

### 8.7.2 Wages and collective agreements

The Canada Department of Labour publishes wage settlements data for collective agreements on a quarterly basis. The agreements covered are limited to negotiating units of 500 or more employees in all industries, except construction. The base rate for a negotiating unit is defined as the lowest rate of pay, expressed in hourly terms, for the lowest paid classification used for qualified workers in the bargaining unit. In most cases the base rate represents pay for an unskilled or semi-skilled classification of workers. However, this is not so in contracts covering only skilled and/or professional workers. The wage data, therefore, are not necessarily representative of the average increases enjoyed by the workers in the negotiating unit as a whole. Nevertheless, the data on numbers of agreements and workers refer to all occupational groups in the negotiating unit.

Wage-rate data given in Tables 8.32 and 8.33 indicate that approximately 1.5 million workers were covered by 800 collective agreements at December 31, 1973. The average base rate rose 26.7 cents, or 8.0% during the 12-month period ended December 31, 1973, compared with an increase of 25.1 cents or 8.1% during the preceding 12-month period. On a year-over-year basis the consumer price index rose by 9.1% during the 12-month period ended December 31, 1973, and by 5.1% during the preceding 12-month period. When the wage increases are deflated by the consumer price index increase, the average base rate decreased in real terms by 1.0% in 1973 and increased by 2.9% in 1972.

Additional data are available from the Canada Department of Labour on wage settlements during quarterly periods, including number of agreements settled, number of employees covered and duration of contracts. The agreements covered are again limited to negotiating units of 500 or more employees in all industries except construction. Details are not given here but, for 1973 as a whole, 350 contracts, affecting the wage rates of about 652,675 workers, were settled. On the average the 350 settlements provided an annual percentage increase in base rate equal to 9.7% simple or 9.2% compound, over the term of the contracts. The comparable percentage for 1972 was 8.1% simple or 7.7% compound.

During 1973 settlements of one-year duration produced increases averaging 9.4%, those of two-year duration 12.0% and 8.0% for the first and second years, respectively; and those of three-year duration, 10.5%, 6.3% and 6.6% for the first, second and third years of the contract. These increases compare with those of 1972 as follows: one-year agreements, average increases of 7.9%; two-year agreements, average increases of 10.3% and 6.8%; and three-year agreements, average increases of 8.5%, 5.9% and 5.9% for the first, second and third years, respectively, of the contract.

### 8.8 Strikes and lockouts

Statistical information on strikes and lockouts in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from Canada Manpower Centres and provincial departments of labour. Table 8.34 presents a breakdown by industry of strikes and lockouts in 1972 involving five or more workers and continuing for 10 or more man-days. The 598 work stoppages reported involved 706,474 workers and 7.8 million man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. Duration of strikes and lockouts in terms of man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the stoppage was in progress. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator. They are not intended as a measure of the loss of productive time to the economy.