

Collective Bargaining Highlights

June 2011



At A Glance

Average Annual Wage Increase

	May	June
	%	%
Private Sector	2.1	1.8
Public Sector	2.0	1.3
All Settlements	2.1	1.3

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Agreements Settled in June

In June, 118 collective agreements were ratified, each covering 150 or more employees. These agreements covered 86,626 employees, 91% of whom were in the public sector (79,229).

The overall average annual increase in base wage rates in June was 1.3%, compared to 2.1% reported in the previous month. In the public sector, 105 agreements were settled for an average annual wage increase of 1.3%, a decrease from 2% in May. In the private sector, 13 agreements were settled for an average annual wage increase of 1.8%, a decrease from 2.1% reported in the previous month.

For settlements in the month of June, the highest average annual wage increase was in the Primary industry. The lowest average annual wage increase was in Health and Social Services. The average annual wage increase in Primary for one settlement was 3.4%, while in Transportation, Communications and Utilities, the average annual wage increase for four settlements was 2.6%. Public Administration reported an average annual wage increase of 2.4% for seven settlements. Health and Social Services reported an average annual wage increase of 0.9% for 94 settlements.

Wage Settlements - June

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	13	7,397	1.8
Public Sector	105	79,229	1.3
All Settlements	118	86,626	1.3

Table 2: Average Annual Increase, Current Three Years

	Jan - Jun 2011 %	2010 %	2009* %
Private Sector	2.0	2.1	1.3
Public Sector	1.5	1.9	2.5
All Settlements	1.6	2.0	2.2

Table 3: Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Primary	1	400	3.4
Manufacturing	7	2,839	1.1
Trade & Finance	1	633	1.9
Transportation, Communications & Utilities	4	7,117	2.6
Public Administration	7	13,072	2.4
Education & Related Services	1	1,400	1.7
Health & Social Services	94	60,539	0.9
Other Services	3	626	2.2
All Settlements	118	86,626	1.3

Table 4: Average Annual Increase by Industry, Current Three Years

	Jan -Jun 2011 %	2010 %	2009* %
Primary	2.9	2.2	3.4
Manufacturing	1.5	1.5	0.7
Construction	2.2	2.5	1.3
Trade & Finance	1.3	0.7	1.6
Transportation, Communications & Utilities	2.7	1.9	1.8
Public Administration	2.3	1.9	2.0
Education & Related Services	2.0	1.7	3.0
Health & Social Services	1.0	2.0	2.5
Other Services	1.8	2.6	2.2
All Settlements	1.6	2.0	2.2

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

Table 5: June Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
FNX Mining (Mining Services Div) (Vale Inco-Fort)	United Steelworkers	3.4	3.5	400	36	30/06/2014
Manufacturing						
Automodular	Cdn Auto Workers	2.6	2.7	425	36	30/06/2014
CCL Container	Ind Cdn Extrusion Wkrs Union	0.7*	0.0	159	36	02/05/2014
Electro-Motive Canada (EMC)	Cdn Auto Workers	0.0 ¹	0.0	620	7	31/12/2011
H J Heinz Co of Canada (plant unit)	Food & Commercial Workers	0.9*	0.0	700	48	30/04/2015
Pepsico Foods Canada (QTG Canada)	Cdn Auto Workers	0.7	0.0	500	36	15/06/2014
Royal Canadian Mint	Public Service Alliance	1.8	1.7	195	36	31/12/2013
Sleeman Breweries (production/technical)	Sleeman Empls Assn	2.7	2.5	240	36	31/12/2013
Trade & Finance						
Canadian Imperial Bank of Commerce (Toronto Visa Centre)	United Steelworkers	1.9	1.7	633	36	30/06/2014
Transportation, Communications & Utilities						
Air Canada (sales/service)	Cdn Auto Workers	2.3	2.0	1,640	48	28/02/2015
Bell Canada (communications/sales)	Communications Energy Paperwrks	0.0 ²	0.0	473	36	31/12/2013
Bruce Power LP/Bruce Power (professional/supervisory)	Energy Prof Society	2.9*	2.8	1,157	48	31/12/2014
Hydro One	Cdn Public Empls	3.0	3.0	3,847	24	31/03/2013
Public Administration						
Durham Regional Municipality	Cdn Public Empls	2.3	2.2	1,504	36	31/03/2014
Durham Regional Municipality (works)	Cdn Public Empls	2.3	2.2	349	36	31/03/2014
City of Hamilton (inside/outside)	Cdn Public Empls	1.4	0.0	3,200	48	31/12/2014
Toronto Police Services Board (uniform officers)	Police Assn (Toronto)	2.8	3.2	5,654	48	31/12/2014
Toronto Police Services Board (Unit A) (civilians)	Police Assn (Toronto)	2.8	3.2	948	48	31/12/2014
Toronto Police Services Board (Unit C) (civilians)	Police Assn (Toronto)	2.8	3.2	1,223	48	31/12/2014
Toronto Police Services Board (Unit D) (civilians) (part-time)	Police Assn (Toronto)	2.8	3.2	194	48	31/12/2014
Education & Related Services						
University of Ottawa (academic staff) (part-time)	University of Ottawa Part-Time Professors Assn	1.7	1.5	1,400	36	31/08/2013

Cont'd...

* including COLA clauses and/or COLA estimates

¹ agreement extended for seven months to provide the parties with time to negotiate a renewal agreement

² wage increases for specific classifications only

Table 5: June 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						
Baycrest Centre for Geriatric Care (Baycrest Hospital)	Ont Nurses Assn	0.9	0.0	194	36	31/03/2014
Bluewater Health (paramedical/professional)	Ont Public Service Empls	0.9	0.0	300	36	31/03/2014
Bluewater Health	Ont Nurses Assn	0.9	0.0	521	36	31/03/2014
Brant Community Healthcare System	Ont Nurses Assn	0.9	0.0	492	36	31/03/2014
Brockville General Hospital	Ont Nurses Assn	0.9	0.0	212	36	31/03/2014
Cambridge Memorial Hospital	Ont Nurses Assn	0.9	0.0	404	36	31/03/2014
Centre for Addiction and Mental Health (CAMH)	Ont Nurses Assn	0.9	0.0	620	36	31/03/2014
Chatham-Kent Health Alliance	Ont Nurses Assn	0.9	0.0	474	36	31/03/2014
Chatham-Kent Health Alliance (paramedical/professional)	Ont Public Service Empls	0.9	0.0	228	36	31/03/2014
Childrens Hospital of Eastern Ontario	Ont Nurses Assn	0.9	0.0	655	36	31/03/2014
Collingwood General and Marine Hospital	Ont Nurses Assn	0.9	0.0	170	36	31/03/2014
Cornwall Community Hospital	Ont Nurses Assn	0.9	0.0	313	36	31/03/2014
Cornwall Community Hospital (paramedical/professional)	Ont Public Service Empls	0.9	0.0	204	36	31/03/2014
Georgian Bay General Hospital	Ont Nurses Assn	0.9	0.0	180	36	31/03/2014
Grand River Hospital Corp (Kitchener-Waterloo/Freeport)	Ont Nurses Assn	0.9	0.0	995	36	31/03/2014
Grey Bruce Health Services	Ont Nurses Assn	0.9	0.0	505	36	31/03/2014
Grey Bruce Health Services (paramedical/professional)	Ont Public Service Empls	0.9	0.0	326	36	31/03/2014
Guelph General Hospital	Ont Nurses Assn	0.9	0.0	428	36	31/03/2014
City of Hamilton (paramedics/ambulance)	Ont Public Service Empls	2.7	3.0	240	36	31/03/2012
Hamilton Health Sciences	Ont Nurses Assn	0.9	0.0	2,753	36	31/03/2014
Headwaters Health Care Centre	Ont Nurses Assn	0.9	0.0	185	36	31/03/2014
Hotel-Dieu Grace Hospital	Ont Nurses Assn	0.9	0.0	688	36	31/03/2014
Humber River Regional Hospital	Ont Nurses Assn	0.9	0.0	1,188	36	31/03/2014
Huron Perth Healthcare Alliance (paramedical/professional)	Ont Public Service Empls	0.9	0.0	192	36	31/03/2014
Huron Perth Healthcare Alliance	Ont Nurses Assn	0.9	0.0	371	36	31/03/2014
Joseph Brant Memorial Hospital	Ont Nurses Assn	0.9	0.0	489	36	31/03/2014
Kingston General Hospital	Ont Nurses Assn	0.9	0.0	1,161	36	31/03/2014
Kingston General Hospital (paramedical)	Ont Public Service Empls	0.9	0.0	410	36	31/03/2014
Lakeridge Health Corp	Ont Nurses Assn	0.9	0.0	1,157	36	31/03/2014
Lakeridge Health Corp (paramedical/professional)	Ont Public Service Empls	0.9	0.0	348	36	31/03/2014
London Health Sciences Centre (full-time)	Ont Nurses Assn	0.9	0.0	1,194	36	31/03/2014
London Health Sciences Centre (paramedical) (lab unit)	Ont Public Service Empls	0.9	0.0	444	36	31/03/2014

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Table 5: June 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						
London Health Sciences Centre (paramedical) (x-ray unit)	Ont Public Service Empls	0.9	0.0	200	36	31/03/2014
London Health Sciences Centre (part-time)	Ont Nurses Assn	0.9	0.0	962	36	31/03/2014
Montfort Hospital	Ont Nurses Assn	0.9	0.0	350	36	31/03/2014
Mount Sinai Hospital	Ont Nurses Assn	0.9	0.0	1,262	36	31/03/2014
Mount Sinai Hospital (paramedical)	Ont Public Service Empls	0.9	0.0	271	36	31/03/2014
Muskoka Algonquin Healthcare	Ont Nurses Assn	0.9	0.0	241	36	31/03/2014
Niagara Health System	Ont Nurses Assn	0.9	0.0	1,302	36	31/03/2014
Niagara Health System (paramedical/professional)	Ont Public Service Empls	0.9	0.0	584	36	31/03/2014
Norfolk General Hospital	Ont Nurses Assn	0.9	0.0	152	36	31/03/2014
North Bay General Hospital	Ont Nurses Assn	0.9	0.0	422	36	31/03/2014
North Bay General Hospital (paramedical/professional)	Ont Public Service Empls	0.9	0.0	210	36	31/03/2014
North York General Hospital	Ont Nurses Assn	0.9	0.0	1,032	36	31/03/2014
Northumberland Hills Hospital	Ont Nurses Assn	0.9	0.0	186	36	31/03/2014
Orillia Soldiers Memorial Hospital	Ont Nurses Assn	0.9	0.0	447	36	31/03/2014
Ottawa Hospital	Ont Nurses Assn	0.9	0.0	3,795	36	31/03/2014
Pembroke Regional Hospital	Ont Nurses Assn	0.9	0.0	180	36	31/03/2014
Perth and Smiths Falls District Hospital	Ont Nurses Assn	0.9	0.0	167	36	31/03/2014
Peterborough Regional Health Centre	Ont Nurses Assn	0.9	0.0	936	36	31/03/2014
Peterborough Regional Health Centre (paramedical/professional)	Ont Public Service Empls	0.9	0.0	425	36	31/03/2014
Providence Healthcare	Ont Nurses Assn	0.9	0.0	202	36	31/03/2014
Queensway-Carleton Hospital	Ont Nurses Assn	0.9	0.0	572	36	31/03/2014
Quinte Health Care	Ont Nurses Assn	0.9	0.0	481	36	31/03/2014
Quinte Health Care (paramedical/professional)	Ont Public Service Empls	0.9	0.0	296	36	31/03/2014
Ross Memorial Hospital	Ont Nurses Assn	0.9	0.0	265	36	31/03/2014
Rouge Valley Health System	Ont Nurses Assn	0.9	0.0	1,007	36	31/03/2014
Rouge Valley Health System (paramedical/professional)	Ont Public Service Empls	0.9	0.0	497	36	31/03/2014
Royal Ottawa Health Care Group	Ont Nurses Assn	0.9	0.0	260	36	31/03/2014
Royal Ottawa Health Care Group (Brockville Psych Hosp)	Ont Nurses Assn	0.9	0.0	165	36	31/03/2014
Royal Victoria Hospital	Ont Nurses Assn	0.9	0.0	786	36	31/03/2014
Sault Area Hospital	Ont Nurses Assn	0.9	0.0	567	36	31/03/2014
Scarborough Hospital	Ont Nurses Assn	0.9	0.0	1,483	36	31/03/2014
Sisters of Charity of Ottawa Health Service (SCO)	Ont Nurses Assn	0.9	0.0	246	36	31/03/2014
Southlake Regional Health Centre	Ont Nurses Assn	0.9	0.0	1,129	36	31/03/2014
St Joseph Religious Hospitaliers (Hotel Dieu)	Ont Nurses Assn	0.9	0.0	168	36	31/03/2014
St Joseph's Care Group	Ont Nurses Assn	0.9	0.0	184	36	31/03/2014

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Table 5: June 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						
St Joseph's Health Care (London) (paramedical)	Ont Public Service Empls	0.9	0.0	178	36	31/03/2014
St Joseph's Health Care (London)	Ont Nurses Assn	0.9	0.0	831	36	31/03/2014
St Joseph's Health Centre	Ont Nurses Assn	0.9	0.0	888	36	31/03/2014
St Joseph's Health Care (Hamilton) (paramedical/professional)	Ont Public Service Empls	0.9	0.0	613	36	31/03/2014
St Joseph's Health Care (Hamilton)	Ont Nurses Assn	0.9	0.0	1,298	36	31/03/2014
St Mary's General Hospital	Ont Nurses Assn	0.9	0.0	454	36	31/03/2014
St Michael's Hospital	Ont Nurses Assn	0.9	0.0	1,673	36	31/03/2014
St Thomas-Elgin General Hospital	Ont Nurses Assn	0.9	0.0	229	36	31/03/2014
Sudbury Regional Hospital	Ont Nurses Assn	0.9	0.0	1,229	36	31/03/2014
Sudbury Regional Hospital (paramedical/professional)	Ont Public Service Empls	0.9	0.0	504	36	31/03/2014
Sunnybrook Health Sciences Centre	Ont Nurses Assn	0.9	0.0	2,600	36	31/03/2014
Thunder Bay Regional Health Sciences Centre	Ont Nurses Assn	0.9	0.0	1,018	36	31/03/2014
Thunder Bay Regional Health Sciences Centre (office)	Cdn Office Prof Empls	2.0	2.0	347	24	31/03/2011
Thunder Bay Regional Health Sciences Centre (paramedical)	Ont Public Service Empls	0.9	0.0	449	36	31/03/2014
Timmins and District Hospital	Ont Nurses Assn	0.9	0.0	236	36	31/03/2014
Timmins and District Hospital (paramedical)	Ont Public Service Empls	0.9	0.0	161	36	31/03/2014
Toronto East General & Orthopaedic Hospital	Ont Nurses Assn	0.9	0.0	752	36	31/03/2014
Toronto Rehabilitation Institute	Ont Nurses Assn	0.9	0.0	321	36	31/03/2014
University Health Network (Western/General Hosps)	Ont Nurses Assn	0.9	0.0	2,269	36	31/03/2014
University Health Network (Princess Margaret Hospital)	Ont Nurses Assn	0.9	0.0	464	36	31/03/2014
West Park Healthcare Centre (West Park Hosp)	Ont Nurses Assn	0.9	0.0	152	36	31/03/2014
William Osler Health Centre (Northwest GTA)	Ont Nurses Assn	0.9	0.0	1,821	36	31/03/2014
Windsor Regional Hospital	Ont Nurses Assn	0.9	0.0	932	36	31/03/2014
Womens College Hospital	Ont Nurses Assn	0.9	0.0	162	36	31/03/2014
Woodstock General Hospital	Ont Nurses Assn	0.9	0.0	215	36	31/03/2014
York Central Hospital	Ont Nurses Assn	0.9	0.0	794	36	31/03/2014
York Central Hospital (RPN/service)	Ont Public Service Empls	2.0	2.0	476	24	31/03/2011
Other Services						
Aeroguard Eastern (Ottawa Intl Airport)	United Steelworkers	3.0*	3.0	250	12	31/03/2012
Delta Meadowvale Hotel & Conference Centre	Food & Commercial Workers	1.8	1.0	200	60	05/05/2016
National Arts Centre Corp (stagehands)	Theatrical Stage Employees	1.5	1.5	176	12	31/08/2011

* including COLA clauses and/or COLA estimates

Second Quarter 2011 Summary

During the second quarter of 2011, 154 collective agreements (Table 8) were ratified, each covering 150 or more Ontario-based employees. These agreements covered 106,551 employees, 82% of whom were in the public sector. By industry, the majority of employees were in health and social services (60,616), local government (14,472), and electric, gas, and water utilities (6,469) (Table 10).

Selected summaries for the second quarter 2011 (Pages 9-10) were:

April:

- Pharma Plus Drugmarts Ltd. and UFCW (2,540 employees)
- City of Kingston and CUPE (931 employees)

June:

- Hydro One Inc. and CUPE (3,847 employees)
- Bruce Power LP/Bruce Power Inc. and Society Energy Professionals (1,157 employees)
- Toronto Police Services Board and Toronto Police Association (8,019 employees)
- Regional Municipality of Durham and CUPE (1,504 employees)
- City of Hamilton and CUPE (3,200 employees)
- Participating Hospitals and OPSEU (6,840 employees)
- Participating Hospitals and ONA (52,636 employees)

Wage Adjustments

Second quarter settlements (Table 7) provided an overall average annual wage increase of 1.5%, compared to 2.2% reported in the previous quarter. In the public sector, the average annual wage increase was 1.4%, down from 2.2% in the previous quarter. The private sector reported an average annual wage increase of 1.8% compared to 2.2% in the first quarter. During the second quarter of 2011, average annual wage increases (Table 10) were affected by settlements in health and social services (0.9%), local government (2.4%) and electric, gas, and water utilities (3%).

In the second quarter of 2011, approximately 58% (61,472) of all employees received average annual wage increases ranging from 0.1% to 0.9%, compared to 22% (23,542) who received average annual wage increases ranging from 2% to 2.9%. In the public sector, approximately 69% (59,948) of employees were covered by agreements with average annual wage increases ranging from 0.1% to 0.9%, compared to 8% (1,524) of private sector employees. In the private sector, 39% (7,552) of employees received average annual wage increases ranging from 2% to 2.9%, while 38% (7,268) of employees received average annual wage increases ranging from 1% to 1.9%.

Of the total number of employees for whom agreements were reached during the second quarter of 2011, 75% (80,322) were covered by three-year agreements. Approximately 79% (69,290) of public sector employees and 57% (11,032) of private sector employees were covered by three-year agreements. In the manufacturing sector, approximately 52% (2,305) of employees were covered by three-year agreements, compared to 76 % (78,017) of non-manufacturing employees (Tables 13 and 14).

Negotiations

On average, private sector agreements were ratified within 3 months from the start of negotiations, compared to 5.2 months in the public sector (Table 16).

Of all settlements reached during the second quarter of 2011, 35 agreements involving 30% (32,496) of employees were reached with the assistance of conciliation or mediation, compared to 20 agreements covering 10% (11,061) of employees, negotiated directly by the parties. Ninety-seven (97) agreements, covering 57% (61,156) of employees were settled by arbitration, and two agreements were reached following work stoppages (Table 17).

In the public sector, 27% (23,258) of employees reached settlements with the assistance of conciliation or mediation, and 70% (61,156) settled by arbitration. In the private sector, 48% (9,238) of employees reached agreements with the assistance of conciliation or mediation, compared to 43% (8,187) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2011 include retail trade, Canada Post, Air Canada, urban transit, Canadian Red Cross Society, federal government, universities, municipalities, police services boards, hospitals, nursing homes and homes for the aged.

Major agreements scheduled to expire during the third quarter of 2011 include York University, McMaster University, College Compensation and Appointments Council (support staff), nursing homes and homes for the aged, and Treasury Board of Canada.

Work Stoppages

During the second quarter 2011, 20 work stoppages under Ontario jurisdiction were reported, compared to 33 reported in the same period in 2010. Work stoppages from January to June 2011 involved 1,990 employees and resulted in 152,320 person-days lost, compared to 7,394 employees and 539,140 person-days lost reported for the same period last year (Tables 18 and 19).

From January to June 2011, 14 work stoppages were reported in the manufacturing sector, a decrease from 15 reported in 2010. The non-manufacturing sector reported 6 work stoppages compared to 17 reported in 2010. During the second quarter 2011, 0.02% of the estimated working time in Ontario was lost due to work stoppages (Tables 19 and 20).

Selected Settlement Summaries (April 2011)

(Based on available information)

Pharma Plus Drugmarts Ltd. and United Food and Commercial Workers Union, Local 175 (2,540 employees)

a three-year renewal agreement, effective January 5, 2011, expiring January 4, 2014

- wage increases include \$0.25 in each of the second and third years; lump sum payments in years 2 and 3 for full-time and part-time employees who are above top rate
- creation of Registered Pharmacy Technician position
- modifications to hours of work, and health and welfare provisions
- employer contribution to the Canadian Commercial Workers Industry Pension Plan increased from \$0.85 to \$1.25 per hour
- restriction on the use of part-time employees
- seniority and wage protection for employees transferring to Pharmx Rexall Store
- introduction of a LawNet program

City of Kingston and Canadian Union of Public Employees, Local 109 (931 employees)

a three-year renewal agreement, effective January 1, 2011, expiring December 31, 2013

- wage increases of 2.5% in the first year, 2.25% in the second year, and 2.1% in the final year
- improvements to shift premiums, standby payment, and vision care plan
- increases in safety boot, clothing, tool, and meal allowances
- introduction of a bilingual allowance for employees who are required to use the second official language in their duties
- probationary period increased from four months to six months for all newly hired full-time employees
- new letter of understanding regarding positions that may require a market adjustment

Selected Settlement Summaries (June 2011)

(Based on available information)

Hydro One Inc. and Canadian Union of Public Employees, Local 1000 (3,847 employees)

a twenty-four month renewal agreement, effective April 1, 2011, expiring March 31, 2013

- wage increase of 3% in each year
- improvements to health care benefits
- increased weekly training allowance, shift premiums, and pension contributions
- new Self-Funded Sabbatical provision

Bruce Power LP/Bruce Power Inc. and the Society of Energy Professionals (1,157 employees)

a four-year renewal agreement, effective January 1, 2011, expiring December 31, 2014

- wage increases include 2.75% in each of the first, second, and fourth years, and 3.5% in the third year; COLA escalator clause included
- improvements to parental leave and health care benefits

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Selected Settlement Summaries (June 2011) (Cont'd)

(Based on available information)

Toronto Police Services Board and Toronto Police Association (5,654 uniform officers and 2,365 (units A, C, D) civilian employees)

four forty-eight month renewal agreements, effective January 1, 2011, expiring December 31, 2014

- wage increases of 2.75% on January 1, 2011, 0.44% on October 1, 2011, 1.5% on January 1, 2012, 1.48% on July 1, 2012, 1.8% on January 1, 2013, 1.05% on December 1, 2013, and 2% on January 1, 2014
- improvements to vision care, massage therapy, and psychological/family counselling coverage
- increases in shift premium, clothing, tool and kilometre allowances, and civilian service pay
- amendments to vacation leave and sick pay gratuity provisions

Participating Hospitals and Ontario Nurses' Association, various locals (71 agreements covering 52,636 employees)

part of a central arbitration award issued for 137 hospitals involving 141 three-year renewal agreements covering 56,266 nurses, paramedical and professional employees, effective April 1, 2011 expiring March 31, 2014

- general wage increase of 2.75% on April 1, 2013, and lump sum payments in each of the first and second years
- improvements to health care benefits, as well as bereavement and vacation leaves
- increases in shift, weekend and group, unit or team leader premiums
- amendments to early retirement payments

Regional Municipality of Durham and Canadian Union of Public Employees, Local 1764 (1,504 employees)

a three-year renewal agreement, effective April 1, 2011, expiring March 31, 2014

- wage increases of 2.25% in each year
- improvements to health care benefits, stand-by premium, safety footwear and meal allowances
- employees past age 65 will be entitled to a \$20,000 life insurance policy until age 75

City of Hamilton and Canadian Union of Public Employees, Local 5167 (3,200 employees)

a four-year renewal agreement, effective January 1, 2011, expiring December 31, 2014

- wage rates frozen in the first year, and wage increases of 1.9% in each of the second, third and fourth years
- improvements to dental benefits, and vacation entitlement for eligible employees
- minimum schedule of two working hours per day for part-time employees within the Recreation Division

Participating Hospitals and Ontario Public Service Employees Union, various Locals (20 agreements covering 6,840 employees)

part of a central arbitration award issued for 46 hospitals involving 49 three-year renewal agreements covering 9,033 paramedical and professional employees, effective April 1, 2011, expiring March 31, 2014

- general wage increase of 2.75% on April 22, 2013, in addition to lump sum payments in both the first and second years
- modifications to provisions related to benefits for early retirees, sick leave benefits, and responsibility pay

Selected Settlement Summaries (September 2010)

(Based on available information)

CORRECTION:

The Ministry of Labour September 2010 Highlights for Maple Leaf Consumer Foods (Kitchener, Ontario), a Division of Maple Leaf Foods Inc. and Schneider Employees' Association (1,200 employees)

A five-year agreement, effective June 1, 2010, expiring May 31, 2015

Maple Leaf Consumer Foods (Kitchener, Ontario), a Division of Maple Leaf Foods Inc. entered into a five-year agreement with the Schneider Employees' Association. This agreement, ratified in September 2010, was reported in the September 2010 Highlights to provide an average annual increase in the base wage of 2.6%, over the term of the agreement. The average annual increase in base wage over the five-year agreement should have been reported as 2.3%.

Table 6: Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates and Consumer Price Index

Sector and CPI	2008*			2009*				2010				2011	
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
Private Sector	1.7	2.3	2.6	1.9	1.3	1.1	1.2	2.3	2.4	2.2	0.9	2.2	1.8
Public Sector	3.0	3.0	3.1	2.5	2.6	2.2	2.3	2.2	2.3	2.0	1.8	2.2	1.4
All Settlements	2.0	2.8	3.0	2.4	2.2	1.9	1.8	2.3	2.3	2.1	1.5	2.2	1.5
Consumer Price Index	1.9	3.6	2.0	1.6	0.3	-1.1	0.8	1.6	1.9	2.9	3.2	3.1	3.8

* 2008 & 2009 wage data are based on agreements covering 200 or more employees
2010 & 2011 wage data are based on agreements covering 150 or more employees

**Table 7: Average Annual Increases in Base Wage Rates by Sector (private and public),
Second Quarter 2010 to Second Quarter 2011**

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Second Quarter 2010									
Private Sector	85	95,853	2.4	5	1,708	1.2	80	94,145	2.4
Public Sector	31	15,129	2.3	2	2,242	2.2	29	12,887	2.3
All agreements	116	110,982	2.3	7	3,950	1.8	109	107,032	2.4
Third Quarter 2010									
Private Sector	49	34,891	2.2	4	9,300	2.2	45	25,591	2.3
Public Sector	47	22,795	2.0	-	-	-	47	22,795	2.0
All agreements	96	57,686	2.1	4	9,300	2.2	92	48,386	2.1
Fourth Quarter 2010									
Private Sector	51	44,745	0.9	11	4,335	1.2	40	40,410	0.9
Public Sector	72	88,599	1.8	-	-	-	72	88,599	1.8
All agreements	123	133,344	1.5	11	4,335	1.2	112	129,009	1.5
First Quarter 2011									
Private Sector	30	11,917	2.2	7	3,839	2.6	23	8,078	2.0
Public Sector	29	22,094	2.2	1	3,942	3.0	28	18,152	2.0
All agreements	59	34,011	2.2	8	7,781	2.8	51	26,230	2.0
Second Quarter 2011									
Private Sector	34	19,263	1.8	8	3,367	2.2	26	15,896	1.8
Public Sector	120	87,288	1.4	2	472	0.5	118	86,816	1.4
All agreements	154	106,551	1.5	10	3,839	2.0	144	102,712	1.4

**Table 8: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), Second Quarter 2010 to Second Quarter 2011**

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Second Quarter 2010									
Manufacturing	28	7,516	1.0	5	1,708	1.2	23	5,808	1.0
Non-Manufacturing	44	20,660	2.3	2	2,242	2.2	42	18,418	2.3
Construction	44	82,806	2.5	-	-	-	44	82,806	2.5
All agreements	116	110,982	2.3	7	3,950	1.8	109	107,032	2.4
Third Quarter 2010									
Manufacturing	14	7,572	2.1	2	3,226	2.2	12	4,346	2.0
Non-Manufacturing	61	32,364	2.0	2	6,074	2.2	59	26,290	2.0
Construction	21	17,750	2.4	-	-	-	21	17,750	2.4
All agreements	96	57,686	2.1	4	9,300	2.2	92	48,386	2.1
Fourth Quarter 2010									
Manufacturing	21	6,421	1.2	8	2,501	1.4	13	3,920	1.1
Non-Manufacturing	96	124,123	1.5	3	1,834	0.9	93	122,289	1.5
Construction	6	2,800	2.6	-	-	-	6	2,800	2.6
All agreements	123	133,344	1.5	11	4,335	1.2	112	129,009	1.5
First Quarter 2011									
Manufacturing	8	1,801	1.9	4	895	1.7	4	906	2.0
Non-Manufacturing	50	32,011	2.2	4	6,886	2.9	46	25,125	2.0
Construction	1	199	2.2	-	-	-	1	199	2.2
All agreements	59	34,011	2.2	8	7,781	2.8	51	26,230	2.0
Second Quarter 2011									
Manufacturing	15	4,416	1.3	5	1,563	1.3	10	2,853	1.3
Non-Manufacturing	139	102,135	1.5	5	2,276	2.4	134	99,859	1.4
Construction	-	-	-	-	-	-	-	-	-
All agreements	154	106,551	1.5	10	3,839	2.0	144	102,712	1.4

Table 9: Average Annual Increases in Base Wage Rates, Manufacturing, Second Quarter 2011

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Food, Beverage	4	1,601	1.1	1	700	0.9	3	901	1.3
Primary Metals	2	378	1.6	2	378	1.6	-	-	-
Fabricated Metals	1	195	1.8	-	-	-	1	195	1.8
Transportation Equipment	3	1,345	1.1	1	300	1.3	2	1,045	1.1
Electrical Products	2	369	1.8	1	185	2.0	1	184	1.7
Non-Metallic Minerals	2	330	1.0	-	-	-	2	330	1.0
Other Manufacturing	1	198	2.3	-	-	-	1	198	2.3
Total Manufacturing	15	4,416	1.3	5	1,563	1.3	10	2,853	1.3

Table 10: Average Annual Increases in Base Wage Rates, Non-Manufacturing, Second Quarter 2011

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Mining, Quarrying	1	400	3.4	-	-	-	1	400	3.4
Transportation	6	2,774	1.9	2	472	0.5	4	2,302	2.1
Communications	2	2,203	2.2	-	-	-	2	2,203	2.2
Electric, Gas, Water	5	6,469	3.0	2	1,554	3.0	3	4,915	3.0
Wholesale Trade	1	279	3.5	-	-	-	1	279	3.5
Retail Trade	2	2,840	1.2	-	-	-	2	2,840	1.2
Finance, Insurance Carriers	1	633	1.9	-	-	-	1	633	1.9
Education, Related Services	4	6,093	2.3	-	-	-	4	6,093	2.3
Health, Social Services	95	60,616	0.9	-	-	-	95	60,616	0.9
Recreational Services	2	2,796	1.2	-	-	-	2	2,796	1.2
Management Services	1	250	3.0	1	250	3.0	-	-	-
Personal Services	3	687	2.2	-	-	-	3	687	2.2
Accommodation, Food Services	3	1,064	2.1	-	-	-	3	1,064	2.1
Federal Government	1	165	2.2	-	-	-	1	165	2.2
Provincial Government	1	394	1.3	-	-	-	1	394	1.3
Local Government	11	14,472	2.4	-	-	-	11	14,472	2.4
Total Non-Manufacturing	139	102,135	1.5	5	2,276	2.4	134	99,859	1.4

Table 11: Average Annual Increases in Base Wage Rates, in Construction, Second Quarter 2011

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Construction	-	-	-	-	-	-	-	-	-

Table 12: Average Annual Increases in Base Wage Rates, All Industries, Second Quarter 2011

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Manufacturing	15	4,416	1.3	5	1,563	1.3	10	2,853	1.3
Non-manufacturing	139	102,135	1.5	5	2,276	2.4	134	99,859	1.4
Construction	-	-	-	-	-	-	-	-	-
All Industries	154	106,551	1.5	10	3,839	2.0	144	102,712	1.4

Table 13: Average Annual Increases in Base Wage Rates by Duration and Sector, Second Quarter 2011

	All Agreements			Private Sector			Public Sector		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
One-year agreements	4	1,204	1.3	2	870	0.9	2	334	2.4
Two-year agreements	6	5,367	2.7	1	300	1.3	5	5,067	2.8
Three-year agreements	122	80,322	1.2	20	11,032	1.6	102	69,290	1.1
Four-year agreements	16	16,958	2.3	5	4,361	2.2	11	12,597	2.3
Five-year agreements	5	970	1.9	5	970	1.9	-	-	-
Seven-year agreements	1	1,730	2.8	1	1,730	2.8	-	-	-
All Agreements	154	106,551	1.5	34	19,263	1.8	120	87,288	1.4

Table 14 Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Second Quarter 2011

	Manufacturing			Non-manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
One-year agreements	1	620	0.0	3	584	2.6	-	-	-
Two-year agreements	1	300	1.3	5	5,067	2.8	-	-	-
Three-year agreements	9	2,305	1.8	113	78,017	1.2	-	-	-
Four-year agreements	1	700	0.9	15	16,258	2.3	-	-	-
Five-year agreements	3	491	1.1	2	479	2.8	-	-	-
Seven-year agreements	-	-	-	1	1,730	2.8	-	-	-
All Agreements	15	4,416	1.3	139	102,135	1.5	-	-	-

Table 15: Duration of Negotiations by Sector, Second Quarter 2011

	Total		Private Sector		Public Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
1 – 3 months	34	18,999	24	13,612	10	5,387
4 – 6 months	113	84,399	8	4,021	105	80,378
7 – 9 months	3	1,870	2	1,630	1	240
13 months and over	4	1,283	-	-	4	1,283
Total	154	106,551	34	19,263	120	87,288

Table 16: Average Duration of Negotiations by Sector, Second Quarter 2011

Average Duration of Negotiations	
	<i>months</i>
Private sector	3.0
Public sector	5.2
Total	4.7

Table 17: Stage of Settlement by Sector, Second Quarter 2011

	Total		Private Sector		Public Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
Direct bargaining	20	11,061	10	8,187	10	2,874
Conciliation	14	7,788	10	4,736	4	3,052
Post-conciliation bargaining	4	5,723	2	476	2	5,247
Mediation	17	18,985	10	4,026	7	14,959
Arbitration	97	61,156	-	-	97	61,156
Work stoppage	2	1,838	2	1,838	-	-
Total	154	106,551	34	19,263	120	87,288

Table 18: Work Stoppages, January to June, 2010 and 2011

	January - June 2011	January - June 2010
Manufacturing	14	15
Non-manufacturing	6	17
Construction	-	1
All Industries	20	33

Table 19: Person-Days Lost, January to June, 2010 and 2011

	January - June 2011	January - June 2010
Manufacturing	131,980	149,750
Non-manufacturing	20,340	387,510
Construction	-	1,880
All Industries	152,320	539,140

As of June 30, 2011, 6 work stoppages, covering a total of 944 employees, were carried over to July 2011.
 (Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 20: Work Stoppages under Ontario Jurisdiction, 1988 to June 2011

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1988	180	62,082	345	1,362,150	21.9	35	0.12
1989	190	45,679	240	868,630	19.0	35	0.08
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005	76	12,239	161	403,210	32.9	45	0.03
2006	70	30,240	432	394,600	13.0	48	0.03
2007	75	25,257	337	389,130	15.4	39	0.03
2008	64	19,118	299	281,770	14.7	48	0.02
2009	64	42,573	665	1,549,560	36.4	71	0.11
2010	56	10,711	191	704,630	65.8	71	0.05
2011* (Jan-Jun)	20	1,990	100	152,320	76.5	72	0.02

* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC & PIPSC et al.	Canada-wide	38,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	20,000	Various dates
Police Services Boards	Police Associations	Various locations	5,400	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	26,300	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	34,000	Various dates
Universities	CUPE et al.	Various locations	33,000	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	8,600	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
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
Metro Inc (formerly 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/Communication	Cdn TV & Radio Artists	Province-wide	11,000	2011-06-30
Agencies Institute				
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 Appointments Council (support staff)	OPSEU	Province-wide	6,500	2011-08-31

As of June 30, 2011, there were 402 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	April 2011	May 2011	June 2011
Canada	2.4	0.3	1.8	3.0	3.3	3.7	3.1
Ontario	2.3	0.4	2.4	3.4	3.6	4.0	3.6
Toronto	2.4	0.5	2.5	3.2	3.5	3.9	3.5
Ottawa-Gatineau (Ont. part)	2.2	0.6	2.5	3.4	3.6	4.0	3.5
Thunder Bay	2.2	0.1	2.1	3.4	3.7	4.3	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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