

Collective Bargaining Highlights

April 2010



At A Glance

Average Annual Wage Increase

	Mar	Apr
	%	%
Private Sector	2.1	2.4
Public Sector	2.5	3.0
All Settlements	2.1	2.5

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For further information, contact:
Collective Bargaining Information Services
400 University Avenue, 8th Floor
Toronto ON M7A1T7
Telephone: 416-326-1260
Facsimile: 416-326-1277
E-mail: cbis@ontario.ca

Agreements Settled in April

In April, 16 collective agreements were ratified, each covering 200 or more employees. These agreements covered 15,256 employees, 79% of whom were in the private sector (11,977), with the majority in the construction industry (10,061).

The overall average annual increase in base wage rates in April was 2.5%, compared to 2.1% reported in the previous month. In the public sector, five agreements were settled for an average annual wage increase of 3%, an increase from 2.5% in March. In the private sector, 11 agreements were settled with an average annual wage increase of 2.4%, an increase from 2.1% in the previous month.

Major settlements in April included six construction agreements with average annual wage increases ranging from 2.3% to 2.8%. The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada settled agreements with the Metropolitan Plumbing and Heating Contractors Association (High-Rise Residential), and the Independent Plumbing and Heating Contractors Association (Low-Rise Residential). The High-Rise Residential agreement covers 886 employees and includes an average annual wage increase of 2.5% over three years. The Low-Rise Residential agreement covers 500 employees and includes an average annual wage increase of 2.6% over three years. The Sheet Metal Workers' International Association settled agreements with the Ontario Sheet Metal Contractors Association (ICI), and the Toronto Residential Air Handling Group. The Ontario Sheet Metal Contractors Association (ICI) agreement covers 6,000 employees and includes an average annual wage increase of 2.6% over three years. The Toronto Residential Air Handling Group agreement covers 875 employees and includes an average annual wage increase of 2.7% over three years.

The three-year settlement covering 1,200 employees reached between the National Elevator and Escalator Association (ICI & non-ICI) and the International Union of Elevator Constructors included an average annual wage increase of 2.3%. The Thunder Bay Construction Association and the United Brotherhood of Carpenters and Joiners of America reached an agreement covering 600 employees for an average annual wage increase of 2.8% over three years.

Wage Settlements - April

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	11	11,977	2.4
Public Sector	5	3,279	3.0
All Settlements	16	15,256	2.5

Average Annual Increase, Current Three Years

	Jan - Apr 2010 %	2009 %	2008 %
Private Sector	2.2	1.3	2.0
Public Sector	2.2	2.4	3.1
All Settlements	2.2	2.1	2.7

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	2	1,046	1.4
Construction	6	10,061	2.6
Trade & Finance	1	400	1.2
Transportation, Communications & Utilities	3	712	2.5
Public Administration	3	2,652	3.0
Other Services	1	385	3.0
All Settlements	16	15,256	2.5

Average Annual Increase by Industry, Current Three Years

	Jan - Apr 2010 %	2009 %	2008 %
Primary	1.9	3.4	4.1
Manufacturing	1.5	0.7	1.2
Construction	2.4	2.5	3.4
Trade & Finance	2.0	1.6	2.1
Transportation, Communications & Utilities	1.7	1.8	2.9
Public Administration	2.6	2.0	3.1
Education & Related Services	1.9	3.0	3.1
Health & Social Services	2.5	2.4	3.0
Other Services	2.5	2.2	2.6
All Settlements	2.2	2.1	2.7

April Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Hitachi Construction Truck Manufacturing Ltd	Cdn Auto Workers	0.8	0.0	259	36	2013-02-23
U.S. Steel Canada Inc (Lake Erie Works)	United Steelworkers	1.5*	0.0	787	36	2013-04-15
Construction						
Independent Plumbing and Heating Contractors Assn (Low-Rise Residential)	Plumbers	2.6	2.2	500	36	2013-04-30
Metropolitan Plumbing and Heating Contractors Assn (High-Rise Residential)	Plumbers	2.5	2.0	886	36	2013-04-30
National Elevator and Escalator Assn (ICI & non-ICI)	Elevator Constructors	2.3	2.2	1,200	36	2013-04-30
Ontario Sheet Metal Contractors Assn (ICI)	Sheet Metal Workers	2.6	1.8	6,000	36	2013-04-30
Thunder Bay Construction Assn	Carpenters	2.8	1.9	600	36	2013-04-30
Toronto Residential Air Handling Group	Sheet Metal Workers	2.7	1.7	875	36	2013-04-30
Trade & Finance						
Canada Safeway Ltd (Thunder Bay)	Food & Commercial Workers	1.2 ²	1.5	400	31	2012-05-12
Transportation, Communications & Utilities						
Enersource Hydro Mississauga Inc	Electrical Workers (IBEW)	3.1 ¹	3.0	242	48	2014-03-31
Rogers Broadcasting Ltd (OMNI/Citytv)	Communications Energy Paperworkers	2.2 ¹	2.0	270	36	2012-10-31
TBAYtel	Electrical Workers (IBEW)	2.2	2.0	200	48	2013-03-31
Public Administration						
City of Mississauga (Mississauga Fire and Emergency Services)	Intl Fire Fighters	3.0	3.0	693	12	2010-12-31
York Regional Police Services Board (Civilians)	Police Association	3.0	3.2	520	36	2012-12-31
York Regional Police Services Board (Uniform)	Police Association	3.0	3.2	1,439	36	2012-12-31
Other Services						
City of Toronto Community Housing	Cdn Public Empls	3.0	3.0	385	36	2011-12-31

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

² Two-tier wage schedule

Also Settled in March

Carpenters' Employer Bargaining Agency (ICI) and Carpenters' District Council of Ontario, Carpenters and Joiners of America (12,000 employees)

Average Annual Wage Increase: 2.6% over three years

Selected Settlement Summaries

(Based on available information)

Ontario Sheet Metal Contractors Association (ICI) and Sheet Metal Workers' International Association, various locals (6,000 employees)

a three-year renewal agreement, effective May 1, 2010, expiring April 30, 2013

- total wage package of \$3.50 over the term of the agreement

Metropolitan Plumbing and Heating Contractors Association (High-Rise Residential) and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 46 (886 employees)

a three-year renewal agreement, effective May 1, 2010, expiring April 30, 2013

- total wage package of \$3.99 over the term of the agreement

Independent Plumbing and Heating Contractors Association (Low-Rise Residential) and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 46 (500 employees)

a three-year renewal agreement, effective May 1, 2010, expiring April 30, 2013

- total wage package of \$3.75 over the term of the agreement

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	3,600	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	17,400	Various dates
Police Services Boards	Police Associations	Various locations	7,800	Various dates
Hospitals	Various unions	Various locations	44,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	53,400	Various dates
Universities	Various unions	Various locations	12,000	Various dates
Vale Inco	USW	Sudbury	3,000	2009-05-31
Pulp and Paper	Various unions	Various locations	6,400	Various dates
Construction (ICI)	Various unions	Province-wide	37,800	2010-04-30
Construction (Non-ICI)	Various unions	Various locations	51,200	Various dates
Maple Leaf Consumer Foods (formerly J M Schneider Inc.)	Schneider Employees Association	Kitchener	1,200	2010-05-31
Zerhmart	UFCW	Various locations	11,500	2010-07-01
Loblaws Supermarkets	UFCW	Various locations	15,400	2010-07-01
ESSAR Steel Algoma	USW	Various locations	3,260	2010-07-31
U.S. Steel Canada (Hamilton Works)	USW	Hamilton	2,000	31/07/2010

As of April 30, 2010, there were 264 agreements, each covering 200 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2007	2008	2009	Year-to-date 2010	February 2009	March 2010	April 2010
Canada	2.1	2.4	0.3	1.7	1.6	1.4	1.8
Ontario	1.8	2.3	0.4	1.8	1.8	1.4	2.2
Toronto	1.9	2.4	0.5	1.8	1.7	1.3	2.4
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	1.9	1.9	1.5	2.4
Thunder Bay	1.0	2.2	0.1	1.2	1.1	0.8	1.6

* 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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