

Collective Bargaining Highlights

January 2011



At A Glance

Average Annual Wage Increase

	Dec	Jan
	%	%
Private Sector	1.0	1.8
Public Sector	1.8	2.0
All Settlements	1.7	1.9

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Agreements Settled in January

In January, 16 collective agreements were ratified, each covering 150 or more employees. These agreements covered 9,580 employees, 79% of whom were in public sector (7,558).

The overall average annual increase in base wage rates in January was 1.9%, compared to 1.7% reported in the previous month. In the public sector, 10 agreements were settled for an average annual wage increase of 2%, an increase from 1.8% in December 2010. In the private sector, six agreements were settled for an average annual wage increase of 1.8%, an increase from 1% reported in the previous month.

For settlements in the month of January, the industry with the highest average annual wage increase was health and social services. The lowest average annual increase was in education and related services. The average annual wage increase in health and social services for three settlements was 2.2%, while in public administration the average annual wage increase for five settlements was 2%. Manufacturing reported an average annual wage increase of 1.4% for three settlements. Education and related services reported an average annual wage increase of 1.3% for two settlements.

Wage Settlements - January

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	6	2,022	1.8
Public Sector	10	7,558	2.0
All Settlements	16	9,580	1.9

Average Annual Increase, Current Three Years

	Jan 2011 %	2010 %	2009* %
Private Sector	1.8	2.1	1.3
Public Sector	2.0	1.9	2.4
All Settlements	1.9	2.0	2.2

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	3	717	1.4
Public Administration	5	2,907	2.0
Education & Related Services	2	1,230	1.3
Health & Social Services	3	3,421	2.2
Other Services	3	1,305	2.1
All Settlements	16	9,580	1.9

Average Annual Increase by Industry, Current Three Years

	Jan 2011 %	2010 %	2009* %
Primary	-	2.2	3.4
Manufacturing	1.4	1.5	0.7
Construction	-	2.5	1.3
Trade & Finance	-	0.7	1.6
Transportation, Communications & Utilities	-	1.9	1.8
Public Administration	2.0	1.9	2.0
Education & Related Services	1.3	1.7	3.0
Health & Social Services	2.2	2.0	2.5
Other Services	2.1	2.6	2.2
All Settlements	1.9	2.0	2.2

* 2009 wage settlement data are based on agreements covering 200 or more employees

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						
Diageo Canada (Amherstburg Plant)	Cdn Auto Workers	1.4*	0.0	340	36	2014-01-31
Messier-Dowty	Machinists	2.0*	2.0	184	36	2013-09-30
Sapa Canada	United Steelworkers	0.7	0.0	193	36	2014-01-11
Public Administration						
City of Hamilton (Hamilton Emergency Services)	Ont Firefighters	3.0	3.0	515	36	2012-12-31
City of London (inside)	Cdn Public Empls	1.4	0.0	780	48	2014-12-31
City of London (outside)	Cdn Public Empls	1.4	0.0	550	48	2015-12-31
Town of Markham (firefighters)	Ont Firefighters	3.0	3.0	222	36	2012-12-31
Waterloo Regional Municipality	Cdn Public Empls	2.0	2.0	840	36	2013-06-30
Education & Related Services						
Carleton University (academic staff, librarians)	Carleton Univ Academic Staff	1.0 ¹	1.0	830	24	2012-04-30
University of Waterloo (plant and food services)	Cdn Public Empls	1.8	0.0	400	60	2015-04-30
Health & Social Services						
Ontario Shores Centre for Mental Health Sciences	Ont Public Service Empls	1.5	2.3	996	60	2014-03-31
Ottawa Hospital (paramedical, professional, office)	Ont Public Service Empls	2.5	2.5	2,248	24	2011-03-31
Waterloo Regional Municipality (ambulance)	Cdn Public Empls	2.0	2.0	177	36	2013-03-30
Other Services						
Delta Hotel City Centre	UNITE HERE	2.5	2.0	162	36	2013-08-31
Fairmont Royal York Hotel	UNITE HERE	2.0	2.0	908	36	2013-07-16
KSD Enterprises (Doubletree by Hilton Toronto Airport)	UNITE HERE	2.1	1.0	235	48	2014-01-31

* including COLA clause and/or COLA estimates

¹ excluding equity adjustments and non-compounded wage increases

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	15,300	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	22,900	Various dates
Police Services Boards	Police Associations	Various locations	16,400	Various dates
Hospitals	Various unions	Various locations	93,100	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	46,500	Various dates
Universities	Various unions	Various locations	21,000	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	Various unions	Canada-wide	10,900	Various dates
Canadian Red Cross Society	SEIU	Various locations	3,000	2011-03-31
Toronto Transit Commission	ATU-Intl	Toronto	9,000	2011-03-31
Hydro One	CUPE	Province-wide	3,500	2011-03-31
City of Ottawa (Transit)	ATU-Intl	Ottawa	2,400	2011-03-31
Windsor Casino	CAW	Windsor	3,000	2011-04-03
Workplace Safety & Insurance Board	CUPE	Province-wide	3,300	2011-03-31

As of January 31, 2011, there were 316 agreements, each covering 150 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	Year-to-date				November	December	January
	2008	2009	2010	2011	2010	2010	2011
Canada	2.4	0.3	1.8	2.3	2.0	2.4	2.3
Ontario	2.3	0.4	2.4	2.9	3.0	3.3	2.9
Toronto	2.4	0.5	2.5	2.6	3.0	3.2	2.6
Ottawa-Gatineau (Ont. part)	2.2	0.6	2.5	3.1	3.1	3.5	3.1
Thunder Bay	2.2	0.1	2.1	3.0	3.0	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 150 or more employees, a sample that represents 81% 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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