

Collective Bargaining Highlights

April 2011



At A Glance

Average Annual Wage Increase

	Mar	Apr
	%	%
Private Sector	2.2	1.6
Public Sector	2.2	2.5
All Settlements	2.2	2.0

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Agreements Settled in April

In April, 18 collective agreements were ratified, each covering 150 or more employees. These agreements covered 14,088 employees, 56% of whom were in the private sector (7,830).

The overall average annual increase in base wage rates in April was 2% compared to 2.2% reported in the previous month. In the public sector, eight agreements were settled for an average annual wage increase of 2.5%, an increase from 2.2% in March. In the private sector, 10 agreements were settled for an average annual wage increase of 1.6%, a decrease from 2.2% reported in the previous month.

For settlements in the month of April, 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 three settlements was 2.9%, while in Education and Related Services the average annual increase for three settlements was 2.5%. The average annual wage increase for five settlements in Public Administration was 2.3%. Trade and Finance reported an average annual wage increase of 1.2% for one settlement.

Wage Settlements - April

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	10	7,830	1.6
Public Sector	8	6,258	2.5
All Settlements	18	14,088	2.0

Average Annual Increase, Current Three Years

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

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	3	567	1.9
Trade & Finance	1	2,540	1.2
Transportation, Communications & Utilities	3	1,312	2.9
Public Administration	5	1,565	2.3
Education & Related Services	3	4,693	2.5
Other Services	3	3,411	1.4
All Settlements	18	14,088	2.0

Average Annual Increase by Industry, Current Three Years

	Jan - Apr 2011 %	2010 %	2009* %
Primary	1.9	2.2	3.4
Manufacturing	1.8	1.5	0.7
Construction	2.2	2.5	1.3
Trade & Finance	1.1	0.7	1.6
Transportation, Communications & Utilities	2.9	1.9	1.8
Public Administration	2.2	1.9	2.0
Education & Related Services	2.1	1.7	3.0
Health & Social Services	2.2	2.0	2.5
Other Services	1.8	2.5	2.2
All Settlements	2.1	2.0	2.2

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

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						
Arcelormittal Tubular Products (Woodstock)	Cdn Auto Workers	2.2*	1.0	219	36	2014-03-31
Innocon (Toronto Ready Mix Concrete)	Teamsters	1.0	1.1	150	60	2016-03-31
Morbern	United Steelworkers	2.3	2.0	198	36	2014-01-02
Trade & Finance						
Pharma Plus Drugmarts	Food & Commercial Workers	1.2	0.0	2,540	36	2014-01-04
Transportation, Communications & Utilities						
Electrical Safety Authority	Cdn Public Empls	3.0*	2.8	397	36	2014-03-31
Enbridge (Enbridge Gas Distribution)	Communications Energy Paperwrks	3.4	3.5	750	36	2013-12-31
Meyers Transport	Cdn Auto Workers	0.6	0.0	165	36	2014-03-31
Public Administration						
Canada Government - Cdn Forces Base (operational & admin)	Public Service Alliance	2.2	2.0	165	36	2013-04-30
City of Kingston (all employees)	Cdn Public Empls	2.3	2.5	931	36	2013-12-31
City of St Catharines (Fire Dept)	Intl Fire Fighters	3.3	3.3	158	12	2011-12-31
City of St Catharines (inside)	Cdn Public Empls	1.8	1.5	152	48	2014-12-31
City of St Catharines (outside)	Cdn Public Empls	1.8	1.5	159	48	2014-12-31
Education & Related Services						
Brock University (office/clerical/library support)	Ont Secondary School Teacher	1.8	2.0	240	24	2012-04-30
University of Ottawa (teaching and research assistants)	Cdn Public Empls	1.7	1.5	3,500	36	2013-08-31
University of Windsor (teaching/graduate assistants)	Cdn Public Empls	5.8 ¹	15.0	953	36	2013-08-31
Other Services						
K-Bro Linen Systems (Ontario)	Food & Commercial Workers	2.3	2.0	201	36	2013-10-09
Sheraton Centre (Toronto Hotel)	UNITEHERE	2.1	0.0	590	48	2014-01-31
Windsor Casino (Caesars Windsor)	Cdn Auto Workers	1.2 ²	0.0	2,620	36	2014-04-03

* including COLA clause and/or COLA estimates

¹ market wage adjustments in the first year

² applicable to end rates only

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC & PIPSC et al.	Canada-wide	32,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	21,000	Various dates
Police Services Boards	Police Associations	Various locations	13,500	Various dates
Hospitals	ONA & OPSEU et al.	Various locations	94,900	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	50,300	Various dates
Universities	CUPE et al.	Various locations	26,800	Various dates
Pulp and Paper	CUPE et al.	Various locations	4,200	Various dates
U.S. Steel Canada (Hamilton Works)	USW	Hamilton	2,000	2010-07-31
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	CUPE & Machinists et al.	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
Workplace Safety & Insurance Board	CUPE	Province-wide	3,300	2011-03-31
A & P Canada (New Dominion Stores)	CAW Canada	Inter-City	5,000	2011-05-07
Fortinos Supermarket Ltd	UFCW	Province-wide	5,000	2011-06-12
No Frills Franchise Stores	UFCW	Province-wide	8,000	2011-06-30
Cdn Advertisers Assn/Communciation Agencies	Cdn TV & Radio Artists	Province-wide	11,000	2011-06-30
Garda Security Group Inc	USW	Province-wide	2,000	2011-06-30
Securitas Canada Ltd	USW	Province-wide	3,500	2011-06-30

As of April 30, 2011, there were 479 agreements, each covering 150 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2008	2009	2010	Year-to-date 2011	February 2011	March 2011	April 2011
Canada	2.4	0.3	1.8	2.6	2.2	3.3	3.3
Ontario	2.3	0.4	2.4	3.1	2.5	3.6	3.6
Toronto	2.4	0.5	2.5	3.0	2.4	3.6	3.5
Ottawa-Gatineau (Ont. Part)	2.2	0.6	2.5	3.3	2.7	3.6	3.6
Thunder Bay	2.2	0.1	2.1	3.1	2.4	3.4	3.7

* 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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