

RESOURCES FOR RESEARCHERS

WORKPLACE INFORMATION DIRECTORATE: A ONE-STOP SOURCE FOR LABOUR DATA

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Workplace Information Directorate, Human Resources and Development

The Workplace Information Directorate is your one-stop source of information on labour data, collective bargaining and industrial relations in Canada. The Directorate offers comprehensive, reliable, and up-to-date information, on national collective bargaining trends and developments including negotiated wage adjustments, working conditions and benefits, workplace innovation, labour organizations and work stoppages. By meeting your specific research needs, we can assist you in preparing for and supporting the resolution of issues at the bargaining table.

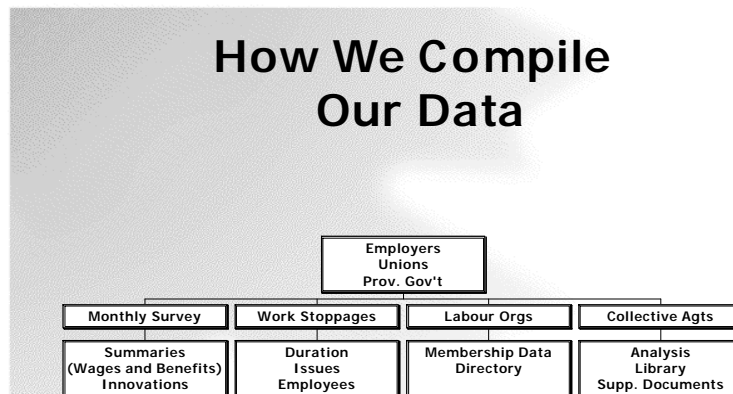


The Directorate tracks and analyzes all collective bargaining settlements in Canada in all industry sectors

covering 500 or more workers under provincial jurisdiction and 200 or more workers under federal jurisdiction. The Directorate monitors over 1000 agreements covering approximately 2.5 million employees. The employee coverage represents 55.0 per cent of the unionized workforce and 20.0 per cent of non-agricultural paid employment.

In addition, since January 2000, the Directorate tracks a stratified sample of small bargaining units with 100 to 499 workers. The move to a stratified sample is as a result of the Directorate's clients increasingly requesting information on smaller bargaining units and to also permit us to disseminate information on a much wider universe. Other influencing factors include the growth of small and medium size organizations in the past decade and the fact that our current information is heavily weighted towards the public sector and central Canada.

In addition to data on wage adjustments from major collective bargaining settlements, the Directorate compiles data on



approximately 100 types of provisions, from working conditions and benefits, to wage changes including the impact of cost-of-living clauses. Innovative workplace practices resulting from collective bargaining relate to labour relations, the organization of work, compensation and working conditions, labour management committees, work and family, and training and development.

The Directorate also maintains and publishes statistics on work stoppages, and information on unions and other labour organizations in Canada.

DATA COMPILATION

Monthly Survey

Approximately 350 to 450 expired (or soon to expire) collective

agreements are surveyed monthly using an employer or union as a contact point to determine the current stage of negotiations and to collect pertinent information on key developments taking place. When a settlement is reached, a report is prepared outlining major changes in wage adjustments, COLA entitlement, hours of work, holidays, vacation and other improvements or changes to working conditions, as well as emerging issues, innovative clauses and changes affecting the workplace environment. These reports are used as a preliminary analysis for the benefits and working conditions database and are also used as settlement summary information stored in an electronic database called "Negotech". A listing of settlement reports is published monthly in the Collective Bargaining Bulletin.

Wage data

Wage data, captured using the base rate occupation within each bargaining unit, are entered into the database and extracted for publication in various formats and tailored information packages in response to inquiries. The base rate as used in the analysis is defined as the lowest paid classification containing a significant number of qualified workers in the bargaining unit.

Work Stoppages

Information on the number of work stoppages of at least a half day in duration and a total of at least 10 person days (including the number of workers involved, the number of person days not worked and the issues surrounding the strike) is provided by the provincial departments of labour and is available from as early as 1901.

The work stoppages database also provides information in tabulated form or a listing, and includes strikes and lockouts involving either one or more workers, or 500 or more workers. Information can be customized according to industry, province, union, date, jurisdiction, affiliation, or number of employees, going back to 1946. The incidence of work stoppages is available tabulated on the Directorate website by year or month for one or more workers and for 500 or more workers.

Labour Organizations in Canada

A survey is conducted yearly to collect information on national and international unions, central labour congresses and other labour organizations, including the names of officials, addresses, telephone numbers, and membership. An interactive database is available on the website. Statistical information on union membership at the aggregate level and by central affiliations is published annually in the Workplace Gazette.

Collective Agreement Library

The collective agreement library houses approximately 6000 collective agreements from all industries and jurisdictions. Under Part 1 of the Canada Labour Code, federal employers must file a copy of their collective agreement with the Minister of Labour. In addition, the Directorate endeavors to obtain a copy of all provincial collective agreements covering 100 or more workers from either the union or employer. The receipt of new collective agreements automatically triggers the update of the collective agreement database for agreements covering 200 or more workers (federal) and 500 or more workers (provincial). Supplementary documents containing information on pension plans, health care plans and union constitutions are available in the library and accessible to the public.

Collective Agreement Information Retrieval System

The “Collective Agreement Information Retrieval System” database, commonly known as CAIRS, enables the provision of tailored information packages on both wages and non-wage provisions. Information on benefits and working conditions can be retrieved in the form of a listing, a spreadsheet or tabulation by industry, by geographic location. Samples of contract language contained in collective agreements can also be provided.

Information on approximately 100 provisions in major collective agreements can be retrieved by: industry; province; union; public/private sectors; date; jurisdiction; affiliation and number of employees. The coding for these provisions has been revised and updated to include tracking of emergent trends such as the use of labour management committees.

The information on negotiated wages is available in tabulated form or a listing according to individual client requirements, going back to 1978. The data are available by industry, province, union, point-in-time, jurisdiction, public or private sector, affiliation, number or employees, agreements with or without COLA, by month, quarter or year.

Clients do not have direct access to this database. Special customized runs can be requested from

Information Services. Consultants can help identify the best alternatives for the data to be formatted based on specific needs.

Negotech

Negotech is a searchable labour relations database providing timely information on key aspects of collective bargaining in Canada. It contains settlement reports highlighting changes in wages, benefits and working conditions in recently signed collective agreements. It also provides access to full collective agreement contract language and allows customized data searches. Clients can register for access to this service by using one of the contact points listed at the end of this article.

PUBLICATIONS

Workplace Gazette (Quarterly)

This publication provides data on wage adjustments from major collective bargaining settlements by industry, sector and region; detailed analysis of select provisions in major agreements; information on innovative workplace practices in Canada resulting from collective bargaining; and, a chronological perspective on work stoppages in Canada. It also features articles and case studies on pertinent industrial relations matters.

Wage Settlements Bulletin (Monthly)

This publication provides the most up-to-date information and analysis of major wage developments in collective bargaining in Canada. The Bulletin is a valuable and recognized reference source providing statistical and analytical information illustrated with useful charts and tables on recent wage developments in Canada.

Collective Bargaining Bulletin (Monthly)

This publication contains information based on recently signed collective agreements in Canada. The publication focuses on listing of available settlement summaries, the status of key negotiations and information on work stoppages in Canada.

INFORMATION SERVICES

Bilingual information consultants are available to respond to specific requirements and to provide customized and up-to-date information on industrial relations and collective bargaining. The Directorate makes this service available through a toll-free number and via the Internet.

All requests are treated as confidential with a response time within 24 hours.

Note:

Human Resources and Development
Canada's Workplace Information
Directorate can be reached by:

Telephone: 1-800-567-6866 or
1-819-997-3117

Fax: 1-819-953-9582

Website: <http://labour.hrdc-drhc.gc.ca>

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