

Collective Bargaining Highlights

February 2011



At A Glance

Average Annual Wage Increase

	Jan	Feb
	%	%
Private Sector	1.8	2.2
Public Sector	2.0	2.3
All Settlements	1.9	2.3

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Agreements Settled in February

In February, 26 collective agreements were ratified, each covering 150 or more employees. These agreements covered 16,635 employees, 54% of whom were in the public sector (8,945).

The overall average annual increase in base wage rates in February was 2.3% compared to 1.9% reported in the previous month. In the public sector, 12 agreements were settled for an average annual wage increase of 2.3%, an increase from 2% in January. In the private sector, 14 agreements were settled for an average annual wage increase of 2.2%, an increase from 1.8% reported in the previous month.

For settlements in the month of February, the industry with the highest average annual increase was Transportation, Communications, and Utilities. The lowest average annual increase was in Trade and Finance. The average annual wage increase in Transportation, Communications, and Utilities for seven settlements was 2.9%, while in the construction sector the average annual increase for one settlement was 2.2%. Other Services reported an average annual increase of 2.1% for four settlements. Trade and Finance reported an average annual wage increase of 0.6% for two settlements.

Wage Settlements - February

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	14	7,690	2.2
Public Sector	12	8,945	2.3
All Settlements	26	16,635	2.3

Average Annual Increase, Current Three Years

	Jan-Feb 2011 %	2010 %	2009* %
Private Sector	2.2	2.0	1.3
Public Sector	2.2	1.9	2.5
All Settlements	2.2	2.0	2.1

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Primary	1	180	1.9
Manufacturing	1	200	2.0
Construction	1	199	2.2
Trade & Finance	2	1,275	0.6
Transportation, Communications & Utilities	7	8,168	2.9
Public Administration	4	2,845	1.7
Education & Related Services	5	1,667	1.9
Health & Social Services	1	308	2.0
Other Services	4	1,793	2.1
All Settlements	26	16,635	2.3

Average Annual Increase by Industry, Current Three Years

	Jan-Feb 2011 %	2010 %	2009* %
Primary	1.9	2.2	3.4
Manufacturing	1.5	1.5	0.6
Construction	2.2	2.5	1.5
Trade & Finance	0.6	0.7	1.6
Transportation, Communications & Utilities	2.9	1.9	1.8
Public Administration	1.9	1.9	2.1
Education & Related Services	1.6	1.7	2.9
Health & Social Services	2.2	2.0	2.5
Other Services	2.1	2.5	2.2
All Settlements	2.2	2.0	2.1

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

February Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Canadian Salt (Ojibway Mine)	Cdn Auto Workers	1.9*	0.7	180	36	2014-02-15
Manufacturing						
Boart Longyear Canada	Machinists	2.0*	2.0	200	36	2014-04-30
Construction						
JMR Electric	Christian Labour Assn	2.2	2.2	199	36	2013-12-31
Trade & Finance						
Metro Ontario (Barn Markets)	Food & Commercial Workers	0.6 ¹	1.3	800	60	2015-09-25
Metro Ontario (New Dominion Stores)	Food & Commercial Workers	0.6 ¹	0.0	475	60	2015-07-11
Transportation, Communications & Utilities						
Bruce Power LP/Bruce Power	Cdn Public Empls	3.0*	2.8	2,453	36	2013-12-31
Canadian National Railway (clerical/intermodal)	Cdn Auto Workers	2.8	2.4	489	48	2014-12-31
Canadian National Railway (CNTL owners operators)	Cdn Auto Workers	2.8	2.4	222	48	2014-12-31
Canadian National Railway (shopcraft)	Cdn Auto Workers	2.7 ²	2.4	464	48	2014-12-31
Canadian Pacific Railway (shopcraft)	Cdn Auto Workers	2.2	3.0	415	48	2014-12-31
City of Guelph (Transit)	Amalgamated Transit (ATU-Intl)	2.3	1.2	183	36	2013-06-30
Ontario Power Generation (Nuclear/Non-Nuclear)	Energy Prof Society	3.0*	3.0	3,942	24	2012-12-31
Public Administration						
Chatham-Kent Municipality Corp (outside)	Cdn Public Empls	1.0	1.0	176	12	2011-12-31
Peel Regional Municipality (Human Services Dept)	Cdn Public Empls	2.0	2.0	491	24	2011-12-31
City of Thunder Bay (firefighters)	Ont Firefighters	3.8 ³	3.7	205	84	2010-12-31
Treasury Board of Canada (Financial Management) (FI)	Financial Officers	1.5	1.5	1,973	24	2011-11-06

* Including COLA clause and/or COLA estimates

¹ Wage increases applicable to end rates only

² Special trade adjustments

³ Wages for 2004-2006 period were settled by an interim award on December 6, 2007

February 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
Education & Related Services						
McMaster University (Food Services)	Service Employees Intl	1.5 ⁴	0.0	171	64	2016-04-30
Nipissing University (Contract Academic Staff) (CASBU)	Nipissing University Faculty	1.3	1.0	158	36	2014-04-30
Ryerson University (office)	Ont Public Service Empls	2.1	1.5	900	48	2014-06-30
Trent University (unit 1) (Instructors) (part-time)	Cdn Public Empls	2.0	1.5	185	36	2013-08-31
University of Guelph (trades/services/maintenance)	Cdn Public Empls	1.9	1.8	253	36	2013-04-30
Health & Social Services						
Peel Regional Municipality (Health Dept) (nurses)	Cdn Public Empls	2.0	2.0	308	24	2011-12-31
Other Services						
Maple Leaf Sports & Entertainment (events/catering) (part-time)	Teamsters	2.0	2.0	1,000	60	2015-06-30
New Horizon System Solutions (professional/supervisory)	Energy Prof Society	2.8	2.7	310	36	2013-12-31
Resort on The Falls (Sheraton Falls/Marriott/Milestone)	Food & Commercial Workers	1.7 ⁵	0.0	316	36	2014-03-03
Woodbine Entertainment Group	Cdn Auto Workers	1.9	1.9	167	36	2013-12-31

⁴ wage increase applicable to base rate only (other classifications received an increase in the last year of the agreement)

⁵ Two-tier wage schedule

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	15,200	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	22,700	Various dates
Police Services Boards	Police Associations	Various locations	16,400	Various dates
Hospitals	Various unions	Various locations	92,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	47,200	Various dates
Universities	Various unions	Various locations	19,600	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
Pharma Plus Drugmarts	UFCW-Can	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	Workers United	Province-wide	1,600	2011-01-31
Air Canada	Various unions	Canada-wide	10,900	Various dates
Canadian Red Cross Society (Community Health Services)	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 (OC Transpo)	ATU-Intl	Ottawa	2,400	2011-03-31
Windsor Casino	CAW Canada	Windsor	3,000	2011-04-03
Workplace Safety & Insurance Board	CUPE	Province-wide	3,300	2011-03-31

As of February 28, 2011, there were 311 agreements, each covering 150 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	Year-to-date				December	January	February
	2008	2009	2010	2011	2010	2010	2011
Canada	2.4	0.3	1.8	2.3	2.4	2.3	2.2
Ontario	2.3	0.4	2.4	2.7	3.3	2.9	2.5
Toronto	2.4	0.5	2.5	2.5	3.2	2.6	2.4
Ottawa-Gatineau (Ont. part)	2.2	0.6	2.5	2.9	3.5	3.1	2.7
Thunder Bay	2.2	0.1	2.1	2.7	3.4	3.0	2.4

* 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 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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