

Collective Bargaining Highlights

February 2012



At A Glance

Average Annual Wage Increase

	Jan	Feb
	%	%
Private Sector	2.3	1.3
Public Sector	1.8	1.5
All Settlements	2.0	1.4

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Agreements Settled in February

In February, 32 collective agreements were ratified, each covering 150 or more employees. These agreements covered 18,919 employees, 73% of whom were in the public sector (13,860).

The overall average annual increase in base wage rates in February was 1.4%, compared to 2% reported in the previous month. In the public sector, 18 agreements were settled for an average annual wage increase of 1.5%, a decrease from 1.8% in January. In the private sector, 14 agreements were settled for an average annual wage increase of 1.3%, a decrease from 2.3% reported in the previous month.

For settlements in the month of February, the industry with the highest average annual wage increase was in construction. The average annual wage increase in the construction industry for one settlement was 3%, while in trade and finance, the average annual wage increase for one settlement was 2.7%. In transportation, communications and utilities, the average annual wage increase was 2.3% for four settlements. Both health and social services (nine settlements) and public administration (five settlements) reported average annual wage increases of 1.4%. Other services reported no wage increase for one settlement.

Wage Settlements - February

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	14	5,059	1.3
Public Sector	18	13,860	1.5
All Settlements	32	18,919	1.4

Table 2: Average Annual Increase, Current Three Years

	Jan-Feb 2012 %	2011 %	2010 %
Private Sector	1.6	1.9	2.0
Public Sector	1.6	1.6	1.9
All Settlements	1.6	1.7	2.0

Table 3: Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	9	3,054	0.6
Construction	1	450	3.0
Trade & Finance	1	160	2.7
Transportation, Communications & Utilities	4	2,660	2.3
Public Administration	5	7,201	1.4
Education & Related Services	2	747	2.1
Health & Social Services	9	4,263	1.4
Other Services	1	384	0.0
All Settlements	32	18,919	1.4

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

	Jan-Feb 2012 %	2011 %	2010 %
Primary	-	3.3	2.2
Manufacturing	0.6	1.4	1.5
Construction	3.0	1.3	2.5
Trade & Finance	2.7	1.3	0.7
Transportation, Communications & Utilities	2.5	2.6	1.9
Public Administration	1.4	2.2	1.9
Education & Related Services	2.2	1.8	1.7
Health & Social Services	1.5	1.2	2.0
Other Services	1.6	2.2	2.5
All Settlements	1.6	1.7	2.0

Table 5: February Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Accuride Canada	Cdn Auto Workers	0.0	0.0	248	12	2013-03-15
Baytech Plastics	Workers United	1.6*	2.5	180	48	2015-09-19
Cargill (165 Dunlop Drive)	Food & Commercial Workers	1.3 ¹	0.0	768	48	2015-12-31
Frito-Lay Canada (plant)	United Steelworkers	2.3	2.0	500	48	2016-01-02
Hamilton Specialty Bar	United Steelworkers	1.9* ¹	0.0	184	48	2016-03-31
Kaiser Aluminum Canada	United Steelworkers	2.0 ¹	2.0	174	36	2015-02-28
Lear Corp (Kitchener plant)	Cdn Auto Workers	-7.0 ³	-27.0 ⁴	374	48	2016-01-29
Parmalat Dairy & Bakery (Black Diamond cheese division)	Communications Energy Paperworkers	2.0*	2.0	450	48	2016-02-28
Siemens Milltronics Process Instruments (production and office)	CNFIU Directly Chartered	2.5	2.5	176	36	2014-12-31
Construction						
Hand Assn of Sewer Watermain and Road Contractors	Labourers	3.0	2.5	450	36	2014-12-31
Trade & Finance						
McKesson Canada Corp (warehouse employees)	Teamsters	2.7	2.7	160	36	2015-04-07
Transportation, Communications & Utilities						
Canadian National Railway (Agreement 10.1)	United Steelworkers	3.0	3.0	810	36	2014-12-31
City of Hamilton (Hamilton Street Railway) (hourly/salary)	Amalgamated Transit (ATU-Intl)	1.4	0.0	652	48	2014-12-31
City of Mississauga (transit division)	Amalgamated Transit (Atu-Intl)	2.2 ²	2.9	997	48	2015-09-30
NAV Canada	Public Service Alliance	2.4 ¹	0.0	201	30	2013-12-31
Public Administration						
City of Toronto (outside)	Cdn Public Empls	1.1 ¹	0.0	6,037	48	2015-12-31
City of Sault Ste Marie (office/technical)	Cdn Public Empls	2.0	2.0	177	36	2015-01-31
Guelph Police Services Board (uniform)	Police Assn (Guelph)	3.0	3.1	188	24	2012-12-31
London Police Services Board (civilians)	Police Assn (London)	2.8	3.0	191	48	2014-12-31
London Police Services Board (uniform)	Police Assn (London)	2.8	3.0	608	48	2014-12-31
Education & Related Services						
Laurentian University (office/maintenance/operations)	Laurentian University Staff Union	2.3	2.7	235	36	2015-06-30
Wilfrid Laurier University (staff)	Ont Secondary School Teachers' Federation	2.0	1.5	512	36	2014-06-30

Cont'd...

* including COLA clauses and/or COLA estimates

¹ excluding lump sum payments

² including special adjustment

³ reduction in wages in the next four years, workers (except skilled trades) get a lump sum transition payment

⁴ new hires start at about half of previous collective agreement's base wage rate

Table 5: February 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						
Cawthra Gardens Long Term Care (service)	Labourers	1.2	2.0	185	36	2013-09-30
Community Living Essex County	Cdn Public Empls	0.9 ¹	0.0	535	36	2014-03-31
Community Living Windsor	Cdn Public Empls	0.9 ¹	0.0	400	36	2014-03-31
Fairhaven (service/office/RPN)	Cdn Public Empls	2.3	2.5	290	48	2013-12-31
Hamilton Health Sciences (technicians/technologists)	Ont Public Service Empls	0.9 ¹	0.0	992	36	2014-03-31
London Health Sciences Centre (service/RPN/tech/trades)	Cdn Auto Workers	2.0	2.0	1,200	24	2012-10-10
Paramed Home Health Care (Pembroke)	Ont Public Service Empls	0.0 ¹	0.0	156	24	2012-12-31
Regional Municipality of Niagara (EMS communications services)	Cdn Public Empls	2.0	2.0	275	36	2014-09-28
St Thomas-Elgin General Hospital (service)	Cdn Auto Workers	2.0	2.0	230	24	2013-03-31
Other Services						
Woodbine Entertainment Group (mutuels)	Cdn Auto Workers	0.0 ¹	0.0	384	36	2014-12-31

¹ excluding lump sum payments

Selected Settlement Summaries

(Key monetary items based on available information)

City of Toronto and Canadian Union of Public Employees, Local 416 (6,037 outside employees)

a four-year renewal agreement, effective January 1, 2012, expiring December 31, 2015

- wage increases of 0.5% in the second year, 1.75% in the third year, and 2.25% in the fourth year, in addition to a one-time lump sum payment of 1.5% in the second year
- modifications to extended health care benefits, dental plan, and shift schedules

Hamilton Health Sciences and Ontario Public Service Employees Union, Local 273 (992 employees)

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

- lump sum payment in each of the first and second years, and wage increase of 2.75% in the third year

London Health Sciences Centre and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW- Canada), Local 27 (1,200 RPNs, service, technical and skilled trades employees)

a two-year arbitrated renewal agreement, effective October 11, 2010, expiring October 10, 2012

- wage increase of 2% in each year
- increases in health and welfare benefits, shift and week-end premiums, and safety shoe allowance

Corporation of the City of Mississauga (Transit Division) and Amalgamated Transit Union, Local 1572 (997 employees)

a four-year renewal agreement, effective October 1, 2011, expiring September 30, 2015

- wage increases of 2% in each year, and a special wage adjustment of \$0.20 for the General Service Person classification

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	49,100	Various dates
Police Services Boards	Police Association	Various locations	9,000	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	37,400	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	39,600	Various dates
Universities	CUPE et al.	Various locations	13,500	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
G4s Secure Solutions (Canada) Ltd	UFCW	Inter-City	3,000	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 February 29, 2012, there were 339 agreements, each covering 150 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

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

* 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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