

# COLLECTIVE BARGAINING BULLETIN

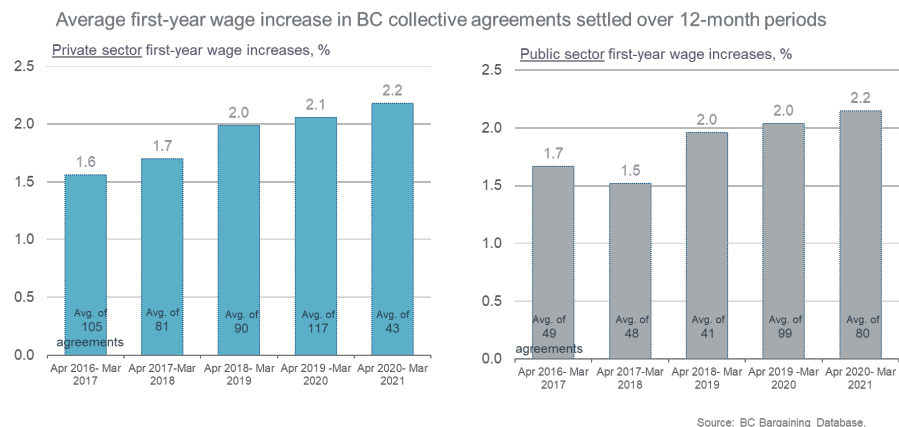


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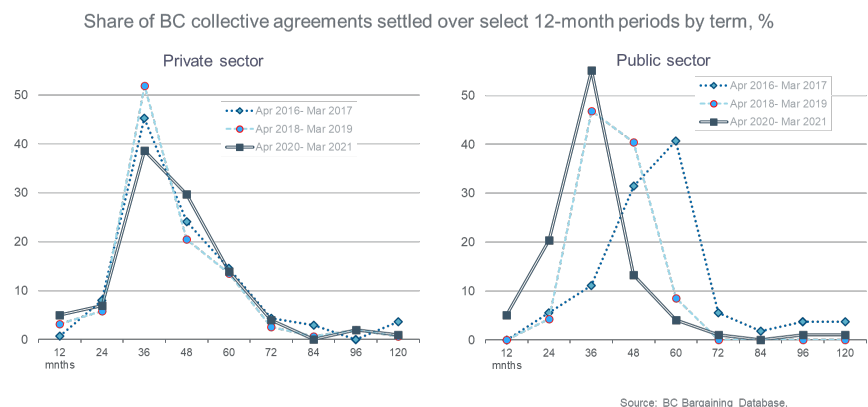
## FIRST-YEAR WAGE INCREASES HAVE EDGED GRADUALLY HIGHER OVER THE PAST FIVE YEARS

In B.C., first-year wage settlements have risen over the past five years across both the private and public sectors. As shown in the first figure, the average first-year settlement across private sector collective agreements (over 12-month periods going back to 2016) has gradually and steadily climbed from 1.6% to 2.2%.



Within the most recent 12-month period, the gradual upward trend has persisted. Settlements edged up from just over 2% in Q2 2020 to 2.3% in Q1 of 2021, despite the lingering COVID-19 pandemic.

The pattern for public sector settlements is similar, with the average first-year wage increase also climbing to 2.2% in 2020/21. The ongoing sustained upward trend is not as evident in the public sector, as first-year wage increases have hovered around 2.2% over the past three quarters.



the most common, although they have gone from accounting for more than half of all agreements in 2016 to slightly below 40% recently. There has been a modest shift to slightly longer contracts (48-month terms rising from 20% of the total to 30%).

In the public sector, on the other hand, there has been a clear shift

towards shorter contracts. Five years ago, 60-month terms were widespread, making up 40% of all contracts. But more recently just 4% of contracts matched this duration. The proportion of 48-month contracts has also fallen. The shift has been to 36-month terms, which have gone from making up 10% of all contracts to 55%.

The second figure shows the distribution of settlements by term length. In the private sector, 36-month terms remain