

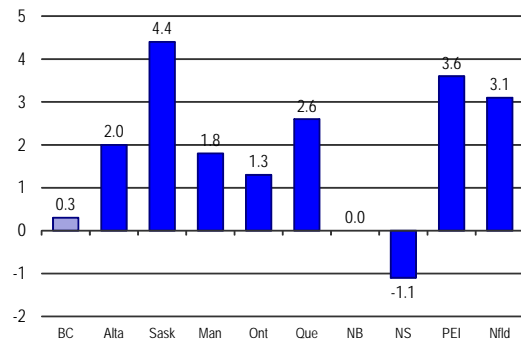


BC LABOUR MARKET AND BARGAINING OVERVIEW

The provincial job market has softened considerably over the past six months. In mid 2012, employment leveled off and then started to slip towards the end of the year. The weakening pattern continued into 2013 resulting in annual job growth in the first quarter slowing to an anemic 0.3%.

The main reason for the easing is that in aggregate companies are not hiring. According to the Labour Force Survey, the number of employees working in the private sector declined 0.5% over the past year. The reason total employment is up is because over the same period the number of employees in the broad public sector increased 0.9% and self employment rose 2.4%. With private sector employees accounting for more than 60% of all jobs, if employment is going to move to a more solid growth footing private sector hiring activity will have to pick up.

Employment Growth by Province
Q1 2013 vs Q1 2012, per cent

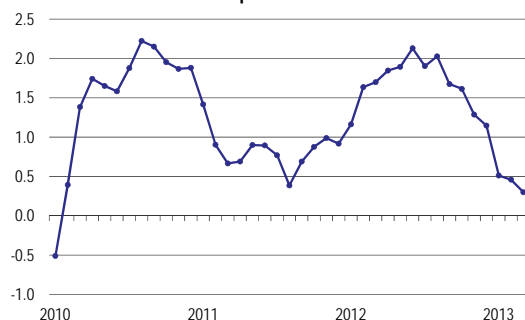


Source: Statistics Canada, Labour Force Survey.

Among the provinces, Saskatchewan stands out as the leader in job creation. Employment in that province has jumped 4.4% over the past year, well ahead of Alberta's 2% advance.

The soft job market conditions in BC have pushed the unemployment rate back up to 7%, leaving BC's jobless rate in line with the Canadian rate.

BC Employment Growth
per cent



Source: Statistics Canada, Labour Force Survey.
based on 3 month moving average.

With respect to wages, the average settlement (weighted by the number of covered employees) in BC in March was just 0.25%. The average private sector settlement was slightly higher than 1% while in the public sector it was 0.19%. These results are based on just 8 contract settlements. In February, there were 31 contracts settled with an overall average wage increase of 0.58%.

ITEMS OF INTEREST

TFW Process and Continued Debate

The Globe and Mail – Over the past decade the number of temporary foreign workers in Canada has tripled. Temporary foreign workers, who now occupy one in 50 jobs, have become a source of controversy as the national economy softens. The *Globe and Mail* reports in a March 20th article that critics argue temporary foreign workers depress wages and may contribute to unsafe work conditions. Employers, on the other hand, see temporary foreign workers as a reliable and necessary source of labour that supports economic growth.

The government approved 79 per cent of all requests to hire temporary foreign workers in 2011, the last year for which figures are available. That figure is up from 72 per cent in 2010 and 66 per cent in 2009.

With 1.3 million Canadians unemployed, opponents say employers and the government have been too quick to call for temporary help from abroad. The issue was given added political urgency after the recent HD Mining court case.

Temporary foreign workers now make up nearly 2 per cent of all employment in Canada. In a pre-budget letter to the Conservative caucus, Finance Minister Jim Flaherty emphasized the importance of tackling the perceived mismatch of jobs and people, saying that skills will be one of the pillars of the budget. “Training

in Canada is not sufficiently aligned to the skills employers need,” the letter states.

Alyson Queen, spokeswoman for Human Resources Minister Diane Finley, said the government is committed to ensuring that “Canadians always have first crack at the jobs available.”

“The temporary foreign worker program exists to help fill acute labour market needs,” Ms. Queen said in an e-mailed statement. “There is a review under way to ensure that the program is operating as we intended it to work.”

The Labour Market Opinion (LMO) is the regulatory requirement designed to protect Canadian job-seekers. Before issuing an approval, the government requires evidence showing no Canadians are available to fill the job. The rules say employers must advertise the job for two weeks in a national job bank and in local publications. They must also submit the number of Canadian applications they received and the reason they were rejected.

Not every approved LMO position is filled though. Applicants still have to be approved for entry by Citizenship and Immigration Canada, the agency that grants the final work permit, and many abandon the process before a worker arrives.

Employers Find Temp Employees Beneficial

Canadian HR Reporter - Companies are using temporary professionals for a range of roles, from ensuring productivity remains on track to assessing potential full-time staff. A recent Accountemps survey of 116 CFOs across Canada found that nine in 10 CFOs find it very or somewhat beneficial to utilize temporary employees to help improve productivity. Eighty-nine per cent said hiring contingent staff is an effective way to evaluate prospective employees.

"Given the uptick in demand for temporary professionals in the current market, more employers are feeling the need to rely more heavily on the flexible workforce," said Greg Scileppi, President of Robert Half's international staffing operations. "Supplementing core teams with project professionals is not only a cost-effective staffing strategy, but allows firms to be more nimble and access specialized expertise at a much quicker pace."

EDUCATION

Identifying Missing Link Between Education and Workforce

Conference Board of Canada – Canada's system of education and training remains one of the best in the world, but needs to do better at matching what Canadians learn to evolving labour market needs, according to a report by the Conference Board of Canada.

Canada ranks second only to Finland among 16 developed countries in the Education and Skills report card. Canada earns "A"s on seven of 20 indicators — including the second-highest rate of high school completion and the top rate of college completion.

"Canada gives its students a first-rate education at the primary and secondary levels," said Daniel Muzyka, president

and CEO of the Conference Board of Canada. "Our priority must be to build on this strong foundation to make Canada more innovative, competitive and dynamic."

"A pressing need is to strengthen the links between high school and the post-secondary system. Within the post-secondary system, we must improve coordination among offerings, thereby creating better pathways to workplaces, jobs and careers. And Canadian employers need to step forward with increased resources for education and retraining of their workers."

Canadian university graduates get a comparatively lower payback for their educational investment, according to two new indicators. Canadian women get a "B" for return on investment in

post-secondary education whereas men receive a “C”. Canada has an emerging gender gap in tertiary education; for every 100 women who graduate from universities and colleges, only 83 men do so.

One possible shortcoming of the system is the fact that only 21 per cent of Canada’s university graduates are in the fields of science, math, computer science and engineering. This is the third consecutive year that this share has declined, according to the report.

When it comes to adult participation in non-formal job-related education, Canada gets a “C” grade and ranks 10th of 15 countries.

This relatively low grade on non-formal job-related training is consistent with Canada lagging in workplace training and lifelong education. Investments that Canadian employers make in workplace training programs are well behind their European and U.S. competitors. .

Gaps Pose Threat to Trade Growth

Forum for International Trade Training – Canada is beginning to see growing gaps between what global commerce requires for success and what the country’s workforce is supplying, according to the *International Trade Workforce Strategy* by the Forum for International Trade Training (FITT).

One example is a growing shortfall in the number of people in many occupations that are central to international trade. There are an insufficient number of people with competencies that are critical to successful global trade. “Integrative trade is radically reshaping how Canadian businesses conduct international trade,” said Perrin Beatty, president and CEO of the Canadian Chamber of Commerce. “FITT’s study and plan of action focus sharply on making sure existing and emerging global business workers — such as trade finance specialists, value chain managers and regulatory compliance experts — can gain the specialized knowledge, skills and abilities they need to thrive in this new world of integrative trade.”

The report cites solutions for the business community and its need to create national awareness for action. Finding more effective ways of collaborating with educational institutions to better prepare graduates for trade-related careers is one course of action. The government should also work to create new workforce data focused on occupations essential to trade. For the education community, recommended solutions include more comprehensive measures of credentials critical to trade.

“The actions outlined in our report are exactly what business leaders, education officials and government policymakers in our country’s international-trade sector need to take now,” said Bill Neil, chair of the study’s national steering committee. “These key players — working together

and on their own — need to act quickly if our country is to realize the full potential of international trade and we are to maintain the high standard of living we've come to enjoy and expect." The report recognizes that international commerce continues to evolve. Ongoing awareness and response to evolving workforce requirements are essential for the country's long-term economic prosperity.

SMEs Holding Canada Back?

Canadian Chamber of Commerce – Statistics Canada estimates that 55% of the differences in economic growth across OECD countries can be explained by differences in the average skill levels. And according to a recent report issued by the Canadian Chamber of Commerce, with SMEs making up half of all private sector employment in Canada training and up-skilling in this employer segment requires attention.

The organization found that Canadian companies were investing 36% less in training employees than their American counterparts, and the amount spent on training has dropped by more than a third (38%) over the past 20 years.

"SMEs are the backbone of communities all across Canada; however, it's not easy for them to organize and finance training of existing employees," said Perrin Beatty, President and CEO of the Canadian Chamber of Commerce.

DataAngel's Scott Murray said it would cost \$29.34 billion to bring all adults up to the literacy level needed to compete in the global market. The annual return on this investment in people is estimated at \$86.8 billion.

The Chamber said to ensure participation any training program implemented needs to:

- Make it clear: provide small businesses with a clear route into the world of skills development through relevant guidance and tools, in clear and simple language, housed in one area.
- Make it easy: help reduce complexity for small businesses to free up more time to invest in skills development.
- Make it relevant: design courses around demand linked to real challenges faced by businesses in certain sectors and find ways to reduce costs of implementation.
- Make it motivating: motivate employees and companies by showing them the benefits of training and demonstrating the return on investment from developing skills.

LEGAL

Alberta's OHS Act: A Legislative Update

Field Law – Alberta has recently seen a number of changes to its Occupational Health and Safety Act, including changes to the designation of a prime contractor and the introduction of administrative penalties.

Section 3(1) of the Alberta Occupational Health and Safety Act has been amended and now requires every work site to have a prime contractor if there are two or more employers involved at the site. Under the previous wording of this section, a prime contractor only had to be designated when two or more employers were involved in work at the site *at the same time*. The amendment is intended to prevent companies from scheduling work in a way that allows them to avoid prime contractor obligations, as well as resolve any ambiguity relating to when it was necessary to designate a prime contractor.

Administrative penalties have also been introduced to ensure compliance with the OHS Act, Regulation and Code. These are financial penalties that may be levied against a “regulated person”. Given the expansive definition of “regulated person,” most parties present at a work site could be subject to an administrative penalty, according to Field Law.

An Alberta OHS officer may levy an administrative penalty if he or she

believes that a regulated person has contravened a provision of the OHS Act, Regulations, or Code. Therefore, administrative penalties can be used to address non-compliance in a wide array of circumstances.

The maximum amount of an administrative penalty is \$10,000. However, if the regulated person continues to be non-compliant despite the penalty, the penalty can be levied per day during the entire period of non-compliance. An administrative penalty may be levied for a period two years from the day the alleged contravention of the Act, Regulations or Code occurred.

BC Expanding Pension Opportunities: Legislative Update

Mondaq – The British Columbia government introduced legislation on February 28, 2013 that will make Pooled Registered Pension Plans (“PRPPs”) available to employees in the province. Features of the PRPP structure that may offer significant appeal to BC employers include:

1. Reduced administrative requirements – PRPPs will not be administered by B.C. employers, but rather by licensed entities, such as insurance companies.

2. Lower costs realized through the pooled nature of the investments and central administration.
3. Employer choices – PRPPs are not mandatory for B.C. employers, and once a PRPP is offered employer contributions are optional.
4. Tax advantages for employers that are not available for other forms of workplace retirement savings plans.
5. Employers are not exposed to underfunding issues – the PRPP will

function on a defined contribution basis, which limits employers' funding obligations.

6. Recruitment and retention advantages of providing a new option for retirement savings for employees.

Approximately two-thirds of the workforce has no access to a registered pension plan.

For more information, visit Fraser Milner Casgrain LLP Employment and Labour blog at www.employmentandlabour.com

TECHNOLOGY

Avoid Pitfalls With Social Media

HR Management Online – When HMV was laying off staff, one employee decided to live-tweet the entire process. The individual was the Social Media Planner for the Company. This situation highlights the risks employers face when all social media information and activity is in the hands of one person, or inaccessible to others.

It is important for employers to implement a robust Internet Use Policy in the workplace. According to *HR Management Online*, the following steps can assist in preventing social media pitfalls:

1. Be sure HR has a list of all the social media accounts and log in information for each account. Learn the basics of

each site – what format the posts take, how many followers it has and what type of information is shared.

2. Set up a specific email for social media. When one person is in charge of an account, the organization is at risk if the person becomes disgruntled for any reason. By having a specific email address (socialmedia@company.ca) for all accounts you don't have to go through an individual's email account to change a password.

3. Change passwords before any announcements are made. If you're firing your social media person, change the passwords to the accounts before you start discussions with them.

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

Employers to Keep Up With Technology

USA Today - The recovering labor market may be facing two new hurdles to hiring: smartphones and unsophisticated employers.

Many companies are missing out on top candidates because their websites or job applications aren't optimized for mobile, according to employers and employment websites.

"Highly valued talent who (value) themselves or their time won't tolerate an inefficient application process," says Hope Gurion, Chief Development Officer of CareerBuilder, a top employment website.

Nearly a third of Google job searches last fall were on mobile devices, up from 17% in November 2011. Leading job-search sites say their mobile searches have more than doubled the past year.

The trend follows the broad shift of Internet usage to mobile devices, but also reflects job seekers' desire to look for work outside their current employers' corporate networks, during lunch or on the train ride home. Many receive e-mail alerts about new openings on their smartphones and apply immediately to get an edge on other candidates.

"It just let's people do job search anywhere, any time," says James Beriker, CEO of Simply Hired, a job-search engine.

Even so, only 29% of companies with more than 500 employees have a website that's optimized for mobile devices, CareerBuilder says. That means most sites display tiny text that job seekers can barely read. More critically, only about 2% of Fortune 500 companies tailor job applications for mobile users, CareerBuilder and Simply Hired say.



SETTLEMENTS

PRIVATE SECTOR

Aramark Canada (Roger Arena)	UNITE HERE	PAGE 2
Compass Group (Victoria Airport)	UNITE HERE	PAGE 2
Compass Group (Morrison Mgmt)	USW	PAGE 3
Whitespot Ltd.	CAW	PAGE 3
Howe Sound Pulp & Paper	CEP	PAGE 3
Tembec Forest Products	PPWC	PAGE 4
Lifelabs	BCGEU	PAGE 4
Grimms Fine Foods	UFCW	PAGE 5
Sofina Foods (Lilydale)	UFCW	PAGE 5
Teleflex Canada	CLAC	PAGE 6
Philips Ledalite	CAW	PAGE 6
Gibraltar Mines Ltd.	CAW	PAGE 7
Beachcomber Hot Tubs	CAW	PAGE 7
Brown Bros. Ford	IAMAW	PAGE 8
G4S Cash Solutions	CAW	PAGE 8
D.A. Townley & Associates	COPE	PAGE 9
BC Automobile Association	COPE	PAGE 10
Brandt Tractor	Teamsters	PAGE 11
Canadian Pacific Railway	IBEW	PAGE 11
Canadian Pacific Railway	TCRC	PAGE 11
Canadian Pacific Railway	USW	PAGE 12
Fortis BC Energy	COPE	PAGE 12
Canadian National Railway	IBEW	PAGE 13
Great Canadian Railtour Co.	Teamsters	PAGE 13

PUBLIC SECTOR

Camosun College	FPSE	PAGE 13
College of New Caledonia	FPSE	PAGE 13
College of the Rockies	FPSE	PAGE 13
Douglas College	FPSE	PAGE 13
Nicola Valley Institute of Technology	FPSE	PAGE 13
North Island College	FPSE	PAGE 13
Northwest Community College	FPSE	PAGE 13
Okanagan College	FPSE	PAGE 13
Selkirk College	FPSE	PAGE 13
Vancouver Community College	FPSE	PAGE 13
BCIT	BCGEU	PAGE 14
BCIT	BCITFSA	PAGE 14

SETTLEMENTS**PUBLIC SECTOR CONT'D**

Camosun College	BCGEU	PAGE 15
Northwest Community College	BCGEU	PAGE 15
Northern Lights College	BCGEU	PAGE 15
Okanagan College	BCGEU	PAGE 15
Selkirk College	BCGEU	PAGE 15
College of New Caledonia	CUPE	PAGE 15
Douglas College	BCGEU	PAGE 16
Kwantlen Polytechnic University	BCGEU	PAGE 16
Northern Lights College	BCGEU	PAGE 16
University of Victoria	CUPE	PAGE 17
HEABC	CBA	PAGE 17
HEABC	HAS	PAGE 18
SFU Childcare Society	BCGEU	PAGE 18
Okanagan Regional Library	CUPE	PAGE 18
City of Coquitlam	IAFF	PAGE 19
City of Port Alberni	CUPE	PAGE 19
City of Port Coquitlam	IAFF	PAGE 20
City of Richmond	CUPE	PAGE 20
City of Vancouver	CUPE	PAGE 21
Vancouver Parks Board	CUPE	PAGE 22
WorkSafeBC	CEU	PAGE 22
BC Pavilion Corp.	BCGEU	PAGE 23
BC Housing	BCGEU	PAGE 23
Legal Services Society of BC	BCGEU	PAGE 24

PRIVATE SECTOR**FOOD & BEVERAGE**

Parties: Aramark Canada (Rogers Arena)
AND
Unite-Here local 40

Contract expiry: December 11, 2011; 800 unionized employees. The parties have ratified a 3-year agreement effective December 12, 2011 to December 11, 2014 that provides wage increases as follows:

December 12, 2011	~1.0 per cent
June 12, 2012	~1.0 per cent
December 12, 2012	~1.5 per cent
June 12, 2013	~1.5 per cent
December 12, 2013	~2.0 per cent
June 12, 2014	~2.0 per cent

Hourly Wages	December 12, 2011	December 12, 2012	December 12, 2013
Janitor	\$15.53	\$15.98	\$16.53
Concession Cook	\$14.83	\$15.28	\$15.83
Kitchen Cook	\$19.78	\$20.23	\$20.78

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

Contract expiry: June 14, 2010; 62 unionized employees. The parties have ratified a 3-year agreement effective June 15, 2010 to June 14, 2013 that provides wage increases as follows:

July 1, 2012 1.0 – 10.0 per cent*

**varying increases per step in a 15-step wage structure*

No key wage data available

Note

- Signing bonus ranging from \$25.00 to \$1300.00.
-

FOOD & BEVERAGE CONT'D

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

Contract expiry: December 5, 2010; 32 unionized employees. The parties have ratified a 3-year agreement effective December 6, 2010 to December 5, 2013 that provides wage increases as follows:

December 6, 2010	2.0 per cent
December 6, 2011	2.0 per cent
December 6, 2012	2.0 per cent

No key wage data available

Parties: Whitespot Limited
AND
Canadian Auto Workers local 3000

Contract expiry: January 15, 2013; 750 unionized employees. The parties have ratified a 3-year agreement effective January 16, 2013 to January 15, 2016 that provides wage increases as follows:

	Gratuitied	Non-gratuitied
January 16, 2013	0.0 per cent	1.0 per cent
January 16, 2014	1.0 per cent	1.5 per cent
January 16, 2015	1.5 per cent	1.5 per cent

Hourly Wages	January 16, 2013	January 16, 2014	January 16, 2015
Carhop (base)	\$10.50	\$10.61	\$10.77

FORESTRY

Parties: Howe Sound Pulp & Paper
AND
Communications, Energy & Paperworkers' Union local 1119

Contract expiry: April 30, 2012; 495 unionized employees. The parties have ratified a 5-year agreement effective May 1, 2012 to April 30, 2017 that provides wage increases as follows:

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FORESTRY CONT'D

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

Hourly Wages	May 1, 2014	May 1, 2015	May 1, 2016
First Aid Attendant	\$31.09	\$31.87	\$32.82
Tugboat Operator	\$33.44	\$34.27	\$35.30

Note

- A \$3750.00 lump sum will be paid at ratification date.
- A \$3750.00 lump sum will be paid on May 1, 2013
- Agreement was reached with the help of Arbitrator Holden.

Parties: Tembec Forest Products
AND
Pulp, Paper & Woodworkers of Canada local 15

Contract expiry: April 30, 2012; 200 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 1, 2012	0.0 per cent
May 1, 2013	0.0 per cent
May 1, 2014	2.0 per cent
May 1, 2015	2.5 per cent
May 1, 2016	3.0 per cent

No key wage data available

HEALTH & WELFARE

Parties: LifeLabs
AND
British Columbia Government and Service Employees' Union

Contract expiry: December 31, 2011; 744 unionized employees. The parties have ratified a 3-year agreement effective January 1, 2012 to December 31, 2014 that provides wage increases as follows:

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HEALTH & WELFARE CONT'D

January 1, 2012	0.0 per cent
January 1, 2013	1.0 per cent
January 1, 2014	2.0 per cent

No key wage data available

Note

- A 2.0 per cent lump sum is provided at date of ratification.

MANUFACTURING

Parties: Grimms Fine Foods
AND
United Food & Commercial Workers' Union local 247

Contract expiry: May 31, 2013; 180 unionized employees. The parties have ratified a 7-year extension effective June 1, 2013 to May 31, 2020 that provides general wage increases as follows:

June 1, 2019	2.0 per cent
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Hourly Wages	June 1, 2019
Electrician	\$29.35

Note

- Lump sums to employees hired prior to June 2011 are \$600 June 2013, \$500 December 2013, \$500 December 2014, \$500 December 2015, \$500 December 2016, \$500 December 2016, \$500 December 2017, \$500 June 2018, \$500 December 2018.
- The 7 year extension was proposed by the employer in order to maintain cost certainty while building a new facility.

Parties: Sofina Foods (Lilydale)
AND
United Food and Commercial Workers' Union local 1518

Contract expiry: June 30, 2016; 300 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2012 to June 30, 2016 that provides wage increases as follows:

MANUFACTURING CONT'D

July 1, 2012	1.02 per cent
July 1, 2013	1.02 per cent
July 1, 2014	1.02 per cent
July 1, 2015	1.02 per cent

Hourly Wages	July 1, 2012	July 1, 2013	July 1, 2014	July 1, 2015
General Production (base rate)	\$19.52	\$19.92	\$20.27	\$20.58

Note

- Total average annual monetary package amounts to 1.83 per cent.
- The agreement was reached with the help of Mediator Atkinson.

Parties: Teleflex Canada
 AND
 Christian Labour Association of Canada local 501

Contract expiry: August 31, 2012; 255 unionized employees. The parties have ratified a 3-year agreement effective September 1, 2012 to August 31, 2015 that provides general wage increases as follows:

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

Hourly Wages	Sept 1, 2012	Sept 1, 2013	Sept 1, 2014
CNC Operator	\$23.89	\$24.37	\$24.86
Certified Millwright	\$31.90	\$32.54	\$33.19

Parties: Philips Ledalite
 AND
 Canadian Auto Workers local 114

Contract expiry: May 31, 2011; 190 unionized employees. The parties have ratified a 3-year agreement effective June 1, 2011 to May 31, 2014 that provides wage increases as follows:

MANUFACTURING CONT'D

June 1, 2011	6.0 per cent
June 1, 2012	6.0 per cent
June 1, 2013	6.0 per cent

Hourly Wages	June 1, 2011	June 1, 2012	June 1, 2013
Assembler (base rate)	\$11.41	\$12.20	\$13.00
Packer (base rate)	\$12.24	\$12.87	\$13.50
Machine Operator (base rate)	\$11.91	\$13.20	\$14.50

MINING

Parties: Gibraltar Mines Ltd.
AND
Canadian Auto Workers local 3018

Contract expiry: May 31, 2012; 471 unionized employees. The parties have ratified a 4-year agreement effective June 1, 2012 to May 31, 2016 that provides wage increases as follows:

December 21, 2012	2.5 per cent
December 21, 2013	2.5 per cent
December 21, 2014	3.0 per cent
December 21, 2015	3.0 per cent

Hourly Wages	Dec 21, 2012	Dec 21, 2013	Dec 21, 2014	Dec 21, 2015
Mill Control Room	\$34.49	\$35.35	\$36.41	\$37.50
Mine Blaster/Driller	\$32.51	\$33.32	\$34.32	\$35.35
Truck Driver	\$29.18	\$29.91	\$30.81	\$31.73
Certified Journeyman	\$39.25	\$40.23	\$41.44	\$42.68

TRADES & SERVICES

Parties: Beachcomber Hot Tubs
AND
Canadian Auto Worker local 114

Contract expiry: December 31, 2011; 68 unionized employees. The parties have ratified a 3-year agreement effective January 1, 2012 to December 31, 2014 that provides wage increases as follows:

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TRADES & SERVICES CONT'D

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

Hourly Wages	January 1, 2012	January 1, 2013
Repair Technician	\$23.19	\$23.44
Certified Trades	\$32.05	\$32.30

Parties: Brown Bros. Ford
AND
International Association of Machinists and Aerospace Workers

Contract expiry: Mar 31, 2012; 60 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	2.0 per cent
April 1, 2013	2.0 per cent
April 1, 2014	2.0 per cent

No key wage data available

Parties: G4S Cash Solutions (Vancouver)
AND
Canadian Auto Workers local 114

Contract expiry: January 31, 2012; 170 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

Hourly Wages	February 1, 2012	February 1, 2013	February 1, 2014
Armoured Driver (base rate)	\$20.44	\$20.85	\$21.27
Guard (base rate)	\$19.74	\$20.13	\$20.53

TRADES & SERVICES CONT'D

Parties: G4S Cash Solutions (Prince George)
AND
Canadian Auto Workers local 114

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

Hourly Wages	February 1, 2012	February 1, 2013	February 1, 2014
Armoured Driver (base rate)	\$17.32	\$17.67	\$18.02
Guard (base rate)	\$16.69	\$17.02	\$17.36

Parties: G4S Cash Solutions (Vancouver Island)
AND
Canadian Auto Workers local 114

Contract expiry: January 31, 2012; 75 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

Hourly Wages	February 1, 2012	February 1, 2013	February 1, 2014
Armoured Driver (base rate)	\$19.52	\$19.91	\$20.31
Guard (base rate)	\$17.62	\$17.97	\$18.33

Parties: D.A. Townley & Associates Limited
AND
Canadian Office and Professional Employees' Union local 378

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

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

TRADES & SERVICES CONT'D

January 1, 2011	1.0 per cent
January 1, 2012	1.0 per cent
January 1, 2013	2.0 per cent
January 1, 2014	2.0 per cent

No key wage data available

Note

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

Parties: British Columbia Automobile Association (Emergency Road Service)
AND
Canadian Office and Professional Employees' Union local 378

Contract expiry: September 30, 2011; 68 unionized employees. The parties have ratified a 3-year agreement effective October 1, 2011 to September 30, 2014 that provides wage increases as follows:

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

Monthly Wages	October 1, 2011	October 1, 2012	October 1, 2013
Customer Service Representative (base rate)	\$2789	\$2845	\$2902

Parties: British Columbia Automobile Association (Service Centre)
AND
Canadian Office and Professional Employees' Union local 378

Contract expiry: September 30, 2011; 103 unionized employees. The parties have ratified a 3-year agreement effective October 1, 2011 to September 30, 2014 that provides wage increases as follows:

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

Monthly Wages	October 1, 2011	October 1, 2012	October 1, 2013
Insurance Advisor (base rate)	\$2536	\$2586	\$2902

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

TRADES & SERVICES CONT'D

Parties: Brandt Tractor
AND
International Brotherhood of Teamsters local 31

Contract expiry: May 31, 2012; 98 unionized employees. The parties have ratified a 1-year agreement effective October 19, 2012 to October 31, 2013 that provides wage increases as follows:

October 19, 2012	0.0 per cent
October 22, 2013	1.8 per cent

No key wage data available

Note

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

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Canadian Pacific Railway
AND
International Brotherhood of Electrical Workers (Signals & Communications)

Contract expiry: December 31, 2012; 450 unionized employees. The parties have ratified a 5-year agreement effective January 1, 2013 to December 31, 2017 that provides wage increases as follows:

January 1, 2013	3.0 per cent
January 1, 2014	3.0 per cent
January 1, 2015	3.0 per cent
January 1, 2016	3.0 per cent
January 1, 2017	3.0 per cent

No key wage data available

Parties: Canadian Pacific Railway
AND
Teamsters Canada Rail Conference (Maintenance of Way)

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Contract expiry: December 31, 2012; unknown number of BC unionized employees. The parties have ratified a 5-year agreement effective January 1, 2013 to December 31, 2017 that provides wage increases as follows:

January 1, 2013	3.0 per cent
January 1, 2014	3.0 per cent
January 1, 2015	3.0 per cent
January 1, 2016	3.0 per cent
January 1, 2017	3.0 per cent

No key wage data available

Parties: Canadian Pacific Railway
AND
United Steelworkers Union local 1976

Contract expiry: December 31, 2012; unknown number of BC unionized employees. The parties have ratified a 5-year agreement effective January 1, 2013 to December 31, 2017 that provides wage increases as follows:

January 1, 2013	3.0 per cent
January 1, 2014	3.0 per cent
January 1, 2015	3.0 per cent
January 1, 2016	3.0 per cent
January 1, 2017	3.0 per cent

No key wage data available

Parties: Fortis BC Energy
AND
Canadian Office & Professional Employees Union local 378

Contract expiry: March 31, 2012; 522 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	2.0 per cent
April 1, 2013	2.0 per cent
April 1, 2014	2.0 per cent

No key wage data available

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Parties: Canadian National Railway
AND
International Brotherhood of Electrical Workers (Signals & Communications)

Contract expiry: December 31, 2012; 84 BC unionized employees. The parties have ratified a 4-year agreement effective January 1, 2013 to December 31, 2016 that provides wage increases as follows:

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

No key wage data available

Parties: Great Canadian Railtour Company
AND
International Brotherhood of Teamsters local 31

Contract expiry: December 31, 2009; 110 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2010 to December 31, 2013 that provides no general wage increases.

Hourly Wages	January 1, 2010
Employee (prior to June 2011)	\$14.86
Employee (after June 2011)	\$12.50

Note

- The agreement was reached after a 15 month lockout.

PUBLIC SECTOR**EDUCATION**

Parties: Camosun College
College of New Caledonia
College of the Rockies
Douglas College
Nicola Valley Institute of Technology
North Island College
Northwest Community College

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

EDUCATION CONT'D

Okanagan College
 Selkirk College
 Vancouver Community College
 AND
 Federation of Post Secondary Educators (Compensation Template)

Contract expiry: March 31, 2012; 2,237 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

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

No key wage data available

Parties: British Columbia Institute of Technology (Vocational Instructors)
 AND
 British Columbia Government and Service Employees' Union

Contract expiry: March 31, 2012; 625 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	0.0 per cent
December 31, 2012	1.0 per cent
April 1, 2013	1.0 per cent
September 1, 2013	1.0 per cent
January 1, 2014	1.0 per cent

No key wage data available

Parties: British Columbia Institute of Technology
 AND
 BCIT Faculty & Staff Association

Contract expiry: June 30, 2010; 2,200 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

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

EDUCATION CONT'D

July 1, 2012	0.0 per cent
March 31, 2013	1.0 per cent
July 1, 2013	1.0 per cent
December 1, 2013	1.0 per cent
April 1, 2014	1.0 per cent

No key wage data available

Parties: Camosun College
Northern Lights College
Northwest Community College
Okanagan College
Selkirk College
AND
British Columbia Government and Service Employees' Union (Faculty)

Contract expiry: March 31, 2012; 520 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	0.0 per cent
December 31, 2012	1.0 per cent
April 1, 2013	1.0 per cent
September 1, 2013	1.0 per cent
January 1, 2014	1.0 per cent

Annual Wages	December 31, 2012	April 1, 2013	September 1, 2013	January 1, 2014
Step 11	\$52,315	\$52,839	\$53,368	\$53,902

Parties: College of New Caledonia
AND
Canadian Union of Public Employees local 4951 (Support Staff)

Contract expiry: May 31, 2010; 300 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
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

EDUCATION CONT'D

Parties: Douglas College
AND
British Columbia Government & Service Employees' Union (Support Staff)

Contract expiry: June 30, 2010; 332 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

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

No key wage data available

Parties: Kwantlen Polytechnic University
AND
British Columbia Government & Service Employees' Union (Support Staff)

Contract expiry: June 30, 2010; 395 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

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

No key wage data available

Parties: Northern Lights College
AND
British Columbia Government & Service Employees' Union (Support Staff)

Contract expiry: June 30, 2010; 110 unionized employees. The parties have ratified a 4-year agreement effective July 1, 2010 to June 30, 2014 that provides wage increases as follows:

EDUCATION CONT'D

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

Hourly Wages	December 1, 2012	March 1, 2013	July 1, 2013	April 1, 2014
Class 4	\$18.60	\$18.78	\$18.97	\$19.16

Parties: University of Victoria
AND
Canadian Union of Public Employees local 4163 (Sessional Instructors)

Contract expiry: April 30, 2012; 950 unionized employees. The parties have ratified a 2-year agreement effective May 1, 2012 to April 30, 2014 that provides wage increases as follows:

May 1, 2012	2.0 per cent
May 1, 2013	1.38 per cent

No key wage data available

HEALTH & WELFARE

Parties: Health Employers' Association of British Columbia
AND
Community Bargaining Association

Contract expiry: March 31, 2012; 16,000 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	0.0 per cent
February 18, 2013	2.0 per cent
April 1, 2013	1.0 per cent

Note

- Effective April 1, 2013, vacation reduced by 1 day.
- Incremental wage scale step-up effective after working 1950 hours rather than 1800 hours.

HEALTH & WELFARE CONT'D

Parties: Health Employers' Association of British Columbia
AND
Health Sciences Professionals Bargaining Association

Contract expiry: March 31, 2012; 16,187 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

April 1, 2012	0.0 per cent
March 6, 2013	2.0 per cent
April 1, 2013	1.0 per cent

Note

- Wage increase effective for all classifications except pharmacists.

Parties: Simon Fraser University Childcare Society
AND
British Columbia Government & Service Employees' Union

Contract expiry: March 31, 2012; unknown number of 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
March 30, 2013	3.0 per cent
September 6, 2014	1.0 per cent

No key wage rate available

MUNICIPAL GOVERNMENT

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

Contract expiry: December 31, 2010; 155 unionized employees. The parties have ratified a 3-year agreement effective January 1, 2011 to December 31, 2013 that provides wage increases as follows:

January 1, 2011	1.5 per cent
January 1, 2012	1.5 per cent
January 1, 2013	1.5 per cent

MUNICIPAL GOVERNMENT CONT'D

Hourly Wages	January 1, 2011	January 1, 2012	January 1, 2013
Circulation Assistant (base rate)	\$18.43	\$18.70	\$18.99
Reference Assistant (base rate)	\$21.24	\$21.56	21.89
Librarian II (base rate)	\$23.38	\$23.74	\$24.09

Parties: City of Coquitlam
AND
International Association of Firefighters local 1782

Contract expiry: December 31, 2009; 144 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 rates available

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

Contract expiry: December 31, 2009; 130 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2010 to December 31, 2013 that provides wage increases as follows:

January 1, 2010	2.0 per cent
January 1, 2011	2.5 per cent
January 1, 2012	2.5 per cent
January 1, 2013	2.75 per cent

No key wage data available

MUNICIPAL GOVERNMENT CONT'D

Parties: City of Port Coquitlam
AND
International Association of Firefighters local 1941

Contract expiry: December 31, 2009; unknown number of 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

Parties: City of Richmond
AND
Canadian Union of Public Employees local 718

Contract expiry: December 31, 2011; 501 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 Richmond
AND
Canadian Union of Public Employees local 394 (Outside Workers)

Contract expiry: December 31, 2011; 307 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides wage increases as follows:

MUNICIPAL GOVERNMENT CONT'D

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 Richmond
AND
Canadian Union of Public Employees local 3966 (Library Board)

Contract expiry: December 31, 2011; 69 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 391 (Library Board)

Contract expiry: December 31, 2011; 338 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: Vancouver Parks Board
AND
Canadian Union of Public Employees local 1004 (Outside Workers)

Contract expiry: December 31, 2011; unknown number of 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: Vancouver Parks Board
AND
Canadian Union of Public Employees local 15 (Inside Workers)

Contract expiry: December 31, 2011; unknown number of 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

TRADE & SERVICES

Parties: WorkSafeBC
AND
Compensation Employees' Union

Contract expiry: March 31, 2012; 2,500 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
April 1, 2013	2.0 per cent

No key wage data available

PUBLIC SERVICE

Parties: BC Pavilion Corporation
AND
British Columbia Government & Service Employees' Union

Contract expiry: May 31, 2012; 640 unionized employees. The parties have ratified a 3-year agreement effective June 1, 2012 to May 31, 2015 that provides wage increases as follows:

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

No key wage data available

Parties: BC Housing
AND
British Columbia Government & Service Employees' Union (Administration)

Contract expiry: March 31, 2012; 142 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 rates available

Parties: BC Housing
AND
British Columbia Government & Service Employees' Union (Maintenance)

Contract expiry: March 31, 2012; 355 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides wage increases as follows:

PUBLIC SERVICE CONT'D

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

No key wage rates available

Parties: Legal Services Society of British Columbia
 AND
 British Columbia Government & Service Employees' Union

Contract expiry: March 31, 2012; 110 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	2.0 per cent
April 1, 2013	2.0 per cent
April 1, 2014	2.0 per cent

No key wage data available



STATISTICS

Wage Settlement Data for the Year Ending March 31, 2013

MONTH	NUMBER OF CONTRACTS	NUMBER OF EMPLOYEES			FIRST-YEAR WAGE INCREASES		
		Public Sector	Private Sector	All Industries	FIRST-YEAR INCREASE WEIGHTED AVERAGE	Private Sector	FIRST-YEAR % INCREASE All Industries
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
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
12-mth TOTAL	168	239,248	33,217	272,465	0.55	1.47	0.67

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 March, the all industries average wage settlement increased to 0.67 per cent from 0.64 per cent the previous month. The public sector 12-month average decreased once again from 0.57 per cent to 0.55 per cent while the private sector average increased to 1.47 from 1.10 per cent in the 12-month period ending in February.

The private sector settlement affecting the greatest number of employees occurred between Aramark Canada at Rogers Arena and Unite-Here local 40. The 3-year agreement, covering 800 employees, is effective from December 12, 2011 to December 11, 2014. It provides for wage increases of 1.0% effective December 12, 2011, 1.0% effective June 12, 2012, 1.5% effective December 12, 2012, 1.5% effective June 12, 2013, 2.0% effective December 12, 2013 and 2.0% effective June 12, 2014.

There was a notable public sector settlement included in the March statistics. The agreement affecting the most bargaining unit employees occurred between the Health Employers Association of British Columbia and the Health Science Professionals Bargaining Association. The 2-year agreement covers 16,187 employees and is effective from April 1, 2012 to March 31, 2014, providing wage increases of 0.0% effective April 1, 2012, 2.0% effective March 6, 2013, and 1.0% effective April 1, 2013. Pro-rating the first year results in a 0.13% effective increase.

CONSUMER PRICE INDICES

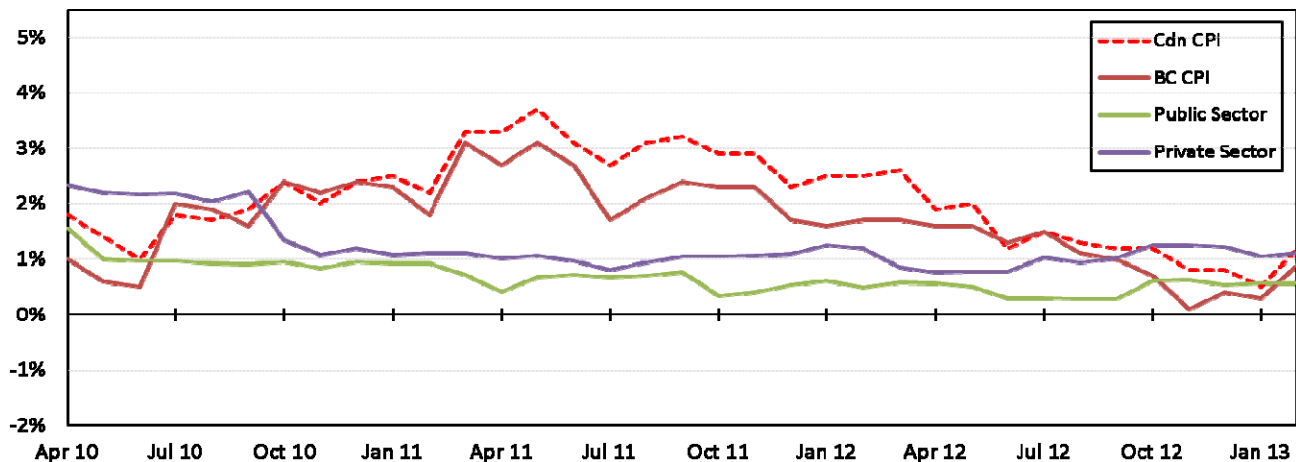
Date	CANADA		VANCOUVER		VICTORIA		BRITISH COLUMBIA	
	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)
2006 Avg.	109.1	2.0	108.0	1.9	108.5	1.6	108.1	1.8
2007 Avg.	111.5	2.2	110.2	2.0	109.8	1.2	110.0	1.7
2008 Avg.	114.1	2.4	112.8	2.4	111.8	1.8	112.3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

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

BC's inflation rate has dropped below 1% in the first two months of 2013, but remains lower than the national inflation rate. Food was up by 0.9% and shelter experienced no change while transportation costs shot up by 2.3% from January to February. 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.

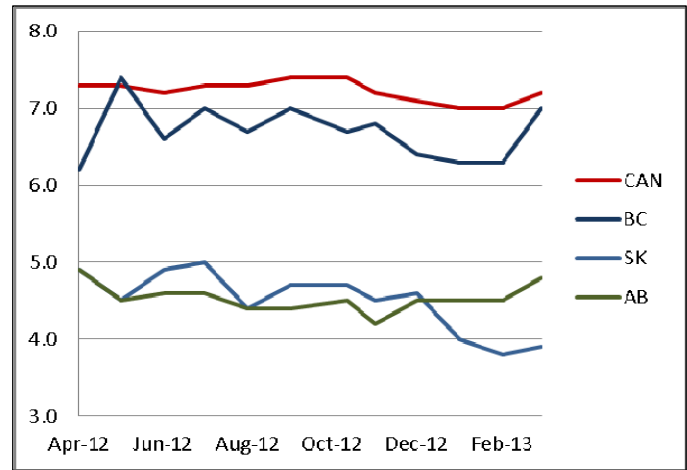
Wage Increases - First Year of Contract (BC)
12-Month Totals, 36-Month Period
BC and Canada Annual Per Cent Change CPI



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

UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)

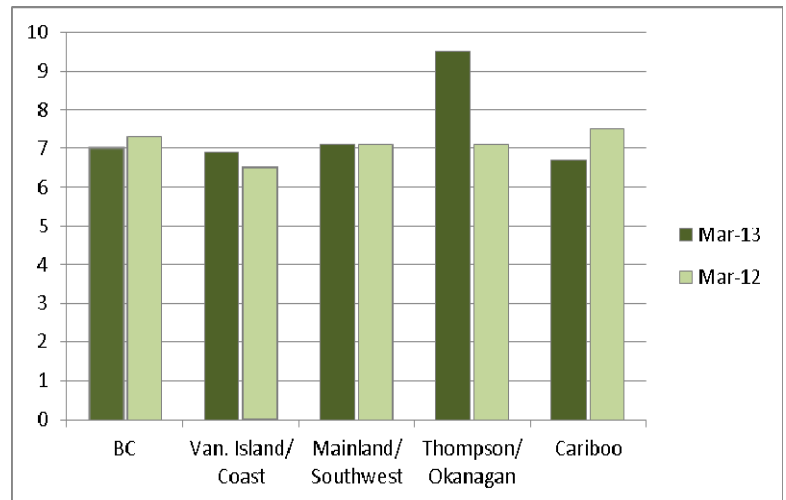
PROVINCES	Mar/13	Feb/13	Mar/12
Canada	7.2	7.0	7.2
Nfld	12.3	11.7	12.9
Prince Edward Island	12.1	11.6	11.3
Nova Scotia	9.5	9.3	8.5
New Brunswick	10.5	10.1	10.3
Quebec	7.7	7.4	7.8
Ontario	7.7	7.7	7.4
Manitoba	5.0	4.9	5.3
Saskatchewan	3.9	3.8	4.8
Alberta	4.8	4.5	5.2
British Columbia	7.0	6.3	7.0



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

BC METRO AND ECONOMIC REGIONS**	Mar/13	Mar/12
Vancouver Island Coast	6.9	6.5
Victoria	5.7	5.5
Mainland/Southwest	7.1	7.1
Vancouver	7.0	6.6
Abbotsford – Mission	7.9	11.4
Thompson/Okanagan	7.1	9.5
Kelowna	7.1	9.4
Kootenay	5.5	6.5
Cariboo	6.7	7.5
Prince George	5.7	7.4
North Coast & Nechako	8.2	11.8
Northeast	4.6	3.6

**Regional Unemployment Rates, %
(Mar 2012 and Mar 2013)**



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, April 2013

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				
Construction Labour Relations Association	Various unions	35,000	Apr. 30, 2010	Negotiations - continuing
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.	CEP local 601	150	Jan. 31, 2013	Negotiations – yet to commence
Cullen Diesel	IAMAW local 692	180	Feb. 28, 2013	Negotiations – continuing
	Teamsters local 213	Unknown	Feb. 28, 2013	Negotiations – continuing
Spectra Energy Transmission	CEP local 686 (McMahon Plant)	85	Jan. 31, 2013	Negotiations – yet to commence
	CEP local 862 (Ft. Nelson Plant)	60	Jan. 31, 2013	Negotiations – yet to commence
	CEP (Pine River)	60	Jan. 31, 2013	Negotiations – yet to commence
Superior Propane Inc.	Teamsters local 213	700	Dec. 31, 2013	Negotiations – yet to commence
FINANCE				
Islands Saving Credit Union	COPE local 378	70	Jun. 30, 2013	Negotiations – yet to commence
Interior Savings Credit Union	BCGEU local 1707	72	Dec. 31, 2013	Negotiations – yet to commence
FOOD & BEVERAGE				
Cara Operations - YVR	UNITE-HERE local 40	650	Jul. 31, 2013	Negotiations – yet to commence
Compass Group Canada (Morrison Management)	USW local 2009	117	Dec. 5, 2013	Negotiations – yet to commence
Compass Group Canada (Victoria International Airport)	UNITE-HERE local 40	66	Jun. 14, 2013	Negotiations – yet to commence
IGA #15 & #27	UFCW local 1518	86	Jul. 10, 2010	Settled – details pending

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Island Farms	Teamsters local 464	230	Sep. 30, 2011	Settled – details pending
Overwaitea Food Group	UFCW local 247	900	Mar. 31, 2013	Negotiations – yet to commence
Overwaitea/Save On Foods	UFCW local 1518	9,000	Mar. 31, 2013	Negotiations – continuing
Safeway Canada	BCTGM local 468	250	Mar. 31, 2013	Negotiations – continuing
	UFCW local 1518	8,000	Mar. 31, 2013	Negotiations – continuing
	UFCW local 247	500	Mar. 31, 2013	Negotiations – continuing
Tober Enterprises (IGA)	UFCW local 1518	500	Mar. 31, 2013	Negotiations – continuing
	UFCW local 247	Unknown	Mar. 31, 2013	Negotiations – yet to commence
FORESTRY				
Canadian Forest Products Ltd.	USW locals 405, 417, 423	2,300	Jun. 30, 2013	Negotiations – yet to commence
Council on Northern Interior Forest Employment Relations	USW	1,800	Jun. 30, 2013	Negotiations – yet to commence
Fraser Lake Sawmill	USW local 424	196	Jun. 30, 2013	Negotiations – yet to commence
Interior Forest Labour Relations Association	USW locals 405, 417, 423	2,500	Jun. 30, 2013	Negotiations – yet to commence
West Fraser Ltd.	USW local 425 (100 Mile House)	149	Jun. 30, 2013	Negotiations – yet to commence
	USW local 417 (Chasm)	157	Jun. 30, 2013	Negotiations – yet to commence
	USW local 424 (Houston)	287	Jun. 30, 2013	Negotiations – yet to commence
Pacific Inland Resources	NIWA	160	Sep. 30, 2013	Negotiations – yet to commence
HEALTH & WELFARE				
Aramark	HEU, Vancouver Coastal Health & Providence	750	Sep. 30, 2012	Negotiations - continuing
Beckley Farm Lodge operating Ayre Manor	HEU	62	Mar. 31, 2012	Status - Unknown
Bevan Lodge	HEU	106	Mar. 31, 2012	Status - Unknown
Compass Group Canada	HEU, Vancouver Island Health Authority	1,050	Sep. 30, 2012	Negotiations - continuing
	HEU, Provincial Health Services Authority	250	Sep. 30, 2012	Negotiations - continuing
Domcor Health, Safety & Security Inc.	HEU	77	Sep. 30, 2013	Negotiations – yet to commence

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

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
HRC Care Society (Westminster House)	BCGEU	75	Dec. 31, 2012	Negotiations – continuing
Laurel Place Holdings	HEU	235	First C/A	Status - Unknown
Lifestyles Operations LP	BCGEU	75	Jun. 30, 2013	Negotiations – yet to commence
New Horizons Care Corporation	HEU	110	First C/A	Negotiations – continuing (mediation)
Pro Vita (Three Link Care Centre)	HEU	65	First C/A	Negotiations – continuing (mediation)
Revera	HEU	600	Mar. 31, 2010	Status - Unknown
Rosemary Heights	BCGEU	130	Sep. 30, 2011	Negotiations – continuing
Royal City Manor	HEU	185	Dec. 31, 2011	Negotiations – continuing (mediation)
Sodexo Canada	HEU, Abbotsford Hospital and Cancer Centre	200	May 31, 2012	Tentative agreement – awaiting ratification
	HEU	1,500	Sep. 30, 2012	Tentative agreement – awaiting ratification
Stanford Place Holdings	HEU	213	First C/A	Status - Unknown
Sterling Health Services Corp (Simon Fraser Lodge)	HEU	109	Aug. 31, 2010	Status - Unknown
MANUFACTURING				
Canadian Fishing Co.	UFAW	821	Apr. 15, 2013	Negotiations – yet to commence
Canadian Springs (Richmond)	Teamsters local 31	110	Apr. 30, 2013	Negotiations – yet to commence
Canexus Chemicals	CEP local 697	107	May 15, 2013	Negotiations – yet to commence
Crown Packaging Ltd.	CEP local 951	67	Jun.30, 2012	Negotiations – yet to commence
	CEP local 433	165	Jun. 30, 2012	Negotiations – yet to commence
Ellett Industries Ltd.	SMWIA	75	Apr. 30, 2013	Negotiations – yet to commence
Halkin Tool Ltd.	CAW local 114	120	Sep. 14, 2012	Negotiations - continuing
Johnston Packers	UFCW local 1518	94	Dec. 31, 2013	Negotiations – yet to commence
Lafarge – 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 – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Lafarge – Cement	Boilermakers	60	Oct. 31, 2012	Negotiations – continuing
Lafarge – Columbia Bit	IUOE local 115	60	Feb. 28, 2013	Negotiations – continuing
Lantic Inc.	RWU local 517	150	Feb. 28, 2013	Negotiations – yet to commence
Lehigh Hanson Materials (Ocean Pipe)	Teamsters local 213			Negotiations – continuing
Lehigh Hanson Materials (Ready Mix)	Teamsters local 213			Negotiations – continuing
Lehigh Hanson Materials (Aggregate)	IUOE local 115	75	Mar. 31, 2013	Negotiations – continuing
Le-Ron Plastics	CAW local 114	40	Sept. 14, 2013	Negotiations – yet to commence
Lucerne Foods	RWU local 580 (processing plant)	175	Jan. 5, 2013	Negotiations – continuing
Moduline Industries Ltd.	IAMAW local 2711	118	Nov. 30, 2013	Negotiations – yet to commence
Norampac	CEP local 433	112	Jun. 30, 2012	Negotiations - continuing
Royal Flex Lox Pipe Ltd.	Teamsters local 213	80	Mar. 31, 2013	Negotiations - continuing
Sunrise Poultry Processors	UFCW local 1518	400	Jun. 30, 2013	Negotiations – yet to commence
Saputo	Teamsters local 464	500	Mar. 31, 2013	Negotiations – yet to commence
The Original Cakerie	Teamsters local 464	244	May 31, 2012	Negotiations – continuing
Uplands	Teamsters local 213			Negotiations - continuing
Vancouver Shipyards	Pemberton Poly Party	400	Feb. 28, 2013	Negotiations – continuing
	Panamax Drydock Council	250	Feb. 28, 2013	Negotiations – yet to commence
MINING				
BC Sheet Metal Association	SMWIA local 280	1,900	Apr. 30, 2013	Negotiations – yet to commence
EBCO Industries	Ironworkers local 712	98	May 31, 2013	Negotiations – yet to commence
Endako Mines	USW local 424	304	Mar. 31, 2013	Negotiations – continuing
Kemess Mines	IUOE local 115	135	Dec. 31, 2013	Negotiations – yet to commence
Quinsam Coal Corporation	USW local 9347	75	Apr. 30, 2013	Negotiations – yet to commence
TRADES & SERVICES				
ABM Janitorial Services	Teamsters local 213	137	Oct. 31, 2008	Settled – details pending
Accenture	COPE local 378	1,303	Aug. 31, 2013	Negotiations – yet to commence

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Army & Navy	CLAC	150	Dec. 31, 2010	Status - Unknown
Bandstra Transportation	CLAC local 66	98	Apr. 30, 2010	Settled – details pending
Canadian Linen & Uniform Service	Teamsters local 213	110	Feb. 28, 2013	Negotiations – yet to commence
DHL Express Ltd.	CAW local 114	800	Mar. 31, 2013	Negotiations – continuing
Fairmont Empress Hotel	CAW local 4276	500	Aug. 31, 2013	Negotiations – yet to commence
Gateway Casinos and Entertainment (Lake City Casinos)	BCGEU	410	Sep. 4, 2013	Negotiations – yet to commence
Hastings Entertainment Inc.	COPE local 378	325	Jul. 31, 2011	Negotiations – continuing
	UNITE-HERE local 40	107	Dec. 31, 2010	Negotiations – continuing
Hospitality Industrial Relations	BCGEU local 1701	110	Dec. 31, 2010	Negotiations – continuing
	UNITE-HERE local 40	2,200	May 31, 2012	Negotiations – continuing
Hotel Grand Pacific	CAW local 114	150	Aug. 31, 2013	Negotiations – yet to commence
Hudson's Bay Company (Logistics Centre)	Teamsters local 31	326	Mar. 31, 2013	Negotiations – yet to commence
Hudson's Bay Company	UFCW local 1518	250	Jan. 31, 2012	Settled – details pending
Jericho Tennis Club	UNITE-HERE local 40	60	Sep. 30, 2011	Status - Unknown
Master Trade Union Group – Employer (VDLC)	COPE 378	60	Dec. 31, 2013	Negotiations – yet to commence
Prince George Citizen	CEP local 2000	100	May 31, 2012	Negotiations – continuing
Radisson Hotel & Suites	CAW local 3000	90	May 31, 2013	Negotiations – yet to commence
Ramada Inn (Prince George)	UNITE-HERE local 40	65	May. 31, 2012	Negotiations – continuing
Salvation Army (Harbour Light)	BCGEU	109	Mar. 31, 2013	Negotiations – yet to commence
Sheraton Vancouver	CAW local 3000	133	Apr. 30, 2012	Status - Unknown
Shoppers' Drug Mart	UFCW local 1518	72	Apr. 30, 2012	Negotiations – continuing (mediation)
The Cat Rental Stores	IAMAW local 692	65	Jul. 1, 2013	Negotiations – yet to commence
The News Group	Teamsters local 213	235	Dec. 31, 2013	Negotiations – yet to commence

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Vancouver Opera	IATSE local 118	55	Aug. 31, 2011	Settled – details pending
Vancouver Playhouse	IATSE local 118	200	Jun. 30, 2013	Negotiations – yet to commence
Zellers Inc. #264	UFCW local 1518	102	Mar. 31, 2013	Status – unknown
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
Avcorp Aerostructures	IAMAW local 11	360	Mar. 31, 2013	Negotiations – continuing
Black Press	CEP local 2000	350	Mar. 31, 2010	Tentative agreement – awaiting ratification
Canadian Pacific Railway	CP Police Association	60	Dec. 31, 2012	Settled – details pending
Canadian National Railway	Teamsters	500	Jul. 22, 2013	Negotiations – yet to commence
Consolidated Fastfrate	CAW local 114	220	Feb. 28, 2013	Negotiations – continuing
Fraser Wharves Ltd.	Teamsters local 213	140	Jan. 31, 2013	Negotiations – yet to commence
Fortis BC Inc.	IBEW local 213 (Electric)	250	Jan. 31, 2013	Negotiations – continuing (mediation)
Grayline of Victoria	CAW	100	Mar. 31, 2013	Negotiations – yet to commence
Great Canadian Railtour co.	Teamster local 31	110	Dec. 31, 2013	Negotiations – yet to commence
Jazz Aviation LP	CAW local 2002 (Customer Service and Airport Services Division)	320	Jan. 30, 2013	Negotiations - continuing
Protrans BC	BCGEU	175	Dec. 31, 2013	Negotiations – yet to commence
Seaspan ULC	CMSG	220	Sep. 30, 2013	Negotiations – yet to commence
	ILWU local 400	180	Sep. 30, 2013	Negotiations – yet to commence
Total Delivery Systems	CEP local 2000	180	Nov. 30, 2010	Tentative agreement – awaiting ratification
PUBLIC SERVICE				
NAV Canada	CAW local 5454	2,100	Mar. 31, 2013	Negotiations – continuing
<u>PUBLIC SECTOR</u>				
EDUCATION				
BC Public School Employers Association	BCTF	41,000	Jun. 30, 2013	Negotiations – continuing
Capilano University	Faculty Association	376	Mar. 31, 2010	Negotiations – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Emily Carr University of Art and Design	Faculty Association	150	Mar. 31, 2010	Negotiations – continuing
	CUPE local 15	100	Mar. 31, 2010	Negotiations - continuing
Justice Institute of BC	BCGEU local 703 (Support Staff)	151	Jun. 30, 2010	Tentative agreement – awaiting ratification
Kwantlen Polytechnic University	FPSE	610	Mar. 31, 2012	Negotiations – yet to commence
Langara College	CUPE local 15	616	Mar. 31, 2012	Tentative agreement – awaiting ratification
	FPSE	390	Mar. 31, 2012	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
Simon Fraser University	CUPE local 3338	1261	Mar. 31, 2010	Negotiations - continuing
	Poly Party trades unions	120	Apr. 30, 2010	Negotiations – continuing
University of British Columbia	CUPE local 116 (Aquatic Centre)	43	Dec. 31, 2010	Settled – details pending
	Faculty Association	3,500	Jun. 30, 2012	Negotiations – continuing
University of Northern British Columbia	Faculty Association	459	Jun. 30, 2012	Negotiations – continuing
University of the Fraser Valley	FPSE	790	Mar. 31, 2012	Negotiations – continuing
University of Victoria	Faculty Association	830	Mar. 31, 2010	Negotiations – continuing
Vancouver Community College	CUPE local 4627	302	Mar. 31, 2010	Tentative agreement – awaiting ratification
Vancouver Island University	FPSE	448	Mar. 31, 2012	Negotiations – continuing
	BCGEU	145	Mar. 31, 2012	Tentative agreement – awaiting ratification
FEDERAL GOVERNMENT				
Treasury Board of Canada	CMSG (Ship's Officers)	980	Mar. 31, 2011	Negotiations – continuing (arbitration)
	PSAC (Technical Services)	1,538	Jun. 21, 2011	Negotiations - continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
HEALTH & WELFARE				
UBC Childcare	BCGEU	329	Apr. 30, 2010	Settled – details pending
MUNICIPAL GOVERNMENT				
Abbotsford, City of	CUPE local 774	500	Dec. 31, 2011	Negotiations – continuing (mediation)
Abbotsford Police Department	Teamsters local 31 (support staff)	70	Dec. 31, 2011	Negotiations – continuing
Chilliwack, City of	CUPE local 1050	440	Dec. 31, 2013	Negotiations – yet to commence
Cowichan Valley Regional District	CUPE local 358	210	Dec. 31, 2013	Negotiations – yet to commence
	IATSE local 168	20	Dec. 31, 2013	Negotiations – yet to commence
	USW local 1-1937	25	Dec. 31, 2013	Negotiations – yet to commence
Coquitlam, City of	CUPE local 386	441	Dec. 31, 2011	Negotiations – continuing
Delta, Corporation of	Police Board		Dec. 31, 2012	Tentative agreement – awaiting ratification
Fraser Valley Regional District	CUPE local 458	52	Dec. 31, 2013	Negotiations – yet to commence
Greater Victoria Labour Relations Association	IAFF local 730	140	Dec. 31, 2009	Negotiations – continuing
	CUPE various locals	4,800	Dec. 31, 2013	Negotiations – yet to commence
Kamloops, City of	CUPE local 900	400	Dec. 31, 2013	Negotiations – yet to commence
	IAFF local 913	120	Dec. 31, 2010	Negotiations – continuing (arbitration)
Kelowna, City of	CUPE local 338	515	Dec. 31, 2013	Negotiations – yet to commence
Kimberley, City of	USW local 1-405	55	Feb. 29, 2011	Tentative agreement – awaiting ratification
Langley, City of	CUPE local 2058	Unknown	Dec. 31, 2011	Negotiations – continuing
	IAFF local 3253	Unknown	Dec. 31, 2009	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
Maple Ridge, District of	IAFF local 4449	207	Dec. 31, 2009	Negotiations – continuing
	CUPE local 622	207	Mar. 31, 2012	Negotiations - continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Metro Vancouver	Teamsters local 31 (inside workers)	442	Dec. 31, 2011	Negotiations – continuing
	GVRDEU (outside workers)	600	Dec. 31, 2011	Negotiations – continuing
Mission, District of	CUPE local 1267	218	Dec. 31, 2013	Negotiations – yet to commence
Nanaimo, City of	IAFF local 905	97	Mar. 31, 2010	Negotiations – continuing
	CUPE local 401	750	Dec. 31, 2013	Negotiations – yet to commence
New Westminster, City of	IAFF local 256	88	Dec. 31, 2009	Negotiations – continuing
New Westminster Police Board	NWPOA	113	Mar. 31, 2010	Negotiations – continuing
North Cowichan, District of	CUPE local 358	200	Dec. 31, 2013	Negotiations – yet to commence
North Vancouver, District of	CUPE local 389	370	Dec. 31, 2011	Negotiations – continuing
Pacific National Exhibition	CUPE local 1004	4,000	Dec. 31, 2013	Negotiations – yet to commence
Penticton, City of	IAFF local 1399	40	Dec. 31, 2009	Negotiations – continuing
	CUPE local 608	178	Dec. 31, 2013	Negotiations – yet to commence
Port Coquitlam, City of	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, 2012	Negotiations – yet to commence
Prince George, City of	IAFF local 1372	117	Mar. 31, 2010	Negotiations – continuing
Qualicum Beach, Town of	CUPE local 401	65	Dec. 31, 2013	Negotiations – yet to commence
Quesnel, City of	CUPE local 1050	114	Jun. 7, 2013	Negotiations – yet to commence
Revelstoke, City of	CUPE local 363	85	Dec. 31, 2013	Negotiations – yet to commence
Richmond, City of	CUPE local 718	700	Dec. 31, 2011	Negotiations – continuing
Saanich, Corporation of the District of	CUPE local 2011	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 (mediation)
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

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Vancouver Police Board	Teamsters local 31	262	Dec. 31, 2011	Negotiations – continuing
Vancouver Island Regional Library	CUPE local 401	200	Dec. 31, 2010	Negotiations – continuing (mediation)
Vernon, City of	CUPE local 626	146	Dec. 31, 2013	Negotiations – yet to commence
West Kelowna, District of	Local Government Employees Union	101	Dec. 31, 2013	Negotiations – yet to commence
West Vancouver, District of	IAFF local 2525	97	Dec. 31, 2009	Negotiations – continuing (mediation)
	ATU local 134	96	Mar. 31, 2012	Negotiations – continuing
West Vancouver Police Board	West Vancouver Police Association	81	Mar. 31, 2012	Negotiations – yet to commence
White Rock, Corporation of	CUPE local 402-01	100	Dec. 31, 2011	Negotiations – continuing
Williams Lake, City of	IUOE local 882-B	120	Jun. 30, 2012	Negotiations - continuing
PUBLIC SERVICES				
West Shore Parks and Recreation Society	CUPE local 1978	175	Dec. 31 2010	Status - Unknown
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
BC Transit (Skytrain)	CUPE local 7000	530	Aug. 31, 2013	Negotiations – yet to commence
	COPE 378	120	Mar. 31, 2012	Tentative agreement – awaiting ratification
Canadian Broadcasting Corporation	Various unions	Unknown	Sep. 24, 2012	Status – unknown
Coast Mountain Bus Co. Ltd.	CUPE local 4500	176	Dec. 31, 2011	Negotiations – continuing
	CAW local 111	3,500	Mar. 31, 2012	Negotiations – continuing
	COPE local 378	443	Mar. 31, 2011	Negotiations – continuing
	CAW local 220	1,000	Mar. 31, 2012	Negotiations – continuing
Dynamex Inc.	CAW local 114	140	Mar. 31, 2012	Negotiations – continuing
Whistler Transit	CAW local 114	63	Mar. 31, 2012	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)
McArthur	District of West Vancouver	West Vancouver Fire Fighters 2525	December 31, 2009	97	All issues	Met November 24, 25, December 16, 2010, January 7, April 18, 28, May 24, September 22, 28, November 18, 2011 and January 12, 2012.
Sones	Mountainside Lodge Ltd.	CAW 3000	August 31, 2012	Unk	Wages, RRSP, LOU#3, Employer proposals.	Met February 28 and March 1.
McArthur	Ladysmith and District Credit Union	COPE 378	June 30, 2012	26	All monetary issues and various non-monetary ones.	Met November 8, December 17 and January 29.
Sones	Slizek Investments Inc. (Advocare Health Services)	BCGEU & HEU		Unk		Met November 21. Tentative settlement reached turned down at ratification. Mediating by telephone.
McArthur	Quilchena Golf and Country Club	CUPE 394	September 30, 2011	Unk	Numerous	Met November 21, 22, December 6, January 17. Reported out January 18 and lockout notice same day. Last offer rejected. Employer locked out February 4.
Sones	Kimco Controls Ltd.	UA Local 516	First collective agreement	12	All issues.	Met March 6 & 7.
Bains	Tojalomi Enterprises Ltd	UFCW 1518	First collective agreement	17	All issues	Meeting May 13 and 14.
McArthur	Shoppers Drug Mart (Davie Street location)	UFCW 1518	April 30, 2012	70	Numerous issues	Met February 27 and 28. Meeting May 6.
McArthur	FortisBC	IBEW 213	January 31, 2013	250	Numerous issues	Meeting April 8 and 9.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Bains	Revera - Life Style Operations	HEU and BCNU	June 30, 2012	177	Job security, benefits, pension, sick leave and wages	Met February 25 and March 28.
McArthur	Teamsters 213 Member Benefits Plans	COPE 378	April 30, 2011	8	Vacation, 9 day fortnight, term, wages leave, benefits, pension and others.	Arranging meetings.
Cameron	Rambow Mechanical Ltd	UA Locals 170 and 324	First collective agreement	24	All issues	Met March 25 and March 27. Scheduling meetings in May.
Bains	Pro Vita (Three Links Care Centre)	HEU	First collective agreement	65	Numerous issues	Met March 21. Meeting April 10. Union applied under Section 55 on March 25.
Cameron	Richmond Honda	IAM 250	December 2012	41	Wages and compensation.	Meeting April 24.
McArthur	Marine Drive Golf Club	UNITE HERE, Local 40	December 2012	49	All monetary and some non-monetary issues.	Meeting April 18.
Bains	Capilano Students' Union	CUPE 1004	June 30, 2012	7	Numerous issues	Meeting April 3.
Bains	Wellesley of Victoria	BCGEU	December 31, 2011	51	Wages, benefits, stats, various leaves, and more.	Meeting April 15 and 16.



STRIKES AND LOCKOUTS

PUBLIC

HEALTH & WELFARE

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.
