

BC LABOUR MARKET AND BARGAINING OVERVIEW

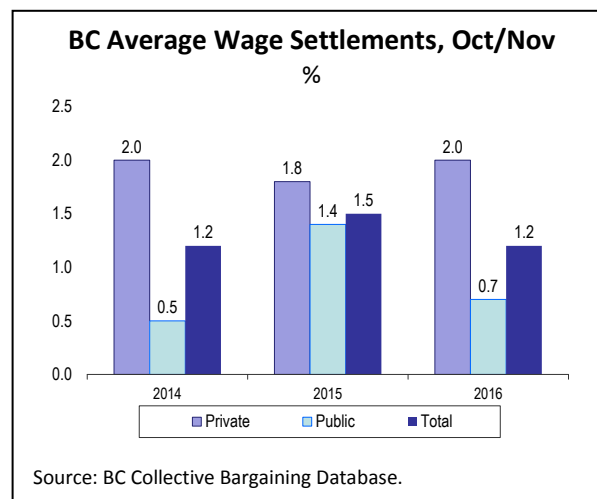
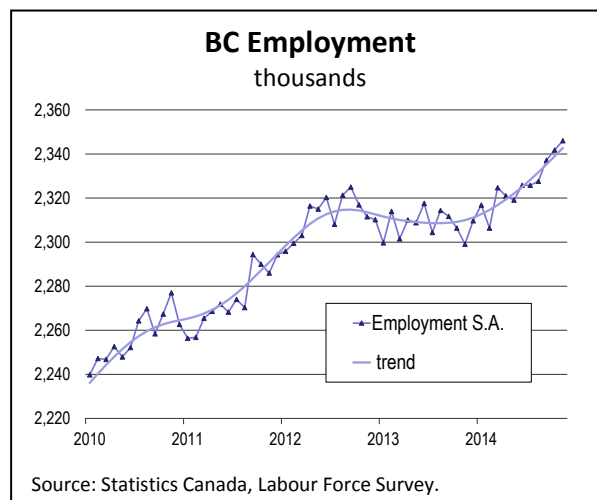
As 2014 came to a close, BC's job numbers continued to advance. According to Statistics Canada's Labour Force Survey, the number of people working in the province grew by 4,000 in November, which follows a similar sized gain the previous month. Employment has now moved higher for six consecutive months and has been on an upward trend since early 2014.

The average employment level for the year is up 0.9% compared to 2013. While this is not an especially strong annual gain in a historical context, it is the third strongest increase across the provinces, behind Alberta (3.0%) and Saskatchewan (1.8%).

Contract Settlements

Collective bargaining was active over the October-November period with 45 contracts settled. The average wage increase occurring in 2014 across all contracts is 1.2%. For 2015, it is 1.5%.

Looking at just the private sector, negotiated average wage settlements are 2.0%, 1.8% and 2.0% for 2014, 2015 and 2016 respectively. These average wage increases are up slightly from the August-September period when they were around 1.5% in each of the three years in the private sector.



For this reporting period, there is a significant divergence between the public and private sectors. The gap is due to a large number of settlements in the education sector in which wage increases were zero in 2014, 1.0% in 2015 and 0.5% in 2016. In total, 18 of the 28 public sector contracts settled in the October-November period followed this pattern.

