

Collective Bargaining Highlights

January 2010



At A Glance

Average Annual Wage Increase

	Dec	Jan
	%	%
Private Sector	1.8	0.0
Public Sector	2.4	2.2
All Settlements	2.0	1.9

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Agreements Settled in January

In January, six collective agreements were ratified, each covering 200 or more employees. These agreements covered 2,711 employees, 90% of whom were in the public sector (2,447).

The overall average annual increase in base wage rates in January was 1.9% a slight decrease from 2% reported in December. In the public sector, five agreements were settled for an average annual wage increase of 2.2%, a decrease from 2.4% in the last month. In the private sector, one agreement was extended with 0% wage increase, a change from 1.8% reported in the previous month.

Major ratifications in January included two 24-month agreements with the City of Brampton and the Canadian Union of Public Employees (CUPE). The settlements provided 830 outside, office, professional, and technical employees with average annual wage increases of 2.5%. CUPE also reached settlements with Community Living Toronto. The two 36-month agreements provide 460 full-time employees with an average annual wage increase of 2%, and 557 part-time employees with an average annual wage increase of 2.6%. Niagara Parks Commission and the Ontario Public Service Employees Union (OPSEU) reached a 48-month agreement, providing 600 employees with an average annual wage increase of 1.4%.

Wage Settlements - January

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	1	264	0.0
Public Sector	5	2,447	2.2
All Settlements	6	2,711	1.9

Average Annual Increase, Current Three Years

	2010 %	2009 %	2008 %
Private Sector	0.0	1.3	2.0
Public Sector	2.2	2.4	3.1
All Settlements	1.9	2.1	2.7

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	1	264	0.0
Public Administration	3	1,430	2.0
Health & Social Services	2	1,017	2.3
All Settlements	6	2,711	1.9

Average Annual Increase by Industry, Current Three Years

	2010 %	2009 %	2008 %
Primary	-	3.4	4.1
Manufacturing	0.0	0.7	1.2
Construction	-	2.5	3.4
Trade & Finance	-	1.6	2.1
Transportation, Communications & Utilities	-	1.8	2.9
Public Administration	2.0	2.0	3.1
Education & Related Services	-	3.0	3.1
Health & Social Services	2.3	2.4	3.0
Other Services	-	2.2	2.6
All Settlements	1.9	2.1	2.7

January Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Amhil Enterprises	Workers United	0.0 ¹	0.0	264	12	2010-09-30
Public Administration						
City of Brampton (outside/office)	Cdn Public Empls	2.5	2.5	507	24	2011-03-31
City of Brampton (professional/technical)	Cdn Public Empls	2.5	2.5	323	24	2011-03-31
Niagara Parks Commission	Ont Public Service Empls	1.4	1.0	600	48	2013-10-31
Health & Social Services						
Community Living Toronto (residential/vocational) (full-time)	Cdn Public Empls	2.0	2.4	460	36	2012-03-31
Community Living Toronto (residential/vocational) (part-time)	Cdn Public Empls	2.6	3.1	557	36	2012-03-31

1 extension agreement with Workers United (previously UNITE HERE)

Selected Settlement Summaries

(Based on available information)

Niagara Parks Commission and Ontario Public Service Employees Union, Local 217 (600 employees)

a four-year renewal agreement, effective November 1, 2009, expiring October 31, 2013

- wage increases of 1% in the first year, and 1.5% in each of the second, third and fourth years
- improvements to health care benefits
- employer to contribute \$30 dollars per calendar year toward the cost of non-slip shoes
- modifications to provisions relating to hours of work, early recall and extra work

City of Brampton and Canadian Union of Public Employees, Local 831 (507 outside/office employees and 323 professional/technical employees)

two 24-month renewal agreements, effective April 1, 2009, expiring March 31, 2011

- wage increases of 2.5% in each year
- improvements to paramedical services, vision care, hearing aid coverage, and long-term disability plan

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls.	Expiry Date
Federal Government	Various unions	Canada-wide	2,500	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	18,700	Various dates
Police Services Boards	Police Associations	Various locations	10,200	Various dates
Hospitals	Various unions	Various locations	47,400	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	58,500	Various dates
Universities	Various unions	Various locations	4,100	Various dates
Vale Inco	USW	Sudbury	3,000	2009-05-31
College Compensation and Appointments Council (academic staff)	OPSEU	Province-wide	8,750	2009-08-31
Pulp and Paper	Various unions	Various locations	6,400	Various dates
Construction (ICI)	Various unions	Province-wide	79,700	2010-04-30
Construction (Non-ICI)	Various unions	Various locations	54,200	Various dates

As of January 31, 2010, there were 216 agreements, each covering 200 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2007	2008	2009	November 2009	December 2009	January 2010
Canada	2.1	2.4	0.3	1.0	1.3	1.9
Ontario	1.8	2.3	0.4	1.0	1.2	1.9
Toronto	1.9	2.4	0.5	0.8	0.8	1.8
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	1.1	1.2	1.9
Thunder Bay	1.0	2.2	0.1	0.1	0.3	1.3

* Percentage change from previous year
Source: Statistics Canada

Data for the months of March, June, September and December include quarterly information.

Information in this report is based on collective agreements covering 200 or more employees, a sample that represents 76% of unionized employees in Ontario. Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data for the current month are preliminary. All percentage wage data are calculated on the base rate, weighted by the number of employees, and include cost-of-living adjustments (COLA) where applicable, calculated at projected rates of inflation. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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