

# Collective Bargaining Highlights

## November 2011

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### At A Glance

#### Average Annual Wage Increase

|                        | Oct        | Nov        |
|------------------------|------------|------------|
|                        | %          | %          |
| Private Sector         | 2.3        | 2.1        |
| Public Sector          | 1.6        | 1.7        |
| <b>All Settlements</b> | <b>1.9</b> | <b>1.9</b> |

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### Agreements Settled in November

In November, 23 collective agreements were ratified, each covering 150 or more employees. These agreements covered 12,822 employees, 56% of whom were in the public sector (7,134).

The overall average annual increase in base wage rates in November was 1.9%, unchanged from the previous month. In the public sector, 16 agreements were settled for an average annual wage increase of 1.7%, an increase from 1.6% in October. In the private sector, seven agreements were settled for an average annual wage increase of 2.1%, a decrease from 2.3% reported in the previous month.

For settlements in the month of November, the industry with 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 2.7%, while in transportation, communications and utilities, the average annual wage increase for two settlements was 2.2%. The average annual wage increase for other services was 2% for one settlement. Both trade and finance (one settlement) and education and related services (three settlements) reported average annual wage increases of 1.7%. Health and social services reported an average annual wage increase of 1.4% for 10 settlements.

## Wage Settlements - November

**Table 1: Average Annual Increase, Current Month**

|                        | Agmts     | Empls         | Increase % |
|------------------------|-----------|---------------|------------|
| Private Sector         | 7         | 5,688         | 2.1        |
| Public Sector          | 16        | 7,134         | 1.7        |
| <b>All Settlements</b> | <b>23</b> | <b>12,822</b> | <b>1.9</b> |

**Table 2: Average Annual Increase, Current Three Years**

|                        | Jan - Nov<br>2011<br>% | 2010<br>%  | 2009*<br>% |
|------------------------|------------------------|------------|------------|
| Private Sector         | 1.9                    | 2.0        | 1.3        |
| Public Sector          | 1.6                    | 1.9        | 2.5        |
| <b>All Settlements</b> | <b>1.7</b>             | <b>2.0</b> | <b>2.2</b> |

**Table 3: Average Annual Increase by Industry, Current Month**

|                                            | Agmts     | Empls         | Increase % |
|--------------------------------------------|-----------|---------------|------------|
| Manufacturing                              | 4         | 881           | 1.5        |
| Trade & Finance                            | 1         | 392           | 1.7        |
| Transportation, Communications & Utilities | 2         | 5,345         | 2.2        |
| Public Administration                      | 2         | 477           | 2.7        |
| Education & Related Services               | 3         | 1,745         | 1.7        |
| Health & Social Services                   | 10        | 3,382         | 1.4        |
| Other Services                             | 1         | 600           | 2.0        |
| <b>All Settlements</b>                     | <b>23</b> | <b>12,822</b> | <b>1.9</b> |

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

|                                            | Jan - Nov<br>2011<br>% | 2010<br>%  | 2009*<br>% |
|--------------------------------------------|------------------------|------------|------------|
| 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        |
| <b>All Settlements</b>                     | <b>1.7</b>             | <b>2.0</b> | <b>2.2</b> |

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

## Table 5: November Settlements

| Employer                                                                | Union                           | Average Annual Wage Incr. % | 1st 12 months % | Approx. Number of Empls. (Ontario) | Duration of Wage Schedule (months) | Agmt. Expiry Date |
|-------------------------------------------------------------------------|---------------------------------|-----------------------------|-----------------|------------------------------------|------------------------------------|-------------------|
| <b>Manufacturing</b>                                                    |                                 |                             |                 |                                    |                                    |                   |
| Kawneer Co Canada                                                       | Structural Iron Workers         | 0.0                         | 0.0             | 200                                | 36                                 | 2014-08-15        |
| Lakeside Steel                                                          | Cdn Auto Workers                | 2.4 <sup>*</sup>            | 0.0             | 330                                | 36                                 | 2014-10-31        |
| Tamarack Lumber                                                         | United Steelworkers             | 1.7                         | 2.0             | 180                                | 36                                 | 2014-12-13        |
| Timken Canada                                                           | United Steelworkers             | 1.6 <sup>1</sup>            | 1.5             | 171                                | 42                                 | 2015-05-31        |
| <b>Finance &amp; Trade</b>                                              |                                 |                             |                 |                                    |                                    |                   |
| Pharma Plus Drugmarts                                                   | Cdn Auto Workers                | 1.7 <sup>2</sup>            | 3.4             | 392                                | 36                                 | 2014-06-04        |
| <b>Transportation, Communications &amp; Utilities</b>                   |                                 |                             |                 |                                    |                                    |                   |
| Air Canada (flight attendants)                                          | Cdn Public Empls                | 2.3                         | 2.0             | 3,815                              | 48                                 | 2015-03-31        |
| Metrolinx (Go Transit)                                                  | Amalgamated Transit (ATU-Intl)  | 2.1                         | 2.0             | 1,530                              | 36                                 | 2014-06-01        |
| <b>Public Administration</b>                                            |                                 |                             |                 |                                    |                                    |                   |
| Town of Richmond Hill (office/technical)                                | Salaried Empls Alliance (SEAC)  | 2.5 <sup>3</sup>            | 3.0             | 259                                | 36                                 | 2014-12-31        |
| Thunder Bay Police Services Board (uniform)                             | Police Association              | 3.0 <sup>4</sup>            | 2.8             | 218                                | 48                                 | 2014-12-31        |
| <b>Education &amp; Related Services</b>                                 |                                 |                             |                 |                                    |                                    |                   |
| Lakehead University (graduate assistants)                               | Cdn Public Empls                | 1.9                         | 2.0             | 400                                | 36                                 | 2014-08-31        |
| University of Windsor (academic staff/librarians)                       | Windsor University Faculty Assn | 1.5                         | 1.5             | 945                                | 36                                 | 2014-06-30        |
| York University (maintenance/plant operations)                          | Cdn Public Empls                | 2.0                         | 1.9             | 400                                | 36                                 | 2014-08-31        |
| <b>Health &amp; Social Services</b>                                     |                                 |                             |                 |                                    |                                    |                   |
| Central East Community Care Access Centre (office)                      | Cdn Public Empls                | 0.9                         | 0.0             | 257                                | 36                                 | 2014-03-31        |
| Central West Community Care Access Centre (all employees)               | Cdn Public Empls                | 0.9                         | 0.0             | 184                                | 36                                 | 2014-03-31        |
| Champlain Community Care Access Centre                                  | Cdn Public Empls                | 0.9                         | 0.0             | 178                                | 36                                 | 2014-07-31        |
| Community Living London                                                 | Ont Public Service Empls        | 1.1                         | 0.0             | 400                                | 48                                 | 2014-03-31        |
| City of Kawartha Lakes (Victoria Manor)                                 | Cdn Public Empls                | 2.3                         | 2.5             | 175                                | 36                                 | 2013-03-31        |
| Extendicare (Canada) (service/RPN) (full-time)                          | Cdn Auto Workers                | 1.7                         | 2.0             | 497                                | 28                                 | 2012-07-31        |
| Extendicare (Canada) (service/RPN) (part-time)                          | Cdn Auto Workers                | 1.7                         | 2.0             | 579                                | 28                                 | 2012-07-31.       |
| Mississauga Halton Community Care Access Centre                         | Cdn Public Empls                | 0.9                         | 0.0             | 340                                | 36                                 | 2014-03-31        |
| Revera Long Term Care (Eagle Terrace/ Garden/Main St/Oak Terrace/Sumac) | Christian Labour Assn           | 1.7                         | 2.0             | 539                                | 28                                 | 2012-07-31        |
| South West Community Care Access Centre                                 | Cdn Public Empls                | 0.9                         | 0.0             | 233                                | 36                                 | 2014-03-31        |
| <b>Other Services</b>                                                   |                                 |                             |                 |                                    |                                    |                   |
| Maple Leaf Sports & Entertainment                                       | Teamsters                       | 2.0                         | 2.0             | 600                                | 24                                 | 2013-06-30        |

\* including COLA clause and/or COLA estimates

<sup>1</sup> replaced the COLA clause with an economic conditional wage adjustment based on US and Canadian dollars

<sup>2</sup> increases applicable to end rates

<sup>3</sup> wage reopener in the fourth year of the agreement

<sup>4</sup> one outstanding issue to be resolved in arbitration

## Selected Settlement Summaries

(Key monetary items based on available information)

### **Metrolinx (GO Transit) and Amalgamated Transit Unit, Local 1587 (1,530 employees)**

*a three-year renewal agreement, effective June 2, 2011, expiring June 1, 2014*

- wage increases of 2% in each of the first and second years, and 2.3% in the final year
- increased vision care and tool allowances

### **University of Windsor and Windsor University Faculty Association (945 academic staff and librarians)**

*a three-year renewal agreement, effective July 1, 2011, expiring June 30, 2014*

- general wage increases of 1.5% in each year for academic and librarians, and 5% in each year for sessional members
- increases to professional development funds, stipends, car, and relocation allowances

## Major Negotiations Underway

| Employer                                                     | Union                 | Location          | Approx.<br>Number<br>Empls<br>(Ontario) | Expiry Date   |
|--------------------------------------------------------------|-----------------------|-------------------|-----------------------------------------|---------------|
| Federal Government                                           | PSAC, PIPSC et al.    | Canada-wide       | 45,200                                  | Various dates |
| Various Municipalities<br>(excluding Police Services Boards) | CUPE et al.           | Various locations | 62,900                                  | Various dates |
| Police Services Boards                                       | Police Association    | Various locations | 10,300                                  | Various dates |
| Hospitals                                                    | OPSEU, CUPE et al.    | Various locations | 46,900                                  | Various dates |
| Nursing Homes/Homes for the Aged                             | SEIU et al.           | Various locations | 47,000                                  | Various dates |
| Universities                                                 | CUPE et al.           | Various locations | 16,400                                  | Various dates |
| Pulp and Paper                                               | CEP et al.            | Various locations | 3,600                                   | Various dates |
| Canada Post Corp. (Urban Unit)                               | Postal Workers        | Province-wide     | 22,900                                  | 2011-01-31    |
| Air Canada                                                   | Machinists et al.     | Canada-wide       | 5,000                                   | 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)<br>(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 November 30, 2011, there were 345 agreements, each covering 150 or more employees, that have expired and not been renewed.

## Consumer Price Index (2002=100)\*

|                             | Year-to-date |            |            |            | September  | October    | November   |
|-----------------------------|--------------|------------|------------|------------|------------|------------|------------|
|                             | 2008         | 2009       | 2010       | 2011       | 2011       | 2011       | 2011       |
| Canada                      | 2.4          | 0.3        | 1.8        | 3.0        | 3.2        | 2.9        | 2.9        |
| <b>Ontario</b>              | <b>2.3</b>   | <b>0.4</b> | <b>2.4</b> | <b>3.2</b> | <b>3.4</b> | <b>2.7</b> | <b>2.5</b> |
| Toronto                     | 2.4          | 0.5        | 2.5        | 3.1        | 3.3        | 2.9        | 2.6        |
| Ottawa-Gatineau (Ont. part) | 2.2          | 0.6        | 2.5        | 3.1        | 3.2        | 2.7        | 2.5        |
| Thunder Bay                 | 2.2          | 0.1        | 2.1        | 3.2        | 3.6        | 3.0        | 2.6        |

\* 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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