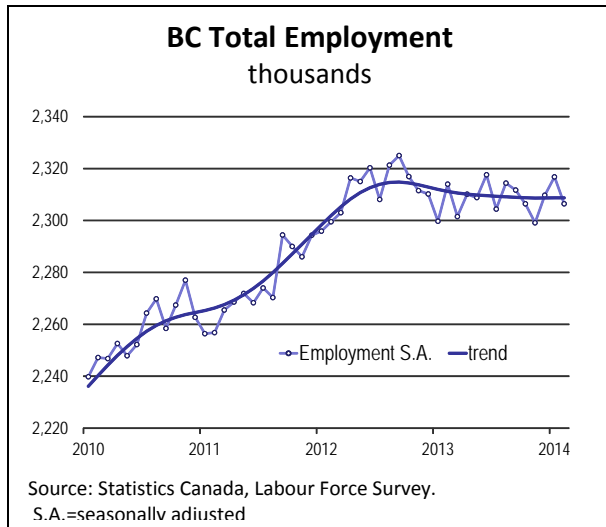


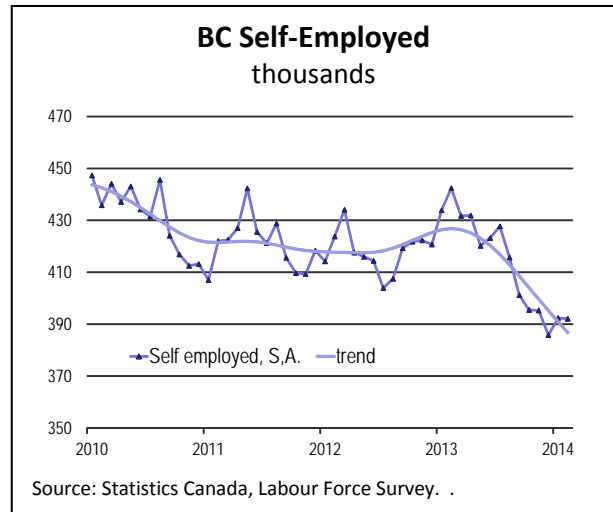
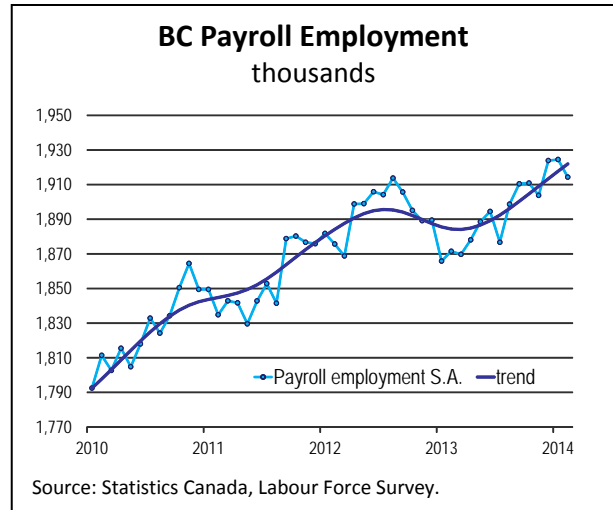


BC LABOUR MARKET AND BARGAINING OVERVIEW

Labour market conditions have been weak in BC for some time now. As the figure below clearly shows, overall employment in the province was flat throughout 2013, with that trend extending into the first couple months of this year.



This measure of jobs includes all workers. Decomposing jobs into payroll employment and self-employment, however, reveals somewhat different patterns. As the following two graphs show, the number of people on payrolls (in the public and private sectors) actually advanced in 2013 while the number of self-employed individuals moved lower. Based on the underlying trends, payroll employment is up by about 30,000 jobs over the past year and self-employment is down by roughly the



same amount over the comparable period. Although no growth in overall employment is concerning and does reflect soft labour market conditions, the fact that payrolls are expanding indicates companies and some public sector organizations are hiring.

LABOUR

BC Government Fined \$2 Million in Midst of BCTF Negotiations

The Globe and Mail – On Monday, January 27, a BC Supreme Court Judge fined the Government of British Columbia \$2 million for failing to negotiate in good faith with the BC Teacher's Federation (BCTF).

In 2002, then Education Minister Christy Clark introduced Bill 28 which removed class size and composition as a bargaining issue. In 2011, a judge ruled the legislation was unconstitutional and gave the government one year to repeal it. After negotiating with the BCTF for some time, the government subsequently enacted Bill 22, which imposed effectively the limitations on bargaining, except that the restrictions expired on June 30, 2013.

The same judge, Justice Susan Griffin, determined that there was a lack of good faith in bargaining after Bill 28 was struck down and imposed the fine on the government. She believed that the legislation was a strategy to garner public support by pushing the union to strike. The government is appealing the ruling.

Public Opinion Towards Unions Shifts in California

The Field Poll – In March 2011 the independent, non-partisan public opinion firm, The Field Poll, conducted a survey of Californians to gauge public opinion on labour unions. The results showed that 46% of registered voters felt that labour unions were beneficial overall while 35% said they did more harm than good.

Two and a half years later, the same poll was undertaken. The results of the December 2013 survey showed that the proportion of voters who believe unions do more harm than good increased to 45%. Overall, there was a 10 percentage point swing from a positive perception of unions to a more negative one. The shift, however, comes at a time of ongoing labor conflicts in the state. In the San Francisco Bay Area, two transit strikes this year created headaches for hundreds of thousands of commuters. Also retirement costs for government workers contributed to bankruptcies in three California cities in recent years

More voters between the ages of 30 and 65 believe unions do more harm than good (54% to 45%) whereas for the younger cohort between the ages 18 and 29 only 34% believe unions do more harm than good.



LEGAL

WorkSafeBC Investigations Lack Criminal Protocol

McCarthy Tetrault – The investigative report prepared by WorkSafeBC (WSBC) into the Burns Lake Sawmill explosion has precluded the Crown from pressing criminal charges against the owners of the sawmill.

The WSBC investigative procedures do not require obtaining warrants or instructing individuals on their Charter Rights. So WSBC investigators entered the Sawmill without a warrant and when they conducted interviews did not review Charter Rights with those questioned. The BC Criminal Justice Branch is declining to pursue charges against the Burns Lake Sawmill owner due to the inadmissibility of significant portions of Worksafe’s report.

WSBC has announced they will review their investigative procedures and may institute a parallel investigative procedure where there are potential criminal charges.

Federal Court - Landmark Decision on Family Status

CCPartners – In a recent decision by the Federal Court, the test for establishing a prima facie case for family status

discrimination is at odds with the most recent British Columbia Court of Appeal analysis.

A Canada Border Service Agency (CBSA) employee twice requested fixed day shifts to allow her to arrange for childcare for her two young children. Full time shifts were constantly changing at the workplace with unpredictable hours. Only part time status offered fixed shifts. The employee wished to keep her full time status in order to maintain her pension and benefits.

The CBSA did not believe that childcare fell into family status discrimination and therefore did not see a duty to accommodate.

The Canadian Human Rights Tribunal held that the employee’s complaint was substantiated. On appeal, the Federal Court upheld the Tribunal’s decision and went further to establish the test: there is a case for family status discrimination when an employment rule interferes with an employee’s ability to fulfill “substantial parental obligations...in any realistic way.”

This decision is at odds with the BC Court of Appeal test which states there must be a “serious interference” with the

parental duty before a case of discrimination can be made.

SCC Ruling Presents Immediate Relevance for Employment Contracts

McCarthy Tetrault – On December 13, 2013, the Supreme Court of Canada (SCC) published a decision ruling that pension benefits should not be used to reduce wrongful dismissal damages.

An employee of IBM Canada with 42 years tenure was fired without cause and given two months notice. The employee sued for 24 months notice. IBM Canada insisted pension benefits be deducted during the notice period. The BC Supreme Court held that the employee was entitled to 20 months notice with no deductions to pension benefits during that time. The BC Court of Appeal

dismissed IBM's appeal. The SCC upheld the Court of Appeal decision.

In 1997, a decision by the SCC allowed disability benefits collected during the notice period to be deducted from the severance in lieu of notice.

The SCC distinguished the cases on three points but of interest was the distinguishing factor that it is impossible to collect disability benefits and employment income at the same time but it is possible to receive both pension payments and employment income in certain circumstances.

The Court noted that pension payments made during the notice period can be deducted if it is expressly written into the employment contract or pension plan.



SETTLEMENTS

PRIVATE SECTOR

Construction Labour Relations Assn	IBEW	Page 1
Construction Labour Relations Assn	CSWU	Page 1
Construction Labour Relations Assn	CSWU	Page 2
Canfor	USW	Page 2
Interior Forest Labour Relations Assn	USW	Page 3
Compass Group Canada	HEU	Page 3
Salvation Army	BCGEU	Page 4
Canadian Fishing Co.	UFAW	Page 4
Lafarge	IUOE	Page 4
Moly-Cop Canada	USW	Page 5
Tree Island Industries	COPE	Page 5
Hospitality Industrial Relations	Unite Here	Page 6
FortisBC Inc.	COPE	Page 6
Vancouver Airport Authority	PSAC	Page 7

PUBLIC SECTOR

Treasury Board of Canada	PSAC	Page 7
Health Employers Assn of BC	HSP	Page 8
Health Employers Assn of BC	CBA	Page 8
City of Nanaimo	IAFF	Page 9
BC Public Service Agency	BCGEU	Page 9

PRIVATE SECTOR**CONSTRUCTION**

Parties: Construction Labour Relations Association (Electricians)
AND
International Brotherhood of Electrical Workers local 213

Contract expiry: Apr 30, 2010; 1,300 unionized employees. The parties have ratified 4-year agreement effective May 1, 2010 to Apr 30, 2014 that provides general wage increases as follows:

May 1, 2010	2.14%
May 1, 2011	2.14%
May 1, 2012	2.14%
May 1, 2013	2.14%

No key wage data available

Note:

Wage increases include employer contributions to benefit and pension plans, training funds, industry funds and employer and union associations.

Parties: Construction Labour Relations Association (General Labourers - Commercial)
AND
Construction and Specialized Workers Union local 1611

Contract expiry: Apr 30, 2010; N/A unionized employees. The parties have ratified 4-year agreement effective May 1, 2010 to Apr 30, 2014 that provides general wage increases as follows:

May 1, 2010	0.50%
May 1, 2011	0.50%
May 1, 2012	0.50%
May 1, 2013	0.50%

No key wage data available

Note:

Wage increases include employer contributions to benefit and pension plans, training funds, industry funds and employer and union associations.

The agreement was reached with the help of Mediator Vince Ready.

CONSTRUCTION CONT'D

Parties: Construction Labour Relations Association (General Labourers - Industrial)
AND
Construction and Specialized Workers Union local 1611

Contract expiry: Apr 30, 2010; N/A unionized employees. The parties have ratified 4-year agreement effective May 1, 2010 to Apr 30, 2014 that provides general wage increases as follows:

May 1, 2010	2.75%
May 1, 2011	2.75%
May 1, 2012	2.75%
May 1, 2013	2.75%

No key wage data available

Note:

Wage increases include employer contributions to benefit and pension plans, training funds, industry funds and employer and union associations.
The agreement was reached with the help of Mediator Vince Ready.

FORESTRY

Parties: Canadian Forest Products Ltd. (Canfor)
AND
United Steelworkers local 1-424

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

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

No key wage data available

Note:

\$400 lump sum in first year, \$1000 lump sum in each third, fourth and fifth year.
Apprentice living-out allowance increased to \$40/day.
Limit on Extended Health Benefits increased to \$300,000 from \$60,000

FORESTY CONT'D

Parties: Interior Forest Labour Relations Association
AND
United Steelworkers local 1-405, 1-417, 1-423

Contract expiry: Jun 30, 2013; 3,500 unionized employees. The parties have ratified 5-year agreement effective Jul 1, 2013 to Jun 30, 2018 that provides general wage increases as follows:

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

No key wage data available

Note:

Apprentice living-out allowance increased to \$40/day.
\$400 lump sum upon ratification.
\$1000 lump sum in each third, fourth and fifth year.

HEALTH SERVICES

Parties: Compass Group Canada (Provincial Health Services Authority)
AND
Hospital Employees' Union

Contract expiry: Sep 30, 2012; 250 unionized employees. The parties have ratified 4-year agreement effective Oct 1, 2012 to Sep 30, 2016 that provides general wage increases as follows:

Oct 1, 2012	0.00%
Oct 1, 2013	2.50%
Oct 1, 2014	1.50%
Oct 1, 2015	2.00%
Apr 1, 2016	0.50%

Hourly Wage	Year 1	Year 2	Year 3
Housekeeping	\$15.10	\$15.35	\$15.65

Note:

\$390 signing bonus.
Probationary wage for new hires is \$1.25/hr less than the existing start rate effective July 1, 2014.

HEALTH SERVICES CONT'D

Parties: Salvation Army (Harbour Light Addiction Centre)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 31, 2013; 109 unionized employees. The parties have ratified 3-year agreement effective Apr 1, 2013 to Mar 31, 2016 that provides general wage increases as follows:

Apr 1, 2013	2.00%
Apr 1, 2014	1.50%
Apr 1, 2015	1.50%

Hourly Wage	Year 1	Year 2	Year 3
Janitor	\$15.79	\$16.03	\$16.27
Caseworker	\$20.92	\$21.23	\$21.55
Counsellor	\$26.53	\$26.93	\$27.33

MANUFACTURING

Parties: Canadian Fishing Co.
AND
United Fisherman & Allied Workers Union

Contract expiry: Apr 15, 2013; 821 unionized employees. The parties have ratified 4-year agreement effective Apr 16, 2013 to Apr 15, 2017 that provides varied general wage increases.

No key wage data available

Note:

Varied increases across several wage grids.

Parties: Lafarge Canada Inc. (Columbia Bit)
AND
International Union of Operating Engineers local 115

Contract expiry: Feb 28, 2013; 60 unionized employees. The parties have ratified 3-year agreement effective Mar 1, 2013 to Feb 28, 2016 that provides general wage increases as follows:

Mar 1, 2013	1.50%
Mar 1, 2014	1.50%
Mar 1, 2015	1.50%

Hourly Wage	Year 1	Year 2	Year 3
Heavy Duty Mechanic	\$36.71	\$37.21	\$37.77

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

MANUFACTURING CONT'D

Parties: Moly-Cop Canada
AND
United Steelworkers local 1-417

Contract expiry: Dec 31, 2013; 38 unionized employees. The parties have ratified 3-year agreement effective Jan 1, 2014 to Dec 31, 2016 that provides general wage increases as follows:

Jan 1, 2014	4.00%
Jan 1, 2015	4.00%
Jan 1, 2016	4.00%

Hourly Wage	Year 1	Year 2	Year 3
General Labourer	\$26.27	\$27.32	\$28.41
Senior Operator	\$34.73	\$36.12	\$37.56
Journeyman	\$39.56	\$41.14	\$42.78

Parties: Tree Island Industries
AND
Canadian Office & Professional Employees local 378

Contract expiry: Sep 30, 2012; 39 unionized employees. The parties have ratified 3-year agreement effective Oct 1, 2012 to Sep 30, 2015 that provides general wage increases as follows:

Oct 1, 2012	0.00%
Oct 1, 2013	0.00%
Oct 1, 2014	0.50%

Annual Salary	Year 1	Year 2	Year 3
Chemical Technologist	\$56,349	\$56,349	\$56,631
Network Analyst Engineer	\$60,128	\$60,128	\$60,429
Senior Electrical Designer	\$69,332	\$69,332	\$69,679

Note:

Quality Assurance Supervisors premium increased by \$3.75/hour.
Extended Health Benefits increased.
Level 2 & 3 First Aid Certificate premium increased by \$0.20/hour.

TRADES & SERVICES

Parties: Hospitality Industrial Relations
AND
Unite-Here local 40

Contract expiry: May 31, 2012; 2,200 unionized employees. The parties have ratified 4-year agreement effective Jun 1, 2012 to May 31, 2016 that provides general wage increases as follows:

Jun 1, 2012	0.43%
Jun 1, 2013	0.43%
Jun 1, 2014	0.43%
Jun 1, 2015	0.43%

No key wage data available

Note:

Wage increases vary across Tier 1, Tier 2, and Tier 3.

The average increase in cost per year in general percentage wage increases is equal to 0.43%.

No payments are retroactive.

Tier 1: Signing bonus at date of ratification of \$0.50/hr for hours worked between May 1, 2013 and October 31, 2013.

Tier 2: Signing bonus at date of ratification of \$0.25/hr for hours worked between May 1, 2013 and October 31, 2013.

The agreement was reached with the help of a mediator.

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Fortis BC Inc (Electric)
AND
Canadian Office & Professional Employees local 378

Contract expiry: Dec 31, 2013; 125 unionized employees. The parties have ratified 5-year agreement effective Jan 1, 2014 to Dec 31, 2018 that provides general wage increases as follows:

Jan 1, 2014	2.00%
Jan 1, 2015	2.00%
Jan 1, 2016	2.00%
Jan 1, 2017	2.25%
Jan 1, 2018	2.50%

Annual Salary	Year 1	Year 2	Year 3
Group 5	\$44,046	\$44,927	\$46,826

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

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Parties: Vancouver Airport Authority
AND
Public Service Alliance of Canada-Union of Canadian Transportation
Employee's local 20221

Contract expiry: Dec 31, 2012; 300 unionized employees. The parties have ratified 4-year agreement effective Jan 1, 2013 to Dec 31, 2016 that provides general wage increases as follows:

Jan 1, 2013	2.00%
Jan 1, 2014	2.00%
Jan 1, 2015	2.25%
Jan 1, 2016	2.25%

Annual Salary	Year 1	Year 2	Year 3
Average Bargaining Unit Position	\$76,558	\$78,089	\$79,843

PUBLIC SECTOR**FEDERAL GOVERNMENT**

Parties: Treasury Board of Canada (Border Services)
AND
Public Service Alliance of Canada

Contract expiry: Jun 20, 2011; 8,500 unionized employees. The parties have ratified 3-year agreement effective Jun 21, 2011 to Jun 20, 2014 that provides general wage increases as follows:

Jun 21, 2011	1.75%
Jun 21, 2012	1.50%
Jun 21, 2013	2.00%

No key wage data available

Note:

Uniformed officers receive \$1,750 allowance on June 21, 2013.

Non-uniformed officers receive \$500 lump sum upon signing and \$1,250 on June 21, 2013.

HEALTH SERVICES

Parties: Health Employers Association of British Columbia
AND
Health Science Professionals Bargaining Association (HAS, BCGEU, CUPE,
PEA, HEU)

Contract expiry: Mar 31, 2014; 16,600 unionized employees. The parties have ratified 5-year agreement effective Apr 1, 2014 to Mar 31, 2019 that provides general wage increases as follows:

Apr 1, 2014	0.00%
Apr 1, 2015	1.00%
Apr 1, 2016	0.50%
Feb 1, 2017	1.00%
Apr 1, 2017	0.50%
Feb 1, 2018	1.00%
Apr 1, 2018	0.50%
Feb 1, 2019	1.00%

No key wage data available

Note:

Increases on Feb 1, 2017, 2018 and 2019 also contain the Economic Stability Dividend. The agreement contains a "me-too" clause for other public sector settlements.

Parties: Health Employers Association of British Columbia
AND
Community Subsector Bargaining Association (HEU, BCGEU, UFCW, CUPE,
HSA, CLAC, USWA)

Contract expiry: Mar 31, 2014; 15,000 unionized employees. The parties have ratified 5-year agreement effective Apr 1, 2014 to Mar 31, 2019 that provides general wage increases as follows:

Apr 1, 2014	0.00%
Apr 1, 2015	1.00%
Apr 1, 2016	0.50%
Feb 1, 2017	1.00%
Apr 1, 2017	0.50%
Feb 1, 2018	1.00%
Apr 1, 2018	0.50%
Feb 1, 2019	1.00%

HEALTH SERVICES CONT'D**Note:**

Increases on Feb 1, 2016, 2017, 2018 and 2019 also contain the Economic Stability Dividend.

MUNICIPAL GOVERNMENT

Parties: Nanaimo, City of
AND
International Association of Firefighters local 905

Contract expiry: Mar 31, 2010; 64 unionized employees. The parties have ratified 21-month agreement effective Apr 1, 2010 to Dec 31, 2011 that provides general wage increases as follows:

Apr 1, 2010	1.50%
Oct 1, 2010	1.50%
Apr 1, 2011	1.25%
Oct 1, 2011	1.25%

No key wage data available

Note:

The agreement was reached with the help of an arbitrator.

PUBLIC SERVICE

Parties: BC Public Service Agency
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 31, 2014; 25,000 unionized employees. The parties have ratified 5-year agreement effective Apr 1, 2014 to Mar 31, 2019 that provides general wage increases as follows:

Apr 1, 2014	0.00%
Apr 1, 2015	1.00%
Apr 1, 2016	0.50%
Feb 1, 2017	1.00%
Apr 1, 2017	0.50%
Feb 1, 2018	1.00%
Apr 1, 2018	0.50%
Feb 1, 2019	1.00%

Note:

Increases on Feb 1, 2016, 2017, 2018 and 2019 also contain the Economic Stability Dividend.

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



STATISTICS

Wage Settlement Data for the Year Ending January, 2014

MONTH	NUMBER OF CONTRACTS	NUMBER OF EMPLOYEES			FIRST-YEAR WAGE INCREASES		
		Public Sector	Private Sector	All Industries	FIRST-YEAR INCREASE WEIGHTED AVERAGE	Private Sector	FIRST-YEAR % INCREASE All Industries
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
OCT/13	10	1,538	2,500	4,038	1.75	1.48	1.58
NOV/13	8	1,058	972	2,030	1.93	1.49	1.72
DEC/13	16	25,164	10,171	35,335	0.60	2.10	1.03
JAN/14	2	40,000	0	40,000	0.00	0.00	0.00
12-mth TOTAL	146	146,317	46,134	192,451	0.47	1.00	0.60

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 January, the all industries average wage settlement decreased from 0.80 per cent to 0.60 per cent. The public sector 12-month average decreased once again to 0.47 per cent from 0.53 per cent while the private sector average remained unchanged at 1.00 per cent.

The private sector settlements covering the most employees occurred between Canfor and the United Steelworkers and the pattern-type settlement between the Interior Forest Labour Relations Association and United Steelworkers. These 5-year agreements, covering 5,000 employees, are effective July 1, 2013 to June 30, 2018. They provide for wage increases of 3.00 per cent effective July 1, 2013, 2.00 per cent effective July 1, 2014, and 2.50 per cent effective July 1, 2015, 2.50 per cent July 1, 2016 and 3.00 per cent in the last year of the contract.

The public sector settlement affecting the most bargaining unit employees occurred between the BC Public Service Agency and the British Columbia Government & Service Employees' Union. The 5-year agreement covers 25,000 employees and is effective from April 1, 2014 to March 31, 2019. It provides for no wage increases in the first year and 5.50 per cent over the life of the contract. There are now three public sector agreements subject to the new Economic Stability Dividend.

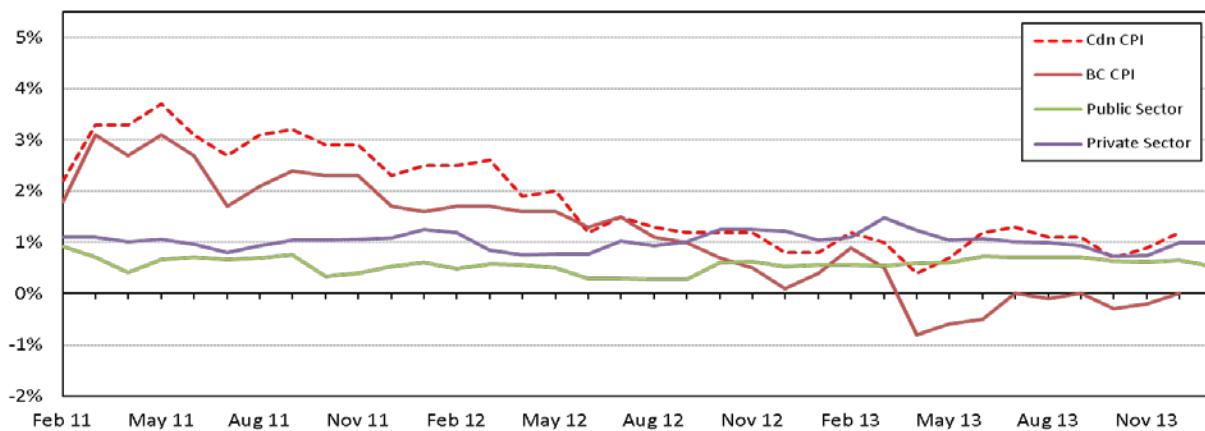
CONSUMER PRICE INDICES

Date	CANADA		VANCOUVER		VICTORIA		BRITISH COLUMBIA	
	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)
2006 Avg.	109.1	2.0	108.0	1.9	108.5	1.6	108.1	1.8
2007 Avg.	111.5	2.2	110.2	2.0	109.8	1.2	110.0	1.7
2008 Avg.	114.1	2.4	112.8	2.4	111.8	1.8	112.3	2.1
2009 Avg.	114.4	0.3	112.9	0.1	111.9	0.1	112.3	0.0
2010 Avg.	116.2	1.8	114.7	1.6	112.9	1.1	113.6	1.4
2011 Avg.	119.9	2.9	117.5	2.3	115.5	2.2	116.5	2.4
2012 Avg.	121.7	1.5	119.0	1.3	116.7	1.0	117.8	1.1
2013 Avg.	122.8	0.9	119.2	0.2	116.3	-0.3	117.7	-0.1
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
Sep.	123.3	1.1	119.6	0.3	116.5	-0.3	118.1	0.0
Oct.	123.0	0.7	119.3	0.0	116.2	-0.5	117.7	-0.3
Nov.	123.0	0.9	119.0	0.1	116.0	-0.3	117.4	-0.2
Dec.	122.7	1.2	118.5	0.2	115.6	0.0	117.0	0.0

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

BC's inflation rate has remained at or below zero since April 2013. Food prices declined by 0.3% in December from the prior month, shelter dropped again by 0.1% for the 19th month in a row and transportation decreased by 0.2%. 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.

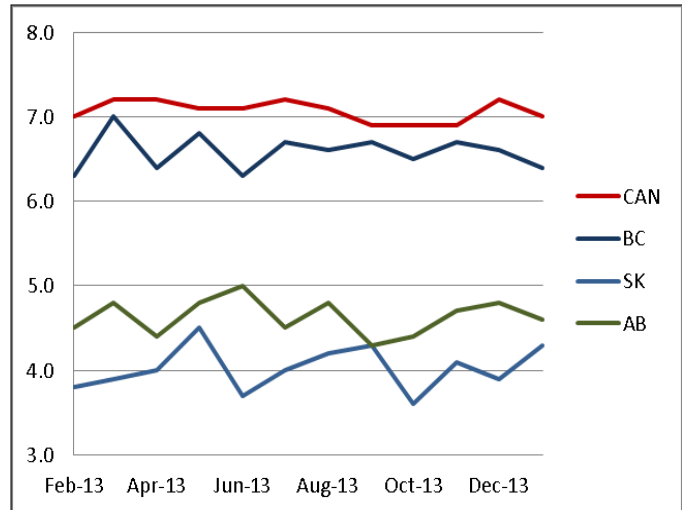
Wage Increases - First Year of Contract (BC)
12-Month Totals, 36-Month Period
BC and Canada Annual Per Cent Change CPI



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

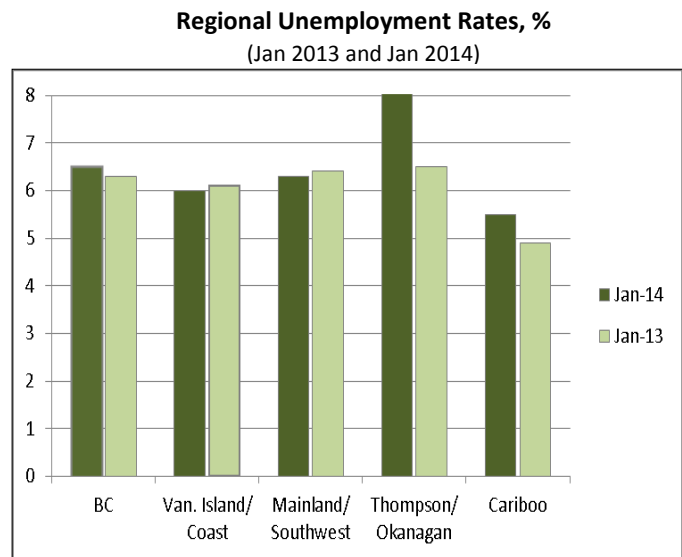
UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)

PROVINCES	Jan/14	Dec/13	Jan/13
Canada	7.0	7.2	7.0
Nfld	12.0	10.8	11.7
Prince Edward Island	11.3	11.6	11.7
Nova Scotia	8.6	9.2	9.7
New Brunswick	9.9	9.7	11.2
Quebec	7.5	7.7	7.1
Ontario	7.5	7.9	7.6
Manitoba	5.6	5.5	5.0
Saskatchewan	4.3	3.9	4.0
Alberta	4.6	4.8	4.5
British Columbia	6.4	6.6	6.3



UNEMPLOYMENT RATES (% , UNADJUSTED)

BC METRO AND ECONOMIC REGIONS**	Jan/14	Jan/13
Vancouver Island Coast	6.0	6.1
Victoria	5.2	5.5
Mainland/Southwest	6.3	6.4
Vancouver	6.0	6.4
Abbotsford – Mission	8.2	7.1
Thompson/Okanagan	8.4	6.5
Kelowna	7.6	5.9
Kootenay	6.7	7.8
Cariboo	5.5	4.9
Prince George	n/a	n/a
North Coast & Nechako	7.1	7.5
Northeast	6.1	n/a



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, February 2014

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



NEGOTIATIONS
(REPLACES ALL PREVIOUS EDITIONS)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<u>PRIVATE SECTOR</u>				
CONSTRUCTION				
Boilermaker Contractors Association of BC	Boilermakers local 359	700	Apr. 30, 2014	Negotiations – yet to commence
Construction Labour Relations Association	Various Unions	35,000	Apr. 30, 2014	Negotiations – yet to commence
Con-Force Structures Ltd.	CSWU local 1611	100	Apr. 30, 2014	Negotiations – yet to commence
Pedre Contractors	CLAC local 68	60	Apr. 30, 2013	Negotiations - continuing
ENERGY				
FortisBC Energy (Customer Service)	COPE local 378	322	Mar. 31, 2014	Negotiations – yet to commence
Spectra Energy Transmission	UNIFOR local 686 (McMahon Plant)	85	Jan. 31, 2013	Negotiations – continuing (conciliation)
	UNIFOR local 862 (Ft. Nelson Plant)	60	Jan. 31, 2013	Negotiations – continuing (conciliation)
	UNIFOR (Pine River)	60	Jan. 31, 2013	Negotiations – continuing (conciliation)
Superior Propane Inc.	Teamsters local 31	Uk	Dec 31, 2013	Negotiations - continuing
	Teamsters local 213	700	Dec. 31, 2013	Negotiations – continuing
FINANCE				
Interior Savings Credit Union	BCGEU local 1707	72	Dec. 31, 2013	Negotiations – yet to commence
FOOD & BEVERAGE				
Aramark (Rogers Arena)	UNITE-HERE local 40	800	Dec. 11, 2014	Negotiations – yet to commence
Compass Group Canada (Morrison Management)	USW local 2009	117	Dec. 5, 2013	Negotiations – yet to commence
Compass Group Canada (Victoria International Airport)	UNITE-HERE local 40	66	Jun. 14, 2013	Negotiations – yet to commence
HY Louie (Warehouse)	Teamsters local 213	85	Jul. 31, 2013	Negotiations – continuing (mediation)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
IGA (Vancouver)	UFCW local 1518	86	Jul. 9, 2014	Negotiations – yet to commence
Soul Foods	UNIFOR	510	Jun. 30, 2014	Negotiations – yet to commence
Tober Enterprises	UFCW local 1518	225	Mar. 31, 2013	Negotiations – continuing
	UFCW local 247	70	Mar. 31, 2013	Negotiations – continuing
EDUCATION				
NEC Native Education College	BCGEU	60	Jun. 30, 2014	Negotiations – yet to commence
FORESTRY				
Council on Northern Interior Forest Employment Relations	USW locals 424, 425	2,500	Jun. 30, 2013	Negotiations – continuing
PRT Growing Services Ltd.	BCGEU	97	Dec. 31, 2014	Negotiations – yet to commence
West Fraser Timber Ltd.	USW locals 424, 425	1,500	Jun. 30, 2013	Negotiations – continuing
Western Forest Products	USW 1937, 85	2,400	Jun. 15, 2014	Negotiations – yet to commence
HEALTH & WELFARE				
Beckley Farm Lodge	HEU	62	Mar. 31, 2014	Negotiations – yet to commence
Compass Group Canada	HEU, Vancouver Island Health Authority	1,050	Sep. 30, 2012	Negotiations - continuing
Dr. Bernstein Diet & Health Clinics	BCNU	80	Dec. 20, 2014	Negotiations – yet to commence
Domcor Health, Safety & Security Inc.	HEU	77	Sep. 30, 2013	Negotiations – yet to commence
Elim Christian Care Society	BCGEU	165	Mar. 31, 2014	Negotiations – yet to commence
Laurel Place Holdings	HEU	235	Feb. 28, 2014	Negotiations – yet to commence
LifeLabs	BCGEU	744	Dec. 31, 2014	Negotiations – yet to commence
Lifestyles Operations LP	BCGEU	75	Jun. 30, 2013	Negotiations – continuing
Lynnwood Retirement	BCGEU	60	Jul. 31, 2014	Negotiations – yet to commence
New Horizons Care Corporation	HEU	110	First C/A	Negotiations – continuing (mediation)
Pro Vita Care Management	HEU	65	Uk	Status unknown
Sodexo Canada	HEU, Abbotsford Hospital and Cancer Centre	200	May 31, 2012	Negotiations - continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Stanford Place Holdings	HEU	270	Sep. 30, 2013	Negotiations – yet to commence
Simon Fraser Lodge	HEU	109	Aug. 31, 2013	Negotiations – continuing
We Care Home Health	CLAC local 501	100	Aug. 24, 2014	Negotiations – yet to commence
Well Being Services (PPL) Ltd.	BCGEU	240	Apr. 30, 2014	Negotiations – yet to commence
MANUFACTURING				
GEA Refrigeration Canada	UNIFOR local 114	70	Feb. 28, 2014	Negotiations – yet to commence
AJ Forsyth (Russell Metals)	USW local 2009	75	Jan. 31, 2014	Negotiations – yet to commence
	IAMAW	17	Apr. 30, 2013	Tentative agreement – awaiting ratification
Cascade Aerospace	UNIFOR local 114	375	Mar. 31, 2014	Negotiations – yet to commence
CIPA Lumber Co.	USW local 2009	80	Jun. 14, 2014	Negotiations – yet to commence
Coca Cola (Vancouver Island)	Teamsters local 213	66	Oct. 31, 2012	Negotiations - continuing
Coca Cola (Kootenays)	Teamsters local 213	12	Apr. 30, 2012	Negotiations – continuing
Dynamic Windows & Doors	USW local 2952	98	Apr. 30, 2014	Negotiations – yet to commence
Halkin Tool Ltd.	UNIFOR local 114	120	Sep. 14, 2012	Settled – details pending
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 – Valley Rite Mix Aggregate	Teamsters local 213	20	Dec. 31, 2013	Negotiations – continuing
Lehigh Hanson Materials (Ready Mix)	Teamsters local 213	75	Dec. 31, 2012	Negotiations – continuing
Lehigh Hanson Materials (Cement)	Boilermakers local 277	80	Apr. 30, 2014	Negotiations – yet to commence
Le-Ron Plastics	UNIFOR local 114	40	Sept. 14, 2013	Negotiations – continuing
Moduline Industries Ltd.	IAMAW local 2711	118	Nov. 30, 2013	Negotiations – continuing
Pepsico Beverages Canada (Vancouver Island)	Island Employees Assn	42	Oct. 31, 2013	Negotiations – continuing
Pepsico Beverages Canada (Prince George)	Prince George Employees Assn	26	Oct. 31, 2013	Negotiations – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Pepsico Beverages Canada (Delta)	Inside Employees Assn	130	Oct. 31, 2013	Negotiations – continuing
Pepsico Beverages Canada (Delta)	Outside Employees Assn	83	Oct. 31, 2013	Negotiations – continuing
Pepsico Beverages Canada (BC Interior)	Interior Employees Assn	42	Oct. 31, 2013	Negotiations – continuing
Phillips Ledalite	UNIFOR local 114	190	May 31, 2014	Negotiations – yet to commence
Prepac Manufacturing Ltd.	UNIFOR local 114	84	Feb. 28, 2014	Negotiations – yet to commence
Saputo Dairy	IUOE local 882	14	Mar. 31, 2013	Negotiations - continuing
	IAMAW local 1857	31	Mar. 31, 2013	Tentative agreement – awaiting ratification
Sunrise Poultry Processors	UFCW local 1518	400	Jun. 30, 2013	Negotiations – yet to commence
Sunwest Food Processors	UFCW local 1518	140	Jul. 31, 2014	Negotiations – yet to commence
The Original Cakerie	Teamsters local 464	244	May 31, 2012	Negotiations – continuing
Western Employers Labour Relations Association	IAMAW local 692	100	Mar. 31, 2014	Negotiations – yet to commence
	USW local 2009	100	Jan. 31, 2013	Negotiations – continuing (mediation)
Western Waffles	UFCW local 247	125	Feb. 28, 2014	Negotiations – yet to commence
Weston Bakeries	Teamsters local 464	86	Oct. 31, 2014	Negotiations – yet to commence
Wilkinson Steel & Metals	USW local 2009	60	Jan. 31, 2014	Negotiations – yet to commence
MINING				
Endako Mines	USW local 424	304	Mar. 31, 2013	Negotiations – continuing
Kemess Mines	IUOE local 115	135	Dec. 31, 2013	Tentative agreement – awaiting ratification
Teck Coal Limited	IUOE local 115	257	May 31, 2014	Negotiations – yet to commence
	USW local 7292	165	Dec. 31, 2014	Negotiations – yet to commence
PUBLIC SERVICES				
BC Safety Authority	BCGEU	256	Dec. 31, 2014	Negotiations – yet to commence
Canadian Corps of Commissionaires	PSAC	300	Mar. 31, 2013	Status unknown

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
TRADES & SERVICES				
Accenture Business Services	COPE local 378	1,303	Aug. 31, 2013	Negotiations – yet to commence
Advanced Parking	CSWU local 1611	100	Nov. 30, 2014	Negotiations – yet to commence
ALSCO Uniform & Linen Services (Vancouver)	RWU local 580	145	Dec. 31, 2013	Negotiations – yet to commence
Army & Navy	CLAC	150	Dec. 31, 2010	Status - Unknown
Bandstra Transportation	CLAC local 66	98	Apr. 30, 2010	Settled – details pending
Beachcomber Hot Tubs	UNIFOR local 114	Uk	Dec. 31, 2014	Negotiations – yet to commence
Brandt Tractor	IUOE local 115	29	Oct. 31, 2013	Negotiations - continuing
Brinks Canada	UNIFOR local 114	300	Jan. 15, 2014	Negotiations – yet to commence
Britannia Community Services Centre Society	BCGEU	69	Dec. 31, 2014	Negotiations – yet to commence
BCAA (Emergency Road Service & Service Centre)	COPE local 378	168	Sep. 30, 2014	Negotiations – yet to commence
BFI Canada Inc.	IUOE local 115	80	Mar. 31, 2014	Negotiations – yet to commence
British Columbia Government & Service Employees Union	COPE local 378	105	Mar. 31, 2014	Negotiations – yet to commence
Canadian Linen & Uniform Service (Victoria)	Teamsters local 213	110	Feb. 28, 2013	Negotiations – yet to commence
Centennial Food Service	UFCW local 247	78	Aug. 31, 2014	Negotiations – yet to commence
CLS Catering Ltd.	UNIFOR local 2002	300	Apr. 30, 2014	Negotiations – yet to commence
DA Townley & Associates	COPE local 378	Uk	Dec. 31, 2014	Negotiations – yet to commence
DHL Express Ltd.	UNIFOR local 114	800	Mar. 31, 2013	Not participating
Gateway Casinos and Entertainment (Lake City Casinos)	BCGEU	410	Sep. 4, 2013	Negotiations – yet to commence

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Gateway Casinos and Entertainment (Grand Villa)	BCGEU	600	Dec. 31, 2014	Negotiations – yet to commence
Gateway Casinos and Entertainment (Chances Casinos)	USW	50	Sep. 30, 2011	Negotiations - continuing
Greater Vancouver Hotel Employers' Association	UNITE-HERE local 40	1,600	Jun. 30, 2014	Negotiations – yet to commence
Executive Inn Hotels	CLAC	200	Jun. 15, 2014	Negotiations – yet to commence
Fairmont Hotel Vancouver	UNIFOR local 4275	450	Jul. 31, 2014	Negotiations – yet to commence
Hastings Entertainment Inc.	UNITE-HERE local 40	107	Dec. 31, 2010	Negotiations – continuing
Hilton Vancouver Metrotown	UNITE-HERE local 40	160	May 31, 2014	Negotiations – yet to commence
Hospitality Industrial Relations	BCGEU local 1701	110	Dec. 31, 2010	Negotiations – continuing
Hudson's Bay Company (Logistics Centre)	Teamsters local 31	326	Mar. 31, 2013	Negotiations – continuing
Imperial Parking Ltd.	CSWU local 1611	230	May 31, 2014	Negotiations – yet to commence
Iron Mountain	UNIFOR local 433	95	Sep. 6, 2014	Negotiations – yet to commence
Jericho Tennis Club	UNITE-HERE local 40	60	Sep. 30, 2011	Status - Unknown
Master Trade Union Group – Employer (VDLC)	COPE 378	60	Dec. 31, 2013	Negotiations – continuing
MTU Maintenance Canada	IAMAW local 764	219	Nov. 1, 2014	Negotiations – yet to commence
OfficeMax Grand & Toy	UFCW local 1518	40	Nov. 30, 2013	Negotiations – continuing (mediation)
Pacific Blue Cross	CUPE local 1816	610	Jul. 31, 2014	Negotiations – yet to commence
Ramada Inn (Prince George)	UNITE-HERE local 40	65	May. 31, 2012	Negotiations – yet to commence
Salvation Army (Ocean Crest Ministries)	BCGEU	52	Mar. 31, 2014	Negotiations – yet to commence
Securitas Canada	UNIFOR local 3000	350	Mar. 31, 2014	Negotiations – yet to commence
Shoppers' Drug Mart	UFCW local 1518	72	Apr. 30, 2012	Settled – details pending

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
The Cat Rental Stores	IAMAW local 692	65	Jul. 1, 2013	Negotiations – continuing
Vancouver Arena LLP	CLAC	580	Sep. 30, 2014	Negotiations – yet to commence
Williams Moving & Storage	UNIFOR	280	Mar. 31, 2014	Negotiations – yet to commence
	Teamsters local 31	Uk	Dec. 31, 2014	Negotiations – yet to commence
WorkSafeBC	CEU	2,500	Mar. 31, 2014	Negotiations – yet to commence
YMCA Vancouver	BCGEU	180	Dec. 31, 2014	Negotiations – yet to commence
YMCA Childcare Centres	BCGEU	180	Dec. 31, 2014	Negotiations – yet to commence
YWCA Vancouver	BCGEU	Uk	Sep. 30, 2014	Negotiations – yet to commence
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
Airport Terminal Services	IAMAW local 16	100	Apr. 20, 2014	Negotiations – yet to commence
Canadian Pacific Railway	CP Police Association	60	Dec. 31, 2012	Settled – details pending
	TCRC (Running Trades)	947	Dec. 31, 2014	Negotiations – yet to commence
	UNIFOR local 101	270	Dec. 31, 2014	Negotiations – yet to commence
Canadian National Railway	Teamsters	500	Jul. 22, 2013	Tentative agreement – awaiting ratification
	UNIFOR	450	Dec. 31, 2014	Negotiations – yet to commence
	TCRC	70	Dec. 31, 2014	Negotiations – yet to commence
Cardinal Transportation BC	CUPE local 561	60	Jun. 30, 2014	Negotiations – yet to commence
ContainerWorld Forwarding	Teamsters local 31	108	Oct. 15, 2014	Negotiations – yet to commence
E-Comm	CUPE local 873	278	Dec. 31, 2014	Negotiations – yet to commence
FortisBC Inc	IBEW local 213	140	Jan. 31, 2013	Binding Interest Arbitration
Global Television	UNIFOR local 814	280	Aug. 31, 2014	Negotiations – yet to commence
Great Canadian Railtour Co.	Teamsters local 31	110	Dec. 31, 2013	Negotiations – yet to commence

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Greyhound Canada	ATU local 1374	337	Mar. 31, 2014	Negotiations – yet to commence
Island Tug & Barge	CMSG	65	Sep 30, 2014	Negotiations – yet to commence
Lomak Bulk Carriers	CLAC local 66	80	Aug. 31, 2014	Negotiations – yet to commence
Pacific Northern Gas	IBEW local 213	80	Oct. 31, 2014	Negotiations – yet to commence
Protrans BC	BCGEU	175	Dec. 31, 2013	Negotiations – yet to commence
Seaspan ULC	CMSG	220	Sep. 30, 2013	Negotiations – continuing (conciliation)
	ILWU local 400	180	Sep. 30, 2013	Negotiations – continuing
	IUOE (log loaders)	25	Apr. 30, 2014	Negotiations – yet to commence
Seaspan Ferries	CMSG	28	Sep. 30, 2013	Negotiations – yet to commence
	SIU	21	Sep. 30, 2013	Negotiations – yet to commence
Southern Railway	CUPE local 7000	135	Mar. 31, 2014	Negotiations – yet to commence
Total Delivery Systems	UNIFOR local 2000	180	Nov. 30, 2013	Negotiations – continuing
United Airlines Inc. (Customer Service)	IAMAW local 140	75	Apr. 1, 2013	Negotiations - continuing
Van Kam Freightways	Teamsters local 213 & 31	180	Dec. 31, 2014	Negotiations – yet to commence
WWL Vehicle Services Ltd.	Teamsters local 213	152	Mar. 31, 2014	Negotiations – continuing
<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
BC Institute of Technology	BCGEU (vocational instructors)	625	Mar. 31, 2014	Negotiations – yet to commence
	Faculty Association	2,200	Jun. 30, 2014	Negotiations – yet to commence
Capilano University	Faculty Association	376	Mar. 31, 2010	Negotiations – continuing (mediation)

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Capilano University	COPE local 378	238	Jun. 30, 2014	Negotiations – yet to commence
College of New Caledonia	CUPE local 4951	300	May 31, 2014	Negotiations – yet to commence
College of the Rockies	CUPE local 2773	94	Jun. 30, 2014	Negotiations – yet to commence
Douglas College	BCGEU (support staff)	332	Jun. 30, 2014	Negotiations – yet to commence
Justice Institute of BC	BCGEU	151	Jun. 30, 2014	Negotiations – yet to commence
Kwantlen Polytechnic	BCGEU (support staff)	395	Jun. 30, 2014	Negotiations – yet to commence
North Island College	CUPE local 3479	122	Jun. 30, 2014	Negotiations – yet to commence
Northern Lights College	BCGEU (support staff)	110	Jun. 30, 2014	Negotiations – yet to commence
Post Secondary Employers Association	BCGEU Faculty Common	520	Mar. 31, 2014	Negotiations – yet to commence
	FPSE Compensation Template	2,237	Mar. 31, 2014	Negotiations – yet to commence
Royal Roads University	CUPE local 3886	55	May 31, 2014	Negotiations – yet to commence
	Faculty Association	52	Mar. 31, 2014	Negotiations – yet to commence
Simon Fraser University	Poly Party trades unions	120	Apr. 30, 2010	Negotiations – continuing
	TSSU	1,400	Apr. 30, 2014	Negotiations – yet to commence
	CUPE local 3338	1,261	Mar. 31, 2014	Negotiations – yet to commence
Thompson Rivers University	CUPE local 4879	600	Mar. 31, 2014	Negotiations – yet to commence
	Open Learning Faculty Association	208	Mar. 31, 2014	Negotiations – yet to commence
University of British Columbia	IUOE local 882	70	Mar. 31, 2014	Negotiations – yet to commence
	CUPE local 2950	1,450	Mar. 31, 2014	Negotiations – yet to commence
	CUPE local 2278	2,300	Aug. 31, 2014	Negotiations – yet to commence
	CUPE local 116	92	Dec. 31, 2014	Negotiations – yet to commence

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University of British Columbia (Okanagan Campus)	BCGEU	600	Jun. 30, 2014	Negotiations – yet to commence
University of the Fraser Valley	FPSE	790	Mar. 31, 2014	Negotiations – yet to commence
University of Northern British Columbia	Faculty Association	459	Jun. 30, 2012	Negotiations – continuing (arbitration)
	CUPE local 3799	350	Jun. 30, 2014	Negotiations – yet to commence
University of Victoria	USW local 2009	180	Apr. 30, 2014	Negotiations – yet to commence
	Faculty Association	900	Jun. 30, 2014	Negotiations – yet to commence
	CUPE local 4163	950	Apr. 30, 2014	Negotiations – yet to commence
	PEA	950	Jun. 30, 2014	Negotiations – yet to commence
Vancouver Island University	CUPE local 1858	246	Jun. 30, 2014	Negotiations – yet to commence
	FPSE	448	Mar. 31, 2014	Negotiations – yet to commence
HEALTH & WELFARE				
Community Social Services Employers Association	Community Social Services Bargaining Association	17,000	Mar. 31, 2014	Tentative agreement – awaiting ratification
	Professional Association of Residents	1,200	Mar. 31, 2014	Negotiations – continuing
	Facilities Subsector Bargaining Association	46,000	Mar. 31, 2014	Negotiations - continuing
	Nurses Bargaining Association	42,100	Mar. 31, 2014	Negotiations – continuing
FEDERAL GOVERNMENT				
Treasury Board of Canada	PSAC (Border Services)	8,500	Jun. 20, 2014	Negotiations – yet to commence
	PSAC (Programs & Admin)	8,000	Jun. 20, 2014	Negotiations – yet to commence
	CMSG (Ship's Officers)	1,118	Mar. 31, 2014	Negotiations – yet to commence
	PSAC (Operational Services)	1,600	Aug. 4, 2014	Negotiations – yet to commence
	PSAC (Technical Services)	1,538	Jun. 21, 2014	Negotiations – yet to commence
	PSAC (Education & Library)	1,010	Jun. 30, 2014	Negotiations – yet to commence
	PIPSC (Audit, Commerce, Purchasing)	225	Jun. 21, 2014	Negotiations – yet to commence

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Canada Post Corporation	APOC	550	Mar. 31, 2014	Negotiations – yet to commence
	CPAA	860	Dec. 31, 2014	Negotiations – yet to commence
MUNICIPAL GOVERNMENT				
Abbotsford Police Department	Teamsters local 31 (support)	70	Dec. 31, 2011	Negotiations – continuing
Abbotsford, City of	Abbotsford Police Association	215	Dec. 31, 2012	Negotiations – yet to commence
Burnaby, City of	IAFF local 323	286	Dec. 31, 2011	Negotiations – yet to commence
Campbell River, City of	CUPE local 401	150	Dec. 31, 2013	Negotiations – yet to commence
Chilliwack, City of	CUPE local 1050	440	Dec. 31, 2013	Negotiations – yet to commence
Comox Valley Regional District	CUPE local 556	70	Dec. 31, 2014	Negotiations – yet to commence
Coquitlam, City of	IAFF local 1782	144	Dec. 31, 2011	Negotiations – yet to commence
Courtenay, City of	CUPE local 556	80	Dec. 31, 2014	Negotiations – yet to commence
Cowichan Valley Regional District	CUPE local 358	210	Dec. 31, 2013	Negotiations – continuing
	IATSE local 168	20	Dec. 31, 2013	Negotiations – yet to commence
	USW local 1-1937	25	Dec. 31, 2013	Negotiations – continuing
Delta, Corporation of	IAFF local 1763	170	Dec. 31, 2011	Negotiations – yet to commence
Delta Police Board	Delta Police Association	170	Dec. 31, 2012	Negotiations – yet to commence
Easy Park	CUPE local 1004	63	Jun. 30, 2012	Negotiations - continuing
Fort St. John Public Library	BCGEU	161	Jun. 30, 2014	Negotiations – yet to commence
Fraser Valley Regional District	CUPE local 458	70	Dec. 31, 2013	Negotiations – yet to commence
	Recreation Group	25	Dec. 31, 2013	Negotiations – yet to commence
Greater Victoria Labour Relations Association	IAFF local 730	140	Dec. 31, 2009	Tentative agreement – awaiting ratification
	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)

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Kelowna, City of	CUPE local 338	515	Dec. 31, 2013	Negotiations – yet to commence
	IAFF	Uk	Dec. 31, 2012	Negotiations - continuing
Kitimat, District of	UNIFOR	115	Dec. 31, 2014	Negotiations – yet to commence
	Kitimat Fire Association	Uk	Dec. 31, 2011	Negotiations - continuing
Kitimat MiniBus	Teamsters local 213	71	1 st C/A	Negotiations – continuing (mediation)
Langley, City of	CUPE local 2058	51	Dec. 31, 2011	Negotiations – continuing
	IAFF local 3253	71	Dec. 31, 2011	Negotiations – yet to commence
Langley, Township of	IAFF local 4550	71	Dec. 31, 2009	Negotiations – continuing
	CUPE local 403	111	Dec. 31, 2011	Negotiations – continuing (mediation)
Maple Ridge, District of	CUPE local 622	207	Mar. 31, 2012	Negotiations - continuing
	IAFF local 4449	111	Dec. 31, 2011	Negotiations – yet to commence
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	CUPE local 401	750	Dec. 31, 2013	Negotiations – yet to commence
New Westminster Police Board	NWPOA	113	Mar. 31, 2012	Negotiations – yet to commence
New Westminster, City of	IBEW local 213	Uk	Mar. 31, 2012	Negotiations – continuing
North Cowichan, District of	CUPE local 358	200	Dec. 31, 2013	Negotiations – yet to commence
North Vancouver, City of	IAFF local 914	56	Dec. 31, 2011	Negotiations – yet to commence
	CUPE local 389	Uk	Dec. 31, 2011	Negotiations - continuing
	CUPE local 389 (Public Library)	Uk	Dec. 31, 2011	Negotiations - continuing
North Vancouver, District of	CUPE local 389	370	Dec. 31, 2011	Negotiations – continuing
	IAFF local 1183	121	Dec. 31, 2011	Negotiations – yet to commence
	CUPE local 389 (Public Library)	Uk	Dec. 31, 2011	Negotiations - continuing
Northlands Golf Course	CUPE local 389	Uk	Dec. 31, 2011	Negotiations – yet to commence

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Okanagan/Similkameen, Regional District of	BCGEU	56	Dec. 31, 2014	Negotiations – yet to commence
Okanagan Regional Library	CUPE local 1123	155	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	IAFF local 1399	40	Dec. 31, 2009	Negotiations – continuing
	CUPE local 608	178	Dec. 31, 2013	Negotiations – continuing
Port Alberni, City of	CUPE local 118	130	Dec. 31, 2013	Negotiations – yet to commence
Port Coquitlam, City of	IAFF local 1941	65	Dec. 31, 2011	Negotiations – yet to commence
Port Moody, City of	IAFF local 2399	43	Dec. 31, 2009	Negotiations – continuing (mediation)
Port Moody Police Board	PMPSU	47	Mar. 31, 2012	Negotiations – yet to commence
Powell River, City of	CUPE local 798	175	Dec. 31, 2012	Negotiations – yet to commence
	IAFF local 1298	Uk	Dec. 31, 2011	Negotiations – yet to commence
Prince George, City of	IAFF local 1372	117	Mar. 31, 2010	Negotiations – continuing
	CUPE locals 399,1048	515	Dec. 31, 2012	Tentative agreement – awaiting ratification
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
Richmond, City of	IAFF local 1286	213	Dec. 31, 2011	Negotiations – yet to commence
Smithers, Town of	CUPE local 1570	56	Dec. 31, 2013	Negotiations - continuing
Surrey, City of	IAFF local 1271	394	Dec. 31, 2011	Negotiations – yet to commence
Vancouver, City of	IAFF local 18	764	Dec. 31, 2011	Negotiations – yet to commence
Vancouver Police Board	Vancouver Police Union	1,350	Dec. 31, 2012	Negotiations – continuing (mediation)
Vernon, City of	CUPE local 626	146	Dec. 31, 2013	Negotiations – yet to commence
Victoria, City of	IAFF local 730	113	Dec. 31, 2009	Negotiations – continuing (mediation)

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

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
West Kelowna, District of	Local Government Employees Union	101	Dec. 31, 2013	Negotiations – yet to commence
West Shore Parks & Rec	CUPE local 1978	235	Dec. 31, 2013	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
PUBLIC SERVICES				
BC Assessment Authority	CUPE local 1767	600	Mar. 31, 2013	Negotiations - continuing
BC Housing Commission	BCGEU (Admin)	142	Mar. 31, 2014	Negotiations – yet to commence
	BCGEU (Maintenance)	355	Mar. 31, 2014	Negotiations – yet to commence
Community Living BC	BCGEU	350	Mar. 31, 2014	Negotiations – yet to commence
Insurance Corporation of BC	COPE local 378	4,600	Jun. 30, 2014	Negotiations – yet to commence
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
BC Hydro	COPE local 378	2,000	Mar. 31, 2014	Negotiations – yet to commence
	IBEW local 258	2,000	Mar. 31, 2014	Negotiations – yet to commence
BC Oil & Gas Commission	BCGEU	160	Jun. 30, 2014	Negotiations – yet to commence
	PEA	30	Jun. 30, 2014	Negotiations – yet to commence
BC Transit (Skytrain)	CUPE local 7000	530	Aug. 31, 2013	Negotiations – continuing
BC Transit	UNIFOR	680	Mar. 31, 2014	Negotiations – yet to commence
Canadian Broadcasting Corporation	CMG	350	Mar. 31, 2014	Negotiations – yet to commence
Coast Mountain Bus Co. Ltd.	COPE local 378	443	Mar. 31, 2011	Negotiations – continuing
Translink Security Management	COPE local 378	220	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)
Sones	Busters Towing	Teamsters 31	1 st C/A	58	Monetary, language and seniority.	Met August 26, September 11, 30 and October 11. Reported out October 11. Met November 8, 12, 13, 14 and 18. Strike notice served. Employer applied under Section 55. Met December 17, January 7 and 13. Employer applied for last offer vote.
Cameron	City of Port Moody	IAFF 2399	Dec. 31 2009	44	All issues.	Met November 13 and 14.
McArthur	Ocean Concrete	Teamsters 213	Dec. 31, 2012	92	Stats, Saturdays, health & welfare, contracting, lunch and wages.	Met October 10 and 15. Reported out October 16.
Sones	Standard Bus	Teamsters 31	Jun. 30, 2013	20	Wages, driver trainer classification and rate, health and welfare change.	Met December 10. Meeting February 12.
Cameron	Capilano University	Faculty Association	Mar. 31, 2010	665	Retroactivity, benefits, and more.	Met November 25, 26, December 16 and January 2.
McArthur	Township of Esquimalt	IAFF 4264	Dec. 31, 2009	20	Various	Met December 12. Parties meeting January 27 and 28.
Sones	WELRA	USW 2009	Jan. 31, 2013	100	Language and monetary	Meeting January 31.
McArthur	City of Victoria	IAFF 730	Dec. 31, 2009	113	Numerous	Parties meeting January 29 and 30.
McArthur	District of Oak Bay	IAFF 1856	Dec. 31, 2009	22	Numerous	Parties meeting February 6.
McArthur	Saputo Dairy Products	IUOE 882	Mar. 31, 2013	14	Monetary	Met November 27 and 28. Tentative agreement rejected.
McArthur	City of Surrey	IAFF 1271	Dec. 31, 2011	380	Wages, term, rank indices and benefits.	Met January 21. Meeting January 27.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
McArthur	District of Central Saanich	IAFF 4428	Dec. 31, 2009	4	Numerous	Parties met January 22.
Sones	District of Sicamous	CUPE 1908	Mar. 31, 2012	11	All table proposals	Meeting on February 18 and 19.
McArthur	Township of Langley	CUPE 403	Dec. 31, 2011	800+	Numerous	Met January 8, 9 and 17. Meeting February 13.
McArthur	Township of Langley	IAFF 4550	Dec. 31, 2009	79	All issues outstanding.	Meetings being arranged.
McArthur	SD 34 (Abbotsford)	Teamsters 31	Jun. 30, 2012	940	Wages and benefits.	Met January 14.
McArthur	Vancouver Police Board	Vancouver Police Union	Dec. 31, 2012	1350	All issues	Met January 22 and meeting again February 3 and 4.
Sones	OfficeMax Grand & Toy	UFCW 1518	Nov. 30, 2013	40	Job security, status and other issues.	Meeting February 3 and 6.
McArthur	Kitimat Mini Bus	Teamsters 213	1 st C/A	71	All issues	Met January 23 & 24.
McArthur	Chubb Edwards	IBEW 213	Feb. 1, 2014	28	Pensions, benefits and out of town premiums.	Meeting March 11 and 12.
Sones	Maddies Natural Pet Products	Teamsters 31	Dec. 31, 2013	11	Wages, pension, benefits, overtime, breaks and vacation.	Arranging meetings.



STRIKES AND LOCKOUTS

PRIVATE

TRADES & SERVICES

Parties: IKEA
 AND
 International Brotherhood of Teamsters

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