

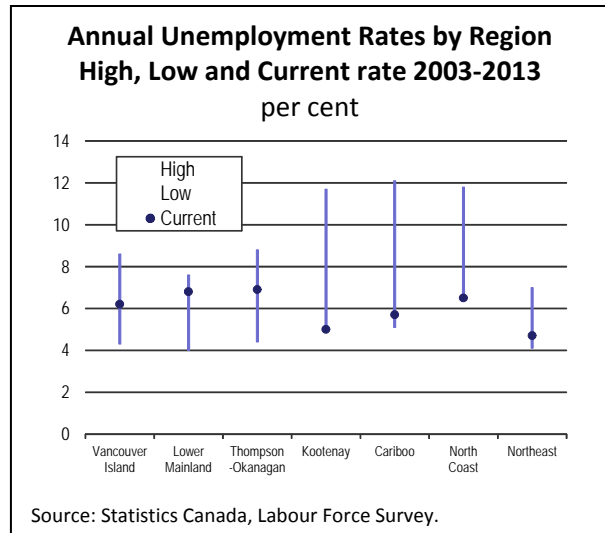
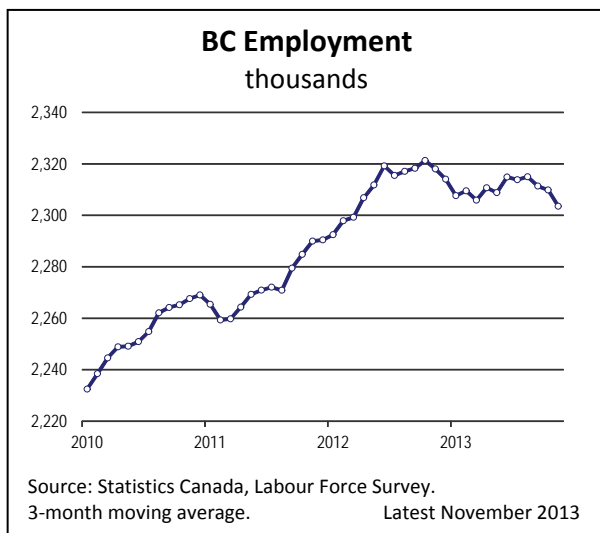


BC LABOUR MARKET AND BARGAINING OVERVIEW

For BC the latest release of the Labour Force Survey was disappointing. In November, the total number of jobs in the province slipped by roughly 8,000. Employment in BC has been moving sideways or retreating modestly for a year and a half now. With just the December report left, it appears that the average employment level for 2013 will be down slightly from 2012's level. As a result of the recent job losses, November's unemployment rate edged up to 6.7%.

Around the province employment in the different labour market regions has generally tracked the provincial pattern. One exception however, is the Kootenay region where average employment for the year is up more than 5%. The Northcoast has also seen decent job

gains. In all other areas employment has edged lower or remained flat. In the two regions that have recorded job growth this year, the corresponding unemployment rates are at decade lows. The same is true for the Cariboo and the Northeast, even though these regions have registered job losses. In contrast, the unemployment rate is near a decade high in the lower mainland region.



Turning to bargaining, there were 14 contract settlements in the private sector over the past two months. For 2013 the average wage increase across these settlements is 1.9% and for 2014 it is 2.0%. In the public sector there were just five settlements with an average wage increase of 2.2% this year. Most of these contracts did not extend to 2014, so there is no basis for reporting a 2014 average wage increase.

TECH MARKET

Canadians Above Average in Tech Globally

Statistics Canada – Statistics Canada has recently released the preliminary results from the *Programme for the International Assessment of Adult Competencies, 2012* (PIAAC). Led by the Organization for Economic Cooperation and Development (OECD), the survey measures internationally comparable skills that are paramount in processing information – literacy, numeracy and problem solving in technology-rich environments.

On average, Canadians perform similarly to the global average with respect to literacy. However, 14% of adults scored at Level 4 or 5, the highest levels of proficiency. According to the OECD, those scoring in Level 4 or 5 can, “undertake tasks that involve integrating information across multiple dense texts and reasoning by inference”.

Conversely, Canadians were below the average in numeracy with 23% scoring at Level 1 or below.

Of the 22 countries participating, Canada ranks second in having the largest proportion of adults who perform at the highest level of problem solving in technology-rich environments. In fact, 81% of the nation’s population used the

computer for the assessment, topped only by Sweden at 88%. Computer-based assessments in all provinces and territories were well above the OECD global average.

Of all Canadians surveyed, over one third (37%) ranked in the top two levels. This means “they can complete tasks involving multiple applications and a large number of steps in an environment that may be unfamiliar, and they can establish a plan to arrive at a solution as they deal with unexpected outcomes and impasses”. The only other country with a higher proportion registering at these levels was Sweden. Globally, Canadians are above average at the highest levels of proficiency in problem solving in technology-rich environments and above average overall.

Research Strength & Innovative Weakness

The Council of Canadian Academies – This year, the Council of Canadian Academies released a concise fusion of seven expert-panel assessments that have analyzed Canada’s performance in science, technology and innovation.

The Report examines two questions that have been expressed by the nation’s policy makers, industry leaders and

economists: (i) Why has Canada's research excellence not translated into more business innovation?, and (ii) How has Canada's economy sustained relative prosperity despite weak innovation and correspondingly feeble productivity

growth? For a link to the full report please visit:

<http://www.scienceadvice.ca/en.aspx>

LABOUR

Province Announces Economic Stability Mandate

BC Ministry of Finance – Under the new Economic Stability Mandate, public sector workers will benefit when economic growth turns out to be stronger than forecast. The new 2014 Economic Stability Mandate applies to all public sector employers whose collective agreements expire on or after Dec. 31, 2013. Under the mandate, employees will receive a wage increase equal to half of the amount that real GDP growth exceeds the Economic Forecast Council's forecast published in the Budget. For example, if real GDP growth is one percentage point higher than the growth forecast, then under the mandate employees would receive a 0.5 per cent wage increase in addition to whatever wage increase had been negotiated in the contract.

The province recently announced that three five-year tentative agreements covering approximately 51,000 public-sector workers in three sectors have

been reached under the new Economic Stability Mandate. As the government noted in its press release, the “Economic Stability Mandate provides public-sector employers the ability to negotiate longer-term agreements within a fixed fiscal envelope, and offers employees an opportunity to participate in the Province's economic growth.”

Federal Control Over Labour in Budget Bill

Perry Work Report – Following the recent passing of Bill C-60 comes the Federal government's new Budget Bill which includes a measure that allows federal employers to designate certain parts of the bureaucracy as essential services.

Public sector unions are claiming the proposed legislative changes “does away with” collective bargaining for public servants and shifts the balance of power wholly to the employer. Treasury Board President Tony Clement states it is

“modernizing the public service negotiating architecture”. Currently, unions can veto any government designation of essential services.

The bill also includes directives for arbitrators. Significant weight must be given to the present fiscal circumstances when setting pay levels. Also, if less than 80% of staff are considered essential, talks go to arbitration only if both sides agree. If more than 80% of the workforce is deemed essential, stalled talks automatically go to arbitration. Currently, only unions have the choice to send disputes to arbitration.

Ruling on Section 59(1) of British Columbia Labour Code

McCarthy Tetrault – The BC Labour Relations Board has recently clarified the meaning and substance of Section 59(1)

of the *BC Labour Relations Code*. The ruling confirmed strike votes may not be taken unless all key and central issues have been discussed and views exchanged during the collective bargaining process.

Unions typically take strike votes during collective bargaining as a strategy to apply pressure to the employer. The employer then has to turn their attention away from bargaining and prepare for a potential strike in as little as 72 hours.

In a November 2013 ruling concerning All Tech. Transport Ltd, the union took a strike vote before a comprehensive discussion took place on monetary issues. The employer challenged the validity of the vote. The Board confirmed that there must be a full exchange of views on all issues in dispute before a strike vote is taken.

LEGAL

Employee’s Timeline to Sue Decreased

Waterstone Law LLP – In June 2013, the new *BC Limitation Act* will come into effect reducing an employee’s limitation period to sue an employer.

The previous *Limitation Act* allowed for a six year limitation period for most employment related claims. Now on June 1, 2013, an employee has just two

years from the time of the act or omission, or from the time the act or omission was discovered, to file a claim against an employer. Note, the previous *Act* is still in effect until those claims are exhausted. Therefore, if an employee was dismissed in January 2013, the six year limitation period is applicable.

Waterstone Law points out 2 additional points employers should be aware of. First, if an employee waits until the 11th hour of the two year limitation period to file a claim, they still have a further year to serve the employer once the case has commenced. Second, the new *Limitation Act* does not change the six month time limit to file a complaint with the BC Employment Standards Branch.

Charter and PIPA collide

McCarthy Tetrault – On November 15, 2013, the Supreme Court of Canada (SCC) made a sweeping and momentous decision ruling Alberta's *Personal Information Protection Act* (PIPA) was unconstitutional.

The United Food & Commercial Workers local 401 were in the midst of a strike. The Union videotaped employees crossing the picket line and distributed the images. The Information and Privacy Commissioner sued the Union calling it an infringement of an individual's right to privacy.

The SCC ruled PIPA is overly broad, violates Section 2(b) of the *Charter of Rights and Freedoms*, unjustifiable under Section 1 and unconstitutional. Alberta was given 12 months to make changes to the law.

This significant decision has implications for British Columbia, Manitoba and federal privacy legislation as they are substantively similar to Alberta's.



SETTLEMENTS

PRIVATE SECTOR

Chevron Canada Ltd.	UNIFOR	Page 1
Safeway Canada Ltd.	BCGTM	Page 1
Aramark (VCHA)	HEU	Page 2
Bevan Lodge	HEU	Page 2
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Sodexo Canada	HEU	Page 3
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Canexus Chemicals	UNIFOR	Page 4
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Cullen Diesel	TEAMSTERS	Page 5
Radisson Hotel & Suites (Van Airport)	UNIFOR	Page 5
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PUBLIC SECTOR

University of British Columbia	IUOE	Page 7
University of the Fraser Valley	FPSE	Page 7
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Treasury Board of Canada	PSAC	Page 8
City of New Westminster	IAFF	Page 9
City of Langley	IAFF	Page 9
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PRIVATE SECTOR**ENERGY**

Parties: Chevron Canada Ltd.
AND
UNIFOR local 601

Contract expiry: January 31, 2013; 150 unionized employees. The parties have ratified a 3-year agreement effective February 1, 2013 to January 31, 2016 that provides general wage increases as follows:

February 1, 2013	3.25 per cent
February 1, 2014	3.50 per cent
February 1, 2015	3.75 per cent

No key wage data available

FOOD & BEVERAGE

Parties: Safeway Canada
AND
Bakery, Confectionery, Tobacco Workers & Grain Millers International

Contract expiry: March 31, 2013; 250 unionized employees. The parties have ratified a 10-year agreement effective April 1, 2013 to March 31, 2023 that provides general wage increases as follows:

	Baker's Helpers	Journeyman Bakers
April 1, 2013	~2.50 per cent	0.00 per cent
April 1, 2014	~2.50 per cent	1.20 per cent
April 1, 2015	~2.40 per cent	1.00 per cent
April 1, 2016	~2.30 per cent	1.00 per cent
April 1, 2017	~2.60 per cent	0.80 per cent
April 1, 2018	~2.50 per cent	0.80 per cent

Hourly Wages	Previous	Apr 1, 2013	Apr 1, 2014	Apr 1, 2015	Apr 1, 2016	Apr 1, 2017	Apr 1, 2018
Journeyman Baker	\$26.13	\$26.13	\$26.44	\$26.71	\$26.98	\$27.19	\$27.41
Baker's Helper	\$14.00	\$14.35	\$14.70	\$15.05	\$15.40	\$15.80	\$16.20

Note

- Journeyman Bakers receive lump sum payment of \$1,500 at date of ratification.

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

HEALTH & WELFARE

Parties: Aramark (Vancouver Coastal Health Authority)
AND
Hospital Employees Union

Contract expiry: September 30, 2012; 750 unionized employees. The parties have ratified a 4-year agreement effective October 1, 2012 to September 31, 2016 that provides general wage increases as follows:

October 1, 2012	~1.00 per cent
October 1, 2013	~1.00 per cent
April 1, 2014	~0.50 per cent
April 1, 2015	~1.30 per cent
October 1, 2015	~1.60 per cent
April 1, 2016	~0.50 per cent

Hourly Wages	Oct 1, 2012	Oct 1, 2013	Apr 1, 2014	Apr 1, 2015	Oct 1, 2015	Apr 1, 2016
Average Bargaining Unit Position	\$15.20	\$15.35	\$15.45	\$15.65	\$15.96	\$16.00

Note

- Increased dental coverage effective January 1, 2014.
- Orthodontic coverage effective September 1, 2016.
- The agreement was reached with the help of Mediator Vince Ready.

Parties: Bevan Lodge
AND
Hospital Employees Union

Contract expiry: March 31, 2012; 166 unionized employees. The parties have ratified a 40-month agreement effective April 1, 2012 to July 31, 2015 that provides general wage increases as follows:

April 1, 2012	0.00 per cent
August 1, 2012	2.00 per cent
August 1, 2013	1.50 per cent
August 1, 2014	1.50 per cent

Hourly Wages	Previous	Aug 1, 2012	Aug 1, 2013	Aug 1, 2014
Care Aide	\$18.19	\$18.55	\$18.83	\$19.11
Licensed Practical Nurse	\$23.00	\$23.46	\$23.81	\$24.17
Housekeeping	\$16.05	\$16.37	\$16.62	\$16.97

HEALTH & WELFARE CONT'D

Parties: Salvation Army (Stevenson House)
AND
British Columbia Government & Service Employees Union

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

April 1, 2013	2.00 per cent
April 1, 2014	1.75 per cent
April 1, 2015	1.75 per cent

No key wage data available

Parties: Sodexo Canada
AND
Hospital Employees Union

Contract expiry: September 30, 2012; 1,200 unionized employees. The parties have ratified a 4-year agreement effective October 1, 2012 to September 30, 2016 that provides general wage increases as follows:

October 1, 2012	1.30 per cent
October 1, 2013	1.00 per cent
October 1, 2014	1.60 per cent
October 1, 2015	2.00 per cent
April 1, 2016	0.50 per cent

Hourly Wages	Previous	Oct 1, 2012	Oct 1, 2013	Oct 1, 2014	Oct 1, 2015	Apr 1, 2016
Dietary Care Aide	\$15.00	\$15.20	\$15.35	\$15.60	\$15.90	\$16.00

MANUFACTURING

Parties: Aqua Terra
AND
International Brotherhood of Teamsters local 31

Contract expiry: April 30, 2013; 110 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2013 to April 30, 2016 that provides general wage increases as follows:

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MANUFACTURING CONT'D

May 1, 2013	2.00 per cent
May 1, 2014	2.00 per cent
May 1, 2015	2.00 per cent

No key wage data available

Parties: Canexus Chemicals
AND
UNIFOR local 697

Contract expiry: May 15, 2013; 107 unionized employees. The parties have ratified a 3-year agreement effective May 16, 2013 to May 15, 2016 that provides wage increases as follows:

May 16, 2013	3.25 per cent
May 16, 2014	3.50 per cent
May 16, 2015	3.75 per cent

No key wage data available

MINING

Parties: Quinsam Coal Corporation
AND
United Steelworkers local 9347

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

May 1, 2013	2.00 per cent
May 1, 2014	2.50 per cent
May 1, 2015	3.50 per cent

No key wage data available

TRADES & SERVICES

Parties: Cullen Diesel
AND
International Association of Machinists & Aerospace Workers local 692

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

TRADES & SERVICES CONT'D

Contract expiry: February 28, 2013; 170 unionized employees. The parties have ratified a 3-year agreement effective March 1, 2013 to February 28, 2016 that provides general wage increases as follows:

March 1, 2013	3.00 per cent
March 1, 2014	3.00 per cent
March 1, 2015	3.00 per cent

Hourly Wages	Mar 1, 2013	Mar 1, 2014	Mar 1, 2015
Journeyman Technician	\$35.24	\$36.30	\$37.39

Note

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

Parties: Cullen Diesel
AND
International Brotherhood of Teamsters local 213

Contract expiry: February 28, 2013; 30 unionized employees. The parties have ratified a 3-year agreement effective March 1, 2013 to February 28, 2016 that provides general wage increases as follows:

March 1, 2013	3.00 per cent
March 1, 2014	3.00 per cent
March 1, 2015	3.00 per cent

Hourly Wages	Mar 1, 2013	Mar 1, 2014	Mar 1, 2015
Partsman	\$32.62	\$33.60	\$34.61

Note

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

Parties: Radisson Hotel & Suites (Vancouver International Airport)
AND
UNIFOR local 3000

Contract expiry: May 31, 2013; 90 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:

TRADES & SERVICES CONT'D

June 1, 2013	0.00 per cent
Date of ratification (October 2013)	1.00 per cent
June 1, 2014	1.50 per cent
June 1, 2015	0.50 per cent

No key wage data available

Note

- Full time employees receive a 1% lump sum for hours worked between February 1, 2015 and June 31, 2016 on March 30, 2016.

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Consolidated Fastfrate
AND
UNIFOR local 114

Contract expiry: February 28, 2013; 220 unionized employees. The parties have ratified a 2-year agreement effective March 1, 2013 to February 28, 2015 that provides no general wage increases.

No key wage data available

Parties: Jazz Aviation LP (Customer Service & Airport Services)
AND
UNIFOR local 2002

Contract expiry: January 13, 2013; 320 unionized employees. The parties have ratified a 4-year agreement effective January 14, 2013 to January 13, 2017 that provides general wage increases as follows:

January 14, 2013	2.00 per cent
January 14, 2014	2.00 per cent
January 14, 2015	2.00 per cent
January 14, 2016	2.00 per cent

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES CONT'D

Hourly Wages	January 14, 2013	January 14, 2014	January 14, 2015	January 14, 2016
<i>Existing Employees</i>				
Customer Service	\$13.68	\$13.95	\$14.23	\$14.52
Airport Service	\$11.36	\$11.59	\$11.82	\$12.06
<i>New Employees</i>				
Customer Service	\$10.30	\$10.30	\$10.30	\$10.30
Airport Service	\$10.30	\$10.30	\$10.30	\$10.30

Note

- Instituted new pay scale for new employees with no general percentage wage increases.
- The agreement was reached by binding arbitration by Arbitrator Hodges.

PUBLIC SECTOR**EDUCATION**

Parties: University of British Columbia
AND
International Union of Operating Engineers local 882

Contract expiry: March 31, 2010; 70 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	0.00 per cent
April 1, 2011	0.00 per cent
April 1, 2012	2.00 per cent
April 1, 2013	2.00 per cent

No key wage data available

Parties: University of the Fraser Valley
AND
Federation of Post Secondary Educators

Contract expiry: March 31, 2012; 790 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:

EDUCATION CONT'D

April 1, 2012	0.00 per cent
January 1, 2013	1.00 per cent
April 1, 2013	1.00 per cent
September 1, 2013	1.00 per cent
January 1, 2014	1.00 per cent

Annual Salary	April 1, 2012	January 1, 2013	April 1, 2013	September 1, 2013	January 1, 2014
Group 1 Step 1	\$29,851	\$30,150	\$30,451	\$30,756	\$31,063
Group 14 Step 1	\$64,112	\$64,753	\$65,401	\$66,055	\$66,715

Parties: University of Victoria
AND
UVIC Faculty Association

Contract expiry: June 30, 2012; 900 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	2.00 per cent
July 1, 2013	2.00 per cent

No key wage data available

Note

- Lump sum of \$1,000 to faculty and librarians.
- The agreement was reached with Arbitrator Colin Taylor.

FEDERAL GOVERNMENT

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

Contract expiry: June 21, 2011; 1,538 unionized employees. The parties have ratified a 3-year agreement effective June 22, 2011 to June 21, 2014 that provides general wage increases as follows:

June 22, 2011	1.75 per cent
June 22, 2012	1.50 per cent
June 22, 2013	2.00 per cent

No key wage data available

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MUNICIPAL GOVERNMENT

Parties: City of New Westminster
AND
International Association of Firefighters local 256

Contract expiry: December 31, 2009; 88 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides general wage increases as follows:

January 1, 2010	2.00 per cent
July 1, 2010	1.50 per cent
January 1, 2011	1.25 per cent
July 1, 2011	1.25 per cent

No key wage data available

Parties: City of Langley
AND
International Association of Firefighters local 3253

Contract expiry: December 31, 2009; 71 unionized employees. The parties have ratified a 2-year agreement effective January 1, 2010 to December 31, 2011 that provides general wage increases as follows:

January 1, 2010	1.50 per cent
July 1, 2010	1.50 per cent
January 1, 2011	1.25 per cent
July 1, 2011	1.25 per cent

No key wage data available

Parties: District of West Vancouver
AND
Amalgamated Transit Union local 134

Contract expiry: March 31, 2012; 96 unionized employees. The parties have ratified a 4-year agreement effective April 1, 2012 to March 31, 2016 that provides general wage increases as follows:

April 1, 2012	0.00 per cent
April 1, 2013	2.00 per cent
April 1, 2014	2.00 per cent
April 1, 2015	(Increase dependent on Coast Mountain Bus Company's settlement)

No key wage data available

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STATISTICS

Wage Settlement Data for the Year Ending November 30, 2013

MONTH	NUMBER OF CONTRACTS	NUMBER OF EMPLOYEES			FIRST-YEAR WAGE INCREASES		
		Public Sector	Private Sector	All Industries	FIRST-YEAR INCREASE WEIGHTED AVERAGE	Private Sector	FIRST-YEAR % INCREASE All Industries
DEC/12	38	98,937	3,212	102,149	0.51	1.33	0.54
JAN/13	18	7,663	0	7,663	1.66	0	1.66
FEB/13	31	27,567	4,202	31,769	0.48	1.17	0.57
MAR/13	8	17,855	1,322	19,177	0.19	1.09	0.25
APR/13	18	19,557	9,660	29,217	1.03	0.02	0.69
MAY/13	13	962	9,111	10,073	0.75	0.24	0.29
JUN/13	9	9,887	503	10,390	1.08	0.90	1.08
JUL/13	10	2,191	561	2,752	0.13	0.88	0.28
AUG/13	16	97	6,497	6,594	2.26	1.38	1.39
SEP/13	5	441	635	1,076	1.25	1.79	1.57
OCT/13	10	1,538	2,500	4,038	1.75	1.48	1.58
NOV/13	8	1,058	972	2,030	1.93	1.49	1.72
12-mth TOTAL	184	187,753	39,175	226,928	0.62	0.74	0.65

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 November, the all industries average wage settlement remained constant at 0.65 per cent for the first time after four months of decline. The public sector 12-month average decreased to 0.62 per cent from 0.64 per cent the previous month while the private sector average increased to 0.74 per cent from 0.73 per cent.

The private sector settlement providing for the highest wage increase occurred between Canexus Chemicals and UNIFOR local 697. The 3-year agreement, covering 107 employees, is effective May 16, 2013 to May 15, 2016. It provides for wage increases of 3.25 per cent effective May 16, 2013, 3.50 per cent effective May 16, 2014, and 3.75 per cent effective May 16, 2015. The agreement affecting the largest number of employees was between Sodexo Canada and the Hospital Employees Union covering 1,200 workers. The agreement allows for 1.30 per cent October 1, 2012, 1.00 per cent October 1, 2013, 1.6 per cent October 1, 2014, 2.00 per cent October 1, 2015 and 2.50 per cent in the last year of the contract.

The public sector settlement affecting the most bargaining unit employees occurred between the University of Victoria and the UVIC Faculty Association. The 2-year agreement covers 900 employees and is effective from July 1, 2012 to June 30, 2014. It provides for wage increases of 2.00 per cent in each year.

CONSUMER PRICE INDICES

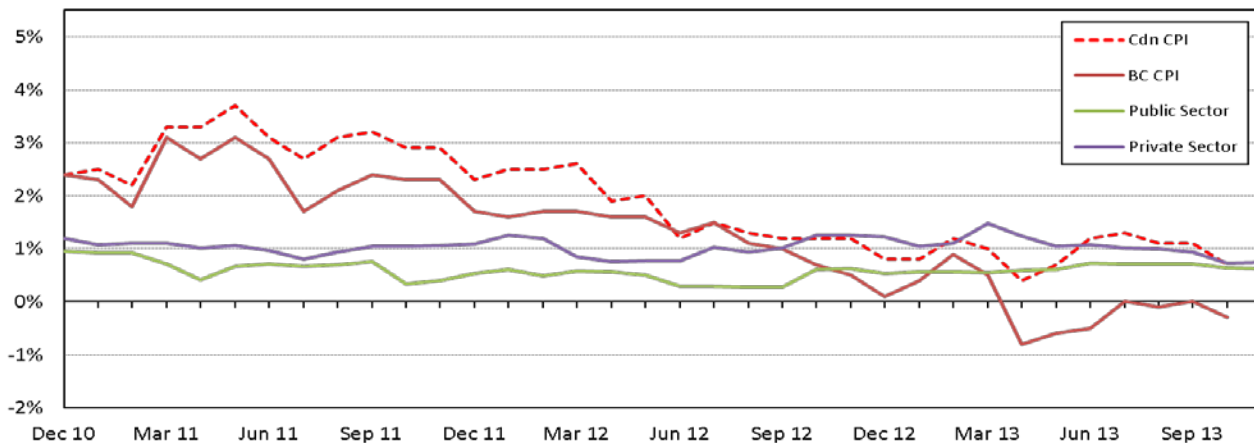
Date	CANADA		VANCOUVER		VICTORIA		BRITISH COLUMBIA	
	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)	2002 =100	12-mo.* chg (%)
2006 Avg.	109.1	2.0	108.0	1.9	108.5	1.6	108.1	1.8
2007 Avg.	111.5	2.2	110.2	2.0	109.8	1.2	110.0	1.7
2008 Avg.	114.1	2.4	112.8	2.4	111.8	1.8	112.3	2.1
2009 Avg.	114.4	0.3	112.9	0.1	111.9	0.1	112.3	0.0
2010 Avg.	116.2	1.8	114.7	1.6	112.9	1.1	113.6	1.4
2011 Avg.	119.9	2.9	117.5	2.3	115.5	2.2	116.5	2.4
2012 Avg.	121.7	1.5	119.0	1.3	116.7	1.0	117.8	1.1
2013								
Jan.	121.3	0.5	118.5	0.5	115.8	0.1	117.1	0.3
Feb.	122.7	1.2	119.8	1.2	116.9	0.7	118.3	0.9
Mar.	122.9	1.0	120.0	0.8	117.1	0.2	118.5	0.5
Apr.	122.7	0.4	118.5	-0.8	115.8	-1.3	117.2	-0.8
May.	123.0	0.7	119.3	-0.4	116.5	-0.9	117.9	-0.6
Jun.	123.0	1.2	119.0	-0.4	116.2	-0.8	117.6	-0.5
Jul.	123.1	1.3	119.3	0.1	116.4	-0.3	117.9	0.0
Aug.	123.1	1.1	119.5	0.1	116.5	-0.3	118.0	-0.1
Sep.	123.3	1.1	119.6	0.3	116.5	-0.3	118.1	0.0
Oct.	123.0	0.7	119.3	0.0	116.2	-0.5	117.7	-0.3

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

Consumer prices fell once again in October. BC’s inflation rate remains lower than the national inflation rate. In October, the consumer price index registered a year over year decrease of 0.3%. Food prices declined by 0.9% from the prior month, shelter dropped again by 0.1% and transportation decreased by 0.7%. 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.

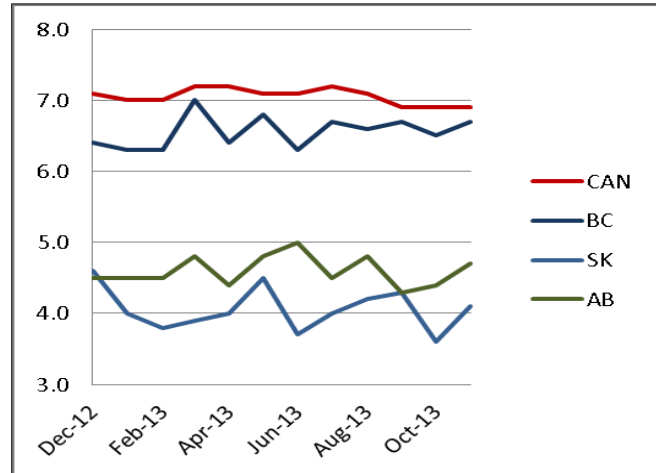
Wage Increases - First Year of Contract (BC)
12-Month Totals, 36-Month Period
BC and Canada Annual Per Cent Change CPI



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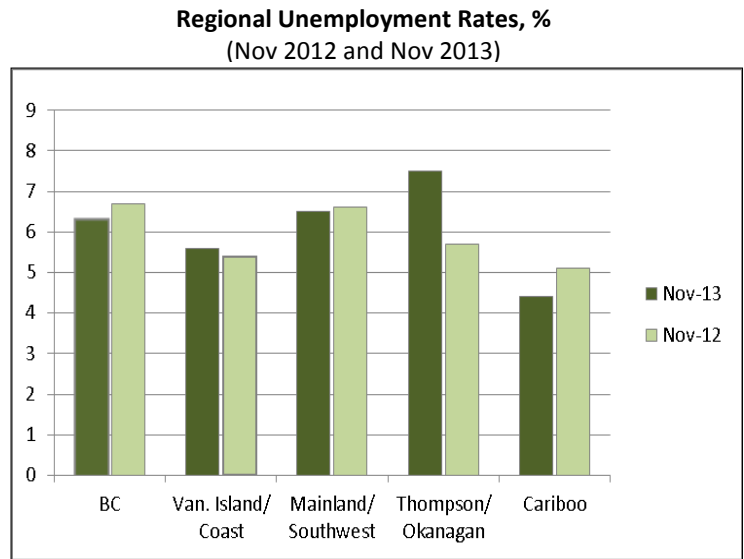
UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)

PROVINCES	Nov/13	Oct/13	Nov/12
Canada	6.9	6.9	7.2
Nfld	12.3	11.0	12.9
Prince Edward Island	11.4	10.7	11.4
Nova Scotia	8.8	9.1	8.8
New Brunswick	9.7	10.1	11.2
Quebec	7.2	7.5	7.6
Ontario	7.2	7.4	7.8
Manitoba	5.6	5.5	5.2
Saskatchewan	4.1	3.6	4.5
Alberta	4.7	4.4	4.2
British Columbia	6.7	6.5	6.7



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

BC METRO AND ECONOMIC REGIONS**	Nov/13	Nov/12
Vancouver Island Coast	5.6	5.4
Victoria	4.3	5.4
Mainland/Southwest	6.5	6.6
Vancouver	6.3	6.7
Abbotsford – Mission	7.1	6.3
Thompson/Okanagan	7.5	5.7
Kelowna	6.2	6.3
Kootenay	4.8	6.9
Cariboo	4.4	5.1
Prince George	n/a	n/a
North Coast & Nechako	5.0	8.5
Northeast	3.6	n/a



Note to readers: Statistics Canada made significant changes to the Labour Force Survey in January 1995, and comparisons with previously issued data are not valid. In addition, the BC Economic Regions were reconfigured in January 2011 to reflect 2006 Census population and 2006 Standard Geographic Classification.

Source: BC Stats, November 2013

NEGOTIATIONS
(REPLACES ALL PREVIOUS EDITIONS)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
<u>PRIVATE SECTOR</u>				
CONSTRUCTION				
Boilermaker Contractors Association of BC	Boilermakers local 359	700	Apr. 30, 2014	Negotiations – yet to commence
Con-Force Structures Ltd.	CSWU local 1611	100	Apr. 30, 2014	Negotiations – yet to commence
Construction Labour Relations Association	Various unions	35,000	Apr. 30, 2010	Tentative agreement – awaiting ratification
Pedre Contractors	CLAC local 68	60	Apr. 30, 2013	Negotiations - continuing
ENERGY				
Spectra Energy Transmission	UNIFOR local 686 (McMahon Plant)	85	Jan. 31, 2013	Negotiations – continuing (conciliation)
	UNIFOR local 862 (Ft. Nelson Plant)	60	Jan. 31, 2013	Negotiations – continuing (conciliation)
	UNIFOR (Pine River)	60	Jan. 31, 2013	Negotiations – continuing (conciliation)
Superior Propane Inc.	Teamsters local 213	700	Dec. 31, 2013	Negotiations – continuing
FINANCE				
Interior Savings Credit Union	BCGEU local 1707	72	Dec. 31, 2013	Negotiations – yet to commence
FOOD & BEVERAGE				
Compass Group Canada (Morrison Management)	USW local 2009	117	Dec. 5, 2013	Negotiations – yet to commence
Compass Group Canada (Victoria International Airport)	UNITE-HERE local 40	66	Jun. 14, 2013	Negotiations – yet to commence
HY Louie (Warehouse)	Teamsters local 213	85	Jul. 31, 2013	Negotiations - continuing
IGA (Vancouver)	UFCW local 1518	86	Jul. 9, 2014	Negotiations – yet to commence
Tober Enterprises	UFCW local 1518	225	Mar. 31, 2013	Negotiations – continuing
	UFCW local 247	70	Mar. 31, 2013	Negotiations – continuing

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
FORESTRY				
Canfor	USW local 424	1,500	Jun. 30, 2013	Tentative agreement – awaiting ratification
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	Tentative agreement – awaiting ratification
PRT Growing Services Ltd.	BCGEU	97	Dec. 31, 2014	Negotiations – yet to commence
West Fraser Timber Ltd.	USW locals 424, 425	1,500	Jun. 30, 2013	Negotiations – continuing
Western Forest Products	USW 1937, 85	2,400	Jun. 15, 2014	Negotiations – yet to commence
HEALTH & WELFARE				
Beckley Farm Lodge	HEU	62	Mar. 31, 2014	Negotiations – yet to commence
Compass Group Canada	HEU, Vancouver Island Health Authority	1,050	Sep. 30, 2012	Tentative agreement – awaiting ratification
	HEU, Provincial Health Services Authority	250	Sep. 30, 2012	Tentative agreement – awaiting ratification
Dr. Bernstein Diet & Health Clinics	BCNU	80	Dec. 20, 2014	Negotiations – yet to commence
Domcor Health, Safety & Security Inc.	HEU	77	Sep. 30, 2013	Negotiations – yet to commence
Elim Christian Care Society	BCGEU	165	Mar. 31, 2014	Negotiations – yet to commence
Laurel Place Holdings	HEU	235	Feb. 28, 2014	Negotiations – yet to commence
Lifestyles Operations LP	BCGEU	75	Jun. 30, 2013	Negotiations – continuing
New Horizons Care Corporation	HEU	110	First C/A	Negotiations – continuing (mediation)
Pro Vita Care Management	HEU	65	Uk	Status unknown
Sodexo Canada	HEU, Abbotsford Hospital and Cancer Centre	200	May 31, 2012	Negotiations - continuing
Stanford Place Holdings	HEU	270	Sep. 30, 2013	Negotiations – yet to commence
Simon Fraser Lodge	HEU	109	Aug. 31, 2013	Negotiations – continuing
Well Being Services (PPL) Ltd.	BCGEU	240	Apr. 30, 2014	Negotiations – yet to commence

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

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
MANUFACTURING				
Aerofreeze	UNIFOR local 114	100	Feb. 28, 2014	Negotiations – yet to commence
AJ Forsythe	USW local 2952	75	Jan. 31, 2014	Negotiations – yet to commence
Canadian Fishing Co.	UFAW	821	Apr. 15, 2013	Tentative agreement – awaiting ratification
CIPA Lumber Co.	USW local 2009	80	Jun. 14, 2014	Negotiations – yet to commence
Coca Cola (Vancouver Island)	Teamsters local 213	66	Oct. 31, 2012	Negotiations - continuing
Coca Cola (Kootenays)	Teamsters local 213	12	Apr. 30, 2012	Negotiations – continuing
Dynamic Windows & Doors	USW local 2952	98	Apr. 30, 2014	Negotiations – yet to commence
Halkin Tool Ltd.	UNIFOR local 114	120	Sep. 14, 2012	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
Lafarge – Valley Rite Mix Aggregate	Teamsters local 213	Uk	Dec. 31, 2013	Negotiations – yet to commence
Lehigh Hanson Materials (Ready Mix)	Teamsters local 213	Uk	Uk	Negotiations – continuing
Lehigh Hanson Materials (Cement)	Boilermakers local 277	80	Apr. 30, 2014	Negotiations – yet to commence
Le-Ron Plastics	UNIFOR local 114	40	Sept. 14, 2013	Negotiations – continuing
Moduline Industries Ltd.	IAMAW local 2711	118	Nov. 30, 2013	Negotiations – continuing
Pepsico Beverages Canada (Vancouver Island)	Island Employees Assn	42	Oct. 31, 2013	Negotiations – continuing
Pepsico Beverages Canada (Prince George)	Prince George Employees Assn	26	Oct. 31, 2013	Negotiations – continuing
Pepsico Beverages Canada (Delta)	Inside Employees Assn	130	Oct. 31, 2013	Negotiations – continuing
Pepsico Beverages Canada (Delta)	Outside Employees Assn	83	Oct. 31, 2013	Negotiations – continuing

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Pepsico Beverages Canada (BC Interior)	Interior Employees Assn	42	Oct. 31, 2013	Negotiations – continuing
Prepac Manufacturing Ltd.	UNIFOR local 114	84	Feb. 28, 2014	Negotiations – yet to commence
Saputo Dairy	IUOE local 882	Uk	Mar. 31, 2013	Tentative agreement – awaiting ratification
Sunrise Poultry Processors	UFCW local 1518	400	Jun. 30, 2013	Negotiations – yet to commence
The Original Cakerie	Teamsters local 464	244	May 31, 2012	Negotiations – continuing
Western Employers Labour Relations Association	IAMAW local 692	100	Mar. 31, 2014	Negotiations – yet to commence
Western Waffles	UFCW local 247	125	Feb. 28, 2014	Negotiations – yet to commence
Weston Bakeries	Teamsters local 464	86	Oct. 31, 2014	Negotiations – yet to commence
Wilkinson Steel & Metal	USW local 692	60	Jan. 31, 2014	Negotiations – yet to commence
MINING				
Endako Mines	USW local 424	304	Mar. 31, 2013	Negotiations – continuing
Kemess Mines	IUOE local 115	135	Dec. 31, 2013	Negotiations – yet to commence
Teck Coal Limited	IUOE local 115	257	May 31, 2014	Negotiations – yet to commence
	USW local 7292	165	Dec. 31, 2014	Negotiations – yet to commence
TRADES & SERVICES				
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
Brinks Canada	UNIFOR local 114	300	Jan. 15, 2014	Negotiations – yet to commence
Britannia Community Services Centre Society	BCGEU	69	Dec. 31, 2014	Negotiations – yet to commence
British Columbia Automobile Association	COPE local 378	68	Sep. 30, 2014	Negotiations – yet to commence
BFI Canada Inc.	IUOE local 115	80	Mar. 31, 2014	Negotiations – yet to commence

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
British Columbia Government & Service Employees Union	COPE local 378	105	Mar. 31, 2014	Negotiations – yet to commence
Canadian Corps of Commissionaires	PSAC	300	Mar. 31, 2013	Status unknown
Canadian Linen & Uniform Service (Victoria)	Teamsters local 213	110	Feb. 28, 2013	Negotiations – yet to commence
Cascade Aerospace	UNIFOR local 114	375	Mar. 31, 2014	Negotiations – yet to commence
Centennial Food Service	UFCW local 247	78	Aug. 31, 2014	Negotiations – yet to commence
CLS Catering Ltd.	UNIFOR local 2002	300	Apr. 30, 2014	Negotiations – yet to commence
DHL Express Ltd.	UNIFOR local 114	800	Mar. 31, 2013	Not participating
Gateway Casinos and Entertainment (Lake City Casinos)	BCGEU	410	Sep. 4, 2013	Negotiations – yet to commence
Gateway Casinos and Entertainment (Grand Villa)	BCGEU	600	Dec. 31, 2014	Negotiations – yet to commence
Gateway Casinos and Entertainment (Chances Casinos)	USW	50	Sep. 30, 2011	Negotiations - continuing
Greater Vancouver Hotel Employers' Association	Unite Here local 40	1,600	Jun. 30, 2014	Negotiations – yet to commence
Executive Inn Hotels	CLAC	200	Jun. 15, 2014	Negotiations – yet to commence
Fairmont Hotel Vancouver	UNIFOR local 4275	450	Jul. 31, 2014	Negotiations – yet to commence
Hastings Entertainment Inc.	UNITE-HERE local 40	107	Dec. 31, 2010	Negotiations – continuing
Hospitality Industrial Relations	BCGEU local 1701	110	Dec. 31, 2010	Negotiations – continuing
	UNITE-HERE local 40	2,200	May 31, 2012	Tentative agreement – awaiting ratification
Hudson's Bay Company (Logistics Centre)	Teamsters local 31	326	Mar. 31, 2013	Negotiations – continuing
Imperial Parking Ltd.	CSWU local 1611	230	May 31, 2014	Negotiations – yet to commence

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
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
MTU Maintenance Canada	IAMAW local 764	219	Nov. 1, 2014	Negotiations – yet to commence
Pacific Blue Cross	CUPE local 816	610	Jul. 31, 2014	Negotiations – yet to commence
Ramada Inn (Prince George)	UNITE-HERE local 40	65	May. 31, 2012	Negotiations – yet to commence
Salvation Army (Harbour Light)	BCGEU	109	Mar. 31, 2013	Negotiations – continuing
Shoppers’ Drug Mart	UFCW local 1518	72	Apr. 30, 2012	Settled – details pending
The Cat Rental Stores	IAMAW local 692	65	Jul. 1, 2013	Negotiations – continuing
Vancouver Arena LLP	CLAC	580	Sep. 30, 2014	Negotiations – yet to commence
Williams Moving & Storage	UNIFOR	280	Mar. 31, 2014	Negotiations – yet to commence
YMCA Vancouver	BCGEU	180	Dec. 31, 2014	Negotiations – yet to commence
YMCA Childcare Centres	BCGEU	180	Dec. 31, 2014	Negotiations – yet to commence
Zellers Inc. #264	UFCW local 1518	102	Mar. 31, 2013	Status – unknown
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
Canadian Pacific Railway	CP Police Association	60	Dec. 31, 2012	Settled – details pending
	UNIFOR local 101	270	Dec. 31, 2014	Negotiations – yet to commence
Canadian National Railway	Teamsters	500	Jul. 22, 2013	Tentative agreement – awaiting ratification
	UNIFOR	450	Dec. 31, 2014	Negotiations – yet to commence
	TCRC	70	Dec. 31, 2014	Negotiations – yet to commence
Cardinal Transportation BC	CUPE local 439	60	Jun. 30, 2014	Negotiations – yet to commence
Dynamex Inc.	UNIFOR local 114	140	Mar. 31, 2012	Not participating
Fraser Wharves Ltd.	Teamsters local 213	140	Jan. 31, 2013	Negotiations – yet to commence
Global Television	UNIFOR local 814	280	Aug. 31, 2014	Negotiations – yet to commence

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Great Canadian Railtour co.	Teamster local 31	110	Dec. 31, 2013	Negotiations – yet to commence
Greyhound Canada	ATU local 1374	337	Mar. 31, 2014	Negotiations – yet to commence
Island Tug & Barge	CMSG	65	Mar. 31, 2013	Negotiations – continuing
Protrans BC	BCGEU	175	Dec. 31, 2013	Negotiations – yet to commence
Seaspan ULC	CMSG	220	Sep. 30, 2013	Negotiations – continuing
	ILWU local 400	180	Sep. 30, 2013	Negotiations – continuing
	IUOE (log loaders)	25	Apr. 30, 2014	Negotiations – yet to commence
Seaspan Ferries	CMSG	28	Sep. 30, 2013	Negotiations – continuing
	SIU	21	Sep. 30, 2013	Negotiations – continuing
Southern Railway	CUPE local 7000	135	Mar. 31, 2014	Negotiations – yet to commence
The News Group	Teamsters local 213	235	Dec. 31, 2013	Negotiations – yet to commence
Total Delivery Systems	UNIFOR local 2000	180	Nov. 30, 2013	Negotiations – yet to commence
United Airlines Inc. (Customer Service)	IAMAW	75	Apr. 1, 2013	Status unknown
Van Kam Freightways	Teamsters local 213	70	Jan. 31, 2014	Negotiations – yet to commence
WWL Vehicle Services Ltd.	Teamsters local 213	152	Mar. 31, 2014	Negotiations – yet to commence
<u>PUBLIC SECTOR</u>				
EDUCATION				
BC Public School Employers Association	BCTF	41,000	Jun. 30, 2013	Negotiations – continuing
	CUPE/Teamsters (support staff)	33,000	Jun 30, 2012	Tentative agreement – awaiting ratification
Capilano University	Faculty Association	376	Mar. 31, 2010	Negotiations – continuing (mediation)
Simon Fraser University	Poly Party trades unions	120	Apr. 30, 2010	Negotiations – continuing
University of Northern British Columbia	Faculty Association	459	Jun. 30, 2012	Negotiations – continuing (arbitration)
University of Victoria	USW local 2009	180	Apr. 30, 2014	Negotiations – yet to commence

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
HEALTH & WELFARE				
HEABC	Community Bargaining Assc	15,000	Mar. 31, 2014	Tentative agreement – awaiting ratification
HEABC	HSPBA	17,000	Mar. 31, 2014	Negotiations - continuing
HEABC	Facilities Subsector Bargaining Assc	46,000	Mar. 31, 2014	Negotiations - continuing
FEDERAL GOVERNMENT				
Treasury Board of Canada	PSAC (Border Services)	8,500	Jun. 20, 2011	Negotiations - continuing
	PSAC (Programs & Admin)	8,000	Jun. 20, 2014	Negotiations – yet to commence
	PSAC (Operational Services)	1,600	Aug. 4, 2014	Negotiations – yet to commence
	PSAC (Education & Library)	1,010	Jun. 30, 2014	Negotiations – yet to commence
MUNICIPAL GOVERNMENT				
Abbotsford Police Department	Teamsters local 31 (support)	70	Dec. 31, 2011	Negotiations – continuing
Chilliwack, City of	CUPE local 1050	440	Dec. 31, 2013	Negotiations – yet to commence
Comox Valley Regional District	CUPE local 70	70	Dec. 31, 2014	Negotiations – yet to commence
Courtenay, City of	CUPE local 556	80	Dec. 31, 2014	Negotiations – yet to commence
Cowichan Valley Regional District	CUPE local 358	210	Dec. 31, 2013	Negotiations – continuing
	IATSE local 168	20	Dec. 31, 2013	Negotiations – yet to commence
	USW local 1-1937	25	Dec. 31, 2013	Negotiations – continuing
Delta Police Board	Delta Police Association	170	Dec. 31, 2012	Negotiations – yet to commence
Easy Park	CUPE local 1004	63	Jun. 30, 2012	Negotiations - continuing
Fort St. John, City of	BCGEU	161	Dec. 31, 2014	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)

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Kelowna, City of	CUPE local 338	515	Dec. 31, 2013	Negotiations – yet to commence
Langley, City of	CUPE local 2058	51	Dec. 31, 2011	Negotiations – continuing
Langley, Township of	IAFF local 4550	71	Dec. 31, 2009	Negotiations – continuing
	CUPE local 403	111	Dec. 31, 2011	Negotiations – continuing
Maple Ridge, District of	CUPE local 622	207	Mar. 31, 2012	Negotiations - continuing
Metro Vancouver	Teamsters local 31 (inside workers)	442	Dec. 31, 2011	Negotiations – continuing
Mission, District of	CUPE local 1267	218	Dec. 31, 2013	Negotiations – yet to commence
Nanaimo, City of	IAFF local 905	97	Mar. 31, 2010	Negotiations – continuing
	CUPE local 401	750	Dec. 31, 2013	Negotiations – yet to commence
New Westminster 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
Okanagan/Similkameen, Regional District of	BCGEU	56	Dec. 31, 2014	Negotiations – yet to commence
Pacific National Exhibition	CUPE local 1004	4,000	Dec. 31, 2013	Negotiations – yet to commence
Penticton, City of	IAFF local 1399	40	Dec. 31, 2009	Negotiations – 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 (mediation)
Port Moody Police Board	PMPSU	47	Mar. 31, 2010	Negotiations – yet to commence
Powell River, City of	CUPE local 798	175	Dec. 31, 2012	Negotiations – yet to commence
	IAFF local 1298	Uk	Dec. 31, 2011	Negotiations – yet to commence
Prince George, City of	IAFF local 1372	117	Mar. 31, 2010	Negotiations – continuing
	CUPE locals 399,1048	515	Dec. 31, 2012	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

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COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
Smithers, Town of	CUPE local 1570	56	Dec. 31, 2013	Negotiations - continuing
Vernon, City of	CUPE local 626	146	Dec. 31, 2013	Negotiations – yet to commence
West Kelowna, District of	Local Government Employees Union	101	Dec. 31, 2013	Negotiations – yet to commence
West Shore Parks & Rec	CUPE local 1978	235	Dec. 31, 2013	Negotiations - continuing
West Vancouver Police Board	West Vancouver Police Association	81	Mar. 31, 2012	Negotiations – yet to commence
White Rock, Corporation of	CUPE local 402-01	100	Dec. 31, 2011	Negotiations – continuing
PUBLIC SERVICES				
Canada Post Corporation	APOC	550	Mar. 31, 2014	Negotiations – yet to commence
	CPAA	860	Dec. 31, 2014	Negotiations – yet to commence
TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES				
BC Transit (Skytrain)	CUPE local 7000	530	Aug. 31, 2013	Negotiations – continuing
Canadian Broadcasting Corporation	CMG	350	Mar. 31, 2014	Negotiations – yet to commence
Coast Mountain Bus Co. Ltd.	COPE local 378	443	Mar. 31, 2011	Negotiations – continuing
Translink Security Management 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)
Cameron	Rambow Mechanical Ltd	UA locals 170 & 324	1 st C/A	24	All issues	Met March 25, 27 and June 24. Reported out June 24. Employer applied for last offer vote.
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. Meeting December 2.
McArthur	Thompson Creek (Endako Mine)	USW 1-424	Mar 31, 2013	260	Non monetary and monetary issues.	Met September 4, 12, 13, 24 and 25. Strike vote taken. Employer last offer vote application withdrawn. Met November 13-15.
Sones	Stream Vancouver Warehouse (office)	Teamsters 31	Dec 31, 2012	2	Family day, part- time wage rates and language.	Monitoring.
Sones	Stream Vancouver Warehouse (United Terminals)	Teamsters 31	Dec 31, 2012	42	Family day, part- time wage rates and language.	Monitoring.
Sones	Busters Towing	Teamsters 31	1 st C/A	58	Monetary, language and seniority.	Met August 26, September 11, 30 and October 11. Reported out October 11. Met November 8, 12, 13, 14 and 18.
Cameron	City of Port Moody	IAFF 2399	Dec 2009	44	All issues.	Met November 13 and 14.
Sones	D-W Services Ltd.	COPE 378	1 st C/A	3	Various	Met Sept 6, 10, 23, Oct15 and Nov 7.Meeting Dec 2.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
McArthur	Shoppers Wholesale Food Company	UFCW 1518	May 18, 2013	50	Monetary issues.	Meeting December 4 and 5.
McArthur	Ocean Concrete	Teamsters 213	Dec 31, 2012	92	Stats, Saturdays, health & welfare, contracting, lunch and wages.	Met October 10 and 15. Reported out October 16.
Sones	Prince George Taxi	Teamsters 31	Apr 30, 2013	13	Call taker wages and working alone premium.	Meeting December 11.
Sones	Standard Bus	Teamsters 31	Jun 30, 2013	20	Wages, driver trainer classification and rate, health and welfare change.	Meeting December 10.
Cameron	Honeywell Limited	UA local 516	1 st C/A	10	Subcontracting	Meeting December 3.
Cameron	Capilano University	Capilano University Faculty Association	Mar 31, 2010	665	Retroactivity, benefits, and more.	Met November 25 and 26. Meeting December 16.
McArthur	Township of Esquimalt	IAFF 4264	Dec 31, 2009	20	Various	Arranging meetings.
Cameron	IFLRA	USW (Wood Council)		1000+	Various	Met November 20, 21, 28 and 29. Strike notice November 29.
McArthur	School District 62 (Sooke)	CUPE 459	Jun 30, 2012	565	Estoppels on Grievance Procedure and Vacation Accumulation	Meeting December 2.
Sones	Louisiana Pacific Engineered Wood Products	USW 1-417	Jun 30, 2013	8	Various	Met
Sones	WELRA	USW 2009	Jan 31, 2013	100	Language and monetary	Arranging meetings.

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STRIKES AND LOCKOUTS

PRIVATE

MANUFACTURING

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

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

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: FortisBC
AND
International Brotherhood of Electrical Workers local 213

Approximately 140 employees. Contract expired January 31, 2013. Issues include wages. Lockout commenced June 2013. Parties continuing with mediation.

TRADES & SERVICES

Parties: IKEA
AND
International Brotherhood of Teamsters local 213

Approximately 350 employees. Contract expired December 31, 2012. Issues include wages. Strike action (formerly referred to as Lockout) commenced May 2013.

Parties: Hospitality Industrial Relations
AND
Unite-Here local 40

Approximately 2,200 employees. Contract expired May 31, 2012. Issues include wages, benefits, security. Rotating job action commenced August 2013. Tentative agreement reached and awaiting ratification.
