

Collective Bargaining Highlights

August 2011



At A Glance

Average Annual Wage Increase

	July	August
	%	%
Private Sector	1.3	1.6
Public Sector	1.2	1.5
All Settlements	1.2	1.6

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Agreements Settled in August

In August, 22 collective agreements were ratified, each covering 150 or more employees. These agreements covered 9,895 employees, 56% of whom were in the public sector (5,538).

The overall average annual increase in base wage rates in August was 1.6% compared to 1.2% reported in the previous month. In the public sector, 10 agreements were settled for an average annual wage increase of 1.5%, an increase from 1.2% in July. In the private sector, 12 agreements were settled for an average annual wage increase of 1.6%, an increase from 1.3% reported in the previous month.

For settlements in the month of August, the industry with the highest average annual wage increase was in other services. The average annual wage increase in other services for four settlements was 2.2%, while in public administration (two settlements) and transportation, communications and utilities (two settlements) the average annual wage increases were 1.9%. Education and related services reported an average annual wage increase of 1.7% for six settlements. Health and social services reported no wage increase for two settlements.

Wage Settlements - August

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	12	4,357	1.6
Public Sector	10	5,538	1.5
All Settlements	22	9,895	1.6

Table 2: Average Annual Increase, Current Three Years

	Jan - Aug 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	5	1,738	1.2
Trade & Finance	1	700	1.3
Transportation, Communications & Utilities	2	1,072	1.9
Public Administration	2	549	1.9
Education & Related Services	6	4,329	1.7
Health & Social Services	2	660	0.0
Other Services	4	847	2.2
All Settlements	22	9,895	1.6

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

	Jan -Aug 2011 %	2010 %	2009* %
Primary	2.9	2.2	3.4
Manufacturing	1.4	1.5	0.7
Construction	1.6	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	1.9	1.7	3.0
Health & Social Services	1.0	2.0	2.5
Other Services	1.8	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: August Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Babcock & Wilcox Canada	United Steelworkers	1.7	2.0	235	36	2014-08-31
Bombardier Transportation (Thunder Bay plant)	Cdn Auto Workers	1.8 ^{*1}	0.4	675	36	2014-05-31
Johnson Controls (Whitby plant)	Cdn Auto Workers	0.0	0.0	321	36	2014-08-21
Sandvik Materials Technology Canada	Cdn Auto Workers	1.5 [*]	0.0	157	36	2014-06-30
Sun Media Corp (London Free Press) (all employees unit)	Communications Energy Paperworkers	0.8	0.0	350	36	2013-10-05
Trade & Finance						
National Grocers Co & Independent Grocers (Neil's/Vrab's/Dumas'/Gagnon's/Terry's)	Food & Commercial Workers	1.3 ²	1.7	700	66	2016-08-03
Transportation, Communications & Utilities						
Air Transat (flight attendants)	Cdn Public Empls	1.0 ³	1.0	570	60	2015-10-31
Nav Canada (Air Traffic Control)	Cdn Auto Workers	3.0	3.0	502	24	2013-03-31
Public Administration						
City of Belleville (inside/outside)	Cdn Public Empls	2.0	2.0	250	48	2015-03-31
City of Niagara Falls (office/outside)	Cdn Public Empls	1.9	1.5	299	48	2014-12-31
Education & Related Services						
National Gallery of Canada	Public Service Alliance	1.2	1.5	210	36	2013-06-30
Queen's University (faculty/librarians/archivists/adjuncts)	Queen's University Faculty Assn	1.7	1.3	1,350	48	2015-04-30
Queen's University (heating/maintenance)	Cdn Public Empls	2.1	1.3	245	48	2014-06-30
University of Guelph (faculty/librarians)	Guelph University Faculty Assn	1.7	1.5	790	36	2014-06-30
University of Windsor (maintenance /service)	Cdn Public Empls	1.0	0.0	334	36	2013-07-31
York University (office) (unit 1)	York University Staff Assn	2.0	1.9	1,400	36	2014-07-31
Health & Social Services						
CBI Home Health	Service Employees Intl	0.0	0.0	240	24	2012-03-31
Revera Home Health (health care aides)	Service Employees Intl	0.0	0.0	420	24	2013-03-31
Other Services						
Compass Group Canada (Beaver) (Ottawa University)	UNITE HERE	2.7	2.5	184	36	2014-03-31
Delta Toronto East Hotel	UNITE HERE	2.1	0.0	205	48	2014-01-31
Meridien King Edward Hotel	UNITE HERE	2.1	0.0	240	48	2014-01-31
Metropolitan Hotel	UNITE HERE	2.1	0.0	218	48	2014-01-31

* including COLA clauses and/or COLA estimates

¹ special adjustment for skilled trades

² two-tier wage schedule

³ excluding lump sum payments

Selected Settlement Summaries

(Based on available information)

Queen's University and Queen's University Faculty Association (1,350 employees)

a four-year renewal agreement, effective May 1, 2011, expiring April 30, 2015

- wage increases of 1.25% in the first year, 1.5% in each of the second year and third years, and 2.5% in the final year

Queen's University and Canadian Union of Public Employees, Local 229 (245 employees)

a four-year renewal agreement, effective July 1, 2010, expiring June 30, 2014

- wage increases of 1.25% in the first year, 2% in the second year, 2.25% in the third year, and 3% in the fourth year

Revera Home Health Care (Toronto) and Service Employees International Union, Local 1 Canada (420 employees)

a two-year renewal agreement, effective April 1, 2011, expiring March 31, 2013

- two lump sum payments (In lieu of compensation adjustment) payable in September 2011 and September 2012
- increased vision benefits to \$175 every 24 months, effective January 1, 2013

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	39,800	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	14,600	Various dates
Police Services Boards	Police Association	Various locations	5,300	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	48,700	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	64,500	Various dates
Universities	CUPE et al.	Various locations	28,600	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 Employer Council (support staff)	OPSEU	Province-wide	6,500	2011-08-31
Metro Ontario Inc	UFCW	Province-wide	10,000	2011-11-23
Expertech Network Installation	CEP	Province-wide	1,000	2011-11-30

As of August 31, 2011, there were 373 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	June 2011	July 2011	August 2011
Canada	2.4	0.3	1.8	3.0	3.1	2.7	3.1
Ontario	2.3	0.4	2.4	3.3	3.6	3.0	3.1
Toronto	2.4	0.5	2.5	3.1	3.5	2.8	2.9
Ottawa-Gatineau (Ont. part)	2.2	0.6	2.5	3.3	3.5	2.7	2.9
Thunder Bay	2.2	0.1	2.1	3.3	3.7	2.9	3.1

* 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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