2012	2.0 per cent
February 1, 2013	2.0 per cent
February 1, 2014	2.0 per cent

No key wage data available

Note

- The agreement was reached with the help of a Federal Mediator.

Parties: Sunwest Food Processors Limited
AND
United Food and Commercial Workers' Union local 1518

Contract expiry: July 31, 2010; 140 unionized employees. The parties have ratified a 4-year agreement effective August 1, 2010 to July 31, 2014 that provides wage increases as follows:

August 1, 2010	2.6 per cent
August 1, 2011	2.6 per cent
August 1, 2012	2.6 per cent
August 1, 2013	2.6 per cent

Hourly Wages	August 1, 2010	August 1, 2011	August 1, 2012	August 1, 2013
Plant Worker	\$17.60	\$18.06	\$18.53	\$19.01
Shipping/Receiving	\$19.13	\$19.63	\$20.14	\$20.66

Parties: Versacold (Derwent)
AND
United Food and Commercial Workers' Union local 247

Contract expiry: April 30, 2012; 72 unionized employees. The parties have ratified a 4-year agreement effective May 1, 2012 to April 30, 2016 that provides wage increases as follows:

May 1, 2012	2.25 per cent
May 1, 2013	2.0 per cent
May 1, 2014	2.0 per cent
May 1, 2015	2.0 per cent

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FOOD & BEVERAGE CONT'D

Hourly Wages	May 1, 2012	May 1, 2013	May 1, 2014	May 1, 2015
Worker (base rate)	\$17.76	\$18.12	\$18.48	\$18.85

Parties: Aramark Canada (UBC Okanagan Campus)
AND
United Food and Commercial Workers' Union local 247

This is the parties' first collective agreement; 60 unionized employees. The parties have ratified a 3-year agreement effective June 15, 2012 to June 14, 2015 that provides wage increases as follows:

June 15, 2012	0.0 per cent
June 15, 2013	4.0 per cent
June 15, 2014	4.0 per cent

Hourly Wages	June 15, 2013	June 15, 2014
Cashier	\$11.50	\$12.00
Cook	\$14.35	\$14.85
Baker	\$12.50	\$13.00

FORESTRY

Parties: Canfor Pulp Limited Partnership
AND
Pulp, Paper and Woodworkers of Canada local 9

Contract expiry: May 30, 2012; 482 unionized employees. The parties have ratified a 5-year agreement effective May 31, 2012 to May 30, 2017 that provides wage increases as follows:

May 31, 2012	0.0 per cent
May 31, 2013	0.0 per cent
May 31, 2014	2.0 per cent
May 31, 2015	2.5 per cent
May 31, 2016	3.0 per cent

No key wage data available

Note

- In each year of 2012 and 2013 a \$3750.00 lump sum will be paid to all full time employees.

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FORESTRY CONT'D

Parties: Domtar Incorporated
 AND
 Communications, Energy and Paperworkers' Union of Canada local 10-b

Contract expiry: April 30, 2012; 350 unionized employees. The parties have ratified a 5-year agreement effective May 1, 2012 to April 30, 2017 that provides wage increases as follows:

May 31, 2012	0.0 per cent
May 31, 2013	0.0 per cent
May 31, 2014	2.0 per cent
May 31, 2015	2.5 per cent
May 31, 2016	3.0 per cent

No key wage data available

Note

- In each year of 2012 and 2013 a \$3750.00 lump sum will be paid to all full time employees.

Parties: Kruger Products
 AND
 Communications, Energy, and Paperworkers' Union local 456

Contract expiry: April 30, 2012; 490 unionized employees. The parties have ratified a 5-year agreement effective May 1, 2012 to April 30, 2017 that provides wage increases as follows:

May 31, 2012	0.0 per cent
May 31, 2013	0.0 per cent
May 31, 2014	2.0 per cent
May 31, 2015	2.5 per cent
May 31, 2016	3.0 per cent

No key wage data available

Note

- In each year of 2012 and 2013 a \$3750.00 lump sum will be paid to all full time employees.

HEALTH & WELFARE

Parties: Lynnwood Retirement Residence
AND
British Columbia Government and Service Employees' Union

Contract expiry: July 31, 2011; 60 unionized employees. The parties have ratified a 3-year agreement effective August 1, 2011 to July 31, 2014 that provides wage increases as follows:

August 1, 2011	1.5 per cent
August 1, 2012	1.5 per cent
August 1, 2013	2.0 per cent

No key wage data available

Parties: We Care Home Health
AND
Christian Labour Association of Canada local 501

Contract expiry: August 24, 2012; 100 unionized employees. The parties have ratified a 2-year agreement effective August 25, 2012 to August 24, 2014 that provides wage increases as follows:

August 25, 2012	1.0 per cent
August 25, 2013	1.0 per cent

No key wage data available

Note

- All mileage now paid at \$0.49/km.

MANUFACTURING

Parties: Tree Island Industries
AND
International Brotherhood of Teamsters local 213

Contract expiry: June 30, 2012; 180 unionized employees. The parties have ratified a 3-year agreement effective July 1, 2012 to June 30, 2015 that provides wage increases as follows:

July 1, 2012	0.0 per cent
July 1, 2013	0.0 per cent
July 1, 2014	1.0 per cent

No key wage data available

PUBLIC SERVICE

Parties: BC Safety Authority
AND
British Columbia Government and Service Employees' Union

Contract expiry: December 31, 2011; 256 unionized employees. The parties have ratified a 3-year agreement effective January 1, 2012 to December 31, 2014 that provides wage increases as follows:

January 1, 2012	1.8 per cent
December 30, 2012	2.0 per cent
December 29, 2013	2.0 per cent

No key wage data available

TRADES & SERVICES

Parties: Securitas Canada
AND
Canadian Auto Workers local 3000

Contract expiry: March 31, 2011; 350 unionized employees. The parties have ratified a 3-year agreement effective April 1, 2011 to March 31, 2014 that provides wage increases as follows:

April 1, 2011	\$0.20 per hour
April 1, 2012	\$0.30 per hour
April 1, 2013	\$0.35 per hour

No key wage data available

Note

- Starting minimum wage is \$11.00 per hour.

Parties: Iron Mountain
AND
Communications, Energy, and Paperworkers' Union local 433

Contract expiry: September 6, 2011; 95 unionized employees. The parties have ratified a 3-year agreement effective September 7, 2011 to September 6, 2014 that provides wage increases as follows:

TRADES & SERVICES CONT'D

September 7, 2011	\$0.40 per hour
September 7, 2012	\$0.45 per hour
September 7, 2013	\$0.45 per hour

No key wage data available

Note

- \$500 lump sum paid to all employees at date of ratification.

Parties: Hilton Vancouver Metrotown
AND
Unite-Here local 40

Contract expiry: May 31, 2010; 160 unionized employees. The parties have ratified a 4-year agreement effective June 1, 2010 to May 31, 2014 that provides wage increases as follows:

January 1, 2011	1.2 per cent
June 1, 2011	0.8 per cent
January 1, 2012	1.0 per cent
June 1, 2012	1.5 per cent
January 1, 2013	1.5 per cent
June 1, 2013	1.8 per cent
July 1, 2013	1.8 per cent
January 1, 2014	1.8 per cent

Hourly Wages	January 1, 2011	January 1, 2012	January 1, 2013	January 1, 2014
Apprentice Cook	\$18.19	\$18.54	\$19.11	\$19.81
Front Desk Agent	\$19.02	\$19.37	\$19.94	\$20.64

Parties: Servomation/Centerplate
AND
British Columbia Government and Service Employees' Union

Contract expiry: January 31, 2011; 650 unionized employees. The parties have ratified a 4-year agreement effective February 1, 2011 to January 31, 2015 that provides wage increases as follows:

February 1, 2011	0.0 per cent
February 1, 2012	3.0 per cent
February 1, 2013	3.0 per cent
February 1, 2014	3.0 per cent

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TRADES & SERVICES CONT'D

Hourly Wages	February 1, 2011	February 1, 2012	February 1, 2013	February 1, 2014
Stand Cashier	\$14.24	\$14.67	\$15.11	\$15.56
Journeyman Cook	\$16.86	\$17.37	\$17.89	\$18.43

Parties: Aeroplan
 AND
 Canadian Auto Workers local 2002

Contract expiry: November 14, 2012; 466 unionized employees. The parties have ratified a 3-year agreement effective November 15, 2012 to November 14, 2015 that provides wage increases as follows:

November 15, 2012	3.0 per cent
November 15, 2013	2.0 per cent
November 15, 2014	2.0 per cent

No key wage data available

Note

- Vision care benefits increased by \$75.00 every two years.
- Hearing care benefits increase by \$750.00 every five years.

Parties: NDT Management Association
 AND
 Quality Control Council of Canada

Contract expiry: April 30, 2012; 230 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2012 to April 30, 2015 that provides wage increases as follows:

May 1, 2012	3.0 per cent
May 1, 2013	3.0 per cent
May 1, 2014	3.0 per cent

No key wage data available

Note

- Benefit package increased by 1.0 per cent.

TRADES & SERVICES CONT'D

Parties: Konica Minolta Business Solutions
AND
Canadian Office and Professional Employees' Union local 378

Contract expiry: March 31, 2012; 53 unionized employees. The parties have ratified a 3-year agreement effective April 1, 2012 to March 31, 2015 that provides wage increases as follows:

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

No key wage data available

Note

- \$500 bonus paid to employees upon date of ratification.
- \$500 bonus to be paid April 15, 2013 if March 31, 2013 profit targets are met.
- 1.5 – 2.0 per cent gainsharing program.

Parties: Beach Place Ventures
AND
Canadian Office and Professional Employees' Union local 378

Contract expiry: June 30, 2011; 60 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2011 to June 30, 2015 that provides wage increases as follows:

July 1, 2011	1.0 per cent
July 1, 2012	1.0 per cent
July 1, 2013	1.5 per cent
July 1, 2014	2.0 per cent

No key wage data available

Parties: Salvation Army (Ocean Crest Ministries)
AND
British Columbia Government and Service Employees' Union

Contract expiry: March 31, 2012; 52 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

TRADES & SERVICES CONT'D

April 1, 2012	2.0 per cent (higher classifications)
April 1, 2012	3.0 per cent (lower classifications)
April 1, 2013	1.0 per cent

No key wage data available

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Lomak Bulk Carriers Corporation
AND
Christian Labour Association of Canada local 66

Contract expiry: February 28, 2011; 80 unionized employees. The parties have ratified a 3-year agreement effective September 1, 2011 to August 31, 2014 that provides wage increases as follows:

Southern Division

September 1, 2011	1.5 per cent
September 1, 2012	1.75 per cent
September 1, 2013	2.0 per cent

Northern Division

September 1, 2011	9.7 per cent
September 1, 2012	2.7 per cent
September 1, 2013	2.6 per cent

Hourly Wages	September 1, 2012	September 1, 2013
Driver (southern region)	\$24.11	\$24.53
Driver (mid-provincial region)	\$26.00	\$26.52
Driver (northern region)	\$31.68	\$32.53

Parties: Victoria Times Colonist
AND
Vic-Van Isle Newspaper Guild

Contract expiry: January 1, 2011; 150 unionized employees. The parties have ratified a 4-year agreement effective January 2, 2011 to January 1, 2015 that provides wage increases as follows:

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

January 2, 2011	0.0 per cent
January 2, 2012	0.0 per cent
January 2, 2013	1.0 per cent
January 2, 2014	1.5 per cent

Hourly Wages	January 2, 2013	January 2, 2014
Associate City Editor	\$44.31	\$44.97

Parties: Port Metro Vancouver
AND
International Longshoremen and Warehouse Union local 517

Contract expiry: December 31, 2011; 270 unionized employees. The parties have ratified a 5-year agreement effective January 1, 2012 to December 31, 2016 that provides wage increases as follows:

January 1, 2012	2.5 per cent
January 1, 2013	2.5 per cent
January 1, 2014	2.5 per cent
January 1, 2015	2.5 per cent
January 1, 2016	2.5 per cent

Hourly Wages	Jan 1, 2012	Jan 1, 2013	Jan 1, 2014	Jan 1, 2015	Jan 1, 2016
Longshoreman (starting wage)	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24

Note

- Individual incentive pay of 1.25 per cent in 2012 and 2013, 3.0 per cent in 2014 and 2015, and 3.25 per cent in 2016.

Parties: Pacific Northern Gas
AND
International Brotherhood of Electrical Workers local 213

Contract expiry: October 31, 2012; 80 unionized employees. The parties have ratified a 4-year agreement effective November 1, 2012 to October 31, 2014 that provides wage increases as follows:

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

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Hourly Wages	Nov 1, 2012	Nov 1, 2013	Nov 1, 2014	Nov 1, 2015
Customer Service Representative	\$30.68	\$31.30	\$31.93	\$32.57
Welder	\$39.06	\$39.84	\$40.63	\$41.45

Parties: Jazz Aviation LP
AND
Canadian Auto Workers local 2002 (Technical Services Division)

Contract expiry: June 30, 2012; 125 unionized employees. The parties have ratified a 39-month agreement effective July 1, 2012 to September 30, 2015 that provides wage increases as follows:

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

Hourly Wages	July 1, 2012	July 1, 2013	July 1, 2014
Certified Engineer (base rate)	\$25.74	\$26.26	\$26.78
Upholsterer (base rate)	\$16.38	\$16.71	\$17.04
Hangar Attendant (base rate)	\$10.86	\$11.08	\$11.30

Parties: Airport Terminal Services
AND
International Association of Machinists and Aerospace Workers local 16

This is the parties' first collective agreement; 100 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides no general wage increases.

No key wage data available

PUBLIC SECTOR**EDUCATION**

Parties: NEC Native Education College
AND
British Columbia Government and Service Employees' Union

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

EDUCATION CONT'D

Contract expiry: June 30, 2011; 60 unionized employees. The parties have ratified a 3-year agreement effective July 1, 2011 to June 30, 2014 that provides wage increases as follows:

July 1, 2011	0.0 per cent
July 1, 2012	3.0 per cent (retroactive)
July 1, 2013	3.0 per cent

Hourly Wages	July 1, 2013
Building Manager	\$26.25

Note

- Signing bonus in an amount between \$1,500 and \$3,500 for all regular employees.
- Signing bonus in an amount between \$500 and \$1,500 for all casual employees.
- Signing bonus in the amount of \$250 for all new employees hired after July 1, 2012.
- Overtime payable after 7 hours.

Parties: Royal Roads University
AND
Canadian Union of Public Employees local 3886

Contract expiry: May 31, 2010; 55 unionized employees. The parties have ratified a 4-year agreement effective June 1, 2010 to May 31, 2014 that provides wage increases as follows:

June 1, 2010	0.0 per cent
June 1, 2011	0.0 per cent
June 1, 2012	2.0 per cent
June 1, 2013	2.0 per cent

Hourly Wages	June 1, 2012	June 1, 2013
Gardener	\$22.90	\$23.36
Facilities Maintenance	\$18.62	\$18.99

Parties: Royal Roads University
AND
Faculty Association

Contract expiry: March 31, 2012; 52 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

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EDUCATION CONT'D

April 1, 2012	2.0 per cent
April 1, 2013	2.0 per cent

No key wage data available

Parties: Simon Fraser University
AND
Teaching Support Staff Union

Contract expiry: April 30, 2010; 1,400 unionized employees. The parties have ratified a 4-year agreement effective May 1, 2010 to April 30, 2014 that provides wage increases as follows:

May 1, 2010	0.0 per cent
May 1, 2011	0.0 per cent
May 1, 2012	2.0 per cent
May 1, 2013	2.0 per cent

No key wage data available

Parties: Thompson Rivers University
AND
Canadian Union of Public Employees local 4879

Contract expiry: March 31, 2010; 600 unionized employees. The parties have ratified a 4-year agreement effective April 1, 2010 to March 31, 2014 that provides wage increases as follows:

April 1, 2010	0.0 per cent
April 1, 2011	0.0 per cent
April 1, 2012	2.0 per cent
April 1, 2013	2.0 per cent

No key wage data available

Parties: Thompson Rivers University
AND
Open Learning Faculty Association

EDUCATION CONT'D

Contract expiry: March 31, 2012; 208 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	2.0 per cent
April 1, 2013	2.0 per cent

No key wage data available

Parties: University of British Columbia Okanagan Campus
AND
British Columbia Government and Service Employees' Union (non-faculty and teaching assistants)

Contract expiry: June 30, 2012; 600 unionized employees. The parties have ratified a 2-year agreement effective July 1, 2012 to June 30, 2014 that provides wage increases as follows:

July 1, 2012	2.0 per cent
July 1, 2013	2.0 per cent

No key wage data available

Parties: North Island College
AND
Canadian Union of Public Employees local 3479 (support staff)

Contract expiry: June 30, 2010; 122 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

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

No key wage data available

Parties: Vancouver Island University
AND
Canadian Union of Public Employees local 1858 (support staff)

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

EDUCATION CONT'D

Contract expiry: June 30, 2010; 246 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

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

No key wage data available

Parties: College of the Rockies
AND
Canadian Union of Public Employees local 2773 (support staff)

Contract expiry: June 30, 2010; 94 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

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

No key wage data available

Parties: Capilano University
AND
Canadian Office and Professional Employees' Union local 378

Contract expiry: June 30, 2010; 238 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

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

No key wage data available

FEDERAL GOVERNMENT

Parties: Canada Post Corporation
AND
Canadian Union of Postal Workers

Contract expiry: January 31, 2011; 6,800 unionized employees. The parties have ratified a 4-year agreement effective February 1, 2011 to January 31, 2015 that provides wage increases as follows:

February 1, 2011	1.75 per cent
February 1, 2012	1.5 per cent
February 1, 2013	2.0 per cent
February 1, 2014	2.0 per cent

Hourly Wages (Urban)	February 1, 2013	February 1, 2014
Letter Carrier (3 rd year)	\$24.99	\$25.49
Service Courier (5 th year)	\$25.44	\$25.95

Note

- Rural and Suburban wages are determined by activity component, variable allowance, and knowledge route and civic address allowance.

Parties: Treasury Board of Canada
AND
Professional Institute of the Public Service of Canada (Audit, Purchasing and Commerce)

Contract expiry: June 21, 2011; 225 unionized employees. The parties have ratified a 3-year agreement effective June 22, 2011 to June 21, 2014 that provides wage increases as follows:

June 22, 2011	1.75 per cent
June 22, 2012	1.5 per cent
June 22, 2013	2.0 per cent

No key wage data available

Note

- Accumulation of severance for resignation and retirement ceases at date of signing.

FEDERAL GOVERNMENT CONT'D

Parties: Treasury Board of Canada
AND
Federal Government Dockyard Trades and Labour Council

Contract expiry: January 30, 2012; 830 unionized employees. The parties have ratified a 3-year agreement effective January 31, 2012 to January 30, 2015 that provides wage increases as follows:

January 31, 2012	1.75 per cent
January 31, 2013	1.5 per cent
January 31, 2014	2.0 per cent

Hourly Wages	January 31, 2012	January 31, 2013	January 31, 2014
Boiler Maker	\$32.29	\$32.77	\$33.43
Quality Control Officer	\$34.94	\$35.47	\$36.18

HEALTH & WELFARE

Parties: Health Employers Association of British Columbia
AND
Facilities Subsector Bargaining Association

Contract expiry: March 31, 2012; 46,000 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

January 1, 2013	2.0 per cent
April 1, 2013	1.0 per cent

No key wage data available

Parties: Health Employers Association of British Columbia
AND
Nurses Bargaining Association

Contract expiry: March 31, 2012; 32,854 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

HEALTH & WELFARE CONT'D

April 1, 2013 3.0 per cent

No key wage data available

Note

- Increased hours of work from 36 hours per week to 37.5 hours per week effective April 1, 2013.

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: BC Hydro
 AND
 Canadian Office and Professional Employees local 378

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

April 1, 2012	1.0 per cent
October 1, 2012	1.0 per cent
April 1, 2013	1.0 per cent
October 1, 2013	1.0 per cent

No key wage data available

Note

- Expanded bereavement leave benefits beyond immediate family.

Parties: BC Hydro
 AND
 International Brotherhood of Electrical Workers local 258

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

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

No key wage data available

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Parties: BC Oil and Gas Commission
AND
British Columbia Government and Service Employees' Union

Contract expiry: June 30, 2012; 160 unionized employees. The parties have ratified a 2-year agreement effective July 1, 2012 to June 30, 2014 that provides wage increases as follows:

July 1, 2012	2.0 per cent
July 1, 2013	2.0 per cent

No key wage data available

Parties: BC Oil and Gas Commission
AND
Professional Employees Association (geologists and engineers)

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

July 1, 2012	1.1 per cent
July 1, 2013	0.87 per cent

Hourly Wages	July 1, 2013
Step 1 base rate	\$25.45

Parties: BC Transit
AND
Canadian Auto Workers local 333

Contract expiry: March 31, 2012; 680 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	2.0 per cent
April 1, 2013	2.0 per cent

No key wage data available

PUBLIC SERVICES

Parties: BC Assessment Authority
AND
Canadian Union of Public Employees local 1767

Contract expiry: December 31, 2011; 600 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2012 to December 31, 2013 that provides wage increases as follows:

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

No key wage data available

MUNICIPAL GOVERNMENT

Parties: District of Kitimat
AND
Canadian Auto Workers local 2300

Contract expiry: December 31, 2011; 115 unionized employees. The parties have ratified a 3-year agreement effective January 1, 2012 to December 31, 2014 that provides wage increases as follows:

January 1, 2012	0.0 per cent
January 1, 2013	2.5 per cent
January 1, 2014	2.5 per cent

Hourly Wages	January 1, 2013	January 1, 2014
Heavy Equipment Operator	\$32.12	\$32.92
Chief Mechanic	\$39.89	\$40.89
Carpenter	\$37.32	\$38.25

Parties: City of Campbell River
AND
Canadian Union of Public Employees local 401

Contract expiry: December 31, 2009; 150 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2010 to December 31, 2013 that provides wage increases as follows:

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

MUNICIPAL GOVERNMENT CONT'D

January 1, 2010	0.0 per cent
January 2, 2011	2.5 per cent
January 1, 2012	1.25 per cent
December 30, 2012	1.25 per cent

Hourly Wages	December 30, 2012
--------------	-------------------

Equipment Operator	\$26.00
Survey Technician	\$29.10
Lifeguard	\$20.71
Bylaw Enforcement Officer	\$29.79
Building Inspector	\$35.63

Parties: City of Vancouver
AND
Canadian Union of Public Employees local 15

Contract expiry: December 31, 2011; 3,700 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

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

No key wage data available

Parties: City of Vancouver
AND
Canadian Union of Public Employees local 1004 (outside)

Contract expiry: December 31, 2011; 1,385 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

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

No key wage data available

MUNICIPAL GOVERNMENT CONT'D

Parties: City of Vancouver
AND
International Association of Firefighters local 18

Contract expiry: December 31, 2009; 764 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides wage increases as follows:

April 1, 2010	1.5 per cent
October 1, 2010	1.5 per cent
April 1, 2011	1.25 per cent
October 1, 2011	1.25 per cent

No key wage data available

Parties: City of Vancouver
AND
International Brotherhood of Teamsters local 31 (police civilians)

Contract expiry: December 31, 2011; 308 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

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

No key wage data available

Parties: City of Abbotsford
AND
Abbotsford Police Association

Contract expiry: March 31, 2010; 215 unionized employees. The parties have ratified a 33-month agreement effective April 1, 2010 to December 31, 2012 that provides wage increases as follows:

April 1, 2010	1.5 per cent
October 1, 2010	1.45 per cent
April 1, 2011	1.5 per cent
October 1, 2011	1.45 per cent
April 1, 2012	1.25 per cent
December 31, 2012	1.3 per cent

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 Burnaby
AND
Canadian Union of Public Employees local 23 (inside, outside, foremen,
library)

Contract expiry: December 31, 2011; 1,010 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

January 1, 2012	1.25 per cent
January 1, 2013	1.75 per cent
January 1, 2014	1.75 per cent
January 1, 2015	2.00 per cent

No key wage data available

Parties: City of Burnaby
AND
International Association of Firefighters Local 323

Contract expiry: December 31, 2009; 286 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides 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

Parties: City of Surrey
AND
International Association of Firefighters Local 1271

Contract expiry: December 31, 2009; 394 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides wage increases as follows:

MUNICIPAL GOVERNMENT CONT'D

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

Parties: City of Richmond
AND
International Association of Firefighters Local 1286

Contract expiry: December 31, 2009; 213 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides wage increases as follows:

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

Note

- 2012 and 2013 provides wage increases calculated by the average wage increases in Vancouver, Burnaby and Surrey.

No key wage data available

Parties: City of Port Moody
AND
Canadian Union of Public Employees local 825 (inside, outside)

Contract expiry: December 31, 2011; 110 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

January 1, 2012	1.75 per cent
January 1, 2013	1.25 per cent
January 1, 2014	1.75 per cent
January 1, 2015	2.00 per cent

No key wage data available

MUNICIPAL GOVERNMENT CONT'D

Parties: District of North Vancouver
AND
International Association of Firefighters local 1183

Contract expiry: December 31, 2009; 121 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides 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

Parties: City of North Vancouver
AND
International Association of Firefighters local 914

Contract expiry: December 31, 2009; 56 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides 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
December 31, 2011	0.5 per cent

No key wage data available

Note

- 2012 provides wage increases calculated by the average wage increases in Vancouver, Burnaby and Surrey.

Parties: City of New Westminster
AND
Canadian Union of Public Employees local 387 (inside, outside, police civilians)

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

MUNICIPAL GOVERNMENT CONT'D

Contract expiry: December 31, 2011; 260 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

January 1, 2012	1.25 per cent
January 1, 2013	1.75 per cent
January 1, 2014	1.75 per cent
January 1, 2015	2.00 per cent

No key wage data available

Parties: Corporation of Delta
AND
Canadian Union of Public Employees local 454 (inside, outside, police civilians)

Contract expiry: December 31, 2011; 439 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

January 1, 2012	1.25 per cent
January 1, 2013	1.75 per cent
January 1, 2014	1.75 per cent
January 1, 2015	2.00 per cent

No key wage data available

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

Contract expiry: December 31, 2009; 170 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides wage increases as follows:

January 1, 2010	2.0 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

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

PROVINCIAL GOVERNMENT

Parties: BC Public Service Agency
AND
Professional Employees' Association

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

April 1, 2012	1.0 per cent
August 15, 2012	1.0 per cent
April 1, 2013	1.0 per cent
January 15, 2014	1.0 per cent

No key wage data available



STRIKES AND LOCKOUTS

PUBLIC

HEALTH & WELFARE

Parties: Community Social Services Employers Association
AND
Community Social Services Bargaining Association

Approximately 15,300 employees. Contract expired March 31, 2012. Issues include wages. Rotating strike action commenced October 16, 2012.

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

Approximately 160 employees. Contract expired March 31, 2012. Issues include wages. Rotating strike action commenced January 2013.

Parties: Lifelabs BC
AND
British Columbia Government and Service Employees Union

Approximately 744 employees. Contract expired December 31, 2011. Issues include wages. Rotating strike action commenced January 2013.



STATISTICS

Wage Settlement Data for the Year Ending January 28, 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
FEB/12	15	11,229	2,748	13,977	0.13	0.51	0.21
MAR/12	11	4,101	1,541	5,642	0.00	-6.82	1.86
APR/12	12	1,091	3,567	4,658	0.09	0.18	0.16
MAY/12	9	6,434	586	7,020	0.23	1.51	0.34
JUN/12	8	39,511	2,173	41,684	0.12	0.34	0.04
JUL/12	14	95	3,663	3,758	0.00	1.82	1.78
AUG/12	9	225	1,801	2,026	1.25	2.35	2.22
SEP/12	6	182	2,202	2,384	0.55	2.65	2.50
OCT/12	12	33,638	10,489	44,127	1.26	1.85	1.40
NOV/12	3	6,050	0	6,050	1.23	0	1.23
DEC/12	38	98,937	3,212	102,149	0.51	1.33	0.54
JAN/13	18	7,663	0	7,663	1.66	0	1.66
12-mth TOTAL	155	209,156	241,138	450,294	0.56	1.05	0.63

NOTE: These calculations are based upon information regarding wage settlements covering at least 30 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 January, the all industries average wage settlement decreased slightly to 0.63 per cent from 0.64 per cent the previous month. The public sector 12-month average decreased from 0.63 per cent to 0.54 per cent while the private sector average decreased to 1.05 from 1.22 per cent.

There were no private sector settlements in January yet there was a notable private sector settlement included in December. The agreement occurred between Port Metro Vancouver and the International Longshoremen and Warehouse Union local 517 and produced the highest average 1st year increase covering 270 bargaining unit employees at 2.5%. The 5-year agreement is effective from January 1, 2012 to December 31, 2016. It provides for wage increases of 2.5% effective January 1, 2012, 2.5% effective January 1, 2013, 2.5% effective January 1, 2014, 2.5% effective January 1, 2015 and 2.5% effective January 1, 2016.

There was a notable public sector settlement included in the December/January statistics. The agreement affecting the most bargaining unit employees occurred between the Health Employers Association of British Columbia and the Facilities Subsector Bargaining Association. The 2-year agreement covers 46,000 employees and is effective from April 1, 2012 to March 31, 2014.

CONSUMER PRICE INDICES

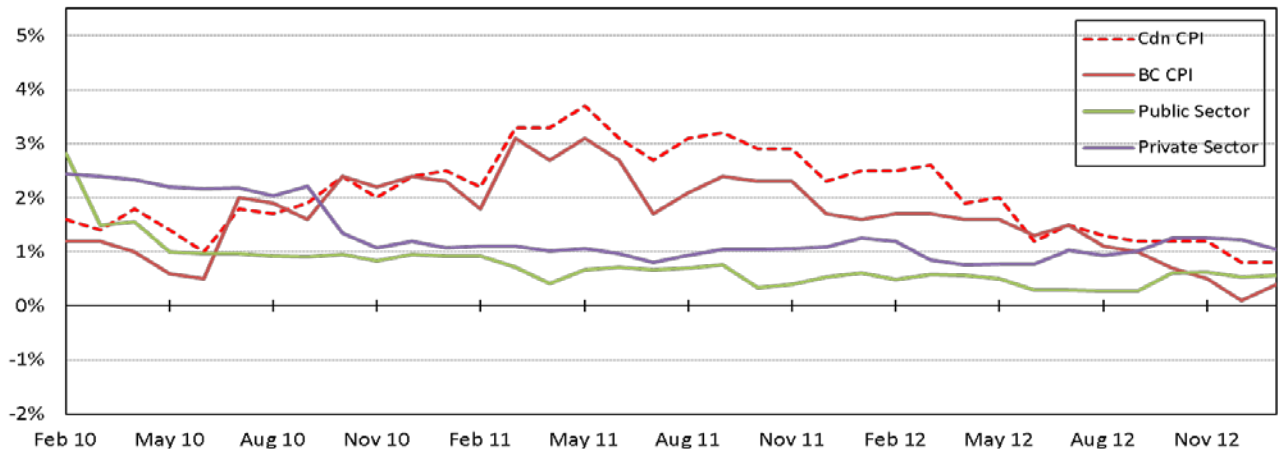
Date	CANADA		VANCOUVER		VICTORIA		BRITISH COLUMBIA	
	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)
2006 Avg.	109.1	2.0	108.0	1.9	108.5	1.6	108.1	1.8
2007 Avg.	111.5	2.2	110.2	2.0	109.8	1.2	110.0	1.7
2008 Avg.	114.1	2.4	112.8	2.4	111.8	1.8	112.3	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								
Jan.	120.7	2.5	117.9	1.8	115.7	1.5	116.8	1.7
Feb.	121.2	2.6	118.4	2.1	116.1	1.6	117.2	1.7
Mar.	121.7	1.9	119.1	1.8	116.9	1.6	117.9	1.6
Apr.	122.2	2.0	119.4	1.9	117.3	1.6	118.2	1.6
May.	122.1	1.2	119.8	1.5	117.6	1.2	118.6	1.3
Jun.	121.6	1.5	119.5	1.7	117.1	1.4	118.2	1.5
Jul.	121.5	1.3	119.2	1.4	116.7	1.0	117.9	1.1
Aug.	121.8	1.2	119.4	1.4	116.9	0.9	118.1	1.0
Sep.	122.0	1.2	119.3	0.8	116.8	0.5	118.1	0.5
Oct.	122.2	1.2	119.3	0.7	116.8	0.3	118.0	0.7
Nov.	121.6	1.6	119.0	1.4	116.6	1.1	117.8	1.2
Dec.	121.7	1.5	119.0	1.3	116.7	1.0	117.8	1.1

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

BC's inflation rate rose above 1% in both November and December but is lower than the national inflation rate. Food was up by than 0.2%, while shelter and transportation costs fell by 0.4% and 0.9% respectively. These three groups account for more than 60% of the relative weighting in the basket of goods that make up the CPI and therefore have a substantial effect on final CPI figures.

As depicted in the chart below, the BC CPI is now lower than both the private sector first year 12-month total wage increase, and lower than the comparable public sector figure.

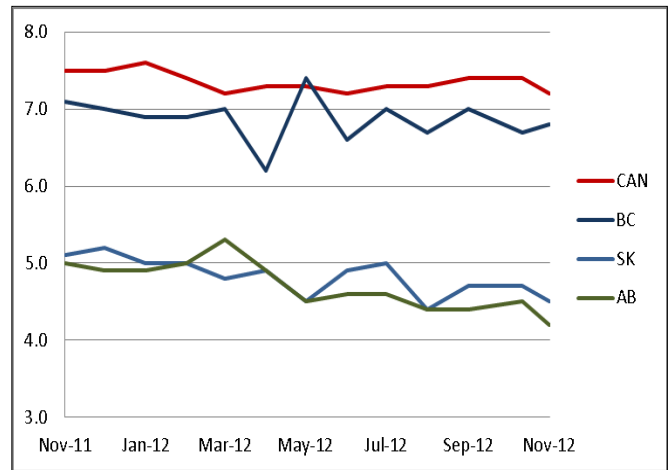
Wage Increases - First Year of Contract (BC)
12-Month Totals, 36-Month Period
BC and Canada Annual Per Cent Change CPI



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

UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)

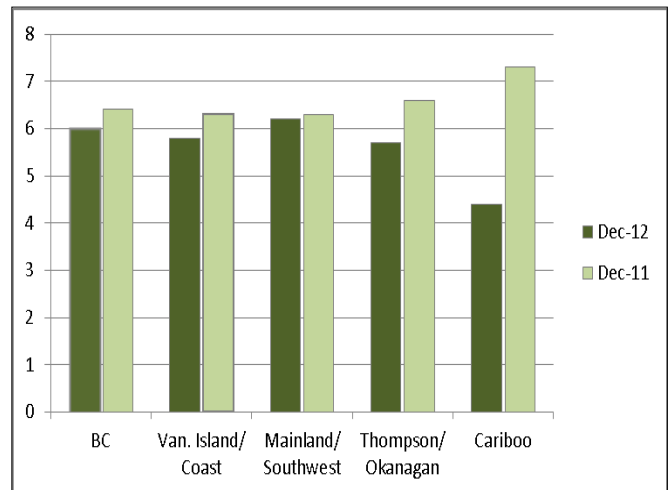
PROVINCES	Dec/12	Nov/12	Dec/11
Canada	7.1	7.2	7.5
Nfld	11.5	12.5	12.7
Prince Edward Island	11.0	11.4	11.2
Nova Scotia	9.3	8.8	7.8
New Brunswick	10.8	11.2	9.4
Quebec	7.3	7.6	8.7
Ontario	7.9	7.9	7.7
Manitoba	5.2	5.3	5.4
Saskatchewan	4.6	4.5	5.2
Alberta	4.5	4.2	4.9
British Columbia	6.5	6.8	7.0



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

BC METRO AND ECONOMIC REGIONS**	Dec/12	Dec/11
Vancouver Island Coast	5.8	6.3
Victoria	5.4	5.8
Mainland/Southwest	6.2	6.3
Vancouver	6.2	6.3
Abbotsford – Mission	6.6	8.3
Thompson/Okanagan	5.7	6.6
Kelowna	5.9	7.1
Kootenay	7.0	6.8
Cariboo	4.4	7.3
Prince George	4.2	7.5
North Coast & Nechako	8.2	9.8
Northeast	NA	NA

**Regional Unemployment Rates
(Dec 2011 and Dec 2012)**



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, December 2012



NEGOTIATIONS
(REPLACES ALL PREVIOUS EDITIONS)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
PRIVATE SECTOR				
CONSTRUCTION				
Construction Labour Relations Association	Various unions	35,000	Apr. 30, 2010	Negotiations - continuing
Pedre Contractors	CLAC local 68	84	Apr. 30, 2010	Settled – details pending
Fraser River Pile & Dredge (GP) Inc.	IUOE local 115	180	Apr. 30, 2013	Negotiations – yet to commence
	Pile Drivers, Divers, Bridge, Dock, and Wharf Builders, local 2404	450	Apr. 30, 2013	Negotiations – yet to commence
ENERGY				
Chevron Canada Ltd.	CWA local 601	150	Jan. 31, 2013	Negotiations – yet to commence
Spectra Energy Transmission	CWA local 686 (McMahon Plant)	85	Jan. 31, 2013	Negotiations – yet to commence
	CWA local 862 (Ft. Nelson Plant)	60	Jan. 31, 2013	Negotiations – yet to commence
Cullen Diesel	IAMAW local 692	180	Feb. 28, 2013	Negotiations – yet to commence
	Teamsters local 213	Unknown	Feb. 28, 2013	Negotiations – yet to commence
Superior Propane Inc.	Teamsters local 213	700	Dec. 31, 2013	Negotiations – yet to commence
FINANCE				
Islands Saving Credit Union	OPEIU local 378	70	Jun. 30, 2013	Negotiations – yet to commence
Interior Savings Credit Union	BCGEU local 1705	72	Feb. 28, 2012	Status - Unknown
FOOD & BEVERAGE				
Aramark Canada (Rogers Arena)	UNITE-HERE	Unknown	Unknown	Settled – details pending
Compass Group Canada (Morrison Management)	USW local 2009	117	Dec. 5, 2010	Settled – details pending
Compass Group Canada (Victoria International Airport)	UNITE-HERE	66	Jun. 14, 2010	Settled – details pending

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Canadian Fishing Co.	UFAW	821	Apr. 15, 2013	Negotiations – yet to commence
Canadian Springs Water Company	Teamsters local 31 (Richmond, Lower Mainland)	110	Apr. 30, 2013	Negotiations – yet to commence
Cara Operations - YVR	UNITE-HERE	650	Jul. 31, 2013	Negotiations – yet to commence
Grimms Fine Foods	UFCW local 247	185	May 31, 2013	Negotiations – yet to commence
Island Farms	Teamsters local 464	230	Sep. 30, 2011	Settled – details pending
IGA #15 & #27	UFCW local 1518	86	Jul. 10, 2010	Settled – details pending
Johnston Packers	UFCW local 1518	94	Dec. 31, 2013	Negotiations – yet to commence
Lantic Inc.	RWU local 517	150	Feb. 28, 2013	Negotiations – yet to commence
Overwaitea Food Group	UFCW local 247	900	Mar. 29, 2013	Negotiations – yet to commence
	UFCW local 1518	9,000	Mar. 31, 2013	Negotiations – yet to commence
Safeway Canada	BCTGM local 468	250	Mar. 31, 2013	Negotiations – yet to commence
	UFCW local 1518	8,000	Mar. 31, 2013	Negotiations – yet to commence
	UFCW local 247	500	Mar. 31, 2013	Negotiations – yet to commence
Saputo	Teamsters local 464	500	Mar. 31, 2013	Negotiations – yet to commence
Sunrise Poultry Processors	UFCW local 1518	400	Jun. 30, 2013	Negotiations – yet to commence
Sofina Foods (Lilydale)	UFCW local 1518	300	Jun. 30, 2012	Negotiations – continuing
Tober Enterprises (IGA)	UFCW local 1518	500	Mar. 31, 2013	Negotiations – yet to commence
	UFCW local 247	Unknown	Mar. 31, 2013	Negotiations – yet to commence
The Original Cakerie	Teamsters, local 464	244	May. 31, 2012	Negotiations – continuing
White Spot Ltd.	CAW local 3000	750	Jan. 15, 2013	Negotiations – yet to commence
FORESTRY				
Council on Northern Interior Forest Employment Relations	USW	1,800	Jun. 30, 2013	Negotiations – yet to commence
Canadian Forest Products Ltd.	USW locals 405, 417, 423	2,300	Jun. 30, 2013	Negotiations – yet to commence
Fraser Lake Sawmill	USW local 424	196	Jun. 30, 2013	Negotiations – yet to commence
Crown Packaging Ltd.	CWA local 951	67	Jun. 30, 2012	Negotiations – yet to commence
	CEP local 433	165	Jun. 30, 2012	Negotiations – yet to commence
Howe Sound Pulp and Paper Ltd.	CEP local 1119	495	Apr. 30, 2012	Negotiations – continuing (mediation)

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Norampac	CWA, local 433	112	Jun. 30, 2012	Negotiations – yet to commence
Tembec Forest Products Inc.	PPWC, local 15	200	Apr. 30, 2012	Negotiations – continuing
Interior Forest Labour Relations Association	USW locals 405, 417, 423	2,500	Jun. 30, 2013	Negotiations – yet to commence
West Fraser Ltd.	USW 425 (100 Mile House)	149	Jun. 30, 2013	Negotiations – yet to commence
	USW 417 (Chasm)	157	Jun. 30, 2013	Negotiations – yet to commence
	USW 424 (Houston)	287	Jun. 30, 2013	Negotiations – yet to commence
Pacific Inland Resources	NIWA	160	Sep. 30, 2013	Negotiations – yet to commence
HEALTH & WELFARE				
Lifestyles Operations LP	BCGEU	75	Jun. 30, 2013	Negotiations – yet to commence
Domcor Health, Safety & Security Inc.	HEU	77	Sep. 30, 2013	Negotiations – yet to commence
Aramark	HEU, Vancouver Coastal Health & Providence	750	Sep. 30, 2012	Negotiations - continuing
Beckley Farm Lodge operating Ayre Manor	HEU	62	Mar. 31, 2012	Status - Unknown
Bevan Lodge	HEU	106	Mar. 31, 2012	Status - Unknown
Compass Group Canada	HEU, Vancouver Island Health Authority	1,050	Sep. 30, 2012	Negotiations - continuing
	HEU, Provincial Health Services Authority	250	Sep. 30, 2012	Negotiations - continuing
HRC Care Society (Westminster House)	BCGEU	75	Dec. 31, 2012	Negotiations – continuing
Laurel Place Holdings	HEU	235	First C/A	Status - Unknown
New Horizons Care Corporation	HEU	110	First C/A	Negotiations – continuing (mediation)
Pro Vita (Villa Carital)	HEU	60	Apr. 26, 2012	Status - Unknown
Revera Long Term Care Sites	HEU	600	Mar. 31, 2010	Status - Unknown
Rosemary Heights	BCGEU	130	Sep. 30, 2011	Negotiations – continuing
Royal City Manor	HEU	120	Dec. 31, 2011	Status - Unknown
Sodexo Canada	HEU, Abbotsford Hospital and Cancer Centre	200	May 31, 2012	Negotiations - continuing
	HEU	1,500	Sep. 30, 2012	Negotiations - continuing
Stanford Place Holdings	HEU	213	First C/A	Status - Unknown

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Sterling Health Services Corp (Simon Fraser Lodge)	HEU	109	Aug. 31, 2010	Status - Unknown
MANUFACTURING				
Halkin Tool Ltd.	CAW	120	Sep. 14, 2012	Status - Unknown
Lafarge – Valley Rite Mix	Teamsters local 213	71	Dec. 31, 2011	Negotiations – continuing
Lafarge - Texada Quarrying	USW local 816	66	May 31, 2012	Negotiations – continuing
Lafarge – Kent Avenue	Teamsters local 213	50	Dec. 31, 2012	Negotiations – yet to commence
Lafarge – Cement	Boilermakers	60	Oct. 31, 2012	Negotiations – yet to commence
Lagarge – Columbia Bit	IUOE local 115	60	Feb. 28, 2013	Negotiations – yet to commence
Teleflex Ltd.	USW local 2952	235	Aug. 12, 2012	Status - Unknown
	USW local 2009	200	Aug. 31, 2012	Status - Unknown
Lehigh Materials (Sechelt & lower Mainland Depots)	IUOE local 115	75	Mar. 31, 2013	Negotiations – yet to commence
Ellett Industries Ltd.	SMWIA	75	Apr. 30, 2013	Negotiations – yet to commence
Canexus Chemicals	CWA local 697	107	May 15, 2013	Negotiations – yet to commence
Moduline Industries Ltd.	IAMAW local 2711	118	Nov. 30, 2013	Negotiations – yet to commence
MINING				
Endako Mines	USW local 424	304	Mar. 31, 2013	Negotiations – yet to commence
BC Sheet Metal Association	SMWIA local 280	1,900	Apr. 30, 2013	Negotiations – yet to commence
Quinsam Coal Corporation	USW local 9347	75	Apr. 30, 2013	Negotiations – yet to commence
EBCO Industries	Iron Workers local 712	98	May 31, 2013	Negotiations – yet to commence
Kemess Mines	IUOE local 115	135	Dec. 31, 2013	Negotiations – yet to commence
TRADES & SERVICES				
Canadian Linen & Uniform Service	Teamsters local 213	110	Feb. 28, 2013	Negotiations – yet to commence
Vancouver Shipyards	Pemberton Poly Party	400	Feb. 28, 2013	Negotiations – yet to commence
	Panamax Drydock Council	250	Feb. 28, 2013	Negotiations – yet to commence
DHL Express Ltd.	CAW local 114	800	Mar. 31, 2013	Negotiations – yet to commence
Hudson's Bay Company (Logistics Centre)	Teamsters local 31	326	Mar. 31, 2013	Negotiations – yet to commence

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Zellers Inc. #264	UFCW local 1518	102	Mar. 31, 2013	Negotiations – yet to commence
President Hotel (Radisson)	CAW local 3000	90	May 31, 2013	Negotiations – yet to commence
Vancouver Playhouse	IATSE local 118	200	Jun. 30, 2013	Negotiations – yet to commence
The Cat Rental Stores	IAMAW local 692	65	Jul. 1, 2013	Negotiations – yet to commence
Accenture	OPEIU local 378	1,303	Aug. 31, 2013	Negotiations – yet to commence
Fairmont Empress Hotel	CAW local 4276	500	Aug. 31, 2013	Negotiations – yet to commence
Hotel Grand Pacific	CAW local 114	150	Aug. 31, 2013	Negotiations – yet to commence
Gateway Casinos and Entertainment (Lake City Casinos)	BCGEU	410	Sep. 4, 2013	Negotiations – yet to commence
The News Group	Teamsters local 213	235	Dec. 31, 2013	Negotiations – yet to commence
Vancouver & District Labour Council	COPE local 378	100	Dec. 31, 2013	Negotiations – yet to commence
ABM Janitorial Services	Teamsters local 213	137	Oct. 31, 2008	Negotiations – continuing
Army & Navy	CLAC	150	Dec. 31, 2010	Status - Unknown
Bandstra Transportation Systems Ltd.	CLAC local 66	98	Apr. 30, 2010	Settled – details pending
The Bay	UFCW local 1518	250	Jan. 31, 2012	Settled – details pending
Beachcomber Hot Tubs	CAW local 114	109	Dec. 31, 2011	Settled – details pending
Brandt Tractors	IUOE local 115	98	May 31, 2012	Negotiations – continuing (mediation)
G4S Cash Solutions Canada Ltd.	CAW local 114	150	Jan. 31, 2011	Negotiations – continuing
The Great Canadian Raitour Company Ltd.	Teamsters local 31	130	Feb 28, 2011	Settled – details pending
Hastings Entertainment Inc.	COPE local 378	325	Jul. 31, 2011	Negotiations – yet to commence
	UNITE-HERE	107	Dec. 31, 2010	Negotiations - continuing
Hospitality Industrial Relations	BCGEU local 1701	110	Dec. 31, 2010	Negotiations –continuing
	UNITE-HERE	2,200	May 31, 2012	Negotiations –continuing
Jericho Tennis Club	UNITE-HERE	60	Sep. 30, 2011	Status - Unknown
Kamloops Towne Lodge	USW, local 898	65	Jun. 30, 2012	Status - Unknown

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Nasco Staffing Solutions	IATSE	330	Sep. 09, 2012	Status - Unknown
Prince George Citizen	CEP local 2000	100	May 31, 2012	Negotiations – yet to commence
Ramada Inn (Prince George)	UNITE-HERE	65	May. 31, 2012	Negotiations – yet to commence
Sheraton Vancouver	CAW local 3000	133	Apr. 30, 2012	Status - Unknown
Shoppers' Drug Mart #272	UFCW local 1518	72	Apr. 30, 2012	Negotiations – continuing
Vancouver Opera	IATSE local 118	Unknown	Aug. 31, 2011	Settled – details pending
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
Fraser Wharves Ltd.	Teamsters local 213	140	Jan. 31, 2013	Negotiations – yet to commence
Consolidated Fastfrate	CAW local 114	220	Feb. 28, 2013	Negotiations – yet to commence
Avcorp Aerostructures	IAMAW	360	Mar. 31, 2013	Negotiations – yet to commence
Grayline of Victoria	CAW	100	Mar. 31, 2013	Negotiations – yet to commence
Seaspan Marine Corporation	CMSG	220	Sep. 30, 2013	Negotiations – yet to commence
	ILWU local 400	180	Sep. 30, 2013	Negotiations – yet to commence
Protrans BC	BCGEU	175	Dec. 31, 2013	Negotiations – yet to commence
Canadian National Railway	Teamsters	500	Jul. 22, 2013	Negotiations – yet to commence
Jazz Aviation LP	CAW, local 2002 (Customer Service and Airport Services Division)	320	Jan. 30, 2013	Negotiations - continuing
Canadian Pacific Rail	Teamsters Canada Rail Conference, Maintenance of Way	Unknown	Mar. 31, 2012	Tentative agreement – awaiting ratification
Fortis BC Energy	COPE, local 378 (Gas)	522	Mar. 31, 2012	Negotiations - continuing
	COPE, local 378 (Customer Service)	322	Mar. 31, 2014	Negotiations – continuing
Fortis BC Inc.	IBEW, local 213 (Electric)	Unknown	Jan. 31, 2013	Negotiations – yet to commence
PUBLIC SERVICE				
NAV Canada	CAW local 5454	2,100	Mar. 31, 2013	Negotiations – yet to commence
PUBLIC SECTOR				
EDUCATION – K-12				
BC Institute of Technology	Faculty Association	1,400	Jun. 30, 2010	Tentative agreement – awaiting ratification
	BCGEU (support staff)	625	Jun. 30, 2010	Negotiations - continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Camosun College	Faculty Association	401	Mar. 31, 2012	Negotiations – continuing
	BCGEU local 701 (Vocational Instructors)	73	Mar. 31, 2012	Tentative agreement – awaiting ratification
Capilano University	Faculty Association	376	Mar. 31, 2010	Negotiations – continuing
College of New Caledonia	FPSE local 3	214	Mar. 31, 2012	Negotiations – continuing
	CUPE local 4951	300	May 31, 2010	Tentative agreement – awaiting ratification
College of the Rockies	FPSE local 6	121	Mar. 31, 2010	Negotiations – continuing
Douglas College	Faculty Association	450	Mar. 31, 2012	Negotiations – yet to commence
	BCGEU (Support Staff)	332	Jun. 30, 2010	Tentative agreement – awaiting ratification
Emily Carr University of Art and Design	Faculty Association	91	Mar. 31, 2010	Negotiations – continuing
	CUPE local 15	Unknown	Mar. 31, 2010	Negotiations - continuing
Justice Institute of BC	BCGEU local 703 (Support Staff)	151	Jun. 30, 2010	Negotiations – continuing
Kwantlen Polytechnic University	BCGEU local 703 (Support Staff)	395	Jun. 30, 2010	Tentative agreement – awaiting ratification
	FPSE	610	Mar. 31, 2012	Negotiations – yet to commence
Langara College	CUPE local 15	616	Mar. 31, 2012	Negotiations – continuing
	FPSE	390	Mar. 31, 2012	Negotiations – yet to commence
Nicola Valley Institute of Technology	FPSE	46	Mar. 31, 2012	Negotiations – yet to commence
North Island College	FPSE	155	Mar. 31, 2012	Negotiations – yet to commence
Northern Lights College	BCGEU (Faculty Staff)	114	Mar. 31, 2012	Tentative agreement – awaiting ratification
	BCGEU (Support Staff)	110	Jun. 30, 2010	Tentative agreement – awaiting ratification
Northwest Community College	BCGEU local 712 (Vocational Instructors)	99	Mar. 31, 2010	Tentative agreement – awaiting ratification
	BCGEU local 712 (Support Staff)	104	Jun. 30, 2010	Tentative agreement – awaiting ratification
Okanagan College	BCGEU local 707 (Vocational Instructors)	170	Mar. 31, 2012	Tentative agreement – awaiting ratification
	FPSE	122	Mar. 31, 2012	Negotiations – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Okanagan College	BCGEU local 707 (Support Staff)	280	Mar. 31, 2010	Tentative agreement – awaiting ratification
Selkirk College	FPSE local 10	122	Mar. 31, 2012	Negotiations – yet to commence
	BCGEU (Vocational Instructors)	64	Mar. 31, 2012	Tentative agreement – awaiting ratification
Simon Fraser University	CUPE local 3338	Unknown	Mar. 31, 2010	Negotiations - continuing
	Poly Party trades unions	120	Apr. 30, 2010	Negotiations – continuing
University of British Columbia	CUPE local 116 (Aquatic Centre)	43	Dec. 31, 2010	Negotiations – continuing
	BCGEU (Vancouver Childcare)	144	Apr. 30, 2012	Negotiations – continuing
	Faculty Association	3,500	Jun. 30, 2012	Negotiations – continuing (arbitration)
University of Northern British Columbia	Faculty Association	459	Jun. 30, 2012	Negotiations – continuing (arbitration)
University of the Fraser Valley	FPSE	790	Mar. 31, 2012	Negotiations – continuing
University of Victoria	Faculty Association	830	Mar. 31, 2010	Negotiations – continuing (arbitration)
Vancouver Community College	FPSE	455	Mar. 31, 2012	Negotiations – continuing
	CUPE local 4627	302	Mar. 31, 2010	Negotiations - continuing
Vancouver Island University	FPSE	448	Mar. 31, 2012	Negotiations – yet to commence
	BCGEU	145	Mar. 31, 2012	Negotiations – continuing
FEDERAL GOVERNMENT				
Treasury Board of Canada	CMSG	980	Mar. 31, 2011	Negotiations – continuing (arbitration)
	PSAC: Technical Services	1,538	Jun. 21, 2011	Negotiations - continuing
HEALTH & WELFARE				
Health Employers Association of British Columbia	Community Subsector Bargaining Association: HEU, BCGEU, UFCW	16,000	Mar. 31, 2012	Tentative agreement – awaiting ratification
	Health Sciences Association	16,187	Mar. 31, 2012	Negotiations – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
MUNICIPAL GOVERNMENT				
Chilliwack, City of	CUPE local 1050	440	Dec. 31, 2013	Negotiations – yet to commence
Cowichan Valley Regional District	CUPE local 358	210	Dec. 31, 2013	Negotiations – yet to commence
Fraser Valley Regional District	CUPE local 458	52	Dec. 31, 2013	Negotiations – yet to commence
Greater Victoria Labour Relations Association	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
Kelowna, City of	CUPE local 338	515	Dec. 31, 2013	Negotiations – yet to commence
Mission, District of	CUPE local 1267	218	Dec. 31, 2013	Negotiations – yet to commence
Nanaimo, City of	CUPE local 401	750	Dec. 31, 2013	Negotiations – yet to commence
North Cowichan, District of	CUPE local 358	200	Dec. 31, 2013	Negotiations – yet to commence
Pacific National Exhibition	CUPE local 1004	4,000	Dec. 31, 2013	Negotiations – yet to commence
Penticton, City of	CUPE local 608	178	Dec. 31, 2013	Negotiations – yet to commence
Revelstoke, City of	CUPE local 363	85	Dec. 31, 2013	Negotiations – yet to commence
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
Qualicum Beach, Town of	CUPE local 401	65	Dec. 31, 2013	Negotiations – yet to commence
Quesnel, City of	CUPE local 1050	114	Jun. 7, 2013	Negotiations – yet to commence
Abbotsford, City of	CUPE local 774	500	Dec. 31, 2011	Negotiations – continuing
	Teamsters local 31	70	Dec. 31, 2011	Negotiations – continuing
Coquitlam, City of	IAFF local 1782	95	Dec. 31, 2009	Negotiations – continuing
	CUPE local 386	441	Dec. 31, 2011	Negotiations – continuing
Delta, Corporation of	Police Board		Dec. 31, 2012	Tentative agreement – awaiting ratification

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Greater Victoria Labour Relations Association	IAFF local 730	140	Dec. 31, 2009	Negotiations – continuing
Kamloops, City of	IAFF local 913	120	Dec. 31, 2010	Negotiations – continuing (arbitration)
Kimberley, City of	USW local 1-405	90	Feb. 29, 2011	Tentative agreement – awaiting ratification
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	IAFF local 4449	207	Dec. 31, 2009	Negotiations – continuing
	CUPE local 622	207	Mar. 31, 2012	Negotiations - continuing
Metro Vancouver	Teamsters local 31 (inside workers)	442	Dec. 31, 2011	Negotiations – continuing
	GVRDEU (outside workers)	600	Dec. 31, 2011	Negotiations – continuing
Nanaimo, City of	IAFF local 905	97	Mar. 31, 2010	Negotiations – continuing (mediation)
New Westminster, City of	IAFF local 256	88	Dec. 31, 2009	Negotiations – continuing
New Westminster Police Board	NWPOA	113	Mar. 31, 2010	Negotiations – continuing
North Vancouver, District of	CUPE local 389	370	Dec. 31, 2011	Negotiations – continuing
Okanagan Regional Library	CUPE local 1123	155	Dec. 31, 2010	Settled – details pending
Penticton, City of	IAFF local 1399	40	Dec. 31, 2009	Negotiations – continuing
Port Alberni, City of	CUPE local 118	130	Dec. 31, 2009	Tentative agreement – awaiting ratification
Port Coquitlam, City of	IAFF local 1941	65	Dec. 31, 2009	Negotiations – continuing
	CUPE local 498	230	Dec. 31, 2011	Negotiations – continuing
Port Moody, City of	IAFF local 2399	43	Dec. 31, 2009	Negotiations – continuing
Port Moody Police Board	PMPSU	47	Mar. 31, 2010	Negotiations – continuing
Powell River, City of	CUPE local 798	175	Dec. 31, 2009	Tentative agreement – awaiting ratification

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Prince George, City of	IAFF local 1372	117	Mar. 31, 2010	Negotiations – continuing
Richmond, City of	CUPE local 394, 718	1,400	Dec. 31, 2011	Negotiations – continuing
Saanich, Corporation of the District of	CUPE local 372	1,191	Dec. 31, 2011	Negotiations – continuing (mediation)
Salmon Arm, City of	CUPE local 1908	150	Dec. 31, 2011	Negotiations – continuing
Squamish, District of	CUPE local 2269	150	Dec. 31, 2011	Negotiations – continuing
Surrey, City of	CUPE local 402	2,100	Dec. 31, 2011	Negotiations – continuing
Vancouver, Parking Corporation of	CUPE local 1004	63	Jun. 30, 2012	Status unknown
Vancouver Police Board	Teamsters local 31	262	Dec. 31, 2011	Negotiations – continuing
Vancouver Public Library	CUPE local 391	340	Dec. 31, 2011	Negotiations – continuing
Vancouver Island Regional Library	CUPE local 401	200	Dec. 31, 2010	Negotiations – continuing (mediation)
West Vancouver, District of	IAFF local 2525	97	Dec. 31, 2009	Negotiations – continuing (mediation)
	ATU, LOCAL 134	96	Mar. 31, 2012	Unknown
West Vancouver Police Board	West Vancouver Police Association	81	Mar. 31, 2010	Settled – details pending
White Rock, Corporation of	CUPE local 402-01	100	Dec. 31, 2011	Negotiations – continuing
Williams Lake, City of	IUOE local 882-B	120	Jun. 30, 2012	Status unknown
PUBLIC SERVICES				
BC Housing	BCGEU (Maintenance)	355	Mar. 31, 2012	Tentative agreement – awaiting ratification
	BCGEU (Administration)	142	Mar. 31, 2012	Tentative agreement – awaiting ratification
BC Pavilion Corporation	BCGEU, local 1703	640	May 31, 2012	Negotiations - continuing
Legal Service Society of BC	BCGEU	106	Mar. 31, 2012	Negotiations – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
West Shore Parks and Recreation Society	CUPE local 1978	175	Dec. 31 2010	Status - Unknown
WorkSafe BC	CEU	2,307	Mar. 31, 2012	Negotiations – continuing
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
BC Rapid Transit (Skytrain)	CUPE local 7000	530	Aug. 31, 2013	Negotiations – yet to commence
Canadian Broadcasting Corporation	Various unions	Unknown	Sep. 24, 2012	Negotiations – continuing
Coast Mountain Bus Co. Ltd.	CUPE, local 4500	176	Dec. 31, 2011	Negotiations – continuing
	CAW, local 111	3,500	Mar. 31, 2012	Negotiations – continuing
	COPE local 378	443	Mar. 31, 2011	Negotiations – continuing
	CAW local 220	1,000	Mar. 31, 2012	Negotiations - continuing
Dynamex Inc.	CAW	140	Mar. 31, 2012	Status - Unknown
Whistler Transit	CAW, local 114	63	Mar. 31, 2012	Negotiations – continuing (mediation)



BC LABOUR RELATIONS BOARD MEDIATION DIVISION UPDATE

(IN ORDER OF APPOINTMENT DATE)

CURRENT MEDIATIONS

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
McArthur	District of West Vancouver	West Vancouver Fire Fighters 2525	Dec 31, 2009	97	All issues	Met November 24, 25, December 16, January 7, April 18, 28, May 24, September 22, 28, November 18 and January 12.
McArthur	Shaughnessy Heights Early Learning Centre	BCGEU	Unknown	16	Various	Met November 15 and December 6. Reported out December 6. Notice of strike received Dec. 20 at 4:00 p.m. Limited strike action commenced December 23. Last offer vote conducted on January 6; rejected.
Bains	BC Corps of Commissionaires	BCGEU	First collective agreement	10	Language, monetary and term	Met April 16 and 17. Parties meeting on their own in November.
Sones	ABM Janitorial Services	Teamsters 213	April 30, 2011	137	Wages	Met July 12. Monitoring.
McArthur	City of Nanaimo	IAFF 905	March 31, 2010	97	Wages, benefits and scheduling.	Met August 28 and 31.
Cameron	Whistler Transit	CAW 114	March 31, 2012	63	Various	Parties met on their own September 26-28 and continue in December.
McArthur	WestCana Services (Morgan Place Care Facility)	HEU	October 31, 2011	37	Numerous issues	Met October 9 and 12.
Bains	Clifton Enterprises dba Inn of the West	UNITE HERE Local 40	May 31, 2012	19		Parties meeting on their own.

CURRENT
MEDIATIONS
CONT'D

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Cameron	Pacific Particulate Materials Ltd	USW 2009	First collective agreement	13	Holidays, vacation, boot allowance leave training, benefits, wages and others.	Met November 5; moving to Section 55 and met November 16. Employer applied for last offer vote.
Bains	Well Being Services (RHSV) Ltd	BCGEU	September 30, 2011	114	Wages and vacation.	Met October 15 and 25.
Sones	Mountainside Lodge Ltd.	CAW 3000	August 31, 2012	Unk	Wages, RRSP, LOU#3, Employer proposals.	Arranging meetings
Cameron	HEABC (Community Subsector)	BCGEU (Community Subsector Bargaining Association)	March 31, 2012	14,000	Grievance/arbitration, MOA's, all monetary/compensation issues and non monetary issues.	Met October 10-13. Reported out November 1. Job action on a limited basis.
McArthur	Ladysmith and District Credit Union	COPE 378	June 30, 2012	26	All monetary issues and various non-monetary ones.	Met November 8. Meeting December 17 and 18.
Sones	Slizek Investments Inc. (Advocare Health Services)	BCGEU & HEU		Unk		Met November 21. Arranging meetings.
McArthur	Progressive Rubber Industries	CEP 10-B		Unk	Wages, lay off, etc...	Met November 15 and 16. Reported out and strike notice on November 16. Lockout notice November 19. Meeting December 13.
Sones	Hilton Whistler Resort and Spa	CAW 3000	June 30, 2012	95	Education leave, health & welfare, classifications, workload, room attendants, wages and more.	Met November 6, 7 and 26. Tentative agreement reached.
Bains	Hilton Villa and Cartier House	HEU	March 31, 2012	Unk	Compensation and non-monetary issues.	Met October 19. Board held adjudication on November 1 regarding allegation of illegal lockout. Met November 28.

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CURRENT
MEDIATIONS
CONT'D

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
McArthur	Euro-Rite Cabinets Ltd	IBEW 213	November 30, 2012	63	Numerous	Met November 29 and 30.
McArthur	Quilchena Golf and Country Club	CUPE 394	September 30, 2011	Unk	Numerous	Met November 21, 22 and meeting again December 4 and 6.
McArthur	LifeLabs BC LP	BCGEU	December 31, 2011	800	Wages, sick plan, shifts, benefits, vacation, and more.	Met November 27.
Sones	Quadra Daycare Society	BCGEU	March 31, 2012	11	Harassment, criminal record checks, term of agreement and wages.	Meeting December 4
Sones	Union Bay Credit Union	BCGEU	January 31, 2012	15	Numerous	Met November 29.
Bains	Good Samaritan Society	HEU	March 31, 2012	550	Numerous	Meeting December 17 and 18.
Bains	Burquitlam Seniors Housing (LJ Christmas Manor)	BCGEU	April 1, 2011	11	Overtime, vacation, leave, benefits, wages and more.	Meeting December 12.
Cameron	WorkSafeBC	CEU	March 31, 2012	2500	Numerous	Met November 28 and 29. Reported out November 29.
Bains	Simpson Manor (Decker Management)	HEU	September 30, 2012	108	Wages, vacation, leave benefits, job vacancy, layoff and more.	Meeting January 21.
Sones	Kimco Controls Ltd.	UA Local 516	First collective agreement	12	All issues.	Arranging meetings.
McArthur	Howe Sound Pulp & Paper	CEP 1119	April 30, 2012	380	Numerous	Arranging meetings.

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COMPLETED MEDIATIONS

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Bains	Alma Mater Society of UBC (Security)	COPE 378	First C/A	26	All economic issues and more	Met March 16. Strike notice served March 14. Mediator booked out March 16; Employer applied under Section 55. Met March 28 and 29. Section 55 report to Associate Chair. Met May 8-10. Strike commenced July 13. Agreement ratified November 8.

CONFLICT RESOLUTION PROGRAMS OR GRIEVANCE MEDIATION

MEDIATOR	EMPLOYER	UNION	ACTIVITY
Cameron	Interior Health (Royal Inland Hospital)	BCNU / HSA / HEU	Met January 26. Met with focus groups April 23, May 25. Workshops took place October 20-22/09. Local education commenced February 1 to March 4, 2010. Met May 31.
Cameron	BC Liquor Distribution Board	BCGEU	Conference call on July 5. Interviews held on July 26. Met January 14, March 18, May 5, June 13, 14 and November 25.
Cameron	WorkSafe BC	CEU	Conference call February 1. Conducted interviews on March 9, 10 and met April 12, July 27 and May 25.
Cameron	Fraserside Community Services	BCGEU	Conference call July 11, Met July 19, August 22 and October 17.
Bains/ Cameron	BC Liquor Distribution Board	BCGEU	Met December 28, February 16 and 17. Monitoring.
Cameron	SD 73 Kamloops/Thompson	CUPE 3500	Met October 16.
Cameron	Global TV (Shaw Media)	CEP	Conference call October 24. Met November 19 and 20.
Cameron	Atira Property Management	BCGEU	Met November 26 and meeting again January 29.
McArthur	Ishtar Transition House	BCGEU	Met November 19.
McArthur Bains	Capital Regional District Squamish Savings	CUPE 1978 PPWC Local 5	Meeting December 14. Meeting December 6.

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