

Collective Bargaining Highlights

April 2012



Average Annual Wage Increase

	Mar	Apr
	%	%
Private Sector	2.0	1.6
Public Sector	1.6	1.6
All Settlements	1.7	1.6

In April, 34 collective agreements were ratified, each covering 150 or more employees. These agreements covered 41,314 employees, 93% of whom were in the public sector (38,488).

The overall average annual increase in base wage rates in April was 1.6%, compared to 1.7% reported in the previous month. In the public sector, 23 agreements were settled for an average annual wage increase of 1.6%, unchanged from March. In the private sector, 11 agreements were settled for an average annual wage increase of 1.6%, a decrease from 2.0% reported in the previous month.

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For settlements in the month of April, the industry with the highest average annual wage increase was in transportation, communications and utilities. The lowest average annual wage increase was reported in public administration and manufacturing. The average annual wage increase in transportation, communications and utilities for four settlements was 2.6%, while in construction the average annual wage increase for one settlement was 2.5%. In education and related services, the average annual wage increase was 2% for three settlements. Both public administration (eight settlements) and manufacturing (seven settlements) reported average annual wage increases of 1.2%.

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

Wage Settlements - April

Table 1: Average Annual Wage Increase, Current Month

	Agmts	Empls	April Average Annual Wage Increase %
Private Sector	11	2,826	1.6
Public Sector	23	38,488	1.6
All Settlements	34	41,314	1.6

Table 2: Average Annual Wage Increase, Current Three Years

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

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

	Agmts	Empls	April Average Annual Wage Increase %
Manufacturing	7	1,790	1.2
Construction	1	500	2.5
Transportation, Communications & Utilities	4	9,087	2.6
Public Administration	8	22,977	1.2
Education & Related Services	3	3,910	2.0
Health & Social Services	8	2,114	1.4
Other Services	3	936	1.3
All Settlements	34	41,314	1.6

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

	Jan - Apr 2012 %	2011 %	2010 %
Primary	-	3.3	2.2
Manufacturing	1.1	1.4	1.5
Construction	2.7	1.3	2.5
Trade & Finance	2.2	1.3	0.7
Transportation, Communications & Utilities	2.5	2.6	1.9
Public Administration	1.3	2.2	1.9
Education & Related Services	1.8	1.8	1.7
Health & Social Services	1.6	1.2	2.0
Other Services	1.6	2.2	2.5
All Settlements	1.6	1.7	2.0

Table 5: April Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Casco	Cdn Auto Workers	2.3*, ¹	2.0	156	36	2015-04-15
Cooper-Standard Automotive (Canada)	United Steelworkers	-2.8 ²	-8.3	165	36	2015-03-31
Daimler Buses North America	Cdn Auto Workers	0.0	0.0	197	12	2013-03-31
Dakkota Integrated Systems LLC	Cdn Auto Workers	2.9 ²	2.9	178	36	2015-03-21
Maple Leaf Consumer Foods (Thames Valley processors)	CNFIU Directly Chartered	2.0 ¹	2.0	426	36	2015-03-31
Pepsico Beverages Canada	Teamsters	1.2 ²	0.0	380	36	2015-02-28
Veltri Canada (Howard Division)	Cdn Auto Workers	1.6 ^{2,3}	2.6	288	38	2015-05-17
Construction						
Windsor Heavy Construction Association	Labourers	2.5	2.5	500	48	2016-04-30
Transportation, Communications & Utilities						
First Canada ULC (First Student) (Thornhill)	Cdn Auto Workers	2.3	3.7	156	36	2014-08-31
First Canada ULC (First Student) (Hawkestone Branch)	Cdn Auto Workers	2.0	2.0	180	36	2014-08-31
Ontario Power Generation (nuclear/non-nuclear)	Cdn Public Empls	2.7*	2.7	6,600	36	2015-03-31
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	2.1	2.0	2,151	48	2016-03-31
Public Administration						
City of Guelph (office)	Cdn Public Empls	1.9	1.9	228	48	2016-01-31
City of Guelph (works)	Cdn Public Empls	1.9	1.9	345	48	2016-01-31
City of Sault Ste Marie (public works)	Cdn Public Empls	2.0	2.0	158	36	2015-01-31
Town of Whitby (office and outside)	Cdn Public Empls	2.1	2.0	247	36	2014-03-31
Toronto City (inside)	Cdn Public Empls	1.1 ²	0.0	11,500	48	2015-12-31
Toronto City (unit B) (part time)	Cdn Public Empls	1.1 ²	0.0	1,150	48	2015-12-31
Toronto City (Recreation) (part-time)	Cdn Public Empls	1.1 ²	0.0	8,525	48	2015-12-31
Treasury Board of Canada (health services group) (SH)	Professional Institute	1.7	1.7	824	36	2014-09-30

Cont'd...

* including COLA clauses and/or COLA estimates

¹ restructuring of wage schedule

² excluding lump sum payments

³ wage increases applied to Assembler only

Table 5: April 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
Education & Related Services						
York University (unit 1)	Cdn Public Empls	2.0	2.0	2,020	36	2014-08-31
York University (unit 2)	Cdn Public Empls	2.0	2.0	770	36	2014-08-31
York University (unit 3)	Cdn Public Empls	2.0	2.0	1,120	36	2014-08-31
Health & Social Services						
City of Hamilton (public health nurses)	Ont Nurses Assn	1.4	0.0	166	48	2014-12-31
County of Simcoe (paramedic services)	Ont Public Service Empls	2.0	2.2	279	48	2013-12-31
Montage Support Services of Toronto	Ont Public Service Empls	1.4 ²	0.0	220	48	2014-03-31
Peel Children's Aid Society	Cdn Public Empls	1.5	0.0	386	48	2016-03-31
Reena	Ont Public Service Empls	1.4 ²	0.0	435	48	2014-06-24
Royal Ottawa Health Care Group (Brockville Mental Health Centre) (service, clerical)	Ont Public Service Empls	2.0	2.0	248	24	2012-03-31
Senior Peoples' Resources In North Toronto (SPRINT)	Cdn Public Empls	1.3	1.3	180	24	2014-02-17
St. Joseph's Home Care (Home Support)	Service Employees Intl	0.0 ²	0.0	200	24	2013-10-31
Other Services						
Carleton University Students Association	Cdn Public Empls	1.7	1.0	200	36	2014-05-31
National Arts Centre Corp (stagehands)	Theatrical Stage Employees	1.5	1.5	217	36	2014-08-31
Toronto Community Housing Corp	Cdn Public Empls	1.1 ²	0.0	519	48	2015-12-31

² excluding lump sum payments

Selected Settlement Summaries

(Key monetary items based on available information)

City of Toronto and Canadian Union of Public Employees, Local 79 (11,500 inside employees, 1,150 part-time [Unit B] employees, 8,525 part-time recreation employees)

three, four-year renewal agreements, 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 and dental plan

York University and Canadian Union of Public Employees, Local 3903 (unit 1: 2,020 employees, unit 2: 770 employees and unit 3: 1,120 employees)

three, 36-month renewal agreements, effective September 1, 2011, expiring August 31, 2014

- general wage increase of 2% in each year
- increases to paramedical benefits and various funds
- improvement to post-retirement benefits

Ontario Power Generation Inc. and Canadian Union of Public Employees, Local 1000 (6,600 nuclear and non-nuclear employees)

a three-year renewal agreement, effective April 1, 2012, expiring March 31, 2015

- wage increases of 2.75% in each year; COLA triggered at 2.75% in the third year
- increases in health care benefits, and safety footwear allowance

Table 6: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	43,200	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	25,700	Various dates
Police Services Boards	Police Association	Various locations	8,500	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	40,700	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	43,800	Various dates
Universities	CUPE et al.	Various locations	11,500	Various dates
Pulp and Paper	CEP et al.	Various locations	3,200	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
Ontario Government (Provincial Police) (civilian/uniform)	Ont Provincial Police	Province-wide	8,200	2011-12-31
Ontario Government (AMAPCEO)	AMAPCEO	Province-wide	9,800	2012-03-31
Metro Ontario Inc (Food Basics)	UFCW	Province-wide	6,500	2012-03-31
Bombardier Aerospace (de Havilland div.)	CAW	Toronto	2,600	2012-06-22
Professional Association of Canadian Theatres (PACT)	Actors Equity	Province-wide	2,700	2012-06-24

As of April 30, 2012, there were 341 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 7: Consumer Price Index (2002=100)*

	2009	2010	2011	Year-to-date 2012	February 2012	March 2012	April 2012
Canada	0.3	1.8	2.9	2.3	2.6	1.9	2.0
Ontario	0.4	2.4	3.1	2.4	2.9	2.2	2.1
Toronto	0.5	2.5	3.0	2.5	3.1	2.2	2.2
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	2.3	2.7	2.1	2.0
Thunder Bay	0.1	2.1	3.1	2.1	2.7	2.1	1.5

* 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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