

Wage settlements trends in Saskatchewan

Table 1

Average Annual Negotiated Wage Settlements in Saskatchewan, by sector, 2000-2009

Year	Average % increase, per settlement			Average % increase, per employee		
	Total	Public	Private	Total	Public	Private
2000	2.4	2.2	2.4	2.6	2.3	2.5
2001	2.9	2.9	3.0	2.9	2.9	2.9
2002	3.2	3.4	3.0	3.1	3.1	3.0
2003	3.0	3.2	2.8	3.0	3.1	2.7
2004	2.5	2.4	2.6	1.2	0.8	2.8
2005	2.4	2.3	2.5	2.0	2.0	2.6
2006	2.8	2.6	2.9	2.1	2.1	2.8
2007	3.6	3.7	3.6	4.0	4.0	3.4
2008	4.1	4.3	3.9	4.9	4.9	4.2
2009	4.2	4.1	4.4	4.2	4.1	4.4

Source: Labour Relations and Mediation Branch, Ministry of Advanced Education, Employment and Labour, October 23, 2009

The above table shows the average annual wage increases negotiated in both the public and private sector over the past decade. The average wage increases for both the public and private sector (column labeled "total") for 2008 and 2009 have been above 4.0%. Public sector settlements were higher in 2008 (4.3%) on average than the private sector (3.9%) but in 2009 private sector settlements (4.4%) surpassed average public sector increases (4.1%).

The average percentage wage increase per employee shows higher average wage increases than on a settlement basis. The average percentage wage increase for all employees in Saskatchewan was 4.9% in 2008 and 4.2% in 2009. For public sector employees, the average wage settlement was 4.9% for 2008 and 4.1% for 2009. For private sector employees, the average wage increase was 4.2% in 2008 and 4.4% in 2009.

The following tables show average wage settlements in specific sectors in Saskatchewan.

Table 2

Average Annual Negotiated Wage Increases*, Municipal Sector in Saskatchewan

	2008	2009	2010
Average wage increase per settlement	3.9%	4.2%	4.2%

*based on 16 settlements reached between February 2008 and Sept 2009

Wage settlements in the municipal sector in Saskatchewan have also been averaging around 4 percent. The average wage increases in 16 recent municipal agreements negotiated by CUPE were 3.9% in 2008, and 4.2% for both 2009 and 2010.

Table 3

Average Annual Negotiated Wage Increases*, School Boards in Saskatchewan

	2008	2009	2010
Average wage increase per settlement	3.7%	2.8%	3.68%
Average wage increase per employee	3.9%	3.3%	3.8%

**Based on 11 settlements reached between October 2008 and October 2009.*

A review of 11 settlements in the education (school boards) over the last year show average wage increases for employees of 3.9% in 2008, 3.3% in 2009 and 3.8% for 2010.

Table 4

Other major public sector wage settlements in Saskatchewan

	2007	2008	2009	2010
Saskatchewan Teachers Federation	5.0%	4.0%	3.5%	
Saskatchewan Union of Nurses		5.0%*	5.0%	5.0%
University of Regina Faculty Assoc.		4.5%	4.0%	4.0%

**plus an additional 5% market adjustment increase*

Other major public sector settlements provide for averages of 4% or higher per year. The Saskatchewan Teachers Federation, whose current collective agreement will expire at the end of August 2010, received wage increases of 5% for 2007, 4% for 2008 and 3.5% in 2009. The Saskatchewan Union of Nurses, the only union in the health care sector that has reached a collective agreement, received wage increases of 5% for each year of their four-year agreement, plus an additional 5% market adjustment in 2008 and long service increases of 2%. The recent settlement of the University of Regina Faculty Association provided increases of 4.5% for 2008, and 4.0% for both 2009 and 2010.

Table 5

Increases in Average Weekly Earnings, Saskatchewan, 2006-2009

	2006	2007	2008	Dec 2009
Average weekly earnings	\$ 710.91	\$ 749.61	\$ 785.59	\$ 816.60
% increase		5.4	4.8	3.9

Source: SaskTrends Monitor

The average weekly earnings for Saskatchewan, as determined by Statistics Canada's Survey of Employment, Payroll and Hours, has been increasing at high rates over the last number of years. From 2006 to 2007, the average weekly earnings in the province increased by 5.4%. In 2008, average weekly earnings increased 4.8% over 2007. The average weekly earnings as of December 2009 show a 3.9% increase over the 2008 average.

The average weekly earnings includes overtime earnings, and covers all wage earners, including those in non-unionized workplaces.

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