

Collective Bargaining Highlights

July 2011



At A Glance

Average Annual Wage Increase

	June	July
	%	%
Private Sector	1.8	1.3
Public Sector	1.3	1.2
All Settlements	1.3	1.2

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For further information, contact:
Collective Bargaining Information Services
400 University Avenue, 8th Floor
Toronto ON M7A1T7
Telephone: 416-326-1260
Facsimile: 416-326-1277
E-mail: cbis@ontario.ca

Agreements Settled in July

In July, 17 collective agreements were ratified, each covering 150 or more employees. These agreements covered 16,906 employees, 54% of whom were in the public sector (9,073).

The overall average annual increase in base wage rates in July was 1.2% compared to 1.3% reported in the previous month. In the public sector, seven agreements were settled for an average annual wage increase of 1.2%, a decrease from 1.3% in June. In the private sector, 10 agreements were settled for an average annual wage increase of 1.3%, a decrease from 1.8% reported in the previous month.

For settlements in the month of July, the highest average annual wage increase was in Public Administration. The lowest average annual wage increase was in Health and Social Services. The average annual wage increase in Public Administration for two settlements was 1.9%, while in Transportation, Communications, and Utilities the average annual wage increase for two settlements was 1.7%. Both Manufacturing (four settlements) and Construction (one settlement) reported average annual wage increases of 1.5%. Health and Social Services reported an average annual wage increase of 0.3% for three settlements.

Wage Settlements - July

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	10	7,833	1.3
Public Sector	7	9,073	1.2
All Settlements	17	16,906	1.2

Table 2: Average Annual Increase, Current Three Years

	Jan - Jul 2011 %	2010 %	2009* %
Private Sector	1.8	2.0	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 %
Manufacturing	4	871	1.5
Construction	1	570	1.5
Trade & Finance	2	5,781	1.3
Transportation, Communications & Utilities	2	706	1.7
Public Administration	2	3,900	1.9
Health & Social Services	3	3,977	0.3
Other Services	3	1,101	1.2
All Settlements	17	16,906	1.2

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

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

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Domtar (Espanola)	Communications Energy Paperworkers	0.5 ¹	0.0	330	60	2014-04-30
ITW Canada (Hobart Food Equipment Group Canada)	Machinists	1.6 ²	1.0	155	36	2014-01-03
Mirolin Industries	United Steelworkers	2.0	2.0	206	36	2014-06-30
Saputo Dairy Products Canada	Cdn Auto Workers	2.5	2.5	180	36	2014-06-23
Construction						
Exhibit Builders Group of Ontario	Labourers	1.5	1.3	570	48	2013-12-31
Trade & Finance						
Metro Ontario	Cdn Auto Workers	0.5 ²	0.0	4,400	50	2015-07-11
Winners Merchants	Workers United	3.9 ²	4.1	1,381	36	2014-01-31
Transportation, Communications & Utilities						
Northerntel (office/service)	Communications Energy Paperworkers	0.7	0.0	160	36	2014-02-28
Waterloo Regional Municipality (Transit)	Cdn Auto Workers	2.0	2.0	546	36	2013-12-31
Public Administration						
City of Kitchener	Cdn Public Empls	1.8	1.8	300	36	2014-03-31
Workplace Safety & Insurance Board	Cdn Public Empls	1.9	0.5	3,600	60	2016-03-31
Health & Social Services						
Canadian Red Cross Society (Community Health Services)	Service Employees Intl	0.0	0.0	3,407	24	2013-03-31
Timmins and District Hospital	United Steelworkers	1.3	2.5	300	48	2014-03-31
Toronto East General Hospital (paramedical FT)	Ont Public Service Empls	2.5	2.5	270	24	2011-03-31
Other Services						
Mount Pleasant Group of Cemeteries	Cdn Auto Workers	2.5	2.8	185	36	2014-06-25
Ontario Lottery and Gaming Corp (OLG Brantford Casino)	Cdn Auto Workers	1.2	0.0	650	48	2015-05-31
Sutton Place Hotel	United Steelworkers	0.0	0.0	266	15	2012-06-30

¹ Wage restructuring

² Two-Tier wage schedule

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	14,900	Various dates
Police Services Boards	Police Association	Various locations	5,400	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	49,000	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	65,000	Various dates
Universities	CUPE et al.	Various locations	33,000	Various dates
Pulp and Paper	CEP et al.	Various locations	4,000	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
Air Canada	CUPE, Machinists et al.	Canada-wide	8,600	Various dates
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
No Frills Franchise Stores	UFCW	Province-wide	8,000	2011-06-30
Cdn Advertisers Assn/Communication Agencies Institute	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 Appointments Council (support staff)	OPSEU	Province-wide	6,500	2011-08-31

As of July 31, 2011, there were 380 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	May 2011	June 2011	July 2011
Canada	2.4	0.3	1.8	2.9	3.7	3.1	2.7
Ontario	2.3	0.4	2.4	3.3	4.0	3.6	3.0
Toronto	2.4	0.5	2.5	3.2	3.9	3.5	2.8
Ottawa-Gatineau (Ont. part)	2.2	0.6	2.5	3.3	4.0	3.5	2.7
Thunder Bay	2.2	0.1	2.1	3.3	4.3	3.7	2.9

* 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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