

Collective Bargaining Highlights

May 2010



At A Glance

Average Annual Wage Increase

	Apr	May
	%	%
Private Sector	2.4	2.5
Public Sector	3.0	1.0
All Settlements	2.5	2.4

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Agreements Settled in May

In May, 30 collective agreements were ratified, each covering 200 or more employees. These agreements covered 48,389 employees, 93% of whom were in the private sector, with the majority in the construction industry (43,160).

The overall average annual increase in base wage rates in May was 2.4%, down slightly from 2.5% reported in the previous month. In the public sector, five agreements were settled for an average annual wage increase of 1%, compared to 3% reported last month. In the private sector, 25 agreements were settled for an average annual wage increase of 2.5%, an increase from 2.4% in April.

Major settlements in May included 14 Industrial-Commercial-Institutional (ICI) and eight non-ICI agreements. These three-year agreements cover 43,160 employees and provide average annual wage increases ranging from 2% to 3.2%. The Metro Toronto Convention Centre Corporation and the Labourers' International Union of North America (LIUNA), representing 818 employees, settled an agreement for an average annual wage increase of 2.2% over three years. The Municipal Property Assessment Corporation and the Ontario Public Service Employees Union (OPSEU), representing 1,400 employees, negotiated a two-year agreement with no wage adjustments. The City of Barrie and the Canadian Union of Public Employees (CUPE) reached a three-year agreement. The agreement covers 420 employees and includes a 2% average annual increase. The Canadian Pacific Railway and Teamsters Canada (Maintenance of Way Employees Division) settled a three-year agreement, providing 611 Ontario-based employees with an average annual wage increase of 2%.

Wage Settlements - May

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	25	44,971	2.5
Public Sector	5	3,418	1.0
All Settlements	30	48,389	2.4

Average Annual Increase, Current Three Years

	Jan - May 2010 %	2009 %	2008 %
Private Sector	2.4	1.3	2.0
Public Sector	2.1	2.4	3.1
All Settlements	2.3	2.1	2.7

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Construction	22	43,160	2.5
Transportation, Communications & Utilities	2	1,211	1.0
Public Administration	2	1,820	0.5
Education and Related Services	1	382	0.0
Other Services	3	1,816	2.7
All Settlements	30	48,389	2.4

Average Annual Increase by Industry, Current Three Years

	Jan - May 2010 %	2009 %	2008 %
Primary	1.9	3.4	4.1
Manufacturing	1.4	0.7	1.2
Construction	2.5	2.5	3.4
Trade & Finance	2.0	1.6	2.1
Transportation, Communications & Utilities	1.5	1.8	2.9
Public Administration	2.0	2.0	3.1
Education & Related Services	1.9	3.0	3.1
Health & Social Services	2.5	2.4	3.0
Other Services	2.6	2.2	2.6
All Settlements	2.3	2.1	2.7

May Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Construction						
Architectural Glass and Metal Contractors Assn (ICI)	Painters	2.0	2.2	1,500	36	2013-04-30
Greater Toronto Electrical Contractors Assn (residential)	Electrical Workers	2.7	2.0	600	36	2013-04-30
Interior Systems Contractors Assn of Ontario (residential)	Carpenters	2.6	2.0	2,500	36	2013-04-30
Labourers Employer Bargaining Agency (ICI)	Labourers	2.4	2.8	10,000	36	2013-04-30
Ont Refrigeration/Air Conditioning Contractors (ICI)	Plumbers	2.3	2.5	1,150	36	2013-04-30
Ont Refrigeration/Air Conditioning Contractors (service)	Plumbers	2.3	2.5	1,150	36	2013-04-30
Ontario Association of Demolition Contractors (ICI)	Labourers	3.2	3.3	1,000	36	2013-04-30
Ontario Concrete and Drain Contractors Assn	Labourers	2.5	2.3	880	36	2013-04-30
Ontario Erectors Assn (ICI)	Structural Iron Workers	2.4	2.7	4,300	36	2013-04-30
Ontario Industrial Roofing Contractors Assn (ICI)	Sheet Metal Workers	2.8	1.9	2,000	36	2013-04-30
Ontario Masonry Contractors Assn/BACU Bargaining Committee (ICI)	Brick & Allied Craft	2.3	1.5	3,000	36	2013-04-30
Ontario Masonry Industry Employers Council (ICI)	Bricklayers Intl	2.3	1.5	450	36	2013-04-30
Ontario Millwrighting Contractors (ICI)	Carpenters	2.4	2.0	3,000	36	2013-04-30
Ontario Precast Concrete Manufacturers Assn (ICI)	Labourers	2.4	2.4	300	36	2013-04-30
Ontario Terrazzo Tile and Marble Guild (ICI) (BACU-Guild)	Brick & Allied Craft	2.3	2.5	600	36	2013-04-30
Ontario Terrazzo Tile and Marble Guild (ICI) (OPC-Guild)	Bricklayers Intl	2.3	2.6	200	36	2013-04-30
Operating Engineers Employer Bargaining Agency (ICI)	Intl Operating Engineers	3.1	3.2	3,000	36	2013-04-30
Plasterers Employer Bargaining Agency (ICI)	Plasterers	2.7	3.2	600	36	2013-04-30
Toronto and Area Road Builders Assn	Multi-Union	2.8	2.9	2,430	36	2013-04-30
Toronto Masonry Contractors Assn	Multi-Union	2.7	3.7	3,000	36	2013-04-30
Toronto Metropolitan Apartment Builders Assn	Labourers	2.7	2.7	700	36	2013-04-30
Toronto Residential Construction Labour Bureau (Low-Rise)	Labourers	2.7	2.7	800	36	2013-04-30

May Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Transportation, Communications & Utilities						
Canadian Pacific Railway (Maintenance of Way)	Teamsters	2.0	3.0	611	36	2012-12-31
Servisair (Lester B Pearson Intl Airport)	Machinists	0.0 ¹	0.0	600	36	2012-06-30
Public Administration						
City of Barrie	Cdn Public Empls	2.0	2.0	420	36	2012-12-31
Municipal Property Assessment Corp	Ont Public Service Empls	0.0	0.0	1,400	24	2011-12-31
Education & Related Services						
Art Gallery of Ontario (support, dining services)	Ont Public Service Empls	0.0	0.0	382	24	2011-11-30
Other Services						
G4s Cash Solutions (Canada) Ltd	Teamsters	4.1	3.9	600	36	2013-04-30
Metro Toronto Convention Centre Corp	Labourers	2.2	2.0	818	36	2012-12-31
Board of Management of the Toronto Zoo (office, service)	Cdn Public Empls	1.7	1.0	398	36	2013-03-31

¹ Excluding 1% lump sum of hourly rate times 2080 hrs

Also Settled in April

Hitachi Construction Truck Manufacturing Ltd. and CAW, Local 1917 (259 employees)

Average Annual Wage Increase: 0.8% over three years

Enersource Hydro Mississauga Inc. and IBEW, Local 636 (242 employees)

Average Annual Wage Increase: 3.1% over four years

Toronto Community Housing Corp. and CUPE, Local 79 (385 employees)

Average Annual Wage Increase: 3% over three years

Selected Settlement Summaries

(Based on available information)

Labourers' Employer Bargaining Agency (ICI) and Labourers' International Union of North America, Various Locals (10,000 employees)

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

- total wage package increase between \$2.50 and \$3.30 (depending on locations) over the term of the agreement

Operating Engineers Employer Bargaining Agency (ICI) and International Union of Operating Engineers, Local 793 (3,000 employees)

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

- wage increases of \$1.25 in each year, representing a total wage package of \$3.75 over the term of the agreement

Ontario Erectors Association (ICI) and International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Various Locals (4,300 employees)

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

- wage increases of \$1.25 in the first and second years and \$1.00 in the third year, representing a total wage package of \$3.50 over the term of the agreement

Association of Millwrighting Contractors of Ontario (ICI) and United Brotherhood of Carpenters and Joiners of America, Various Locals (3,000 employees)

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

- wage increases of \$0.95 on May 16, 2010, \$1.15 on May 1, 2011 and \$1.40 on May 1, 2012, representing a total wage package of \$3.50 over the term of the agreement

Municipal Property Assessment Corporation and Ontario Public Service Employees Union (1,400 employees)

a two-year renewal agreement, effective January 1, 2010, expiring December 31, 2011

- no wage adjustments
- modifications to health care benefits and bereavement leave provisions
- addition of Family Day to the list of Designated Holidays
- employees with unused sick or vacation days will have the option in January 2011 and January 2012 to receive cash equivalent for up to a total of five (5) days in each year of the agreement

City of Barrie and Canadian Union of Public Employees, Local 2380 (420 employees)

a three-year renewal agreement, effective January 1, 2010, expiring December 31, 2012

- wage increases of 2% in each year
- improvements to health care benefits
- increases in stand-by pay, shift premium, safety footwear, and tool allowances
- modification to bereavement leave provision
- probationary period increased from three months to six months

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	3,900	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	17,000	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	53,200	Various dates
Universities	Various unions	Various locations	22,500	Various dates
Vale Inco	USW	Sudbury	3,000	2009-05-31
Pulp and Paper	Various unions	Various locations	4,700	Various dates
Construction (ICI)	Various unions	Province-wide	20,900	2010-04-30
Construction (Non-ICI)	Various unions	Various locations	45,300	Various dates
Maple Leaf Consumer Foods (formerly J M Schneider Inc.)	Schneider Employees Association	Kitchener	1,200	2010-05-31
Zehrmart	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	2010-07-31

As of May 31, 2010, there were 247 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	March 2009	April 2010	May 2010
Canada	2.1	2.4	0.3	1.6	1.4	1.8	1.4
Ontario	1.8	2.3	0.4	1.8	1.4	2.2	1.9
Toronto	1.9	2.4	0.5	1.9	1.3	2.4	2.1
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	1.9	1.5	2.4	2.1
Thunder Bay	1.0	2.2	0.1	1.5	0.8	1.6	1.4

* 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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