



## BC LABOUR MARKET AND BARGAINING OVERVIEW

Following some improvement in June, employment slipped in July leaving the total number of jobs in BC basically unchanged over the past couple of months. And the picture is largely the same when looking at the past year. While employment levels have fluctuated month-to-month, the number of jobs in the province is now the same as it was back in July of 2012.

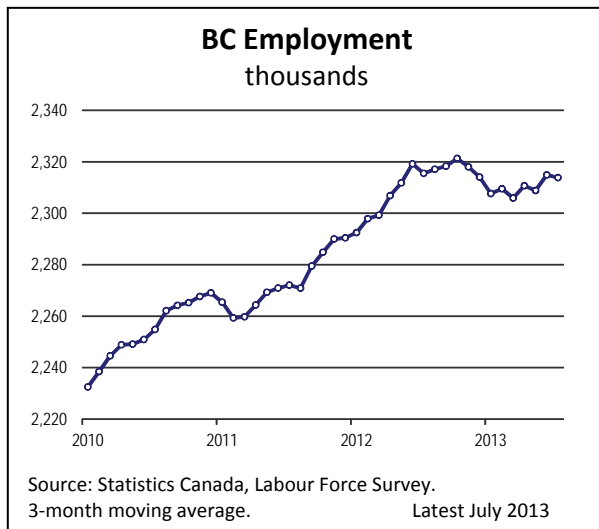
With the most recent drop in overall employment, BC's unemployment rate edged up to 6.7%, which is what it averaged in 2012. Bottom line is the provincial labour market remains soft.

typically between 1% and 2.5%. There were 12 private sector settlements in June/July. Four of them had no first-year wage increases for the years 2012 and 2013. A 29-month agreement has no wage increases at all. And one three-year agreement has an increase of 1% in the second year.

There were 10 public sector agreements over the past two months, six of which have wage increases of zero in the first year (2011 or 2012). For current and future years, annual wage increases are in the 1% to 2% range.

Employers in the province are facing higher WorksafeBC premiums. Worksafe recently announced it will raise its base rate by 4.8% in 2014, which follows a 5% rise this year. For every \$100 of assessable payroll, the average premium will be \$1.70 (up from \$1.63 this year).

There are two main reasons for higher base premium rates. One is growing claims costs, due to a greater volume of long-term disability awards and a general trend to higher health care costs. The second factor is the impact of past and projected modest returns on WorksafeBC's investment portfolio.



In terms of contracts, wage settlements in the province are still mixed. For recent years, zeros are still common but for the years ahead annual wage increases are

## LEGAL

### **Accommodation: A Two Way Street**

*Blake, Cassels & Graydon LLP* – In a recent decision rendered by the BC Human Rights Tribunal (Tribunal), the responsibility of the employee to express their need for accommodation was reaffirmed.

In a case involving Coast 2000 Terminals (Coast), an employee with 29 years tenure suffered an injury that resulted in the partial loss of his foot. He returned to full duties within a year. Three years later, Coast moved his office from the ground floor to the second floor. Having to use the stairs caused the employee considerable pain. A complaint was filed under Section 13 of the *BC Human Rights Code*. Coast filed for a dismissal.

Although the Tribunal did not dismiss the complaint, there was recognition that an employee cannot rely on the employer to identify all circumstances. The Tribunal commented, there is "...no point in requiring an employer to inquire about the need for accommodation in circumstances like this where a senior member of management is perfectly capable of setting out his or her need for accommodation expressly and, if necessary, in writing."

This decision, echoing the Supreme Court of Canada's decision over two decades ago, reiterates the employee's responsibility to first inform the employer of his or her need for accommodation in order to trigger the employers' duty to accommodate. The

duty to accommodate is a shared responsibility between the employer and employee.

### **Federal Control in Crown Bargaining**

*Lancaster House* – The recently passed Bill C-60 entitled *Economic Action Plan 2013 Act* contains a section that allows the federal government to manage the collective bargaining process and wage negotiations with unionized and non-unionized Crown corporations.

The section allows for the Governor in Council to order a Crown corporation to submit its bargaining mandate to the Treasury Board for approval. The Board has the authority to amend the mandate and the Crown may only enter into a collective agreement with final approval from the Treasury Board. There is also a provision for a Treasury Board official to sit in on bargaining sessions of Crown corporations.

Treasury Board President Tony Clement explains that the government intends to watch over all Crown negotiations but will "key in" on some more than others due to "viability issues."

Finance Minister Jim Flaherty commented, "All Crown agencies have a responsibility through ministers, back to Parliament, to the people of Canada".

### **Court Upholds Teachers' Right to Criticize Government at School**

*Lancaster House* – The BC Court of Appeal ruled earlier this year that teachers have a right, under the freedom of expression guarantee in the *Charter of Rights and Freedoms*, to display political messaging at schools.

In 2009, the British Columbia Teachers' Federation filed a grievance against a BC School District when principals instructed teachers to remove all messages in elementary and secondary schools criticizing the government's education policies. The union was relying on a decision rendered in 2004 by Arbitrator Munroe (later upheld by the BC Court of Appeal in 2005) that said teachers have a constitutionally-protected right to discuss politically charged issues and post commentary around the school.

The District cited s.1 of the *Charter* maintaining the restrictions were justified as "reasonable limits" on expression. In 2011, Arbitrator Thompson denied the BCTF's grievance, stating the school policy was justifiable under s.1 of the *Charter*. The arbitrator, using the test applied in a 1986 Supreme Court of Canada decision, held that

insulating students from political messages delivered by teachers who are in a position of power and authority was a "pressing and substantial objective." The union appealed to the BC Court of Appeal.

The Court allowed the appeal and ruled the school district's restrictions were not a reasonable limit on freedom of expression and set aside the arbitrator's decision.

The Court wrote that the prior Appeal Court decision in 2005 was "indistinguishable and binding". However, in the written opinion of the Justices, the bias students may be exposed to was identified as an express concern. Justice Hinkson stated that students must be exposed to diverse societal opinions and by not balancing political criticism with alternative views the result could be a failure to "uphold the principles of tolerance and impartiality that the education system must promote and foster."

The Court admitted it was bound by the 2005 ruling but noted the line will be drawn on teachers' freedom of expression in future cases.

## LABOUR

### Recruiting Challenge in Oil & Gas Sector

*Petroleum Human Resources Council of Canada* – Recently released figures from a survey conducted by the Petroleum Human Resources Council of Canada shows the number one workforce issue facing Canada’s oil & gas sector is attraction and retention of employees (67% of respondents). This is followed by skills shortages (53%) and turnover (47%).

According to Cheryl Knight, executive director of the Petroleum Human Resources Council of Canada in Calgary, compensation is not the issue “[b]ut there are other challenges the industry is facing, such as remote locations and negative perceptions.”

Youth may not see themselves as aligning with the industry due to negative environmental perceptions. An aging workforce is also leaving gaps at all levels in the industry and recruiting workers into remote locations is proving difficult. Knight indicated that reforms to the temporary foreign worker program are also affecting the industry’s ability to compete for global talent.

### Talent in Leadership Overall Challenge for Employers

*Canadian HR Reporter* – According to a recent global survey undertaken by Right Management, for the second consecutive year, finding talent to lead at all levels is the most pressing HR concern (33%). The survey captured

opinions from 2000 HR executives across 14 countries.

The survey result shows that businesses must move from employing individuals and training them for the role they perform in real time, to leading individuals and inspiring them for the role they will take in the future.

Countries where a lack of leadership talent was most evident are Canada, China, Norway, Germany, UK and Japan.

### Reforms to TFW Program

*Roper Greyell LLP* – In April, the Federal Government announced changes to the Temporary Foreign Worker Program. Some highlights of the reforms are as follows:

- TFW’s must be paid at or above the wage rate their Canadian counterparts are receiving. The small amount of flexibility that previously existed with respect to wages has been removed;
- Work permit application fees for employers have been increased;
- Questions have been added to the Labour Market Opinion process to confirm that the TFW program is not being used to outsource Canadian jobs;
- A requirement for employers to show a plan is in place to transition from filling a position with a TFW to a Canadian citizen or permanent resident over time.



## TECHNOLOGY

### Social Media Critical HR Tool

*Canadian HR Reporter* – According to a recent article authored by Vice President Sherrilynne Starkie of Thornley Fallis Communications in Ottawa, from an HR perspective, social media is increasingly important.

According to Starkie, social media is a critical tool for recruiters for posting, sourcing and networking. Not only can social media be used to attract applicants, but it should also be used for vetting purposes. A social media profile can reveal a great deal about an individual's persona. However, exercising caution is advised as legal experts are predicting a rise in workplace discrimination lawsuits related to social media.

Facebook and Twitter are used to find potential job candidates and the fastest growing social network, Pinterest, is used by both recruiters and applicants because it acts like a bulletin board where applicants can pin their resumes.

Communicating and collaborating on a broader scale using social media correctly boosts employee engagement, morale and corporate reputation according to Starkie. Corporate-specific private platforms such as Yammer and Present.ly are used to share content. These networks are closed environments that are beneficial to organizations that have multiple locations.

Thornley Fallis Communications suggests banning the use of social media in the

workplace is an ineffective strategy. Instead, prudent employers should develop a clear and comprehensive social media policy.

### World Economic Forum's 2013 IT Report

*World Economic Forum -- The Global Information Technology Report 2013* features the latest results of the Networked Readiness Index (NRI). The Report has monitored Information and Communication Technologies (ICTs) globally for more than a decade and offers an overview of the current state of ICT readiness in the world.

According to the Report, digitization has boosted world economic output by \$193 billion (USD) and created 6 million jobs over the past two years. The statistics show that a 10% increase in a country's digitization can result in a 0.75% growth in GDP per capita and a 1% drop in a country's unemployment rate.

The level of connection is a paramount indicator in economic growth. Those countries utilizing 3G digital development experienced an increase in the growth of average annual GDP per capita by 0.15%. This is compared to countries that have the same mobile penetration but lower than 3G digital development. The Report suggests government must play a crucial role in supporting development by funding networks and addressing security issues.



## SETTLEMENTS

### PRIVATE SECTOR

Agropur (formerly Island Farms)	Teamsters	Page 1
Crown Packaging	CEP	Page 1
EBCO Industries	Ironworkers	Page 2
Lantic Sugar Inc	RWU	Page 2
Royal Flex Lox Pipe	Teamsters	Page 2
Sofina Foods	UFCW	Page 3
Uplands Ready Mix	Teamsters	Page 3
Hastings Entertainment	COPE	Page 4
Hudson's Bay Company	UFCW	Page 4
Sheraton Vancouver Guildford	CAW	Page 4
Vancouver Opera	IATSE	Page 5
Vancouver Opera Orchestra	VMA	Page 5

### PUBLIC SECTOR

Kwantlen Polytechnic University	FPSE	Page 6
Simon Fraser university	CUPE	Page 6
University of British Columbia	FPSE	Page 6
Port Coquitlam, City of	CUPE	Page 7
Squamish, District of	CUPE	Page 7
Coast Mountain Bus Company	CAW	Page 8
Coast Mountain Bus Company	CUPE	Page 8
Translink	COPE	Page 9
Whistler Transit	CAW	Page 9
Treasury Board of Canada	CMSG	Page 9

**PRIVATE SECTOR****MANUFACTURING**

Parties: Agropur (formerly Island Farms)  
AND  
International Brotherhood of Teamsters local 464

Contract expiry: September 30, 2011; 230 unionized employees. The parties have ratified a 7-year agreement effective October 1, 2011 to October 6, 2018 that provides general wage increases as follows:

October 2, 2011	1.75 per cent
September 30, 2012	1.75 per cent
September 29, 2013	1.75 per cent
September 28, 2014	2.00 per cent
September 27, 2015	2.25 per cent
October 2, 2016	2.75 per cent
October 1, 2017	3.00 per cent

*No key wage data available*

**Note**

- Additional \$1.00/hr increase on April 1, 2012 and September 28, 2014 for all Trade classifications.

Parties: Crown Packaging  
AND  
Communications, Energy & Paperworkers' Union locals 951 & 433

Contract expiry: June 30, 2012; 220 unionized employees. The parties have ratified a 5-year agreement effective July 1, 2012 to June 30, 2017 that provides general wage increases as follows:

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

*No key wage data available*

**Note**

- Lump sum payment of \$7000 for all employees.

**MANUFACTURING CONT'D**

Parties: EBCO Industries  
AND  
Ironworkers local 712

Contract expiry: May 31, 2013; 98 unionized employees. The parties have ratified a 3-year agreement effective June 1, 2013 to May 31, 2016 that provides general wage increases as follows:

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

*No key wage data available*

Parties: Lantic Sugar Incorporated  
AND  
Retail Wholesale Union local 517

Contract expiry: February 28, 2013; 150 unionized employees. The parties have ratified a 5-year agreement effective March 1, 2013 to February 28, 2018 that provides general wage increases as follows:

March 1, 2013	2.0 per cent
March 1, 2014	2.0 per cent
March 1, 2015	2.0 per cent
March 1, 2016	2.0 per cent
March 1, 2017	2.0 per cent

*No key wage data available*

Parties: Royal Flex Lox Pipe Limited  
AND  
International Brotherhood of Teamsters local 213

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



**MANUFACTURING CONT'D**

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

*No key wage data available*

Parties: Sofina Foods (Abbotsford Turkey Processing Plant)  
AND  
United Food & Commercial Workers' Union local 1518

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

July 1, 2012	1.83 per cent
July 1, 2013	1.83 per cent
July 1, 2014	1.83 per cent
July 1, 2015	1.83 per cent

*No key wage data available*

Parties: Uplands Ready Mix  
AND  
International Brotherhood of Teamsters local 213

Contract expiry: March 31, 2012; 11 unionized employees. The parties have ratified a 5-year agreement effective April 1, 2012 to March 31, 2017 that provides wage increases as follows:

April 1, 2012	0.0 per cent
April 1, 2013	3.65 per cent
April 1, 2014	2.29 per cent
April 1, 2015	2.41 per cent
April 1, 2016	2.35 per cent

Hourly Wages	April 1, 2012	April 1, 2013	April 1, 2014	April 1, 2015	April 1, 2016
Driver (base rate)	\$27.37	\$28.87	\$29.02	\$29.72	\$30.42

**TRADES & SERVICES**

Parties: Hastings Entertainment Incorporated  
AND  
Canadian Office & Professional Employees Union local 378

Contract expiry: July 1, 2012; 325 unionized employees. The parties have ratified a 29-month agreement effective August 1, 2012 to December 31, 2014 that provides no general wage increases.

*No key wage data available*

**Note**

- Signing bonus of \$350 for all employees.

Parties: Hudson's Bay Company (Victoria)  
AND  
United Food & Commercial Workers' Union local 1518

Contract expiry: January 31, 2012; 250 unionized employees. The parties have ratified a 4-year agreement effective February 1, 2012 to January 31, 2016 that provides general wage increases as follows:

August 1, 2012	1.5 per cent
August 1, 2013	1.25 per cent
August 1, 2014	1.25 per cent
August 1, 2015	1.25 per cent

Hourly Wages	August 1, 2012	August 1, 2013	August 1, 2014	August 1, 2015
Sales Associate (base rate)	\$10.40	\$10.53	\$10.66	\$10.79

Parties: Sheraton Vancouver Guildford Hotel  
AND  
Canadian Auto Workers local 3000

Contract expiry: April 30, 2012; 150 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2012 to April 30, 2015 that provides general wage increases as follows:

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

**TRADES & SERVICES CONT'D**

Hourly Wages	May 1, 2013
Front Desk	\$18.04
Maintenance Engineer	\$17.76

---

Parties: Vancouver Opera  
AND  
International Alliance of Theatrical Stage Employees local 118

Contract expiry: June 30, 2013; 55 unionized employees. The parties have ratified a 2-year agreement effective July 1, 2013 to June 30, 2015 that provides general wage increases as follows:

July 1, 2013	1.0 per cent
July 1, 2014	1.5 per cent

*No key wage data available*

**Note**

- Zero increase to pension funds.

---

Parties: Vancouver Opera Orchestra  
AND  
Vancouver Musicians Association

Contract expiry: June 30, 2013; 50 unionized employees. The parties have ratified a 2-year agreement effective July 1, 2013 to June 30, 2015 that provides general wage increases as follows:

July 1, 2013	0.0 per cent
July 1, 2014	1.5 per cent

*No key wage data available*

**Note**

- Additional 1.0 per cent pension increase in each year.

**PUBLIC SECTOR****EDUCATION**

Parties: Kwantlen Polytechnic University  
AND  
Federation of Post Secondary Employers

Contract expiry: March 31, 2012; 610 unionized employees. The parties have ratified a 2-year agreement effective April 1, 2012 to March 31, 2014 that provides general 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

Annual Salary	January 1, 2013	April 1, 2013	September 1, 2013	January 1, 2014
Faculty (level 1)	\$53,361	\$53,895	\$54,433	\$54,978

Parties: Simon Fraser University  
AND  
Canadian Union of Public Employees local 3338

Contract expiry: March 31, 2010; 1,261 unionized employees. The parties have ratified a 4-year agreement effective April 1, 2010 to March 31, 2014 that provides general wage increases as follows:

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

*No key wage data available*

Parties: University of British Columbia  
AND  
Faculty Association

**EDUCATION CONT'D**

Contract expiry: June 30, 2012; 3,500 unionized employees. The parties have ratified a 2-year agreement effective July 1, 2012 to June 30, 2014 that provides general wage increases as follows:

July 1, 2012	2.45 per cent
July 1, 2013	2.4 per cent

*No key wage data available*

**Note**

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

**MUNICIPAL GOVERNMENT**

Parties: City of Port Coquitlam  
AND  
Canadian Union of Public Employees local 498

Contract expiry: December 31, 2011; 230 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides general wage increases as follows:

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

*No key wage data available*

Parties: District of Squamish  
AND  
Canadian Union of Public Employees local 2269

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

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

**MUNICIPAL GOVERNMENT CONT'D**

Hourly Wages	January 1, 2012	January 1, 2013	January 1, 2014	January 1, 2015
Janitor	\$20.87	\$21.23	\$21.60	\$22.04
Rec Program Coordinator	\$25.12	\$25.56	\$26.01	\$26.53
By Law Officer	\$25.77	\$26.22	\$26.68	\$27.21

**Note**

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

**TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES**

Parties: Coast Mountain Bus Company Limited  
AND  
Canadian Auto Workers locals 111 & 2200

Contract expiry: March 31, 2012; 4,500 unionized employees. The parties have ratified a 3-year agreement effective April 1, 2012 to March 31, 2015 that provides general wage increases as follows:

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

*No key wage data available*

Parties: Coast Mountain Bus Company Limited  
AND  
Canadian Union of Public Employees local 4500

Contract expiry: December 31, 2011; 176 unionized employees. The parties have ratified a 4-year agreement effective January 1, 2012 to December 31, 2015 that provides general wage increases as follows:

January 1, 2012	0.0 per cent
January 1, 2013	2.0 per cent
January 1, 2014	2.0 per cent
January 1, 2015	0.0 per cent

*No key wage data available*

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

Parties: Translink  
AND  
Canadian Office & Professional Employees local 378

Contract expiry: March 31, 2011; 443 unionized employees. The parties have ratified a 4-year agreement effective April 1, 2011 to March 31, 2015 that provides general wage increases as follows:

April 1, 2011	0.0 per cent
April 1, 2012	0.0 per cent
April 1, 2013	2.0 per cent
April 1, 2014	2.0 per cent

*No key wage data available*

Parties: Whistler Transit  
AND  
Canadian Auto Workers local 114

Contract expiry: March 31, 2012; 90 unionized employees. The parties have ratified a 3-year agreement effective April 1, 2012 to March 31, 2015 that provides general wage increases as follows:

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

*No key wage data available*

**FEDERAL GOVERNMENT**

Parties: Treasury Board of Canada  
AND  
Canadian Merchant Service Guild (Ships' Officers)

Contract expiry: March 31, 2011; 1,118 unionized employees. The parties have ratified a 3-year agreement effective April 1, 2011 to March 31, 2014 that provides general wage increases as follows:

**FEDERAL GOVERNMENT CONT'D**

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

*No key wage data available*

**Note**

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





## STATISTICS

### Wage Settlement Data for the Year Ending July 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
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
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
<b>JUL/13</b>	<b>10</b>	<b>2,191</b>	<b>561</b>	<b>2,752</b>	<b>0.13</b>	<b>0.88</b>	<b>0.28</b>
<b>12-mth TOTAL</b>	<b>175</b>	<b>224,714</b>	<b>43,063</b>	<b>267,777</b>	<b>0.72</b>	<b>1.01</b>	<b>0.77</b>

NOTE: These calculations are based upon information regarding wage settlements covering BC workers as published in the Industrial Relations Bulletin. The settlement data are recorded in the month the final settlement appears in the Bulletin and reflect the wage increase negotiated for the first year of the contract. The Council cannot be responsible for inaccurately reported material.

For the 12-month period ending in July, the all industries average wage settlement decreased to 0.77 per cent from 0.79 per cent the previous month. The public sector 12-month average decreased slightly from 0.73 per cent to 0.72 per cent along with the private sector average decrease from 1.07 per cent to 1.01 per cent.

The private sector settlement affecting the greatest number of employees occurred between Hastings Entertainment Incorporated and the Canadian Office & Professional Employees local 378. The 29-month agreement, covering 325 employees, is effective August 1, 2012 to December 31, 2014. It provides for no general wage increases but allows for a \$350 signing bonus for all employees.

The public sector settlement affecting the most bargaining unit employees occurred between Coast Mountain Bus Company and the Canadian Auto Workers locals 111 & 2200. The 3-year agreement covers 4,500 bus drivers, and Seabus and maintenance employees and is effective from April 1, 2012 to March 31, 2015. It provides for no wage increases in the first year, 2.0% effective April 1, 2013, and 2.0% effective April 1, 2014.

**CONSUMER PRICE INDICES**

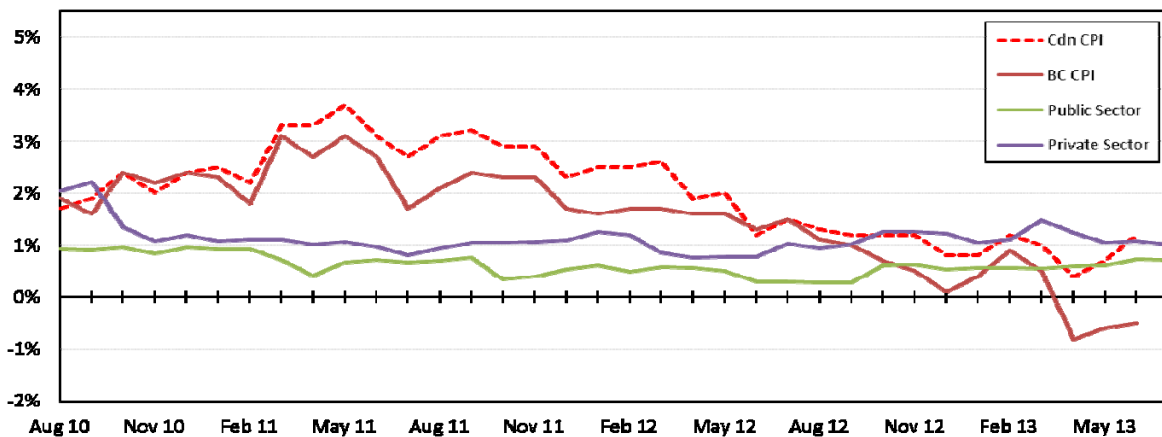
Date	CANADA		VANCOUVER		VICTORIA		BRITISH COLUMBIA	
	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)
2006 Avg.	109.1	2.0	108.0	1.9	108.5	1.6	108.1	1.8
2007 Avg.	111.5	2.2	110.2	2.0	109.8	1.2	110.0	1.7
2008 Avg.	114.1	2.4	112.8	2.4	111.8	1.8	112.3	2.1
2009 Avg.	114.4	0.3	112.9	0.1	111.9	0.1	112.3	0.0
2010 Avg.	116.2	1.8	114.7	1.6	112.9	1.1	113.6	1.4
2011 Avg.	119.9	2.9	117.5	2.3	115.5	2.2	116.5	2.4
2012 Avg.	121.7	1.5	119.0	1.3	116.7	1.0	117.8	1.1
<b>2013</b>								
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
<b>Jun.</b>	<b>123.0</b>	<b>1.2</b>	<b>119.0</b>	<b>-0.4</b>	<b>116.2</b>	<b>-0.8</b>	<b>117.6</b>	<b>-0.5</b>

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

Consumer prices fell for the third month in a row in June and BC’s inflation rate remains lower than the national inflation rate. In June, the consumer price index registered an annual decrease of 0.5%. Food prices are down 1.0% from June the previous year, shelter dropped by 0.8% and transportation increased by 1.4%. 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.

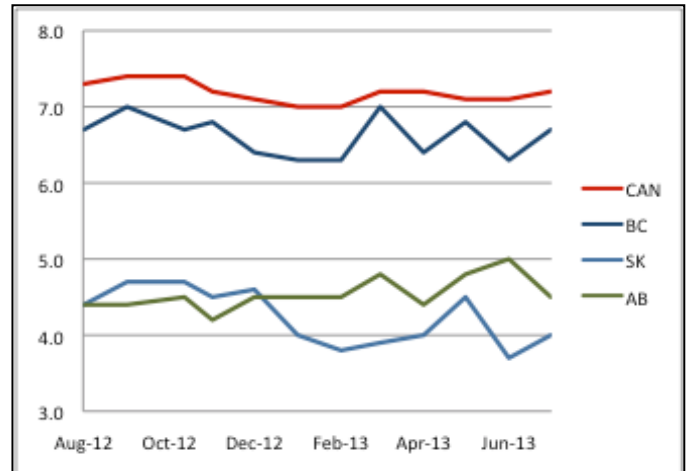
Wage Increases - First Year of Contract (BC)  
12-Month Totals, 36-Month Period  
BC and Canada Annual Per Cent Change CPI



Questions or comments? Please contact us at [research@bccbc.com](mailto:research@bccbc.com) or 604-313-0948.

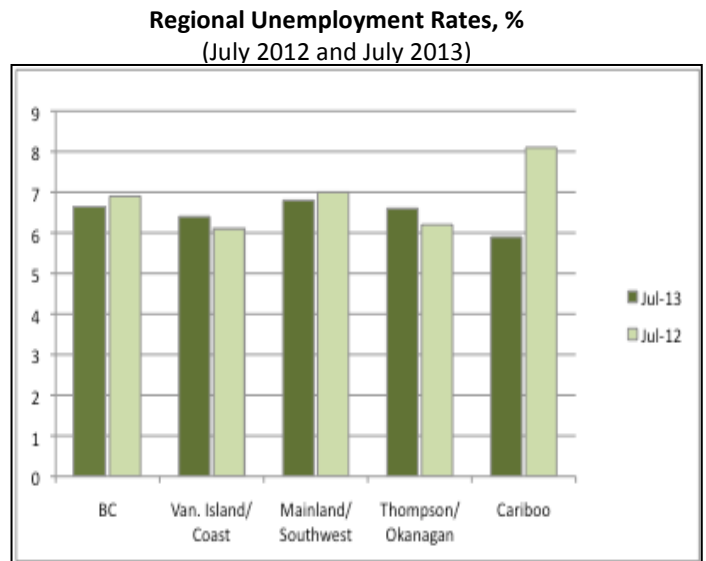
**UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)**

PROVINCES	Jul/13	Jun/13	Jul/12
Canada	7.2	7.1	7.3
Nfld	11.4	10.9	12.6
Prince Edward Island	11.8	10.9	10.6
Nova Scotia	9.0	9.0	9.4
New Brunswick	10.2	11.2	10.2
Quebec	8.2	7.9	7.6
Ontario	7.6	7.5	7.9
Manitoba	5.5	5.0	5.7
Saskatchewan	4.0	3.7	4.9
Alberta	4.5	5.0	4.6
British Columbia	6.7	6.3	6.9



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

BC METRO AND ECONOMIC REGIONS**	Jul/13	Jul/12
Vancouver Island Coast	6.4	6.1
Victoria	5.5	5.3
Mainland/Southwest	6.8	7.0
Vancouver	6.6	7.0
Abbotsford – Mission	8.2	7.0
Thompson/Okanagan	6.6	6.2
Kelowna	8.1	5.6
Kootenay	5.5	6.8
Cariboo	5.9	8.1
Prince George	n/a	6.6
North Coast & Nechako	6.0	11.9
Northeast	4.5	4.3



*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, July 2013

Questions or comments? Please contact us at [research@bccbc.com](mailto:research@bccbc.com) or 604-313-0948.



**NEGOTIATIONS**  
(REPLACES ALL PREVIOUS EDITIONS)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b><u>PRIVATE SECTOR</u></b>				
<b>CONSTRUCTION</b>				
Construction Labour Relations Association	Various unions	35,000	Apr. 30, 2010	Negotiations – continuing (arbitration)
Fraser River Pile & Dredge (GP) Inc.	IUOE local 115	180	Apr. 30, 2013	Negotiations – continuing
	Pile Drivers, Divers, Bridge, Dock, and Wharf Builders, local 2404	450	Apr. 30, 2013	Negotiations – continuing
Pedre Contractors	CLAC local 68	60	Apr. 30, 2013	Negotiations - continuing
<b>ENERGY</b>				
Chevron Canada Ltd.	CEP local 601	150	Jan. 31, 2013	Negotiations – continuing
Cullen Diesel	IAMAW local 692	170	Feb. 28, 2013	Negotiations – continuing (mediation)
	Teamsters local 213	30	Feb. 28, 2013	Negotiations – continuing (mediation)
Spectra Energy Transmission	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
<b>FINANCE</b>				
Islands Saving Credit Union	COPE local 378	70	Jun. 30, 2013	Negotiations – continuing
Interior Savings Credit Union	BCGEU local 1707	72	Dec. 31, 2013	Negotiations – yet to commence
<b>FOOD &amp; BEVERAGE</b>				
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

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
IGA #15 & #27	UFCW local 1518	86	Jul. 10, 2010	Settled – details pending
Overwaitea Food Group	UFCW local 247	900	Mar. 31, 2013	Settled – details pending
Safeway Canada	BCTGM local 468	250	Mar. 31, 2013	Negotiations – continuing
	UFCW local 247	500	Mar. 31, 2013	Settled – details pending
Tober Enterprises (IGA)	UFCW local 1518	500	Mar. 31, 2013	Negotiations – continuing
	UFCW local 247	Unknown	Mar. 31, 2013	Negotiations – yet to commence
<b>FORESTRY</b>				
Canfor	USW local 424	1,500	Jun. 30, 2013	Negotiations – continuing
Council on Northern Interior Forest Employment Relations	USW locals 424, 425	2,500	Jun. 30, 2013	Negotiations – continuing
Interior Forest Labour Relations Association	USW locals 405, 417, 423	3,500	Jun. 30, 2013	Negotiations – continuing
West Fraser Timber Ltd.	USW locals 424, 425	1,500	Jun. 30, 2013	Negotiations – continuing
<b>HEALTH &amp; WELFARE</b>				
Aramark	HEU, Vancouver Coastal Health & Providence	750	Sep. 30, 2012	Negotiations – continuing (mediation)
Beckley Farm Lodge operating Ayre Manor	HEU	62	Mar. 31, 2012	Status - Unknown
Bevan Lodge	HEU	106	Mar. 31, 2012	Status - Unknown
Compass Group Canada	HEU, Vancouver Island Health Authority	1,050	Sep. 30, 2012	Negotiations - continuing
	HEU, Provincial Health Services Authority	250	Sep. 30, 2012	Negotiations - continuing
Domcor Health, Safety & Security Inc.	HEU	77	Sep. 30, 2013	Negotiations – yet to commence
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 (3 Link Care Centre)	HEU	65	First C/A	Negotiations – continuing (mediation)

Questions or comments? Please contact us at [research@bccbc.com](mailto:research@bccbc.com) or 604-313-0948.

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
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	Negotiations – continuing (mediation)
Stanford Place Holdings	HEU	213	First C/A	Status - Unknown
Simon Fraser Lodge	HEU	109	Aug. 31, 2013	Negotiations – yet to commence
<b>MANUFACTURING</b>				
Allied Shipbuilders	MWBIU	80	Feb. 28, 2013	Negotiations - continuing
Canadian Fishing Co.	UFAW	821	Apr. 15, 2013	Tentative agreement – awaiting ratification
Canadian Springs (Richmond)	Teamsters local 31	110	Apr. 30, 2013	Negotiations – yet to commence
Canexus Chemicals	CEP local 697	107	May 15, 2013	Negotiations – continuing
Coca Cola (warehouse & distribution)	Teamsters local 31	66	Oct. 31, 2012	Negotiations - continuing
Ellett Industries Ltd.	SMWIA	75	Apr. 30, 2013	Negotiations – continuing
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 – Kent Avenue	Teamsters local 213	50	Dec. 31, 2012	Negotiations – continuing
Lafarge – Columbia Bit	IUOE local 115	60	Feb. 28, 2013	Negotiations – continuing
Lehigh Hanson Materials (Ready Mix)	Teamsters local 213			Negotiations – continuing
Le-Ron Plastics	CAW local 114	40	Sept. 14, 2013	Negotiations – yet to commence
Lucerne Foods	RWU local 580 (processing plant)	175	Jan. 5, 2013	Settled – details pending
Moduline Industries Ltd.	IAMAW local 2711	118	Nov. 30, 2013	Negotiations – yet to commence
Norampac	CEP local 433	112	Jun. 30, 2012	Negotiations – continuing (mediation)
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

Questions or comments? Please contact us at [research@bccbc.com](mailto:research@bccbc.com) or 604-313-0948.

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<b>MINING</b>				
BC Sheet Metal Association	SMWIA local 280	1,900	Apr. 30, 2013	Tentative agreement – awaiting ratification
EBCO Industries	Ironworkers local 712	98	May 31, 2013	Negotiations – continuing
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
<b>TRADES &amp; SERVICES</b>				
ABM Janitorial Services	Teamsters local 213	137	Oct. 31, 2008	Settled – details pending
Accenture Business Services	COPE local 378	1,303	Aug. 31, 2013	Negotiations – yet to commence
Army & Navy	CLAC	150	Dec. 31, 2010	Status - Unknown
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.	UNITE-HERE local 40	107	Dec. 31, 2010	Negotiations – continuing
Hospitality Industrial Relations	BCGEU local 1701	110	Dec. 31, 2010	Negotiations – continuing
	UNITE-HERE local 40	2,200	May 31, 2012	Negotiations – continuing (mediation)
Hotel Grand Pacific	CAW local 114	150	Aug. 31, 2013	Tentative agreement – awaiting ratification
Hudson's Bay Company (Logistics Centre)	Teamsters local 31	326	Mar. 31, 2013	Negotiations – continuing
Jericho Tennis Club	UNITE-HERE local 40	60	Sep. 30, 2011	Status - Unknown
Master Trade Union Group – Employer (VDLC)	COPE 378	60	Dec. 31, 2013	Negotiations – yet to commence
Radisson Hotel & Suites	CAW local 3000	90	May 31, 2013	Negotiations – yet to commence

Questions or comments? Please contact us at [research@bccbc.com](mailto:research@bccbc.com) or 604-313-0948.

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Ramada Inn (Prince George)	UNITE-HERE local 40	65	May. 31, 2012	Negotiations – yet to commence
Salvation Army (Harbour Light)	BCGEU	109	Mar. 31, 2013	Negotiations – yet to commence
Shoppers' Drug Mart	UFCW local 1518	72	Apr. 30, 2012	Settled – details pending
The Cat Rental Stores	IAMAW local 692	65	Jul. 1, 2013	Negotiations – continuing
Zellers Inc. #264	UFCW local 1518	102	Mar. 31, 2013	Status – unknown
<b>TRANSPORTATION, COMMUNICATIONS &amp; OTHER UTILITIES</b>				
Avcorp Industries	IAMAW local 11	360	Mar. 31, 2013	Negotiations – continuing
Canadian Pacific Railway	CP Police Association	60	Dec. 31, 2012	Settled – details pending
Canadian National Railway	Teamsters	500	Jul. 22, 2013	Negotiations – continuing
Consolidated Fastfrate	CAW local 114	220	Feb. 28, 2013	Settled – details pending
Dynamex Inc.	CAW local 114	140	Mar. 31, 2012	Settled – details pending
Fraser Wharves Ltd.	Teamsters local 213	140	Jan. 31, 2013	Negotiations – yet to commence
Great Canadian Railtour co.	Teamster local 31	110	Dec. 31, 2013	Negotiations – yet to commence
Jazz Aviation LP	CAW local 2002 (Customer Service and Airport Services Division)	320	Jan. 30, 2013	Negotiations – binding arbitration
Protrans BC	BCGEU	175	Dec. 31, 2013	Negotiations – yet to commence
Seaspan ULC	CMSG	220	Sep. 30, 2013	Negotiations – yet to commence
	ILWU local 400	180	Sep. 30, 2013	Negotiations – yet to commence
The News Group	Teamsters local 213	235	Dec. 31, 2013	Negotiations – yet to commence
Total Delivery Systems	CEP local 2000	180	Nov. 30, 2013	Negotiations – yet to commence
<b>PUBLIC SERVICE</b>				
NAV Canada	CAW local 5454	2,100	Mar. 31, 2013	Negotiations – continuing
<b><u>PUBLIC SECTOR</u></b>				
<b>EDUCATION</b>				
BC Public School Employers Association	BCTF	41,000	Jun. 30, 2013	Negotiations – continuing
	CUPE/Teamsters (support staff)	22,274	Jun 30, 2012	Negotiations - continuing

Questions or comments? Please contact us at [research@bccbc.com](mailto:research@bccbc.com) or 604-313-0948.



COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Capilano University	Faculty Association	376	Mar. 31, 2010	Negotiations – continuing
Simon Fraser University	Poly Party trades unions	120	Apr. 30, 2010	Negotiations – continuing
University of British Columbia	IUOE local 882	70	Mar. 31, 2013	Negotiations – continuing (mediation)
University of Northern British Columbia	Faculty Association	459	Jun. 30, 2012	Negotiations – continuing
University of the Fraser Valley	FPSE	790	Mar. 31, 2012	Tentative agreement – awaiting ratification
University of Victoria	Faculty Association	830	Mar. 31, 2010	Negotiations – continuing (arbitration)
<b>FEDERAL GOVERNMENT</b>				
Treasury Board of Canada	PSAC (Border Services)	8,500	Jun. 20, 2011	Negotiations - continuing
	PSAC (Technical Services)	1,538	Jun. 21, 2011	Negotiations - continuing
<b>MUNICIPAL GOVERNMENT</b>				
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	Tentative agreement – awaiting ratification
Delta Police Board	Delta Police Association	170	Dec. 31, 2012	Negotiations – yet to commence
Fraser Valley Regional District	CUPE local 458	52	Dec. 31, 2013	Negotiations – yet to commence
Greater Victoria Labour Relations Association	IAFF local 730	140	Dec. 31, 2009	Negotiations – continuing
	CUPE various locals	4,800	Dec. 31, 2013	Negotiations – yet to commence
Kamloops, City of	CUPE local 900	400	Dec. 31, 2013	Negotiations – yet to commence
	IAFF local 913	120	Dec. 31, 2010	Negotiations – continuing (arbitration)
Kelowna, City of	CUPE local 338	515	Dec. 31, 2013	Negotiations – yet to commence

Questions or comments? Please contact us at [research@bccbc.com](mailto:research@bccbc.com) or 604-313-0948.

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Langley, City of	CUPE local 2058	51	Dec. 31, 2011	Negotiations – continuing
	IAFF local 3253	21	Dec. 31, 2009	Negotiations – continuing
Langley, Township of	IAFF local 4550	71	Dec. 31, 2009	Negotiations – yet to commence
	CUPE local 403	111	Dec. 31, 2011	Negotiations – continuing
Maple Ridge, District of	IAFF local 4449	207	Dec. 31, 2009	Negotiations – continuing
	CUPE local 622	207	Mar. 31, 2012	Negotiations - continuing
Metro Vancouver	Teamsters local 31 (inside workers)	442	Dec. 31, 2011	Negotiations – continuing
	GVRDEU (outside workers)	600	Dec. 31, 2011	Settled – details pending
Mission, District of	CUPE local 1267	218	Dec. 31, 2013	Negotiations – yet to commence
Nanaimo, City of	IAFF local 905	97	Mar. 31, 2010	Negotiations – continuing
	CUPE local 401	750	Dec. 31, 2013	Negotiations – yet to commence
New Westminster, City of	IAFF local 256	88	Dec. 31, 2009	Negotiations – yet to commence
New Westminster Police Board	NWPOA	113	Mar. 31, 2012	Negotiations – yet to commence
North Cowichan, District of	CUPE local 358	200	Dec. 31, 2013	Negotiations – yet to commence
North Vancouver, District of	CUPE local 389	370	Dec. 31, 2011	Negotiations – continuing
Pacific National Exhibition	CUPE local 1004	4,000	Dec. 31, 2013	Negotiations – yet to commence
Penticton, City of	IAFF local 1399	40	Dec. 31, 2009	Negotiations – yet to commence
	CUPE local 608	178	Dec. 31, 2013	Negotiations – yet to commence
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 – continuing
Revelstoke, City of	CUPE local 363	85	Dec. 31, 2013	Negotiations – yet to commence
Salmon Arm, City of	CUPE local 1908	150	Dec. 31, 2011	Negotiations – continuing
Surrey, City of	CUPE local 402	2,100	Dec. 31, 2011	Settled – details pending

Questions or comments? Please contact us at [research@bccbc.com](mailto:research@bccbc.com) or 604-313-0948.

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Easy Park	CUPE local 1004	63	Jun. 30, 2012	Negotiations - continuing
Vancouver Police Board	Teamsters local 31	262	Dec. 31, 2011	Settled – details pending
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 (mediation)
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
<b>TRANSPORTATION, COMMUNICATIONS &amp; OTHER UTILITIES</b>				
BC Transit (Skytrain)	CUPE local 7000	530	Aug. 31, 2013	Negotiations – continuing
Canadian Broadcasting Corporation	Various unions	Unknown	Sep. 24, 2012	Status – unknown
Coast Mountain Bus Co. Ltd.	COPE local 378	443	Mar. 31, 2011	Negotiations – continuing
Translink Security Management Limited	COPE local 378	unknown	Mar. 31, 2011	Negotiations - continuing



BC LABOUR RELATIONS BOARD MEDIATION DIVISION UPDATE

(IN ORDER OF APPOINTMENT DATE)

CURRENT MEDIATIONS

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Bains	Tojalomi Enterprises Ltd	UFCW 1518	First C/A	17	All issues	Arranging dates.
Bains	Revera - Life Style Operations	HEU & BCNU	Jun 30, 2012	177	Job security, benefits, pension, sick leave and wages	Met February 25, March 28 and April 23. Monitoring.
Cameron	Rambow Mechanical Ltd	UA 170 & 324	First C/A	24	All issues	Met March 25, 27 and June 24. Reported out June 24. Employer applied for last offer vote.
McArthur	Marine Drive Golf Club	UNITE HERE 40	Dec 2012	49	All monetary and some non-monetary issues.	Met April 18. Reported out April 23. Strike and lockout notice served July 23.
Bains	Capilano Students' Union	CUPE 1004	Jun 30, 2012	7	Numerous issues	Met April 3. Arranging dates.
Sones	Alaskan Copper & Brass Company	USW 2009	May 6, 2012	12	Numerous language and monetary issues.	Met April 15 and 23. Reported out April 23. Employer's last offer rejected.
Cameron	North Shore Winter Club	CUPE 389	Jun 30, 2012	16	Hours of work, schedules, vacation, benefits, pension, wages, term and more.	Met April 8, and 15. Reported out April 15. Employer applied for last offer vote. Lockout notice served April 22. Locked out.
Sones	University of British Columbia	IUOE 882	Mar 31, 2013	70	Wages, benefits, hours of work, seniority, overtime and more.	Met May 14, 15, 21 and 22. Reported out May 28. Monitoring.
Sones	Coca-Cola Refreshments Canada	Teamsters 31	Dec 31, 2010	11	Wages and jurisdiction.	Met June 10. Union voting last offer made in mediation. Reported out July 2. Strike notice July 3. Monitoring.
Sones	Hospitality Industrial Relations (51 properties)	UNITE HERE 40	May 31, 2012	1573	All economic issues, room attendant workload and other issues.	Met May 23 and June 7. Monitoring.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Sones	Baltic Properties (Mariposa) Ltd.	HEU		100	Wages, term	Meeting July 30 and 31.
Cameron	District of West Vancouver	ATU 134	Mar 31, 2012	130	Various	Meeting September 10-12.
McArthur	Endako Mine	USW 1-424	Mar 31, 2013	260	Non monetary and monetary issues.	Meeting September 4 and 5.
Bains	Zenith Logistics Inc	Teamsters 31	Jan 17, 2013	5	Monetary issues.	Meeting September 24 and 25.
McArthur	Dollar Thrifty Automotive Group	COPE 378	Dec 31, 2012	40	Benefits, wages, pension, severance, surveillance and more.	Met July 2. Reported out and strike notice served July 2. Lockout notice July 3. Strike commenced July 5.
McArthur	Yellowhead Road and Bridge	BCGEU	First C/A	16	All issues.	Met July 22-24. Meeting July 29.
McArthur	Cullen Diesel Power Ltd	IAM 692 & Teamsters 213	Feb 28, 2013	191	Wages	Meeting July 26. Strike notice July 9.
McArthur	Trader Corporation	IBEW 213	Dec 31, 2012	70	Monetary, car allowance, wages and commissions.	Meeting August 21 and 22.
Bains	Pro Vita Care (Carlton Gardens)	HEU	Nov 30, 2012	65	All monetary issues, leaves, health & safety and workload language.	Meeting July 30.
Sones	Lake Country Lodge	BCGEU	Mar 31, 2013	60	Wages, vacation and hours of work.	Meeting July 29.
Cameron	Gate Gourmet Canada	UNITE HERE 40	Jul 31, 2013	300	Subcontracting, wages, pension, medical, overtime and more.	Meeting July 29.
Bains	Kamloops Seniors Village	HEU	Dec 31, 2012	164	Monetary issues.	Arranging meetings.



## STRIKES AND LOCKOUTS

### PRIVATE

#### MANUFACTURING

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

Approximately 85 employees. Contract expired April 30, 2012. Issues include wages and term. Strike action commenced May 2013.

---

#### TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties:           FortisBC  
                      AND  
                      International Brotherhood of Electrical Workers local 213

Approximately 140 employees. Contract expired January 31, 2013. Issues include wages. Strike action commenced May 2013.

---