

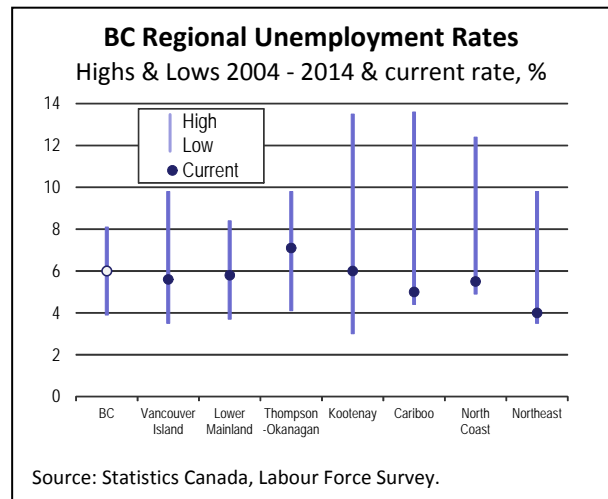
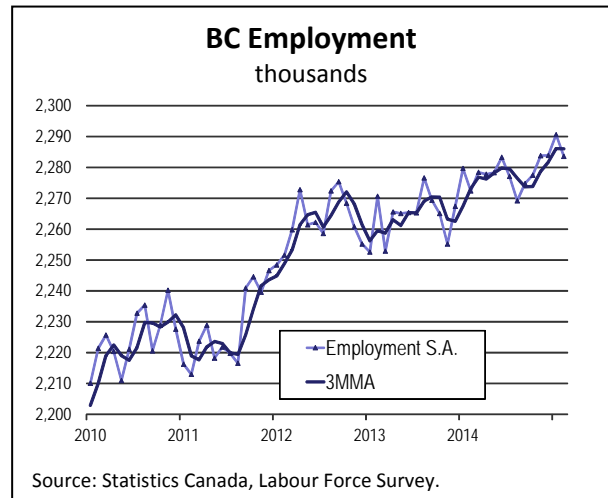


BC LABOUR MARKET AND BARGAINING OVERVIEW

February saw employment in BC fall by 7,000. The setback is not too much of a concern, but it does interrupt a number of months of consecutive gains. Looking at the three-month moving average to smooth out some of the month-to-month volatility shows the upward trend in employment is still in place and the overall number of jobs is still holding up at a new high.

The unemployment rate in BC jumped from 5.6% to 6.0% between January and February. The significant increase is because of the fall in employment coupled with an increase in the size of the labour force.

The provincial unemployment rate currently sits right in the middle of where it has ranged over the past decade (between a high of 8.1% and a low of 3.9%). Regionally, the picture is somewhat different. In the southern parts of the province, including the lower mainland, unemployment rates are closer to the middle of the high-low range recorded over the past decade. In contrast, in the northern regions the unemployment rates are near the bottom of the range, suggesting labour market conditions in these areas are much tighter.



Contract Settlements

Collective bargaining remained active over the December-January period with 40 contracts settled. The average wage increase that will occur in 2015 is 1.7%, up slightly from 1.5% last year. The average wage increase slated for 2016 is also 1.7%.

LEGAL

Supreme Court of Canada on Collective Bargaining

Dentons – On January 16, 2015, the Supreme Court of Canada (SCC) rendered a decision giving section 2(d) of the *Charter of Rights and Freedoms* a much more generous interpretation.

In *Mounted Police Association of Ontario v. Canada* the SCC determined the standing legislated labour relations regime for the Royal Canadian Mounted Police (RCMP) contravenes section 2(d) which protects the right to freedom of association.

Originally, the RCMP were excluded from any sort of labour relations systems, and are still legislatively prohibited from joining a union. In the 1970's several changes planted the seeds for the current Staff Relations Representative Program (SRRP). In general, this scheme was a 'go-between' for staff and management; however, it was accepted and understood that management always had the final say.

In deciding that section 2(d) had been violated, the Court asked if the employee's right to "meaningful process" had been subject to interference. Meaningful process requires employees to have effective input in the associations they may join, leave, and hold accountable. The SRRP was solely controlled by management. The SCC deemed this special labour relations scheme infringed upon section

2(d) of the *Charter of Rights and Freedoms* and could not be justified under section 1. Further, the majority found it unconstitutional to exclude RCMP from the definition of "employee" under the federal *Public Service Labour Relations Act*. The existing scheme will remain in place in 2015 to give the Government time to craft a replacement model, as the Court did *not* go so far as to say RCMP must be *permitted* to join a union.

And on Striking...

Borden Ladner Gervais LLP – In a decision released January 30, 2015, the Supreme Court of Canada (SCC) ruled on another landmark decision. For the first time, and against all former precedents, the right to strike is now constitutionally protected.

In *Saskatchewan Federation of Labour v. Saskatchewan*, The SCC struck down Saskatchewan's *Public Service Essential Services Act* (PSESA) deeming it infringes on the *Charter of Rights and Freedoms*. PSESA prohibits designated "essential services employees" from engaging in a strike against their employers.

The SCC gave reasons as to how the provincial legislation contravenes the *Charter*, including recognizing a deep inequality between employee and employer and that strike action puts pressure on both parties to engage in good faith bargaining. Further, the legislation itself does not speak to any

adequate review mechanism on who or what duties the employer unilaterally deems “essential.” The wording of PSESA also lacks clauses that could address alternatives to dispute resolution such as arbitration.

The PSESA can neither be justified under section 1 of the *Charter* as the Court ruled the legislation goes beyond what is reasonably required to maintain essential services for public safety.

This decision reverses 30 years of precedents. Note, there was strong dissent by two Justices who expressed views that the SCC should not intrude into the role of policy makers in matters of labour relations and that it tips the balance that has already been struck.

Amendments to Alberta’s PIPA

McCarthy Tetrault – Alberta has recently amended its *Personal Information Protection Act* (PIPA) in response to a Supreme Court of Canada decision which found it infringed on the protected rights of a union’s freedom of expression (*Alberta Information and Privacy Commissioner v. United Food and Commercial Workers local 401*). Bill 3 makes small changes that provide conditions unions must meet in their use of personal information during lawful labour disputes:

1. Collecting, using, or disclosing the personal information is for the purpose of informing or persuading the public about a matter of significant public interest or

importance relating to a labour relations dispute;

2. Collecting, using, or disclosing the personal information is reasonably necessary for that purpose; and
3. The collection, use, or disclosure of the personal information without consent is reasonable in its situation context, taking into account all relevant considerations, including the nature and sensitivity of the personal information.

Canada Labour Code Makes Certification Tougher

Norton Rose Fulbright – There has been a legislative amendment to Part 2 of the *Canada Labour Code* that takes effect June 16, 2015 that will make it tougher for unions to organize federally regulated employers.

Bill C-525 has done away with automatic certification and re-introduced the secret ballot vote. The former legislation provided for automatic certification if the union could prove more than 50% of employees signed union cards and paid for a union membership. A secret ballot vote was only be required if the union had evidence of support from 35% to 50% of the proposed bargaining unit. Now all certifications will be subject to a secret ballot vote, and only if the union can show evidence of 40% support from potential members.

Ontario, British Columbia, Alberta, Nova Scotia and Saskatchewan require a

secret ballot vote even if there is evidence that more than 50% of proposed bargaining unit employees show support.

It is also now easier for bargaining unit members to de-certify, or remove, their union. A secret ballot vote to de-certify normally would only be triggered with evidence showing more than 50% of employees wanted to remove their union representation. Now, the

threshold has been reduced to 40%. At least 35% of the bargaining unit must vote for validity in determining majority.

These changes are important in that they provide employers with the opportunity to communicate factual information about the meaning of unionization before they vote. Before, employers were denied this ability to communicate.



SETTLEMENTS

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SETTLEMENTS**PRIVATE SECTOR****FOOD & BEVERAGE**

Parties: Compass Group Canada (Kin Village)
AND
United Steelworkers local 2009

Contract expiry: Dec 5, 2013; 25 unionized employees. The parties have ratified a 3-year agreement effective Dec 6, 2013 to Dec 5, 2016 that provides general wage increases as follows:

Dec 6, 2013	1.75%
Dec 6, 2014	1.75%
Dec 6, 2015	1.75%

Hourly Wage	Year 1	Year 2	Year 3
Cook	\$19.35	\$19.64	\$19.94
Housekeeping	\$13.41	\$13.70	\$14

Note:

General percentage wage increases are based on an average across the pay scale.

Parties: Soul Foods
AND
Unifor

Contract expiry: Jun 30, 2014; 510 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2014 to Jun 30, 2017 that provides general wage increases as follows:

Jul 1, 2014	1.00%
Jul 1, 2015	1.00%
Jul 1, 2016	1.00%

Hourly Wage	Year 1	Year 2	Year 3
Food service worker	\$12.70	\$13.08	\$13.34

FORESTRY

Parties: Andritz Ltd.
 AND
 United Steelworkers local 2009

Contract expiry: Sep 30, 2014; 65 unionized employees. The parties have ratified a 5-year agreement effective Oct 1, 2014 to Sep 30, 2019 that provides general wage increases as follows:

Oct 1, 2014	16.00%
Oct 1, 2015	5.50%
Oct 1, 2016	3.00%
Oct 1, 2017	3.00%
Oct 1, 2018	2.50%

Hourly Wage	Year 1	Year 2	Year 3
Journeyman Machinist	\$33.34	\$35.17	\$36.23
Machine Operator	\$26.58	\$28.04	\$28.88

Note:

The significant increase in the first year is a "catch up" to align trade wages to the market.

Parties: Interfor (Acorn Division)
 AND
 United Steelworkers local 2009

Contract expiry: Jun 14, 2014; 135 unionized employees. The parties have ratified a 5-year agreement effective Jun 15, 2014 to Jun 14, 2019 that provides general wage increases as follows:

Jun 15, 2014	3.00%
Jun 15, 2015	2.00%
Jun 15, 2016	2.50%
Jun 15, 2017	2.50%
Jun 15, 2018	3.00%
<i>No key wage data available</i>	

Note:

Employees receive lump sums in the amount of \$400 June 15, 2014 and \$1000 in each 2016, 2017, 2018.

Trades increases receive an additional \$0.50/hr effective July 1 in each year of the agreement.

Parties: Kelfor Industries
AND
United Steelworkers local 2009

Contract expiry: Jun 14, 2014; 20 unionized employees. The parties have ratified a 5-year agreement effective Jun 15, 2014 to Jun 14, 2019 that provides general wage increases as follows:

Jun 15, 2014	3.00%
Jun 15, 2015	2.00%
Jun 15, 2016	2.50%
Jun 15, 2017	2.50%
Jun 15, 2018	3.00%

Hourly Wage	Year 1	Year 2	Year 3
Tree Planter	\$27.51	\$28.06	\$28.76
Grader Operator	\$29.54	\$30.13	\$30.88

Note:

Employees receive lump sums in the amount of \$400 June 15, 2014 and \$1000 in each 2016, 2017, 2018.

Trades increases receive an additional \$0.50/hr effective July 1 in each year of the agreement.

HEALTH SERVICES

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

Contract expiry: Dec 31, 2014; 744 unionized employees. The parties have ratified a 15-month agreement effective Jan 1, 2015 to Mar 31, 2016 that provides general wage increases as follows:

Jul 1, 2015	1.50%
<i>No key wage data available</i>	

Note:

The parties have agreed to extend the collective agreement for 15 months due to the recent integration.

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

Contract expiry: Jul 31, 2014; 60 unionized employees. The parties have ratified a 3-year agreement effective Aug 1, 2014 to Jul 31, 2017 that provides general wage increases as follows:

Aug 1, 2014	1.00%
Aug 1, 2015	1.00%
Aug 1, 2016	1.50%

No key wage data available

MANUFACTURING

Parties: CIPA Lumber Company Ltd.
AND
United Steelworkers

Contract expiry: Jun 14, 2014; 100 unionized employees. The parties have ratified a 5-year agreement effective Jun 15, 2014 to Jun 14, 2019 that provides general wage increases as follows:

Jun 15, 2014	3.00%
Jun 15, 2015	2.00%
Jun 15, 2016	2.50%
Jun 15, 2017	2.50%
Jun 15, 2018	3.00%

No key wage data available

Note:

Employees receive lump sum payments in the amount of \$400 at date of ratification and \$1000 in each year of 2016, 2017, and 2018.

Parties: Dynamic Windows and Doors Inc.
AND
United Steelworkers local 2009

Contract expiry: Apr 30, 2014; 100 unionized employees. The parties have ratified a 5-year agreement effective May 1, 2014 to Apr 30, 2019 that provides general wage increases as follows:

May 1, 2014	0.00%
May 1, 2015	2.50%
May 1, 2016	2.50%
May 1, 2017	3.00%
May 1, 2018	4.00%
<i>No key wage data available</i>	

Parties: Leslie Forest Products Ltd.
AND
United Steelworkers local 2009

Contract expiry: Dec 31, 2013; 25 unionized employees. The parties have ratified a 5-year agreement effective Jan 1, 2014 to Dec 31, 2018 that provides general wage increases as follows:

Jan 1, 2014	0.00%
Jan 1, 2015	2.00%
Jan 1, 2016	2.50%
Jan 1, 2017	2.50%
Jan 1, 2018	2.50%
<i>No key wage data available</i>	

Note:

In 2017 and 2018, employees receive a \$500.00 lump sum.

Parties: Philips Ledalite Architectural Products
AND
Unifor local 114

Contract expiry: May 31, 2014; 190 unionized employees. The parties have ratified a 3-year agreement effective Jun 1, 2014 to May 31, 2017 that provides general wage increases as follows:

Jun 1, 2014	1.50%
Jun 1, 2015	1.50%
Jun 1, 2016	2.00%
<i>No key wage data available</i>	

Parties: Robar Industries Ltd.
AND
United Steelworkers

Contract expiry: Aug 31, 2013; 60 unionized employees. The parties have ratified a 4-year agreement effective Sep 1, 2013 to Aug 31, 2017 that provides general wage increases as follows:

Sep 1, 2013	0.00%
Sep 1, 2014	1.50%
Sep 1, 2015	1.50%
Sep 1, 2016	1.50%

Hourly Wage	Year 1	Year 2	Year 3
Step 1	\$27.34	\$27.75	\$28.59

TRADES & SERVICES

Parties: BC Automobile Association (Service Location)
AND
Canadian Office & Professional Employees local 378

Contract expiry: Sep 30, 2014; 68 unionized employees. The parties have ratified a 4-year agreement effective Oct 1, 2014 to Sep 30, 2018 that provides general wage increases as follows:

TRADES & SERVICES CONT'D

Oct 1, 2014	2.00%
Oct 1, 2015	1.50%
Oct 1, 2016	1.50%
Oct 1, 2017	1.25%
<i>No key wage data available</i>	

Parties: Fairmont Hotel Vancouver
AND
Unifor local 4275

Contract expiry: Jul 31, 2014; 450 unionized employees. The parties have ratified a 3-year agreement effective Aug 1, 2014 to Jul 31, 2017 that provides general wage increases as follows:

Aug 1, 2014	1.75%
Feb 1, 2015	0.50%
Aug 1, 2015	1.50%
Feb 1, 2016	1.00%
Aug 1, 2016	1.50%
Feb 1, 2017	1.00%
<i>No key wage data available</i>	

Parties: Gateway Casinos and Entertainment Inc (Lake City Casinos)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Sep 4, 2013; 410 unionized employees. The parties have ratified a 4-year agreement effective Sep 5, 2013 to Sep 4, 2017 that provides general wage increases as follows:

Sep 5, 2013	2.00%
Sep 5, 2014	2.00%
Sep 5, 2015	2.00%
Sep 5, 2016	2.50%
<i>No key wage data available</i>	

Parties: Hastings Entertainment Inc.
AND
Unite-Here local 40

Contract expiry: Dec 31, 2010; 107 unionized employees. The parties have ratified a 6-year agreement effective Jan 1, 2011 to Jun 30, 2016 that provides general wage increases as follows:

Aug 15, 2014 1.00%
Aug 15, 2016 0.50%

Hourly Wage	Year 1	Year 2	Year 3
Bartender	\$15.08	\$15.31	\$15.38
Server	\$11.87	\$12.05	\$12.11
Cook	\$15.54	\$15.77	\$15.85

Parties: Maximus Canada
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 31, 2015; 260 unionized employees. The parties have ratified a 5-year agreement effective Apr 1, 2015 to Mar 31, 2020 that provides general wage increases as follows:

Apr 1, 2015 0.00%
Apr 1, 2016 1.25%
Apr 1, 2017 1.75%
Apr 1, 2018 2.00%
Apr 1, 2019 2.00%
No key wage data available

Parties: MTU Maintenance Canada Ltd.
AND
International Association of Machinists & Aerospace Workers local 764

Contract expiry: Nov 1, 2014; 219 unionized employees. The parties have ratified a 3-year agreement effective Nov 2, 2014 to May 1, 2017 that provides general wage increases as follows:

TRADES & SERVICES CONT'D

Oct 26, 2014 2.00%
 Oct 25, 2015 1.75%
No key wage data available

Parties: The Cat Rental Stores
 AND
 International Association of Machinists & Aerospace Workers local 692

Contract expiry: Jun 30, 2013; 69 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2013 to Jun 30, 2016 that provides general wage increases as follows:

Jul 1, 2013 3.50%
 Jul 1, 2014 3.25%
 Jul 1, 2015 3.75%

Hourly Wage	Year 1	Year 2	Year 3
Journeyman Mechanic	\$32.15	\$33.19	\$34.44

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

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

Contract expiry: Apr 20, 2014; 100 unionized employees. The parties have ratified a 1-year agreement effective Apr 21, 2014 to Apr 20, 2015 that provides general wage increases as follows:

Apr 21, 2014 2.00%

Hourly Wage	Year 1
Base wage rate	\$10.72

Parties: Coast Mountain Bus Co. Ltd.
AND
Canadian Office & Professional Employees local 378

Contract expiry: Mar 31, 2015; 443 unionized employees. The parties have ratified a 1-year agreement effective Apr 1, 2015 to Mar 31, 2016 that provides general wage increases as follows:

Apr 1, 2015 1.75%

No key wage data available

Parties: Translink
AND
Canadian Office & Professional Employees local 378

Contract expiry: Mar 31, 2015; 443 unionized employees. The parties have ratified a 1-year agreement effective Apr 1, 2015 to Mar 31, 2016 that provides general wage increases as follows:

Apr 1, 2015 1.75%

No key wage data available

PUBLIC SECTOR

CROWN CORPORATIONS

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

Contract expiry: Dec 31, 2013; 624 unionized employees. The parties have ratified a 5-year agreement effective Jan 1, 2014 to Dec 31, 2018 that provides general wage increases as follows:

CROWN CORPORATIONS CONT'D

Jan 1, 2014	0.00%
Jan 1, 2015	1.00%
Jan 1, 2016	0.50%
Nov 1, 2016	1.00%
Jan 1, 2017	0.50%
Nov 1, 2017	1.00%
Jan 1, 2018	0.50%
Nov 1, 2018	1.00%
<i>No key wage data available</i>	

Note:

In November of each 2015, 2016, 2017 and 2018, increases are in addition to the Economic Stability Dividend.

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

Contract expiry: Jun 30, 2014; 30 unionized employees. The parties have ratified a 5-year agreement effective Jul 1, 2014 to Jun 30, 2019 that provides general wage increases as follows:

Jul 1, 2014	0.00%
Jul 1, 2015	1.00%
Jul 1, 2016	0.50%
May 1, 2017	1.00%
Jul 1, 2017	0.50%
May 1, 2018	1.00%
Jul 1, 2018	0.50%
May 1, 2019	1.00%
<i>No key wage data available</i>	

Parties: Community Living BC
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 31, 2014; 443 unionized employees. The parties have ratified a 5-year agreement effective Apr 1, 2014 to Mar 31, 2019 that provides general wage increases as follows:

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CROWN CORPORATIONS CONT'D

Apr 1, 2014	0.00%
Apr 1, 2015	1.00%
Apr 1, 2016	0.50%
Feb 1, 2017	1.00%
Apr 1, 2017	0.50%
Feb 1, 2018	1.00%
Apr 1, 2018	0.50%
Feb 1, 2019	1.00%
<i>No key wage data available</i>	

Note:

The last four years of the agreement provide for the Economic Stability Dividend.

Parties: Legal Services Society of BC
 AND
 Professional Employees Association

Contract expiry: Sep 30, 2014; 6 unionized employees. The parties have ratified a 5-year agreement effective Oct 1, 2014 to Sep 30, 2019 that provides general wage increases as follows:

Oct 1, 2014	0.00%
Oct 1, 2015	1.00%
Oct 1, 2016	0.50%
Aug 1, 2017	1.00%
Oct 1, 2017	0.50%
Aug 1, 2018	1.00%
Oct 1, 2018	0.50%
Aug 1, 2019	1.00%
<i>No key wage data available</i>	

EDUCATION

Parties: Thompson Rivers University
AND
Open Learning Faculty Association (TRUOLFA)

Contract expiry: Mar 31, 2014; 240 unionized employees. The parties have ratified a 5-year agreement effective Apr 1, 2014 to Mar 31, 2019 that provides general wage increases as follows:

Apr 1, 2014	0.00%
Apr 1, 2015	1.00%
Apr 1, 2016	0.50%
Feb 1, 2017	1.00%
Apr 1, 2017	0.50%
Feb 1, 2018	1.00%
Apr 1, 2018	0.50%
Feb 1, 2019	1.00%
<i>No key wage data available</i>	

HEALTH SERVICES

Parties: Government of BC
AND
Doctors of BC (British Columbia Medical Association)

Contract expiry: Mar 31, 2014; 10,000 unionized employees. The parties have ratified a 5-year agreement effective Apr 1, 2014 to Mar 31, 2019 that provides general wage increases as follows:

Apr 1, 2014	0.00%
Apr 1, 2015	1.00%
Apr 1, 2016	0.50%
Feb 1, 2017	1.00%
Apr 1, 2017	0.50%
Feb 1, 2018	1.00%
Apr 1, 2018	0.50%
Feb 1, 2019	1.00%
<i>No key wage data available</i>	

Note:

The last four years of the contract provide for the Economic Stability Dividend.

Parties: University of British Columbia Childcare Services
AND
British Columbia Government & Service Employees' Union

Contract expiry: Apr 30, 2014; 120 unionized employees. The parties have ratified a 5-year agreement effective May 1, 2014 to Apr 30, 2019 that provides general wage increases as follows:

May 1, 2014	0.00%
May 1, 2015	1.00%
May 1, 2016	0.50%
Feb 1, 2017	1.00%
May 1, 2017	0.50%
Feb 1, 2018	1.00%
May 1, 2018	0.50%
Feb 1, 2019	1.00%
<i>No key wage data available</i>	

Note:

The last four years of the agreement provide for the Economic Stability Dividend.

MUNICIPAL GOVERNMENT

Parties: Abbotsford, City of
AND
Abbotsford Police Association

Contract expiry: Dec 31, 2012; 215 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2013 to Dec 31, 2015 that provides general wage increases as follows:

Jan 1, 2013	2.50%
Jan 1, 2014	2.00%
Jan 1, 2015	2.50%

Hourly Wage	Year 1	Year 2	Year 3
1st Class Constable	\$42.38	\$43.23	\$44.31

Parties: Castlegar, City of
AND
Canadian Union of Public Employees local 2262

Contract expiry: Feb 28, 2013; 37 unionized employees. The parties have ratified a 6-year agreement effective Mar 1, 2013 to Feb 28, 2019 that provides general wage increases as follows:

Mar 1, 2013	0.00%
Mar 1, 2014	1.50%
Mar 1, 2015	1.50%
Mar 1, 2016	2.00%
Mar 1, 2017	2.00%
Mar 1, 2018	2.00%
<i>No key wage data available</i>	

Note:

The agreement was reached after a 2-month strike and with the help of a Mediator.

Parties: Comox Valley Regional District
AND
Canadian Union of Public Employees local 556

Contract expiry: Dec 31, 2014; 70 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2015 to Dec 31, 2018 that provides general wage increases as follows:

Jan 1, 2015	1.00%
Jul 1, 2015	1.00%
Jan 1, 2016	2.00%
Jan 1, 2017	2.00%
Jan 1, 2018	2.00%
<i>No key wage data available</i>	

Parties: Greater Victoria Labour Relations Association
AND
Police Association of Oak Bay

Contract expiry: Dec 31, 2012; 24 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2013 to Dec 31, 2015 that provides general wage increases as follows:

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MUNICIPAL GOVERNMENT CONT'D

Jan 1, 2013	2.50%
Jan 1, 2014	2.00%
Jan 1, 2015	2.50%
<i>No key wage data available</i>	

Parties: Greater Victoria Labour Relations Association (Central Saanich)
AND
International Association of Firefighters local 4428

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

Jan 1, 2012	2.50%
Jan 1, 2013	2.50%
Jan 1, 2014	2.50%
Jan 1, 2015	2.50%

Monthly Salary	Year 1	Year 2	Year 3
1st Class Firefighter	\$6,897	\$7,069	\$7,282

Parties: Greater Victoria Labour Relations Association (Esquimalt)
AND
International Association of Firefighters local 4264

Contract expiry: Dec 31, 2009; 20 unionized employees. The parties have ratified a 2-year agreement effective Jan 1, 2010 to Dec 31, 2011 that provides general wage increases as follows:

Jan 1, 2010	1.50%
Jul 1, 2010	1.50%
Jan 1, 2011	1.25%
Jul 1, 2011	1.25%
Dec 30, 2011	0.50%

Hourly Wage	Year 1	Year 2
1st Class Firefighter	\$6,467	\$6,646

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Parties: Greater Victoria Labour Relations Association (Victoria Police Board)
AND
Victoria City Police Union

Contract expiry: Dec 31, 2012; 234 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2013 to Dec 31, 2015 that provides general wage increases as follows:

Jan 1, 2013	2.50%
Jan 1, 2014	2.00%
Jan 1, 2015	2.50%

Monthly Salary	Year 1	Year 2	Year 3
1st Class Constable	\$7,346	\$7,493	\$7,680

Parties: Greater Victoria Labour Relations Association (Victoria)
AND
International Association of Firefighters local 730

Contract expiry: Dec 31, 2011; 108 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2012 to Dec 31, 2015 that provides general wage increases as follows:

Jan 1, 2012	2.50%
Jan 1, 2013	2.50%
Jan 1, 2014	2.50%
Jan 1, 2015	2.50%

Monthly Salary	Year 1	Year 2	Year 3
1st Class Firefighter	\$6,932	\$7,105	\$7,283

Parties: Nanaimo, Regional District of
AND
Canadian Union of Public Employees local 401

Contract expiry: Dec 31, 2013; 300 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2014 to Dec 31, 2017 that provides general wage increases as follows:

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MUNICIPAL GOVERNMENT CONT'D

Jan 1, 2014	1.00%
Jul 1, 2014	1.00%
Jan 1, 2015	2.00%
Jan 1, 2016	2.00%
Jan 1, 2017	2.00%
<i>No key wage data available</i>	

Parties: Prince George, City of
AND
International Association of Firefighters local 1372

Contract expiry: Mar 31, 2010; 117 unionized employees. The parties have ratified a 5-year agreement effective Apr 1, 2010 to Dec 31, 2015 that provides general wage increases as follows:

Apr 1, 2010	1.50%
Oct 1, 2010	1.50%
Apr 1, 2011	1.25%
Oct 1, 2011	1.25%
Jan 1, 2012	2.50%
Jan 1, 2013	2.50%
Jan 1, 2014	2.50%
Jan 1, 2015	2.50%
<i>No key wage data available</i>	

Note:

The agreement was reached by arbitration award handed down by Vince Ready. Wage increases are applied to 4th Year Fire Fighter Rates.

Parties: Saanich Police Board
AND
Police Association

Contract expiry: Dec 31, 2012; 186 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2013 to Dec 31, 2015 that provides general wage increases as follows:

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

MUNICIPAL GOVERNMENT CONT'D

Jan 1, 2013	2.50%
Jan 1, 2014	2.00%
Jan 1, 2015	2.50%
<i>No key wage data available</i>	



STATISTICS

Wage Settlement Data for the Year Ending January 31, 2015

MONTH	NUMBER OF CONTRACTS	NUMBER OF EMPLOYEES			FIRST-YEAR WAGE INCREASES		
		Public Sector	Private Sector	All Industries	FIRST-YEAR INCREASE WEIGHTED AVERAGE	Private Sector	FIRST-YEAR % INCREASE All Industries
FEB/14	22	42,981	3,391	46,372	0.03	1.72	0.15
MAR/14	10	483	799	1,282	0.17	2.72	1.76
APR/14	17	4,654	3,320	7,974	1.39	2.33	1.78
MAY/14	5	497	183	680	1.25	1.99	1.45
JUN/14	21	80,459	3,771	84,230	0.01	2.36	0.12
JUL/14	7	2,278	2,590	4,868	0.21	2.90	1.64
AUG/14	29	2,791	4,093	6,884	2.21	1.31	1.68
SEP/14	6	46,875	0	46,875	1.49	0.00	1.49
OCT/14	27	8,883	2,710	11,593	1.23	2.44	1.51
NOV/14	16	8,200	326	8,526	0.01	1.80	0.08
DEC/14	22	11,439	2,309	13,748	0.12	1.37	0.33
JAN/15	15	1,338	1,990	3328	0.87	1.95	1.52
12-mth TOTAL	197	210,878	25,482	236,360	0.47	2.05	0.64

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

For the 12-month period ending in January, the all industries average wage settlement increased, after a brief decrease for 2 months in a row, from 0.53% in December to 0.64% in January. The public sector 12-month average increased from 0.39% in December to 0.47% in January while the private sector average remained constant at 2.05%.

The most notable private sector settlement occurred between Andritz Limited and the United Steelworkers. The 5-year agreement, covering 65 employees, is effective October 1, 2014 to September 30, 2019. It provides for wage increases of 16.00% effective October 1, 2014, 5.50% effective October 1, 2015, 3.00% effective October 1, 2016, 3.00% effective October 1, 2017 and 2.50% effective October 1, 2018 for a total of 30% over 5 years.

The public sector settlement affecting the most bargaining unit employees in BC occurred between the Government of BC and the British Columbia Medical Association. The 5-year agreement covers 10,000 employees and is effective from April 1, 2014 to March 31, 2019. It provides no wage increases in the first year, 1.00% in the second year, 1.50% in the third year, 1.50% in the fourth year and 1.50% in the final year.

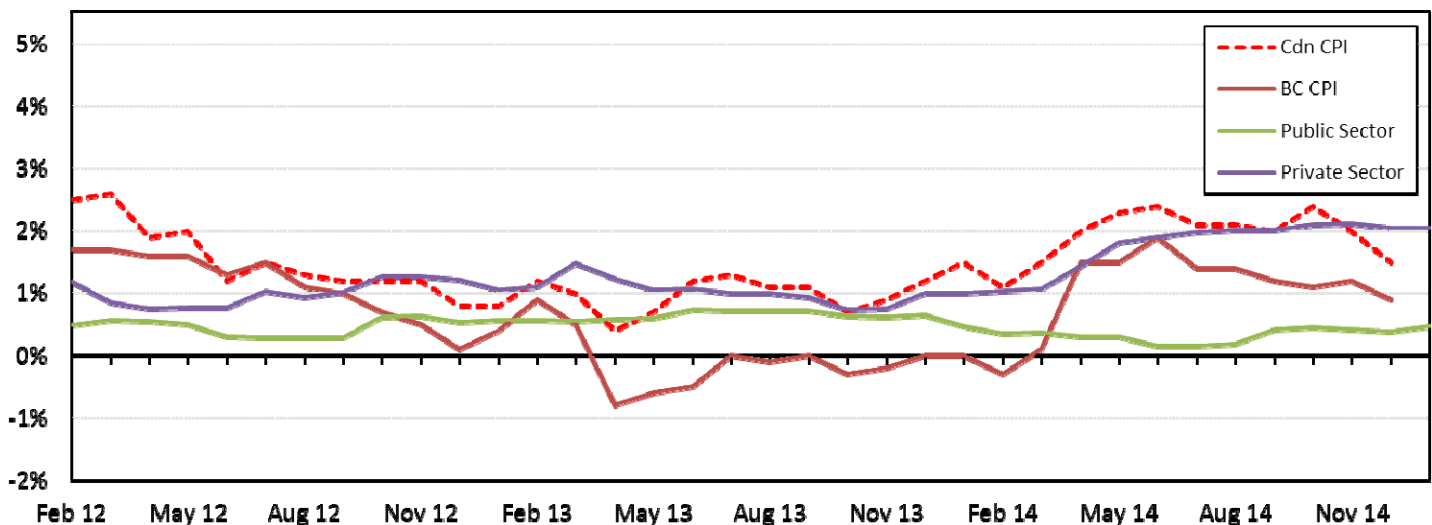
CONSUMER PRICE INDICES

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 Avg.	122.8	0.9	119.2	0.2	116.3	-0.3	117.7	-0.1
2014 Avg.	125.2	2.0	120.5	1.1	117.3	0.9	118.9	1.0
2014								
Jan.	123.1	1.5	118.7	0.2	115.7	-0.1	117.1	0.0
Feb.	124.1	1.1	119.5	-0.3	116.5	-0.3	118.0	-0.3
Mar.	124.8	1.5	120.3	0.3	117.0	-0.1	118.6	0.1
Apr.	125.2	2.0	120.7	1.9	117.3	1.3	119.0	1.5
May	125.8	2.3	121.2	1.6	118.0	1.3	119.7	1.5
Jun.	125.9	2.4	121.4	2.0	118.1	1.6	119.8	1.9
Jul.	125.7	2.1	121.2	1.6	118.0	1.4	119.6	1.4
Aug.	125.7	2.1	121.2	1.4	118.0	1.3	119.6	1.4
Sep.	125.8	2.0	121.2	1.3	117.9	1.2	119.5	1.2
Oct.	125.9	2.4	120.6	1.1	117.5	1.1	119.0	1.1
Nov.	125.4	2.0	120.5	1.3	117.4	1.2	118.8	0.9
Dec.	124.5	1.5	119.6	0.9	116.7	1.0	118.1	0.9

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

BC's increase in prices of 0.9% show its tenth consecutive month of year over year inflation. Food prices increased by 2.8%, showing upward pressure from another increase in the cost of meat (10.7%). Shelter rose once again by 0.8%, while transportation decreased by 0.6%. 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.

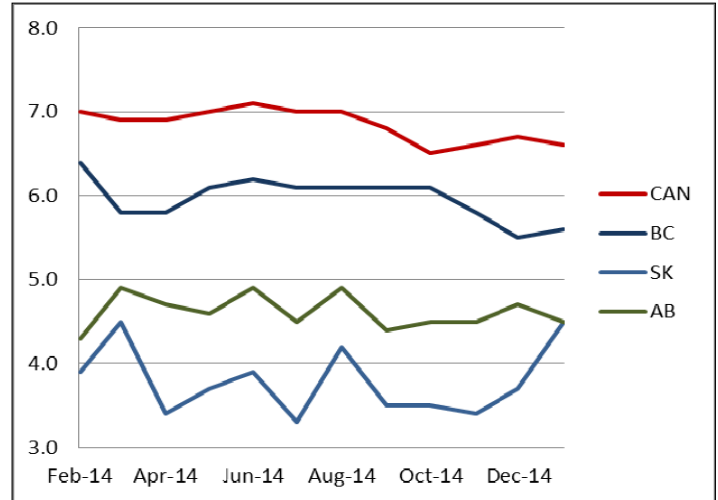
Wage Increases - First Year of Contract (BC)
 12-Month Totals, 36-Month Period
 BC and Canada Annual Per Cent Change CPI



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

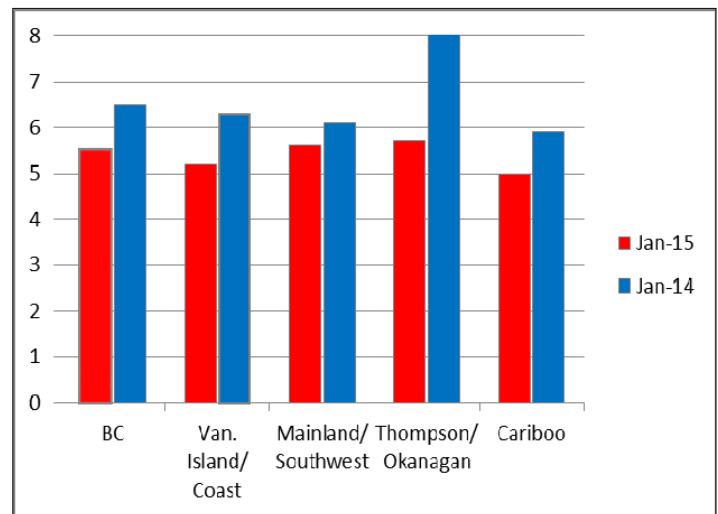
UNEMPLOYMENT RATES (% , SEASONALLY ADJUSTED)

PROVINCES	Jan/15	Dec/14	Jan/14
Canada	6.6	6.7	7.0
Nfld	11.4	11.8	12.3
Prince Edward Island	10.2	11.1	10.9
Nova Scotia	8.4	8.4	8.9
New Brunswick	10.0	10.0	10.1
Quebec	7.4	7.5	7.5
Ontario	6.9	7.0	7.4
Manitoba	6.0	5.4	5.6
Saskatchewan	4.5	3.7	4.3
Alberta	4.5	4.7	4.6
British Columbia	5.6	5.5	6.4



UNEMPLOYMENT RATES (% , UNADJUSTED, 3-MONTH MOVING AVG)

BC METRO AND ECONOMIC REGIONS**	Jan/15	Jan/14
Vancouver Island Coast	5.2	6.3
Victoria	4.8	5.2
Mainland/Southwest	5.6	6.1
Vancouver	5.6	5.9
Abbotsford – Mission	6.5	8.6
Thompson/Okanagan	5.7	8.3
Kelowna	2.9	7.0
Kootenay	5.2	8.1
Cariboo	5.0	5.9
North Coast & Nechako	4.7	6.6
Northeast	n/a	6.6



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

Source: BC Stats, February 2015

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



NEGOTIATIONS
(REPLACES ALL PREVIOUS EDITIONS)

COMPANY	UNION	# OF EMPLOYEES	CONTRACT EXPIRY	STATUS OF NEGOTIATIONS
PRIVATE SECTOR				
<u>CONSTRUCTION</u>				
Construction Labour Relations Association (Electricians)	International Brotherhood of Electrical Workers local 213	1,300	Apr 30, 2014	Tentative agreement - awaiting ratification
Construction Labour Relations Association (General Labourers - Commercial)	Construction and Specialized Workers Union local 1611	N/A	Apr 30, 2014	Tentative agreement - awaiting ratification
Construction Labour Relations Association (General Labourers - Industrial)	Construction and Specialized Workers Union local 1611	N/A	Apr 30, 2014	Tentative agreement - awaiting ratification
Pedre Contractors	Christian Labour Association of Canada local 68	84	Apr 30, 2013	Negotiations - continuing
<u>EDUCATION</u>				
Native Education College	British Columbia Government & Service Employees' Union	60	Jun 30, 2014	Negotiations - yet to commence
<u>ENERGY</u>				
Fortis BC Energy (Gas)	Canadian Office & Professional Employees local 378	522	Mar 31, 2015	Negotiations - yet to commence
<u>FINANCE</u>				
Growth Works Capital Ltd.	United Steelworkers	10	Dec 31, 2011	Negotiations - continuing
Interior Savings Credit Union (Okanagan)	British Columbia Government & Service Employees' Union local 1707	72	Dec 31, 2013	Negotiations - yet to commence
Interior Savings Credit Union (Thompson)	British Columbia Government & Service Employees' Union	64	Feb 28, 2015	Negotiations - yet to commence

Vancity	British Columbia Government & Service Employees' Union	175	Dec 31, 2015	Negotiations - yet to commence
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FOOD & BEVERAGE

Aramark Canada (UBC Okanagan Campus)	United Food & Commercial Workers local 247	60	Jun 14, 2015	Negotiations - yet to commence
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Compass Group Canada (Fraser Health Authority)	United Steelworkers local 2009	117	Sep 30, 2015	Negotiations - yet to commence
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Compass Group Canada (Fraser Valley Corrections)	British Columbia Government & Service Employees' Union	11	Mar 31, 2015	Negotiations - yet to commence
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Compass Group Canada (Nanaimo Corrections)	British Columbia Government & Service Employees' Union	6	Mar 31, 2015	Negotiations - yet to commence
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Compass Group Canada (Surrey pre-trial)	British Columbia Government & Service Employees' Union	10	Mar 31, 2015	Negotiations - yet to commence
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Donald's Fine Foods	Christian Labour Association of Canada	140	May 22, 2015	Negotiations - yet to commence
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IGA Marketplace (Port McNeill)	United Food & Commercial Workers local 1518	45	Sep 30, 2015	Negotiations - yet to commence
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IGA Marketplace (Vancouver)	United Food & Commercial Workers local 1518	86	Jul 9, 2014	Negotiations - continuing
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Real Canadian Superstore	United Food & Commercial Workers local 247	4,000	Aug 1, 2015	Negotiations - yet to commence
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Tober Enterprises (IGA)	United Food & Commercial Workers local 1518	225	Mar 31, 2013	Negotiations - continuing
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Tober Enterprises (IGA)	United Food & Commercial Workers local 247	70	Mar 31, 2013	Negotiations - continuing
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Urban Fare	United Food & Commercial Workers local 1518	1,300	Mar 31, 2015	Negotiations - yet to commence
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FORESTRY

Forest Industrial Relations (Coast Master Logging Agreement)	United Steelworkers local 2009	400	Jun 14, 2014	Negotiations - continuing
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PRT Growing Services Ltd.	British Columbia Government & Service Employees' Union	97	Dec 31, 2014	Negotiations - yet to commence
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HEALTH SERVICES

Beckley Farm Lodge	Hospital Employees Union	62	Mar 31, 2014	Unknown
Belvedere Care Centre	British Columbia Nurses Union	16	Mar 31, 2014	Negotiations - continuing
Belvedere Care Centre	Hospital Employees Union	200	Mar 31, 2015	Negotiations - yet to commence
Bevan Village	Hospital Employees Union	106	Jul 31, 2015	Negotiations - yet to commence
Domcor Health Safety and Security Inc.	Hospital Employees Union	77	Sep 30, 2013	Settled - details pending
Dr. Bernstein Diet and Health Clinics	British Columbia Nurses Union	80	Dec 31, 2014	Negotiations - yet to commence
Elim Christian Care Society	British Columbia Government & Service Employees' Union	165	Mar 31, 2014	Negotiations - continuing (mediation)
Laurel Place Holdings	Hospital Employees Union	235	May 31, 2015	Negotiations - yet to commence
Revera Long Term Care Incorporated	British Columbia Nurses Union	N/A	Mar 31, 2014	Negotiations - yet to commence
Royal City Manor	Hospital Employees Union	384	Dec 31, 2013	Negotiations - continuing (mediation)
South Granville Park Lodge	British Columbia Nurses Union	90	Jul 31, 2014	Negotiations - continuing
South Granville Park Lodge	Hospital Employees Union	90	Jun 30, 2014	Negotiations - continuing
St. Charles Manor, Trillium Care Services	Hospital Employees Union	70	Sep 30, 2015	Negotiations - yet to commence
We Care Home Health Services	Christian Labour Association of Canada local 501	100	Aug 24, 2014	Negotiations - continuing
Well-Being Services (PPL) Ltd.	British Columbia Government & Service Employees' Union	240	Apr 30, 2014	Negotiations - continuing
YWCA Vancouver	British Columbia Government & Service Employees' Union	0	Sep 30, 2014	Negotiations - continuing

MANUFACTURING

Allied Shipbuilders Limited	Marine Workers & Boilermakers Industrial Union	80	Feb 28, 2015	Negotiations - yet to commence
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Questions or comments? Please contact us at research@bccbc.com or 604-313-0948.

Britco Pork Inc.	Association of Britco Pork Employees	250	Dec 10, 2014	Negotiations - yet to commence
Canada Bread Company (Retail Bread Basket Stores)	International Brotherhood of Teamsters local 464	33	Aug 29, 2015	Negotiations - yet to commence
Canada Bread Company (Vancouver Island Sales)	International Brotherhood of Teamsters local 464	12	Nov 1, 2014	Negotiations - yet to commence
Canada Bread Company (Vancouver Sales)	International Brotherhood of Teamsters local 464	17	Oct 31, 2014	Negotiations - yet to commence
Coca Cola Refreshments Canada Company (Kootenays)	International Brotherhood of Teamsters local 213	12	Apr 3, 2012	Negotiations - continuing
Coca Cola Refreshments Canada Company (Vancouver Island)	International Brotherhood of Teamsters local 213	66	Oct 31, 2012	Negotiations - continuing
Lafarge Canada Inc. (Richmond Cement)	International Brotherhood of Boilermakers	60	Oct 31, 2015	Negotiations - yet to commence
Lafarge Canada Inc. (Valley Rite-Mix Ready Mix)	International Brotherhood of Teamsters local 213	71	Dec 31, 2014	Negotiations - continuing
Lehigh Hanson Materials Ltd. (Ready-Mix)	International Brotherhood of Teamsters local 213	75	Dec 31, 2015	Negotiations - yet to commence
Rogers Foods Ltd	United Food & Commercial Workers local 1518	50	Jan 31, 2015	Negotiations - yet to commence
SeaStar Solutions Ltd (formerly Teleflex Ltd.)	Christian Labour Association of Canada local 501	255	Aug 31, 2015	Negotiations - yet to commence
Sofina Foods	United Food & Commercial Workers local 1518	N/A	Mar 31, 2015	Negotiations - yet to commence
Sunrise Poultry Processors	United Food & Commercial Workers local 1518	400	Jun 30, 2013	Negotiations - continuing
Sunwest Food Processors Ltd	United Food & Commercial Workers local 1518	140	Jul 31, 2014	Negotiations - continuing
Tree Island Industries	Canadian Office & Professional Employees local 378	39	Sep 30, 2015	Negotiations - yet to commence
Tree Island Industries	International Brotherhood of Teamsters local 213	180	Jun 30, 2015	Negotiations - yet to commence

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

Unisource Canada	Unifor	37	Oct 21, 2015	Negotiations - yet to commence
Weston Bakeries	International Brotherhood of Teamsters local 464	86	Oct 31, 2014	Negotiations - yet to commence

METALS

Wilkinson Steel and Metals Inc.	United Steelworkers local 2009	15	Jan 31, 2014	Negotiations - continuing
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MINING

Endako Mines	United Steelworkers local 1-424	285	Mar 31, 2015	Negotiations - yet to commence
Teck Coal Limited	International Union of Operating Engineers local 115	257	May 31, 2014	Tentative agreement - awaiting ratification
Teck Coal Limited (Coal Mountain Mine)	United Steelworkers local 7292	165	Dec 31, 2014	Negotiations - yet to commence

TRADES & SERVICES

Accenture Business Services	Canadian Office & Professional Employees local 378	660	Aug 31, 2015	Negotiations - yet to commence
Advanced Parking (Metro Parking)	Labourers' International Union of North America local 1611	100	Nov 30, 2014	Tentative agreement - awaiting ratification
Aeroplan	Unifor	466	Nov 14, 2015	Negotiations - yet to commence
Army & Navy	Christian Labour Association of Canada	150	Dec 31, 2013	Negotiations - continuing (mediation)
BC Automobile Association (Emergency Road Service)	Canadian Office & Professional Employees local 378	100	Sep 30, 2014	Negotiations - continuing (mediation)
Beach Place Ventures (Black Top Cabs)	Canadian Office & Professional Employees local 378	60	Jun 30, 2015	Negotiations - yet to commence
Beachcomber Hot Tubs	Unifor local 114	93	Dec 31, 2014	Negotiations - continuing (mediation)
Berlitz Canada Inc	Canadian Office & Professional Employees local 378	20	Dec 31, 2015	Negotiations - yet to commence

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

BFI Canada Inc.	International Union of Operating Engineers local 115	80	Mar 31, 2014	Negotiations - yet to commence
Brandt Tractors	International Union of Operating Engineers local 115	98	Oct 31, 2013	Unknown
Britannia Community Services Centre Society	British Columbia Government & Service Employees' Union	69	Dec 31, 2014	Negotiations - yet to commence
British Columbia Government Employees' Union	Canadian Office & Professional Employees local 378	105	Mar 31, 2014	Tentative agreement - awaiting ratification
Brown Bros Ford	International Association of Machinists & Aerospace Workers local 1857	60	Mar 31, 2015	Negotiations - yet to commence
Canadian Media Production Association	International Association of Theatrical Stage Employees, International Brotherhood of Teamsters local 891, 669, 155	8,000	Mar 31, 2015	Negotiations - continuing
Centennial Food Services	United Food & Commercial Workers local 247	78	Aug 31, 2014	Negotiations - continuing
Coast Hotels	Unite-Here local 40	500	Apr 30, 2015	Negotiations - yet to commence
D.A. Townley & Associates Ltd.	Canadian Office & Professional Employees local 378	N/A	Dec 31, 2014	Negotiations - continuing
DHL Express (Canada) Limited	Unifor local 114	800	Mar 31, 2013	Unknown
Dollar Thrifty Automotive Group	Canadian Office & Professional Employees local 378	49	Dec 31, 2015	Negotiations - yet to commence
Envirotest Canada	British Columbia Government & Service Employees' Union	125	Dec 31, 2014	Negotiations - yet to commence
Finning International Inc.	International Association of Machinists & Aerospace Workers local 692	700	Apr 14, 2015	Negotiations - yet to commence
G4S Cash Solutions (Prince George)	Unifor	50	Jan 31, 2015	Negotiations - yet to commence
G4S Cash Solutions (Vancouver Island)	Unifor	75	Jan 31, 2015	Negotiations - yet to commence

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G4S Cash Solutions (Vancouver)	Unifor	170	Jan 31, 2015	Negotiations - yet to commence
G4S Secure Solutions	International Association of Machinists & Aerospace Workers local 16	840	Mar 31, 2015	Negotiations - yet to commence
Gateway Casinos and Entertainment Inc (Chances Casino)	United Steelworkers	50	Sep 30, 2011	Negotiations - continuing
Gateway Casinos and Entertainment Inc (Grand Villa Casino)	British Columbia Government & Service Employees' Union	600	Dec 31, 2014	Negotiations - yet to commence
Gateway Casinos and Entertainment Inc (Lake City Surveillance Division)	Canadian Office & Professional Employees local 378	N/A	May 31, 2015	Negotiations - yet to commence
Gateway Casinos and Entertainment Inc (Starlight Casino)	British Columbia Government & Service Employees' Union	500	Mar 31, 2015	Negotiations - yet to commence
Greater Vancouver Hotel Employers' Association	Unite-Here local 40	1,600	Jun 30, 2014	Negotiations - yet to commence
Hastings Entertainment Inc.	Canadian Office & Professional Employees local 378	325	Dec 31, 2014	Negotiations - yet to commence
Hilton Vancouver Metrotown	Unite-Here local 40	160	May 31, 2014	Negotiations - yet to commence
Hospitality Industrial Relations	Unifor	230	Feb 28, 2015	Negotiations - yet to commence
Imperial Parking Ltd.	Construction and Specialized Workers Union local 1611	250	May 31, 2014	Tentative agreement - awaiting ratification
Jericho Tennis Club	Unite-Here local 40	60	Sep 30, 2011	Unknown
Kamloops Towne Lodge	United Steelworkers local 898	65	Jun 30, 2012	Unknown
Konica Minolta Business Equipment	Canadian Office & Professional Employees local 378	53	Mar 31, 2015	Negotiations - yet to commence
Lucerne Milk Plant	Retail Wholesale Union local 580	80	Oct 3, 2015	Negotiations - yet to commence
Maximus Canada	British Columbia Government & Service Employees' Union	240	Mar 31, 2015	Negotiations - yet to commence

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

Miller Road Holdings (Park N'Fly)	International Brotherhood of Teamsters local 31	75	Mar 23, 2015	Negotiations - yet to commence
NDT Management Association	Quality Control Council of Canada	230	Apr 30, 2015	Negotiations - yet to commence
Pacific Blue Cross	Canadian Union of Public Employees local 1816	610	Jul 31, 2014	Negotiations - continuing
Ramada Inn (Prince George)	Unite-Here local 40	65	May 31, 2012	Negotiations - continuing (mediation)
Red Resort Limited Partnership	United Steelworkers local 9705	202	Oct 31, 2015	Negotiations - yet to commence
Safeway Gas Bar	United Food & Commercial Workers local 1518	100	Oct 24, 2015	Negotiations - yet to commence
Servantage Services Corporation	Unifor, Hospital Employees Union	560	Oct 31, 2015	Negotiations - yet to commence
Servomation/Centerplate Inc.	British Columbia Government & Service Employees' Union	650	Jan 31, 2015	Negotiations - yet to commence
Sheraton Vancouver Guildford Hotel	Unifor	150	Apr 30, 2015	Negotiations - yet to commence
Shoppers' Drug Mart	United Food & Commercial Workers local 1518	72	Apr 30, 2012	Unknown
Simon Fraser University Childcare Society	British Columbia Government & Service Employees' Union	N/A	Mar 31, 2015	Negotiations - yet to commence
Snowcrest Foods	United Food & Commercial Workers local 1518	126	Mar 24, 2014	Negotiations - continuing
Teck Coal Limited (Elkview)	United Steelworkers	703	Oct 31, 2015	Negotiations - yet to commence
Traders' Corporation	International Brotherhood of Electrical Workers local 213	68	Dec 31, 2014	Negotiations - yet to commence
Vancouver and District Labour Council	Canadian Office & Professional Employees local 378	60	Dec 31, 2013	Negotiations - continuing
Vancouver Opera Association	International Association of Theatrical Stage Employees	55	Jun 30, 2015	Negotiations - yet to commence
Vancouver Opera Orchestra	Vancouver Musicians Association	50	Jun 30, 2015	Negotiations - yet to commence

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Vancouver Society of Children's Centres	British Columbia Government & Service Employees' Union	180	Mar 31, 2015	Negotiations - yet to commence
Victoria Times Colonist	Victoria-Vancouver Island Newspaper Guild	150	Jan 1, 2015	Negotiations - yet to commence
Williams Machinery Ltd.	International Union of Operating Engineers local 115	38	Apr 30, 2014	Negotiations - continuing
Williams Moving & Storage	International Brotherhood of Teamsters local 31	10	Dec 31, 2014	Negotiations - yet to commence
YMCA Childcare Centres	British Columbia Government & Service Employees' Union	180	Dec 31, 2014	Negotiations - continuing
Zellers Inc. (Store #264)	United Food & Commercial Workers local 1518	102	Mar 31, 2013	Unknown

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Air Canada (flight attendants)	Canadian Union of Public Employees	1,400	Mar 31, 2015	Negotiations - yet to commence
Airport Terminal Services	International Association of Machinists & Aerospace Workers local 16	100	Apr 20, 2015	Negotiations - yet to commence
Bandstra Transportation	Christian Labour Association of Canada local 66	98	Apr 30, 2010	Settled - details pending
BC Transit Services	Canadian Union of Public Employees local 4500	16	Dec 31, 2015	Negotiations - continuing
Black Press Group	Unifor	350	Dec 31, 2015	Negotiations - yet to commence
Canadian National Railway	Teamsters Canada Rail Conference	1,500	Dec 31, 2014	Negotiations - yet to commence
Canadian National Railway	Unifor	70	Dec 31, 2014	Negotiations - yet to commence
Canadian Pacific Railway	Unifor local 101	270	Dec 31, 2014	Negotiations - yet to commence
Canadian Pacific Railway	Canadian Pacific Police Association	480	Dec 31, 2012	Settled - details pending
Canadian Pacific Railway (Running Trades & RTC's)	Teamsters Canada Rail Conference local Running Trades & Rail Traffic Controllers	947	Dec 31, 2014	Negotiations - yet to commence

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Coast Mountain Bus Co. Ltd.	Canadian Union of Public Employees local 4500	176	Dec 31, 2015	Negotiations - yet to commence
Coast Mountain Bus Co. Ltd.	Unifor	4,500	Mar 31, 2015	Negotiations - yet to commence
Consolidated Fastfrate	Unifor	220	Feb 28, 2015	Negotiations - yet to commence
ContainerWorld Forwarding Services Inc	International Brotherhood of Teamsters local 31	108	Oct 15, 2014	Negotiations - continuing (mediation)
E-Comm, Emergency Communications for Southwest British Columbia Inc.	Canadian Union of Public Employees local 873	278	Dec 31, 2014	Negotiations - yet to commence
Fortis BC Energy (Gas)	International Brotherhood of Electrical Workers	547	Mar 31, 2015	Negotiations - yet to commence
Glacier Media Group (Kamloops Daily)	Unifor	50	Dec 31, 2015	Negotiations - yet to commence
Global Television	Unifor local 814	280	Aug 31, 2014	Settled - details pending
Great Canadian Railtour Co.	International Brotherhood of Teamsters local 31	110	N/A	Unknown
Jazz Aviation LP (Technical Services Division)	Unifor	125	Sep 30, 2015	Negotiations - yet to commence
Lomak Bulk Carriers Corp (Northern Region)	Christian Labour Association of Canada local 66	40	Aug 31, 2014	Negotiations - continuing
Lomak Bulk Carriers Corp. (Southern region)	Christian Labour Association of Canada local 66	40	Aug 31, 2014	Negotiations - continuing
Protrans BC Operations Ltd.	British Columbia Government & Service Employees' Union	175	Dec 31, 2013	Tentative agreement - awaiting ratification
Seaspan ULC	International Longshore & Warehouse Union local 400	180	Sep 30, 2013	Negotiations - continuing (mediation)
Seaspan ULC	Canadian Merchant Service Guild	220	Sep 30, 2013	Negotiations - continuing (mediation)
Seaspan ULC	International Union of Operating Engineers	25	Apr 30, 2014	Negotiations - yet to commence
Seaspan ULC	Canadian Office & Professional Employees local 378	30	Feb 28, 2015	Negotiations - yet to commence

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

Seaspan ULC (Ferries)	Canadian Merchant Service Guild	28	Sep 30, 2013	Negotiations - yet to commence
Seaspan ULC (Ferries)	Seafarer's International Union	21	Sep 30, 2013	Negotiations - yet to commence
Southern Railway	Canadian Office & Professional Employees local 378	N/A	Mar 31, 2015	Negotiations - yet to commence
Swissport	International Association of Machinists & Aerospace Workers	350	Aug 31, 2015	Negotiations - yet to commence
Telus	Telecommunications Worjkers Union	430	Dec 31, 2015	Negotiations - yet to commence
Total Delivery Systems	Unifor local 2000	180	Nov 30, 2013	Negotiations - continuing
Translink Security Management Ltd.	Transit Police Professional Association	220	Dec 31, 2015	Negotiations - yet to commence
Vancouver Terminal Elevator's Association	Grain Workers' Union	430	Dec 31, 2015	Negotiations - yet to commence
Viking Air	Unifor	270	Oct 31, 2015	Negotiations - yet to commence
Whistler Transit	Unifor	90	Mar 31, 2015	Negotiations - yet to commence

PUBLIC SECTOR

CROWN CORPORATIONS

BC Hydro	International Brotherhood of Electrical Workers local 258	2,000	Mar 31, 2014	Negotiations - continuing
BC Oil & Gas Commission	British Columbia Government & Service Employees' Union	160	Jun 30, 2014	Negotiations - continuing
BC Pavilion Corporation	British Columbia Government & Service Employees' Union local 1703	725	May 31, 2015	Negotiations - yet to commence
BC Transit Services	Unifor	680	Mar 31, 2014	Negotiations - continuing
Insurance Corporation of British Columbia	Canadian Office & Professional Employees local 378	4,600	Jun 30, 2014	Negotiations - continuing
Legal Services Society of BC	British Columbia Government & Service Employees' Union	117	Mar 31, 2015	Negotiations - yet to commence

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

WorkSafeBC	Compensation Employees' Union	2,500	Mar 31, 2014	Negotiations - continuing
WorkSafeBC	British Columbia Medical Association	30	Mar 31, 2014	Negotiations - continuing
<u>EDUCATION</u>				
BC Institute of Technology	BCIT Faculty & Staff Association	2,424	Jun 30, 2014	Negotiations - continuing
BC Institute of Technology (Vocational Instructors)	British Columbia Government & Service Employees' Union	414	Mar 31, 2014	Negotiations - continuing
Camosun College	Canadian Union of Public Employees	704	Jun 30, 2014	Negotiations - yet to commence
Camosun College	Faculty Association	671	Mar 31, 2014	Negotiations - yet to commence
Capilano University	Canadian Office & Professional Employees local 378	446	Jun 30, 2014	Negotiations - yet to commence
Capilano University	Capilano University Faculty Association	800	Mar 31, 2014	Negotiations - continuing
College of New Caledonia	Faculty Association	568	Mar 31, 2014	Negotiations - yet to commence
College of the Rockies	Faculty Association	244	Mar 31, 2014	Negotiations - yet to commence
Douglas College	Faculty Association	524	Mar 31, 2014	Negotiations - continuing
Emily Carr University of Art & Design	Emily Carr University of Art & Design Faculty Association	259	Mar 31, 2014	Negotiations - yet to commence
Emily Carr University of Art & Design (support)	Canadian Union of Public Employees local 15	165	Mar 31, 2014	Negotiations - yet to commence
Kwantlen Polytechnic University	Kwantlen Faculty Association	1,007	Mar 31, 2014	Negotiations - yet to commence
Langara College	Langara Faculty Association	598	Mar 31, 2014	Negotiations - yet to commence
Langara College (support)	Canadian Union of Public Employees	664	Mar 31, 2014	Negotiations - yet to commence
Nicola Valley Institute of Technology	NVIT Employees' Association	66	Mar 31, 2014	Negotiations - yet to commence
North Island College	Faculty Association	310	Mar 31, 2014	Negotiations - yet to commence

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

Northwest Community College	Faculty Association/Canadian Union of Public Employees	62	Mar 31, 2014	Negotiations - yet to commence
Okanagan College	Faculty Association	338	Mar 31, 2014	Negotiations - yet to commence
Post Secondary Employers' Association	British Columbia Government & Service Employees' Union local Faculty Common Table	520	Mar 31, 2014	Tentative agreement - awaiting ratification
Post Secondary Employers' Association (Compensation Template)	Federation of Post Secondary Educators	2,237	Mar 31, 2014	Negotiations - yet to commence
Royal Roads University	Faculty Association	52	Mar 31, 2014	Negotiations - continuing
Royal Roads University (Grounds Maintenance)	Canadian Union of Public Employees local 3886	55	May 31, 2014	Negotiations - yet to commence
Selkirk College	Faculty Association	189	Mar 31, 2014	Negotiations - yet to commence
Selkirk College (Support Staff)	Pulp, Paper & Woodworkers of Canada	234	Dec 31, 2014	Negotiations - yet to commence
Simon Fraser University	Teaching Support Staff Union	1,000	Apr 30, 2014	Negotiations - continuing
Simon Fraser University	Canadian Union of Public Employees local 3338	940	Mar 31, 2014	Negotiations - continuing
Simon Fraser University	Poly Party	95	Mar 31, 2014	Negotiations - yet to commence
Simon Fraser University	Association of Administrative and Professional Staff	821	Jun 30, 2014	Settled - details pending
Thompson Rivers University	Faculty Association	500	Mar 31, 2012	Negotiations - continuing
Thompson Rivers University	Canadian Union of Public Employees local 4879	600	Mar 31, 2014	Negotiations - yet to commence
University of British Columbia	Faculty Association	2,900	Jun 30, 2014	Negotiations - continuing (arbitration)
University of British Columbia	Canadian Union of Public Employees local 2950	1,650	Mar 31, 2014	Negotiations - continuing
University of British Columbia	Canadian Union of Public Employees local 2278	1,700	Aug 31, 2014	Negotiations - continuing
University of British Columbia	International Union of Operating Engineers local 882	70	Mar 31, 2014	Negotiations - continuing

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

University of British Columbia (Aquatic Centre)	Canadian Union of Public Employees local 116	157	Dec 31, 2014	Negotiations - continuing
University of British Columbia (Main)	Canadian Union of Public Employees local 116	2,000	Mar 31, 2014	Negotiations - continuing
University of Northern British Columbia	Faculty Association	459	Jun 30, 2014	Negotiations - continuing (mediation)
University of Northern British Columbia	Canadian Union of Public Employees local 3799	350	Jun 30, 2014	Negotiations - yet to commence
University of the Fraser Valley	UFV Faculty & Staff Association	818	Mar 31, 2014	Negotiations - yet to commence
University of Victoria	Faculty Association	900	Jun 30, 2014	Negotiations - continuing (mediation)
University of Victoria (clerical)	Canadian Union of Public Employees local 951	800	Mar 31, 2014	Negotiations - continuing
University of Victoria (Comp 1 & 2)	Canadian Union of Public Employees local 4163	1,600	Aug 31, 2014	Negotiations - continuing
University of Victoria (Comp 3)	Canadian Union of Public Employees local 4163	940	Apr 30, 2014	Negotiations - continuing
University of Victoria (grounds, athletics, food service)	Canadian Union of Public Employees local 917	550	Mar 31, 2014	Negotiations - continuing
Vancouver Community College	Faculty Association	857	Mar 31, 2014	Negotiations - continuing
Vancouver Community College (support)	Canadian Union of Public Employees local 4627	662	Sep 30, 2014	Negotiations - yet to commence
Vancouver Island University	Faculty Association	723	Mar 31, 2014	Negotiations - yet to commence
Vancouver Island University (support)	Canadian Union of Public Employees local 1858	469	Jun 30, 2014	Negotiations - continuing
Vancouver Island University (vocational instructors)	British Columbia Government & Service Employees' Union	333	Mar 31, 2014	Negotiations - continuing
<u>FEDERAL GOVERNMENT</u>				
Canada Post Corporation	Association of Postal Officials of Canada	550	Mar 31, 2014	Tentative agreement - awaiting ratification

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

Canada Post Corporation	Canadian Postmasters & Assistants Association	860	Dec 31, 2014	Negotiations - continuing
Parks Canada Agency	Public Service Alliance of Canada	N/A	Apr 4, 2014	Negotiations - continuing
Treasury Board of Canada	Federal Government Dockyard & Labour Council	830	Jan 30, 2015	Negotiations - yet to commence
Treasury Board of Canada (Applied Science)	Professional Institute of the Public Service of Canada	631	Sep 30, 2014	Negotiations - yet to commence
Treasury Board of Canada (Audit, Purchase & Commerce)	Professional Institute of the Public Service of Canada	225	Jun 21, 2014	Negotiations - yet to commence
Treasury Board of Canada (Border Services)	Public Service Alliance of Canada	8,500	Jun 20, 2014	Negotiations - continuing
Treasury Board of Canada (Education & Library)	Public Service Alliance of Canada	1,010	Jun 30, 2014	Negotiations - continuing
Treasury Board of Canada (Health Services)	Professional Institute of the Public Service of Canada	271	Sep 30, 2014	Negotiations - continuing
Treasury Board of Canada (Operational Services)	Public Service Alliance of Canada	1,600	Aug 4, 2014	Negotiations - continuing
Treasury Board of Canada (Programs & Admin)	Public Service Alliance of Canada	8,000	Jun 20, 2014	Negotiations - continuing
Treasury Board of Canada (Research)	Professional Institute of the Public Service of Canada	188	Sep 30, 2014	Negotiations - yet to commence
Treasury Board of Canada (Ship's Officers)	Canadian Merchant Service Guild	1,118	Mar 31, 2014	Negotiations - continuing
Treasury Board of Canada (Technical Services)	Public Service Alliance of Canada	1,538	Jun 21, 2014	Negotiations - continuing

HEALTH SERVICES

Health Employers Association of British Columbia	Nurses Bargaining Association (BCNU, UPNBC, HSABC)	42,100	Mar 31, 2014	Negotiations - continuing
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MUNICIPAL GOVERNMENT

Abbotsford Police Department (support staff)	International Brotherhood of Teamsters local 31	83	Dec 31, 2015	Negotiations - yet to commence
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Questions or comments? Please contact us at research@bccbc.com or 604-313-0948.

Abbotsford, City of	International Association of Firefighters	N/A	Dec 31, 2011	Negotiations - yet to commence
Abbotsford, City of	Abbotsford Police Association	215	Dec 31, 2015	Negotiations - yet to commence
Abbotsford, City of	Canadian Union of Public Employees local 774	500	Dec 31, 2015	Negotiations - yet to commence
Burnaby, City of	International Association of Firefighters local 323	286	Dec 31, 2011	Negotiations - continuing (mediation)
Burnaby, City of (inside, outside, foremen, library)	Canadian Union of Public Employees local 23	1,010	Dec 31, 2015	Negotiations - yet to commence
Chilliwack, City of	International Association of Firefighters	29	Dec 31, 2011	Negotiations - continuing
Chilliwack, City of	Canadian Union of Public Employees local 458	440	Dec 31, 2015	Negotiations - yet to commence
Chilliwack, City of	Canadian Union of Public Employees local 458	440	Dec 31, 2015	Negotiations - yet to commence
City of North Vancouver Public Library	Canadian Union of Public Employees local 389	21	Dec 31, 2015	Negotiations - yet to commence
Coquitlam, City of	International Association of Firefighters local 1782	144	Dec 31, 2011	Negotiations - yet to commence
Coquitlam, City of	Canadian Union of Public Employees local 386	441	Dec 31, 2015	Negotiations - yet to commence
Courtenay, City of	Canadian Union of Public Employees local 556	80	Dec 31, 2014	Negotiations - yet to commence
Cowichan Valley Regional District	United Steelworkers local 1937	25	Dec 31, 2013	Negotiations - continuing
Cowichan Valley Regional District	International Association of Theatrical Stage Employees local 168	20	Dec 31, 2013	Negotiations - yet to commence
Delta Municipal Police Board	Delta Municipal Police Association	174	Dec 31, 2015	Negotiations - yet to commence
Delta, Corporation of (inside, outside, police civilians)	Canadian Union of Public Employees local 454	439	Dec 31, 2015	Negotiations - yet to commence
District of North Vancouver Public Library	Canadian Union of Public Employees local 389	N/A	Dec 31, 2015	Negotiations - yet to commence

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

Fort St. John Public Library	British Columbia Government & Service Employees' Union	100	Jun 30, 2014	Negotiations - yet to commence
Fraser Valley Regional District (Recreation Group)	Canadian Union of Public Employees local 458	25	Dec 31, 2013	Negotiations - yet to commence
Fraser Valley Regional Library	Canadian Union of Public Employees local 1698	350	Dec 31, 2015	Negotiations - yet to commence
Greater Victoria Labour Relations Association (Esquimalt)	International Association of Firefighters local 4264	20	Dec 31, 2011	Negotiations - yet to commence
Greater Victoria Labour Relations Association (Oak Bay)	International Association of Firefighters local 1856	21	Dec 31, 2011	Negotiations - yet to commence
Greater Victoria Labour Relations Association (Victoria Police Board)	Victoria City Police Union	225	Dec 31, 2015	Negotiations - yet to commence
Greater Victoria Labour Relations Association (Victoria)	International Association of Firefighters local 730	108	Dec 31, 2015	Negotiations - yet to commence
Hope, District of	Canadian Union of Public Employees local 458	35	Dec 31, 2015	Negotiations - yet to commence
Houston, District of	Canadian Union of Public Employees local 2086	40	Dec 31, 2015	Negotiations - yet to commence
Kamloops, City of	International Association of Firefighters local 913	120	Dec 31, 2014	Negotiations - yet to commence
Kelowna, City of	International Association of Firefighters	119	Dec 31, 2012	Negotiations - continuing
Kelowna, City of	International Brotherhood of Electrical Workers local 213	4	Dec 31, 2014	Negotiations - yet to commence
Kelowna, City of (Airport)	Canadian Union of Public Employees local 338	24	Dec 31, 2014	Negotiations - yet to commence
Kitimat, District of	Unifor	115	Dec 31, 2014	Negotiations - yet to commence
Langley, City of	International Association of Firefighters local 3253	71	Dec 31, 2011	Negotiations - continuing
Langley, City of	Canadian Union of Public Employees local 2058	51	Dec 31, 2011	Negotiations - continuing

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

Langley, Township of	Canadian Union of Public Employees local 403	111	Dec 31, 2015	Negotiations - yet to commence
Maple Ridge, District of	International Association of Firefighters local 4449	111	Dec 31, 2011	Negotiations - yet to commence
Metro Vancouver	Greater Vancouver Regional District Employees' Union (outside)	600	Dec 31, 2015	Negotiations - yet to commence
Metro Vancouver	International Brotherhood of Teamsters local 31	369	Dec 31, 2015	Negotiations - yet to commence
Mission, District of	Canadian Union of Public Employees local 1267	218	Dec 31, 2013	Negotiations - continuing
Nanaimo, City of	International Association of Firefighters	64	Dec 31, 2011	Negotiations - yet to commence
Nanaimo, City of	Canadian Union of Public Employees local 401	750	Dec 31, 2013	Negotiations - continuing (mediation)
Nelson, City of	Canadian Union of Public Employees local 339	76	Dec 31, 2015	Negotiations - yet to commence
New Westminster Police Board	New Westminster Police Officers' Association	110	Dec 31, 2012	Negotiations - continuing
New Westminster, City of	International Brotherhood of Electrical Workers local 213	14	Mar 31, 2015	Negotiations - yet to commence
New Westminster, City of (inside, outside, police civilians)	Canadian Union of Public Employees local 387	260	Dec 31, 2015	Negotiations - yet to commence
North Vancouver, City of	International Association of Firefighters local 914	56	Dec 31, 2011	Negotiations - yet to commence
North Vancouver, City of	Canadian Union of Public Employees local 389	220	Dec 31, 2015	Negotiations - yet to commence
North Vancouver, District of	International Association of Firefighters local 1183	121	Dec 31, 2011	Negotiations - yet to commence
North Vancouver, District of	Canadian Union of Public Employees local 389	370	Dec 31, 2015	Negotiations - yet to commence
Northlands Golf Course	Canadian Union of Public Employees local 389	17	Dec 31, 2015	Negotiations - yet to commence

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

Penticton, City of	International Association of Firefighters local 1399	40	Dec 31, 2009	Negotiations - continuing (arbitration)
Port Coquitlam, City of	International Association of Firefighters local 1941	65	Dec 31, 2011	Negotiations - yet to commence
Port Coquitlam, City of	Canadian Union of Public Employees local 498	230	Dec 31, 2015	Negotiations - yet to commence
Port Moody Police Board	Port Moody Police Services Union	47	Dec 31, 2012	Negotiations - continuing
Port Moody, City of	Canadian Union of Public Employees local 825	110	Dec 31, 2015	Negotiations - yet to commence
Powell River, City of	Canadian Union of Public Employees local 798	175	Dec 31, 2012	Negotiations - continuing
Powell River, City of	International Association of Firefighters local 1298	13	Dec 31, 2011	Negotiations - yet to commence
Prince George, City of	International Association of Firefighters local 1372	117	Dec 31, 2015	Negotiations - yet to commence
Prince Rupert, City of	Canadian Union of Public Employees	200	Dec 31, 2014	Negotiations - continuing
Qualicum Beach, Town of	Canadian Union of Public Employees local 401	65	Dec 31, 2013	Negotiations - yet to commence
Regional District of Central Kootenay	Canadian Union of Public Employees local 2262	58	Feb 28, 2015	Negotiations - yet to commence
Regional District of Okanagan Similkameen	British Columbia Government & Service Employees' Union	56	Dec 31, 2014	Negotiations - yet to commence
Revelstoke, City of	Canadian Union of Public Employees local 363	85	Dec 31, 2013	Negotiations - continuing
Richmond, City of	International Association of Firefighters local 1286	213	Dec 31, 2011	Negotiations - yet to commence
Richmond, City of	Canadian Union of Public Employees local 394 & 718	1,250	Dec 31, 2015	Negotiations - yet to commence
Richmond, City of (Library Board)	Canadian Union of Public Employees local 3966	69	Dec 31, 2015	Negotiations - yet to commence
Saanich Police Board	Canadian Union of Public Employees local 2011	1,100	Dec 31, 2015	Negotiations - yet to commence

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

Saanich, District of	International Association of Firefighters local 967	116	Dec 31, 2011	Negotiations - continuing
Salmon Arm, City of	International Association of Firefighters	3	N/A	Settled - details pending
Salmon Arm, City of	Canadian Union of Public Employees local 1908	150	Dec 31, 2015	Negotiations - yet to commence
Squamish, District of	Canadian Union of Public Employees local 2269	150	Dec 31, 2015	Negotiations - yet to commence
Surrey, City of	Canadian Union of Public Employees local 402	2,100	Dec 31, 2015	Negotiations - yet to commence
Trail, City of	Canadian Union of Public Employees local 2087	90	Feb 28, 2015	Negotiations - yet to commence
Vancouver Parks Board	Canadian Union of Public Employees local 1004	1,385	Dec 31, 2015	Negotiations - yet to commence
Vancouver Police Board	International Brotherhood of Teamsters local 31	262	Dec 31, 2015	Negotiations - yet to commence
Vancouver, City of	International Association of Firefighters local 18	764	Dec 31, 2011	Negotiations - continuing (mediation)
Vancouver, City of	Canadian Union of Public Employees local 15	3,700	Dec 31, 2015	Negotiations - yet to commence
Vancouver, City of	Canadian Union of Public Employees local 1004	1,385	Dec 31, 2015	Negotiations - yet to commence
Vancouver, City of (Library Board)	Canadian Union of Public Employees local 391	338	Dec 31, 2015	Negotiations - yet to commence
Vancouver, City of (Police Civilians)	International Brotherhood of Teamsters local 31	308	Dec 31, 2015	Negotiations - yet to commence
Vernon, City of	Canadian Union of Public Employees local 626	146	Dec 31, 2013	Negotiations - yet to commence
West Kelowna, District of	Association of Local Government Employees	105	Dec 31, 2015	Negotiations - yet to commence
West Vancouver Police Board	West Vancouver Police Association (Uniformed)	81	Mar 31, 2012	Negotiations - continuing

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

West Vancouver, District of	International Association of Firefighters local 1525	99	Dec 31, 2015	Negotiations - yet to commence
White Rock, City of	Canadian Union of Public Employees local 402-01	100	Dec 31, 2015	Negotiations - yet to commence

PUBLIC SERVICES

BC Ferry Services Inc.	BC Ferry & Marine Workers Union	3,700	Nov 1, 2015	Negotiations - yet to commence
BC Public Service Agency	Professional Employees Association	1,200	Mar 31, 2014	Negotiations - continuing
BC Safety Authority	British Columbia Government & Service Employees' Union	256	Dec 31, 2014	Negotiations - continuing

TRADES & SERVICES

Canadian Corps of Commissionaires	Public Service Alliance of Canada	285	Mar 31, 2012	Unknown
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BC LABOUR RELATIONS BOARD MEDIATION DIVISION UPDATE
(IN ORDER OF APPOINTMENT DATE)

CURRENT MEDIATIONS

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Sones	CareCorp Senior Services (Inglewood Care Centre)	HEU	1 st CBA	246	All monetary and some language issues.	Met May 1, 20, 29, June 2, 26, July 28, August 20 and October 29. Reported out at request of Union. Strike notice November 28. Employer applied under Section 55. Met December 22 and January 14. Report issued January 29.
Sones	Richmond Olympic Oval	IUOE 882	Jun 30, 2015	Unk	Monetary, positions, cleaning, care, and LOU.	Monitoring.
Schaub	SSAB Swedish Steel Ltd	Boilermakers	1 st CBA	14	Vacation, benefits, stats, job classifications, postings and wages.	Met August 19 & 20. Recommendations issued August 21. Recommendations rejected. Strike commenced Nov. 2, 2014.
McArthur	Imperial Parking	CSWU 1611	May 31, 2014	207	Wages, patrol department and RRSP.	Met September 23. Reported out September 23.
McArthur	University Club of Victoria	CUPE 917	Jul 30, 2012	25	LOU, hours, leaves and wages.	Met on November 24.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Sones	University of Northern BC	UNBC Faculty Association	Jun 30, 2014	388	Various	Met November 5, 6, 10, 11, December 2-4, 10, 11, 15-17, January 9, 10, 11, 23, 24, 25, 30, 31, February 1, 6-8. Reported out February 10.
Schaub	Royal City Manor	HEU	Dec 31, 2013	384	All monetary and several language issues.	Met December 9 and 10. Scheduling meetings.
McArthur	ADT Security Canada (Branch 80)	IBEW 213	Jul 14, 2013	7	All issues outstanding.	Met November 18, 19 and January 7.
McArthur	ADT Security Canada (Branch 79)	IBEW 213	Jul 14, 2013	30	All issues outstanding.	Met January 27 and 28.
Schaub	Army & Navy Department Stores	CLAC	Dec 31, 2013	139	Wages and benefits.	Monitoring.
Schaub	School District 34 (Abbotsford)	Teamsters 31	Jun 30, 2014	931	Monetary and language.	Met December 15.
McArthur	Southern Railway of BC	CUPE 7000	Mar 31, 2014	128	Wages, term, overtime, compensation discipline and more.	Met December 12. Last offer rejected; reported out December 31. Lockout notice served December 31. Lockout commenced January 5.
McArthur	We Care Home Health Services	CLAC	Aug 23, 2014	162	Scheduling, compensation, sick days, hours of work provisions.	Meeting March 5 and 6.
McArthur	Belterra Corporation	IAM 692	Apr 30, 2014	65	Numerous	Met January 5. Parties met February 11 and 12.

MEDIATOR	EMPLOYER	UNION	EXPIRY	# of EE'S	ISSUES	STATUS (MEDIATION FILES)
Sones	Aramark (Evelyne Saller Centre)	Unite Here 40	Jun 30, 2013	21	Wages, pension, benefits and language.	Met January 15 and 16. Meeting March 12.
Sones	Renaissance Retirement Residences (Chartwell)	HEU	Jun 30, 2014	Unk	Monetary and employer's proposal.	Meeting February 26 and March 11.
Schaub	Container World Forwarding Services Inc.	Teamsters 31	Oct 15, 2014	161	Wages, pension, health & welfare	Met February 10 and 11. Ratification vote February 22.
Sones	Univeristy of Victoria	UVIC Faculty Association	Jun 30, 2014	821	Various	Met January 26, February 5 and 13.
Schaub	Slizek Investments Inc. dba Advocare Health Services	BCGEU and HEU	Dec 31, 2014	~350	Monetary and language	Meeting February 25 and 26.
McArthur	Sooke Housing Society (Ayre Manor)	BCNU	1 st CBA	65	Numerous issues	Met February 11, 12 and 13.
Schaub	Mission Hill Plant	Brewery Workers Local 300	Dec 31, 2014	30	Wages, cost of living, and other issues.	Meeting March 17-19.
Schaub	Mission Hill Wine Store	Brewery Workers Local 300	Dec 31, 2014	50	Wages, cost of living, and other issues.	Meeting March 17-19.



STRIKES AND LOCKOUTS

PRIVATE SECTOR

TRADES & SERVICES

Parties: Naramata Centre
AND
Canadian Union of Public Employees local 608

Approximately 30 employees. Contract expired Mar 31, 2014. On January 21, 2015 Naramata Centre announced it is closing permanently due to financial implications. Strike action commenced May 2014.

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Southern Railway
AND
Canadian Union of Public Employees local 7000

Approximately 135 employees. Contract expired March 31, 2014. Issues include wages, term, discipline and more. Lockout action commenced January 5, 2015.
