

Collective Bargaining Highlights

May 2011



At A Glance

Average Annual Wage Increase

	Apr	May
	%	%
Private Sector	1.6	2.1
Public Sector	2.5	2.0
All Settlements	2.0	2.1

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Agreements Settled in May

In May, 11 collective agreements were ratified, each covering 150 or more employees. These agreements covered 2,953 employees, 60% of whom were in the private sector (1,781).

The overall average annual increase in base wage rates in May was 2.1% compared to 2% reported in the previous month. In the public sector, four agreements were settled for an average annual wage increase of 2%, a decrease from 2.5% in April. In the private sector, seven agreements were settled for an average annual wage increase of 2.1%, an increase from 1.6% reported in the previous month.

For settlements in the month of May, the industry with the highest average annual increase was Transportation, Communications, and Utilities. The lowest average annual increase was in Public Administration. The average annual wage increase in Transportation, Communications, and Utilities for two settlements was 2.5%, while in Trade and Finance the average annual wage increase for two settlements was 2.4%. Other services reported an average annual wage increase of 2.1% for three settlements. Public Administration reported an average annual wage increase of 1.3% for one settlement.

Wage Settlements - May

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	7	1,781	2.1
Public Sector	4	1,172	2.0
All Settlements	11	2,953	2.1

Average Annual Increase, Current Three Years

	Jan - May 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	2	485	1.6
Trade & Finance	2	579	2.4
Transportation, Communications & Utilities	2	575	2.5
Public Administration	1	394	1.3
Health & Social Services	1	160	2.0
Other Services	3	760	2.1
All Settlements	11	2,953	2.1

Average Annual Increase by Industry, Current Three Years

	Jan - May 2011 %	2010 %	2009* %
Primary	1.9	2.2	3.4
Manufacturing	1.7	1.5	0.7
Construction	2.2	2.5	1.3
Trade & Finance	1.3	0.7	1.6
Transportation, Communications & Utilities	2.8	1.9	1.8
Public Administration	2.1	1.9	2.0
Education & Related Services	2.1	1.7	3.0
Health & Social Services	2.0	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

May Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Arnprior Aerospace (production)	Machinists	1.3*	0.0	300	24	2013-03-06
Nexans Canada	Electrical Workers	2.0*	2.0	185	36	2014-03-01
Trade & Finance						
Hudsons Bay (The Bay) (Sherway)	Cdn Auto Workers	1.3 ¹	1.2	300	36	2013-12-31
Sysco Food Services of Ontario	Teamsters	3.5 ²	5.6	279	60	2016-03-18
Transportation, Communications & Utilities						
FirstCanada ULC (Cardinal Coach Lines) (ULC Division)	Teamsters	2.0	2.0	257	36	2013-12-31
Horizon Utilities Corp	Electrical Workers	3.0	2.8	318	48	2015-05-31
Public Administration						
Alcohol and Gaming Commission of Ontario	Ont Public Service Empls	1.3	0.0	394	48	2014-12-31
Health & Social Services						
Sifton Properties (Longworth Retirement Residence/LTC)	Cdn Auto Workers	2.0	1.0	160	45	2013-10-31
Other Services						
London Hospital Linen Service	Cdn Auto Workers	2.3	2.5	186	39	2014-03-31
Old Mill Inn	UNITEHERE	2.1	0.0	274	48	2014-01-31
Ottawa Regional Hospital Linen Services (laundry, drivers)	Cdn Public Empls	2.0	2.0	300	36	2012-03-31

* including COLA clause and/or COLA estimates

¹ two-tier wage schedule

² including special adjustment

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC & PIPSC et al.	Canada-wide	32,600	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	34,200	Various dates
Pulp and Paper	CEP et al.	Various locations	4,500	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
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
College Compensation and Appointment Council (Support Staff)	OPSEU	Province-wide	6,500	2011-08-31

As of May 31, 2011, there were 427 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	March 2011	April 2011	May 2011
Canada	2.4	0.3	1.8	3.0	3.3	3.3	3.7
Ontario	2.3	0.4	2.4	3.3	3.6	3.6	4.0
Toronto	2.4	0.5	2.5	3.2	3.6	3.5	3.9
Ottawa-Gatineau (Ont. Part)	2.2	0.6	2.5	3.4	3.6	3.6	4.0
Thunder Bay	2.2	0.1	2.1	3.3	3.4	3.7	4.3

* 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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