

Collective Bargaining Highlights

October 2011



At A Glance

Average Annual Wage Increase

	Sep	Oct
	%	%
Private Sector	1.7	2.3
Public Sector	1.9	1.6
All Settlements	1.9	1.9

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For further information, contact:
Collective Bargaining Information Services
400 University Avenue, 8th Floor
Toronto ON M7A 1T7
Telephone: 416-326-1260
Facsimile: 416-326-1277
E-mail: cbis@ontario.ca

Agreements Settled in October

In October, 51 collective agreements were ratified, each covering 150 or more employees. These agreements covered 37,916 employees, 64% of whom were in the public sector (24,111).

The overall average annual increase in base wage rates in October was 1.9%, unchanged from the previous month. In the public sector, 42 agreements were settled for an average annual wage increase of 1.6%, a decrease from 1.9% in September. In the private sector, nine agreements were settled for an average annual wage increase of 2.3%, an increase from 1.7% reported in the previous month.

For settlements in the month of October, the industry with the highest average annual wage increase was in the primary industry. The lowest average annual wage increase was in manufacturing. The average annual wage increase in primary industry for one settlement was 4%, while in other services the average annual wage increase for four settlements was 2.5%. Both transportation, communications and utilities (three settlements) and public administration (four settlements) reported average annual wage increases of 2.1%. Manufacturing reported an average annual wage increase of 0.8% for four settlements.

Wage Settlements - October

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	9	13,805	2.3
Public Sector	42	24,111	1.6
All Settlements	51	37,916	1.9

Table 2: Average Annual Increase, Current Three Years

	Jan - Oct 2011 %	2010 %	2009* %
Private Sector	1.9	2.0	1.3
Public Sector	1.6	1.9	2.5
All Settlements	1.7	2.0	2.2

Table 3: Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Primary	1	260	4.0
Manufacturing	4	1,556	0.8
Transportation, Communications & Utilities	3	3,132	2.1
Public Administration	4	1,177	2.1
Education & Related Services	3	8,860	1.7
Health & Social Services	32	10,942	1.3
Other Services	4	11,989	2.5
All Settlements	51	37,916	1.9

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

	Jan - Oct 2011 %	2010 %	2009* %
Primary	3.3	2.2	3.4
Manufacturing	1.3	1.5	0.7
Construction	1.3	2.5	1.3
Trade & Finance	1.3	0.7	1.6
Transportation, Communications & Utilities	2.5	1.9	1.8
Public Administration	2.2	1.9	2.0
Education & Related Services	1.9	1.7	3.0
Health & Social Services	1.1	2.0	2.5
Other Services	2.2	2.5	2.2
All Settlements	1.7	2.0	2.2

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

Table 5: October Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Goldcorp Canada (Porcupine Gold Mines)	United Steelworkers	4.0*	4.0	260	36	2014-10-30
Manufacturing						
Cooper-Standard Automotive (Canada)	Cdn Auto Workers	0.0 ¹	0.0	445	36	2014-09-30
Ideal Roofing	United Steelworkers	2.5	2.0	150	48	2015-09-30
Terrace Bay Pulp (Mill Operations)	United Steelworkers	0.0	0.0	317	12	2012-08-29
U.S. Steel Canada (Hamilton Works)	United Steelworkers	1.2*	0.0	644	36	2014-10-15
Transportation, Communications & Utilities						
City of Brampton (transit)	Amalgamated Transit (ATU-Intl)	2.0	2.0	574	48	2015-06-30
Town of Oakville (transit)	Cdn Auto Workers	3.4 ²	3.0	180	32	2014-01-31
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	2.0	2.0	2,378	12	2012-03-31
Public Administration						
City of Brampton (outside/office)	Cdn Public Empls	2.0	2.0	530	24	2013-03-31
City of Brampton (professional/technical)	Cdn Public Empls	2.0	2.0	340	24	2013-03-31
Town of Richmond Hill (firefighters)	Intl Fire Fighters	2.9	2.7	156	24	2012-12-31
City of Timmins (outside)	Cdn Public Empls	1.5	1.5	151	36	2014-03-31
Education & Related Services						
College Employer Council (support staff)	Ont Public Service Empls	1.8	1.5	8,000	36	2014-08-31
University of Toronto (service) (full-time)	Cdn Public Empls	1.7	1.0	600	48	2014-06-30
University of Windsor (technician/info tech/trades)	Cdn Public Empls	1.0	0.0	260	36	2013-03-31
Health & Social Services						
Central Community Care Access Centre	Ont Nurses Assn	0.9	0.0	608	36	2014-03-31
Central East Community Care Access Centre	Ont Nurses Assn	0.9	0.0	395	36	2014-03-31
Centre for Addiction and Mental Health (CAMH)	Ont Public Service Empls	0.9	0.0	1,700	36	2014-03-31
Community Living Brant (full-time/part-time)	Cdn Public Empls	1.5 ³	1.0	300	36	2014-03-31
Erie St. Clair Community Care Access Centre	Ont Nurses Assn	0.9	0.0	213	36	2014-03-31
Extendicare (Canada)	Ont Nurses Assn	0.9	0.0	409	36	2014-06-30
Hamilton Niagara Haldimand Brant Community CCCAC (Case Managers)	Ont Nurses Assn	0.9	0.0	412	36	2014-03-31
Hastings Children's Aid Society	Cdn Public Empls	1.5	0.0	163	48	2015-03-31
Holland Christian Homes (service/nurses)	Christian Labour Assn	2.0	2.0	400	24	2013-06-30
Leisureworld Nursing Homes	Ont Nurses Assn	0.9	0.0	150	36	2014-06-30
North East Community Care Access Centre	Ont Nurses Assn	1.3 ²	0.0	255	36	2014-03-31

Cont'd...

* including COLA clauses and/or COLA estimates

¹ excluding wage increases for skilled trades; COLA reinstated July 2014

² including market or "catch-up" adjustment

³ including pay equity adjustment on Jan 1, 2012 and Jan 1, 2013

Table 5: October 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 (Cont'd)						
North Simcoe Muskoka Community Care Access Centre	Ont Nurses Assn	0.9	0.0	180	36	2014-03-31
Providence Care Centre (St. Mary's of The Lake Hospital)	CNFIU Directly Chartered	2.5	3.0	276	24	2011-03-31
Revera Long Term Care (Banwell Gardens)	Cdn Auto Workers	1.7	2.0	150	28	2012-07-31
Revera Long Term Care (Carlingview Manor) (service/office)	Cdn Auto Workers	1.7	2.0	326	28	2012-10-31
Revera Long Term Care (Lakehead Manor) (service/office/RPN)	Cdn Auto Workers	1.7	2.0	180	28	2012-10-31
Revera Long Term Care (McGarrell Place) (service/RPN/RN)	Cdn Auto Workers	1.7	2.0	176	28	2012-10-31
Revera Long Term Care (Rose Garden Villa) (service/office/RPN)	Cdn Auto Workers	1.7	2.0	235	28	2012-10-31
Revera Long Term Care (Roseview Manor) (service/office/RPN)	Cdn Auto Workers	1.7	2.0	192	28	2012-10-31
Sharon Farms and Enterprises (Kensington Village)	Cdn Auto Workers	1.7	2.0	205	28	2013-04-30
South East Community Care Access Centre	Ont Nurses Assn	0.9	0.0	194	36	2014-03-31
South West Community Care Access Centre (Nurses)	Ont Nurses Assn	0.9	0.0	400	36	2014-03-31
City of Thunder Bay (Homes for the Aged) (service/RPN)	Cdn Auto Workers	2.0	2.0	625	36	2013-06-30
Toronto Children's Aid Society	Cdn Public Empls	1.5	0.0	800	48	2015-03-31
Trillium Villa Nursing Home (service/RPN)	Cdn Auto Workers	1.7	2.0	170	28	2012-10-31
University Health Network (paramedical)	Ont Public Service Empls	1.1	1.5	325	48	2014-03-31
Valoris Pour Enfants et Adultes de Prescott-Russell	Ont Public Service Empls	1.5	0.0	300	48	2015-03-31
Waterloo Region Family & Children's Services (social workers)	Ont Public Service Empls	1.5	0.0	250	48	2015-03-31
Waterloo Region Family & Children's Services (temp/casual)	Ont Public Service Empls	1.5	0.0	200	48	2015-03-31
Waterloo Wellington Community Care Access Centre	Ont Nurses Assn	0.9	0.0	216	36	2014-03-31
Windsor Regional Hospital (RPNs/tech/rehab assistants)	Cdn Public Empls	2.3	0.0	237	24	2010-09-28
Windsor-Essex Children's Aid Society	Cdn Public Empls	1.5	0.0	300	48	2014-03-31
Other Services						
Cadbridge Services (Canada) (Fairmont Chateau Laurier)	Cdn Auto Workers	2.5	2.5	309	36	2013-12-31
Canadian Public Employees Union (representatives)	Cdn Staff Union	2.1	2.5	150	48	2013-12-31
Cdn Advertisers Assn/Communication Agencies Institute	Cdn TV & Radio Artists	2.5	2.5	11,000	36	2014-06-30
Hurley Corp (City of Toronto)	Service Employees Intl	2.5	2.3	530	24	2013-03-31

Selected Settlement Summaries

(Key monetary items based on available information)

Centre for Addiction and Mental Health (CAMH) and Ontario Public Service Employees Union, Local 500 (1,700 employees)

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

- a 1% lump sum payment in each of the first and second years, and wage increase of 2.75% in the third year
- improvements to health and welfare benefits, and part-time percentage-in lieu entitlement
- increases in shift and week-end premiums, and transportation allowance

Revera Long Term Care Inc. and National Automobile, Aerospace, Transportation and General Workers' Union of Canada CAW-Canada), various locals (six agreements covering 1,259 R.P.N., registered nurses, service, and office employees)

Part of a central arbitration award issued for 14 Participating Nursing Homes involving 14 twenty-eight month renewal agreements covering 2,107 employees, effective on various dates in 2010, expiring on various dates in 2012

- wage increases of 2% in the first year, and 2% effective 16 months after the start date of each individual agreement
- increased vision care benefit, effective January 1, 2012

Central Community Care Access Centre and Ontario Nurses' Association (608 employees)

Part of a jointly bargained Memorandum of Settlement for 10 Community Care Access Centres, covering a total of 10 three-year renewal agreements for 2,957 employees, effective April 1, 2011, expiring March 31, 2014

- lump sum payment payable by December 1, 2011 and June 1, 2012, and wage increase of 2.75% on April 1, 2013
- increases to vision care, and hearing aids, effective April 1, 2013
- improvements to shift and week-end premiums, and vacation leave, effective April 1, 2013
- standby premium payment unchanged

Extendicare (Canada) Inc. and Ontario Nurses' Association (409 employees)

Part of a central arbitration award issued for 163 Participating Nursing Homes involving 115 three-year renewal agreements covering 2,189 employees, effective July 1, 2011, expiring June 30, 2014

- lump sum payment for all classifications on December 1, 2011 and December 1, 2013, and wage increase of 2.75% on July 1, 2013
- improvements to vision care coverage, shift and weekend premiums, and vacation leave
- threshold hours for joining the Nursing Homes and Related Industries Pension Plan (NHRIPP) reduced from 950 hours to 450 hours

Selected Settlement Summaries (Cont'd)

(Key monetary items based on available information)

College Employer Council and Ontario Public Service Employees Union (8,000 support staff)

a three-year renewal agreement, effective September 1, 2011, expiring August 31, 2014, settled after a work stoppage

- wage increases of 1.5% in the first year, 1.75% in the second year, and 2% in the final year, in addition to special allowance for eligible employees
- amendments to out of province/country coverage and travel assistance benefit

Amendment - Selected Settlement Summaries for September 2011

Participating Nursing Homes and Service Employees International Union, Local 1 (20 agreements covering 11,915 RPN and service employees)

Part of a central arbitration award issued for 98 Participating Nursing Homes involving 55 agreements covering 15,965 employees, effective on various dates in 2011, expiring on various dates in 2012

- general wage increase of 2%; employees in six Participating Nursing Homes will receive \$0.20 per hour prior to application of the general wage increase to “catch up” with the wages of the other Participating Nursing Homes
- increased Responsibility Allowance for RPNs to \$8.00/shift, and part-time employees’ in lieu of benefits to 50 cents/hour
- vision care plan increased to \$200 per 24-month period; dental plan will include coverage for dentures, crowns and braces
- amendment to sick leave provision – claimable amount of lost time changed from 100% to 85%

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	44,200	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	57,500	Various dates
Police Services Boards	Police Association	Various locations	10,600	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	47,800	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	49,200	Various dates
Universities	CUPE et al.	Various locations	21,200	Various dates
Pulp and Paper	CEP et al.	Various locations	4,000	Various dates
Canada Post Corp. (Urban Unit)	Postal Workers	Province-wide	22,900	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
No Frills Franchise Stores	UFCW	Province-wide	8,000	2011-06-30
Securitas Canada Ltd	USW	Province-wide	3,500	2011-06-30
G4s Security Services (Canada) Ltd	UFCW et al.	Inter-City	3,500	2011-11-30
Metro Ontario Inc	UFCW	Province-wide	10,000	2011-11-23
Expertech Network Installation	CEP	Province-wide	1,000	2011-11-30
Purolator Courier Ltd	Teamsters	Province-wide	4,500	2011-12-31
Ontario Government (Provincial Police) (Civilian/Uniform)	Ont Provincial Police	Province-wide	8,200	2011-12-31
Municipal Property Assessment Corp	OPSEU	Province-wide	1,400	2011-12-31
Toronto Public Library Board	CUPE	Toronto	2,400	2011-12-31

As of October 31, 2011, there were 357 agreements, each covering 150 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	Year-to-date				August	September	October
	2008	2009	2010	2011	2011	2011	2011
Canada	2.4	0.3	1.8	3.0	3.1	3.2	2.9
Ontario	2.3	0.4	2.4	3.2	3.1	3.4	2.7
Toronto	2.4	0.5	2.5	3.1	2.9	3.3	2.9
Ottawa-Gatineau (Ont. part)	2.2	0.6	2.5	3.2	2.9	3.2	2.7
Thunder Bay	2.2	0.1	2.1	3.3	3.1	3.6	3.0

* 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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