

Collective Bargaining Highlights

November 2010



At A Glance

Average Annual Wage Increase

	Oct	Nov
	%	%
Private Sector	0.7	1.6
Public Sector	2.0	1.8
All Settlements	0.9	1.8

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Agreements Settled in November

In November, 47 collective agreements were ratified, each covering 200 or more employees. These agreements covered 26,288 employees, 83% of whom were in the public sector (21,695).

The overall average annual increase in base wage rates in November was 1.8%, compared to 0.9% reported in the previous month. In the public sector, 36 agreements were settled for an average annual wage increase of 1.8%, a decrease from 2% in October. In the private sector, 11 agreements were settled for an average annual wage increase of 1.6%, an increase from 0.7% reported in the previous month.

Major settlements in November included a central arbitration award issued for 38 participating hospitals and the Service Employees International Union (SEIU). The award pertained to 27 two-year agreements covering 12,331 employees, and included an average annual wage increase of 2%. An arbitration award was also issued for Oakwood Retirement Communities, Long Term Care and SEIU. The award covered 1,150 employees, and included an average annual wage increase of 2.2% over two years. The Waterloo Regional Police Services Board and Waterloo Regional Police Association reached two agreements covering 710 uniform officers and 279 civilian employees. Each agreement provides an average annual wage increase of 3% over two years.

Wage Settlements - November

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	11	4,593	1.6
Public Sector	36	21,695	1.8
All Settlements	47	26,288	1.8

Average Annual Increase, Current Three Years

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

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	6	2,481	1.2
Construction	1	500	2.2
Transportation, Communications & Utilities	1	379	2.5
Public Administration	2	989	3.0
Education & Related Services	6	7,225	1.3
Health & Social Services	28	13,481	2.0
Other Services	3	1,233	1.8
All Settlements	47	26,288	1.8

Average Annual Increase by Industry, Current Three Years

	Jan - Nov 2010 %	2009 %	2008 %
Primary	2.2	3.4	4.1
Manufacturing	1.5	0.7	1.2
Construction	2.5	1.3	3.2
Trade & Finance	0.7	1.6	2.1
Transportation, Communications & Utilities	2.0	1.8	2.9
Public Administration	2.2	2.0	3.1
Education & Related Services	1.7	3.0	3.1
Health & Social Services	2.0	2.4	3.0
Other Services	2.6	2.2	2.6
All Settlements	2.1	2.1	2.7

November Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
A O Smith Enterprises (GSW Water Heating Div)	United Steelworkers	1.7*	1.8	384	36	2013-10-31
General Dynamics Canada	Defence Contractors Union	0.9 ¹	0.0	340	24	2012-09-30
Hammond Manufacturing (plant,distribution)	Hammond Mfg Empls Assn	2.5	2.7	240	24	2012-11-26
Magna International (Integram Windsor Seating Div)	Cdn Auto Workers	0.0	0.0	800	24	2012-11-11
Quality Meat Packers	Food & Commercial Workers	1.9 ¹	0.0	429	48	2014-10-31
Toronto Abattoirs	Food & Commercial Workers	1.9 ¹	0.0	288	48	2014-10-31
Construction						
Greater Metro Toronto Residential Siding Contractors Assn	Carpenters	2.2	2.0	500	36	2013-04-30
Transportation, Communications & Utilities						
NAV Canada	Professional Institute	2.5	2.5	379	12	2011-04-30
Public Administration						
Waterloo Regional Police Services Board (Civilians)	Police Association	3.0	3.0	279	24	2011-12-31
Waterloo Regional Police Services Board (Uniform)	Police Association	3.0	3.0	710	24	2011-12-31
Education & Related Services						
Carleton University (office)	Cdn Public Empls	1.7	1.5	800	48	2014-06-30
Carleton University (Sessional Lecturers unit 2)	Cdn Public Empls	1.8 ²	1.5	600	36	2013-08-31
Carleton University (unit 1)	Cdn Public Empls	1.7	1.5	1,500	36	2013-08-31
University of Western Ontario (Academic staff)	University of Western Ont Faculty Assn	1.5	1.5	1,300	48	2014-06-30
University of Western Ontario (Graduate Teaching Assistants)	Public Service Alliance	0.6 ³	0.0	2,025	24	2012-08-31
University of Western Ontario (Support staff)	University of Western Ont Staff Assn	1.5	1.5	1,000	48	2014-06-30
Health & Social Services						
Baycrest Centre for Geriatric Care (full-time service,RPN)	Service Employees Intl	2.0	2.0	441	24	2011-10-10
Baycrest Centre for Geriatric Care (part-time service,RPN)	Service Employees Intl	2.0	2.0	477	24	2011-10-10
Bluewater Health (service,office,RPN)	Service Employees Intl	2.0	2.0	647	24	2011-10-10
Headwaters Health Care Centre (service,tech,RPN)	Service Employees Intl	2.0	2.0	216	24	2011-10-10

Cont'd...

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

² Market sector adjustment added to base rate in third year of agreement

³ No wage increase in first year of agreement for employees working less than full (ten) hours

November 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
Health & Social Services						
Hotel Dieu Shaver Health & Rehabilitation Centre	Service Employees Intl	2.0	2.0	260	24	2011-10-10
Humber River Regional Hospital (full-time service, RPN)	Service Employees Intl	2.0	2.0	279	24	2011-10-10
Humber River Regional Hospital (part-time service, RPN)	Service Employees Intl	2.0	2.0	291	24	2011-10-10
MICS Group of Health Services (service, office, tech, RPN)	Service Employees Intl	2.0	2.0	226	24	2011-10-10
Mount Sinai Hospital (office)	Service Employees Intl	2.0	2.0	347	24	2011-10-10
Mount Sinai Hospital (full-time service)	Service Employees Intl	2.0	2.0	214	24	2011-10-10
Niagara Health System (office)	Service Employees Intl	2.0	2.0	466	24	2011-10-10
Niagara Health System (service, RPN)	Service Employees Intl	2.0	2.0	1,473	24	2011-10-10
North Simcoe Hospital Alliance (service, RPN)	Service Employees Intl	2.0	2.0	216	24	2011-10-10
North York General Hospital (service, office, tech, RPN)	Service Employees Intl	2.0	2.0	1,174	24	2011-10-10
Oakwood Retirement Communities LTC (service, RPN)	Service Employees Intl	2.2	2.5	1,150	24	2011-03-31
Quinte Health Care (office)	Service Employees Intl	2.0	2.0	234	24	2011-10-10
Royal Victoria Hospital (service, RPN)	Service Employees Intl	2.0	2.0	482	24	2011-10-10
Southlake Regional Health Centre (full-time office)	Service Employees Intl	2.0	2.0	233	24	2011-10-10
Southlake Regional Health Centre (full-time service, tech, RPN)	Service Employees Intl	2.0	2.0	287	24	2011-10-10
Southlake Regional Health Centre (part-time service, tech, RPN)	Service Employees Intl	2.0	2.0	378	24	2011-10-10
Sunnybrook Health Sciences Centre (service, tech, RPN)	Service Employees Intl	2.0	2.0	2,036	24	2011-10-10
Thunder Bay Regional Health Sciences Centre (full-time service, tech, RPN)	Service Employees Intl	2.0	2.0	209	24	2011-10-10
Thunder Bay Regional Health Sciences Centre (part-time service, tech, RPN)	Service Employees Intl	2.0	2.0	255	24	2011-10-10
Toronto East General Hospital (full-time service, RPN)	Service Employees Intl	2.0	2.0	331	24	2011-10-10
Toronto East General Hospital (part-time service, RPN)	Service Employees Intl	2.0	2.0	333	24	2011-10-10
West Park Healthcare Centre (service, RPN)	Service Employees Intl	2.0	2.0	283	24	2011-10-10
William Osler Health Centre (full-time office)	Service Employees Intl	2.0	2.0	272	24	2011-10-10
William Osler Health Centre (part-time office)	Service Employees Intl	2.0	2.0	271	24	2011-10-10
Other Services						
Delta Chelsea Hotel	UNITEHERE	2.1	1.0	509	48	2014-01-31
Hilton Toronto	UNITEHERE	2.1	1.0	255	48	2014-01-31
Sears Canada (Vaughan Logistics Centre)	United Steelworkers	1.1 ⁴	0.0	469	16	2013-03-31

⁴ Wage re-opener in second year of agreement

Selected Settlement Summaries

(Based on available information)

Participating Hospitals and Service Employees International Union, Local 1 (27 agreements covering 12,331 employees)

part of a central arbitration award issued for 38 participating hospitals involving 71 two-year renewal agreements covering 15,855 RPNs, service, office, and technical employees, effective October 11, 2009, expiring October 10, 2011

- general wage increases of 2% in each year
- increases in shift and weekend premiums, meal allowances, and vacation leave
- improvements to health care benefits

Waterloo Regional Police Services Board and Waterloo Regional Police Association (710 uniform officers and 279 civilian employees)

two 24-month renewal agreements, effective January 1, 2010, expiring December 31, 2011

- wage increases of 3% in the first year, 2% on January 1, 2011, and 0.9% on July 1, 2011
- improvements to benefits coverage such as extended health care plan, dental coverage, and life and AD & D insurance
- increases in service pay, and allowances for clothing, footwear, and meals for eligible employees

Carleton University (unit 1) and Canadian Union of Public Employees, Local 4600 (1,500 employees)

a three-year renewal agreement, effective September 1, 2010, expiring August 31, 2013

- wage increases of 1.5% in each of the first and second years, and 2% in the final year
- increases to the Employee Assistance Fund

Oakwood Retirement Communities, Long Term Care and Service Employees International Union, Local 1 (1,150 RPNs and service employees)

an arbitration award issued for a two-year renewal agreement, effective April 1, 2009, expiring March 31, 2011

- general wage increases of 2.5% on April 1, 2009, and 2% on April 1, 2010, with a special RPN adjustment on April 1, 2009
- improvements to life insurance and health care benefits
- modification to vacation provision

Carleton University and Canadian Union of Public Employees, Local 2424 (800 support staff)

a four-year renewal agreement, effective July 1, 2010, expiring June 30, 2014

- wage increases of 1.5% in each of the first and second years, and 2% in each of the third and fourth years
- modifications to seniority and special leave provisions
- maximum amount for vision care benefits increased to \$300 per insured person every 24 consecutive months
- Career Development Fund increased to \$1,750 per employee per year

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	12,400	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	21,000	Various dates
Police Services Boards	Police Associations	Various locations	16,700	Various dates
Hospitals	Various unions	Various locations	27,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	42,600	Various dates
Universities	Various unions	Various locations	14,600	Various dates
Pulp and Paper	Various unions	Various locations	4,200	Various dates
U.S. Steel Canada (Hamilton Works)	USW	Hamilton	2,000	2010-07-31
Ontario Power Generation (Nuclear/Non-Nuclear)	Energy Professional Society	Province-wide	3,000	2010-12-31
Bruce Power LP/Bruce Power Inc	Various unions	Province-wide	3,200	2010-12-31
Pharma Plus Drugmarts	UFCW	Various locations	2,100	2011-01-04
Canada Post Corp. (Urban Unit)	Postal Workers	Province-wide	20,600	2011-01-31
Winners Merchants Intl. LP	UNITE HERE	Province-wide	1,600	2011-01-31
Air Canada (sales and service)	CAW	Canada-wide	2,300	2011-02-28

As of November 30, 2010, there were 163 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	September 2010	October 2010	November 2010
Canada	2.1	2.4	0.3	1.7	1.9	2.4	2.0
Ontario	1.8	2.3	0.4	2.4	2.9	3.4	3.0
Toronto	1.9	2.4	0.5	2.4	3.2	3.2	3.0
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	2.4	3.0	3.3	3.1
Thunder Bay	1.0	2.2	0.1	2.0	2.7	3.4	3.0

* 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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