

Collective Bargaining Highlights

January 2012



At A Glance

Average Annual Wage Increase

	Dec	Jan
	%	%
Private Sector	1.8	2.3
Public Sector	1.8	1.8
All Settlements	1.8	2.0

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Agreements Settled in January

In January, 24 collective agreements were ratified, each covering 150 or more employees. These agreements covered 7,213 employees, 60% of whom were in the public sector (4,339).

The overall average annual increase in base wage rates in January was 2.0%, compared to 1.8% reported in the previous month. In the public sector, 14 agreements were settled for an average annual wage increase of 1.8%, unchanged from December 2011. In the private sector, 10 agreements were settled for an average annual wage increase of 2.3%, an increase from 1.8% reported in the previous month.

For settlements in the month of January, the industry with the highest average annual wage increase was in transportation, communications and utilities. The lowest average annual wage increase was in manufacturing. The average annual wage increase in transportation, communications and utilities for five settlements was 2.9%, while in education and related services (three settlements), and other services (three settlements), the average annual wage increases were 2.2%. Health and social services reported an average annual wage increase of 1.6% for 10 settlements. Manufacturing reported an average annual wage increase of 0.8% for three settlements.

Wage Settlements - January

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	10	2,874	2.3
Public Sector	14	4,339	1.8
All Settlements	24	7,213	2.0

Table 2: Average Annual Increase, Current Three Years

	Jan 2012 %	2011 %	2010 %
Private Sector	2.3	1.9	2.0
Public Sector	1.8	1.6	1.9
All Settlements	2.0	1.7	2.0

Table 3: Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	3	527	0.8
Transportation, Communications & Utilities	5	1,688	2.9
Education & Related Services	3	1,655	2.2
Health & Social Services	10	2,534	1.6
Other Services	3	809	2.2
All Settlements	24	7,213	2.0

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

	Jan 2012 %	2011 %	2010 %
Primary	-	3.3	2.2
Manufacturing	0.8	1.4	1.5
Construction	-	1.3	2.5
Trade & Finance	-	1.3	0.7
Transportation, Communications & Utilities	2.9	2.6	1.9
Public Administration	-	2.2	1.9
Education & Related Services	2.2	1.9	1.7
Health & Social Services	1.6	1.2	2.0
Other Services	2.2	2.2	2.5
All Settlements	2.0	1.7	2.0

Table 5: January Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Post Foods Canada (Niagara Falls plant)	Cdn Auto Workers	0.0	0.0	180	12	2013-01-10
Saf-Holland Canada	Cdn Auto Workers	0.7*	0.0	158	36	2014-12-15
Waterloo Furniture Components (Manitou plant)	United Steelworkers	1.5	1.0	189	36	2015-01-30
Transportation, Communications & Utilities						
Canadian National Railway (Locomotive Engineers) (agreement # 1.2)	Teamsters	3.0	3.0	700	36	2014-12-31
First Student Canada (Barrie Transit Div)	Amalgamated Transit (ATU-Intl)	2.5	2.5	150	36	2014-02-28
Miller Transit	Amalgamated Transit (ATU-Intl)	3.3	3.9	251	60	2016-09-30
Nav Canada	Professional Institute	2.8	2.8	394	24	2013-04-30
York BRT Services (Veolia Transdev) (drivers/mechanics)	Amalgamated Transit (ATU-Intl)	2.7	3.0	193	48	2015-09-04
Education & Related Services						
Ryerson University (faculty)	Ryerson Faculty Assn	2.5 ¹	3.0	900	48	2015-06-30
Trent University (teaching assistants) (unit 2) (part-time)	Cdn Public Empls	2.2 ²	1.5	550	36	2014-08-31
University of Toronto (OISE) (graduate assistants)	Cdn Public Empls	1.0	1.0	205	36	2013-08-31
Health & Social Services						
Central West Specialized Developmental Services	Ont Public Service Empls	1.2	0.0	250	48	2014-03-31
Extendicare (Canada) (Bayview Villa) (service/RPN/RN)	Cdn Public Empls	1.8	2.0	284	24	2012-12-31
Extendicare (Canada) (Laurier Manor) (service/office/RPN)	Cdn Public Empls	1.8	2.0	265	24	2012-12-31
Extendicare (Canada) (Oshawa) (service/RPN)	Cdn Public Empls	1.8	2.0	180	24	2012-12-31
Extendicare (Canada) (Sudbury York) (service/RPN)	Cdn Public Empls	1.8	2.0	286	24	2012-12-31
Extendicare (Canada) (West End Villa) (service/RPN)	Cdn Public Empls	1.8	2.0	262	24	2012-12-31
Regional Municipality of Niagara (Public Health) (nurses)	Ont Nurses Assn	0.7 ³	0.0	150	36	2014-03-31
Southlake Residential Care Village (service/office/RPN)	Cdn Public Empls	2.3	2.6	160	24	2010-12-31
St Joseph's Health Care (London Regional Mental Health Care) (paramedical/prof)	Ont Public Service Empls	0.9 ³	0.0	523	36	2014-03-31
Valleyview Residence (Finch Ave W) (UT284) (service/RPN)	Service Employees Intl	2.0	2.0	174	24	2012-04-30

Cont'd...

* including COLA clauses and/or COLA estimates

¹ including 1.5% adjustment to offset pension

² excluding one-time adjustment for undergraduate students

³ excluding lump sum payments in each of the first and second years

Table 5: January 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
Other Services						
Canadian Niagara Hotels	Workers United	1.7	0.0	464	36	2015-01-05
Host Intl - Ottawa Airport (Ottawa Intl Airport Terminal)	UNITEHERE	3.3	3.0	165	36	2013-12-15
Standard Parking of Canada	Labourers	2.5	2.5	180	48	2015-12-31

Selected Settlement Summaries

(Key monetary items based on available information)

Ryerson University and the Ryerson Faculty Association (900 employees)

a four-year renewal agreement, effective July 1, 2011, expiring June 30, 2015

- wage increases of 1.5% in each of the first and second years, and 2.5% in the third year, and 3% in the final year; 1.5% increase effective January 2012 to offset pension
- improvements to health care benefits

Trent University and Canadian Union of Public Employees, Local 3908 (550 part-time teaching assistants)

a three-year renewal agreement, effective September 1, 2011, expiring August 31, 2014

- general wage increases of 1.5% in the first year, and 2.5% in each of the second and final years; an additional adjustment for undergraduate students

Extendicare (Canada) Inc. and Canadian Union of Public Employees, various locals (1,277 employees covered by five agreements)

part of an arbitration award involving 10 renewal agreements covering 1,480 office, service and nursing employees effective January 1, 2011, expiring December 31, 2012

- general wage increases of 2% in the first year and 1.7% in the second year
- improved vision care coverage and hearing aid (\$300 lifetime benefit)

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	44,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	57,000	Various dates
Police Services Boards	Police Association	Various locations	10,300	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	43,500	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	45,500	Various dates
Universities	CUPE et al.	Various locations	18,800	Various dates
Pulp and Paper	CEP et al.	Various locations	3,400	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
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
Ontario Government (Provincial Police) (Civilian/Uniform)	Ont Provincial Police	Province-wide	8,200	2011-12-31
Toronto Public Library Board	CUPE	Toronto	2,400	2011-12-31

As of January 31, 2012, there were 463 agreements, each covering 150 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	Year-to-date				November	December	January
	2009	2010	2011	2012	2011	2011	2012
Canada	0.3	1.8	2.9	2.5	2.9	2.3	2.5
Ontario	0.4	2.4	3.1	2.4	2.5	2.0	2.4
Toronto	0.5	2.5	3.0	2.7	2.6	2.2	2.7
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	2.3	2.5	1.9	2.3
Thunder Bay	0.1	2.1	3.1	2.0	2.6	2.0	2.0

* 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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