

Collective Bargaining Highlights May 2012



Average Annual Wage Increase

	Apr	May
	%	%
Private Sector	1.6	1.6
Public Sector	1.6	1.8
All Settlements	1.6	1.7

In May, 28 collective agreements were ratified, each covering 150 or more employees. These agreements covered 9,476 employees, 58% of whom were in the private sector (5,512).

The overall average annual increase in base wage rates in May was 1.7%, compared to 1.6% reported the previous month. In the public sector, 13 agreements were settled for an average annual wage increase of 1.8%, an increase from 1.6% in April. In the private sector, 15 agreements were settled for an average annual wage increase of 1.6%, unchanged from the previous month.

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For settlements in the month of May, the industry with the highest average annual wage increase was in construction. The lowest average annual wage increase was reported in transportation, communications and utilities. The average annual wage increase in the construction industry for one settlement was 2.5%, while other services reported an average annual wage increase of 2.3% for five settlements. In transportation, communications and utilities, the average annual wage increase was 0.9% for four settlements.

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Wage Settlements - May

Table 1: Average Annual Wage Increase, Current Month

	Agmts	Empls	May Average Annual Wage Increase %
Private Sector	15	5,512	1.6
Public Sector	13	3,964	1.8
All Settlements	28	9,476	1.7

Table 2: Average Annual Wage Increase, Current Three Years

	Jan - May 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	May Average Annual Wage Increase %
Manufacturing	7	2,112	1.7
Construction	1	150	2.5
Trade & Finance	1	808	1.3
Transportation, Communications & Utilities	4	1,604	0.9
Public Administration	2	1,130	2.2
Education & Related Services	2	410	1.5
Health & Social Services	6	1,534	1.6
Other Services	5	1,728	2.3
All Settlements	28	9,476	1.7

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

	Jan - May 2012 %	2011 %	2010 %
Primary	-	3.3	2.2
Manufacturing	1.2	1.4	1.4
Construction	2.7	1.3	2.5
Trade & Finance	1.7	1.3	0.7
Transportation, Communications & Utilities	2.3	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: May Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Gerdau Ameristeel (Cambridge Div)	United Steelworkers	1.1 ¹	0.0	178	60	2017-05-15
Henniges Automotive Schlegel Canada	Workers United	1.0 ¹	3.0	220	36	2015-05-07
International Automotive Components (IAC) (Maple Plant)	Workers United	0.7 ^{1,2}	1.3	260	36	2015-05-23
Kellogg Canada	Bakery Tobacco & Grain Miller	1.7 ³	1.0	549	36	2015-04-14
Magellan Aerospace (Haley Industries)	United Steelworkers	1.3	0.0	388	36	2015-03-15
TRW Canada	Thompson Products Empls Assn	3.1 ^{2,4}	1.5	302	36	2015-04-30
TRW Canada (TRW Automotive)	Cdn Auto Workers	2.9 ²	2.9	215	36	2015-03-03
Construction						
Rankin Construction	Christian Labour Assn	2.5	2.5	150	36	2015-04-30
Trade & Finance						
Pharmx Rexall Drug Stores	Food & Commercial Workers	1.0	0.0	808	36	2015-01-04
Transportation, Communications & Utilities						
Direct Energy Marketing (Essential Home Services)	Communications Energy Paperwrks	0.0 ¹	0.0	544	36	2014-03-31
MTS Allstream (Allstream Business unit)	Cdn Auto Workers	2.0	2.0	391	48	2015-12-31
Reliance Comfort LP (South-West/Central Districts)	Communications Energy Paperwrks	0.5 ⁵	0.5	284	36	2015-03-31
Syncreon Automotive	Cdn Auto Workers	1.3 ^{1,6}	0.0	385	36	2015-05-09
Public Administration						
Corporation of the City of Brampton (firefighters)	Intl Fire Fighters	2.9	3.0	430	48	2014-12-31
Corporation of the City of Thunder Bay (inside/outside)	Cdn Public Empls	1.7	1.7	700	48	2014-12-31

Cont'd...
¹ excluding lump sum payments

² two-tier wage schedule

³ conditional wage adjustments in the 3rd year of agreement based on 2013 CPI

⁴ including COLA clause and/or COLA estimates

⁵ lump sum payments for employees receiving no wage increases

⁶ wage restructuring

Table 5: May 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						
Ontario College of Art & Design University (clerical/maintenance)	Ont Public Service Empls	1.2 ⁶	1.8	160	36	2014-05-31
University of Ottawa (IT Services/ Equipment) (Computer)	Professional Institute	1.7	1.5	250	36	2014-04-30
Health & Social Services						
Chatham-Kent Health Alliance (service/RPN)	Christian Labour Assn	2.0	2.0	456	24	2012-03-31
Community Living Chatham-Kent	Ont Public Service Empls	0.7	0.0	211	48	2016-03-31
Idlewyld Manor (service/RPN)	Service Employees Intl	2.0	2.0	230	24	2012-12-31
Kensington Health Centre Service	Cdn Public Empls	2.3	2.6	236	24	2011-05-31
Sarnia and District Association for Community Living	Cdn Public Empls	0.5	0.0	160	36	2014-03-31
Surrey Place Centre	Ont Public Service Empls	1.0	0.0	241	48	2016-03-31
Other Services						
AMEC Nuclear Safety Solutions (professional/supervisory)	Energy Prof Society	2.8	2.8	338	12	2013-03-31
Atomic Energy of Canada (nuclear labs/office)	Chalk River Technicians	1.7	1.7	220	36	2014-06-20
Atomic Energy of Canada (nuclear labs/operations)	Chalk River Technicians	1.7	1.7	220	36	2014-03-31
Atomic Energy of Canada (trades)	Multi-Union	1.7	1.7	450	36	2014-03-31
SSP Canada Food Service (Terminals 1 & 3 Pearson Intl Airport)	Food & Commercial Workers	3.0	2.0	500	36	2014-11-09

⁶ wage restructuring

Selected Settlement Summaries

(Key monetary items based on available information)

Direct Energy Marketing Ltd (Essential Home Services Div) and Communications, Energy and Paperworkers Union of Canada, Local 975 (544 full-time and part-time employees)

a three-year renewal agreement, effective April 1, 2011, expiring March 31, 2014, settled following a work stoppage

- lump sum payments in May 2012, June 2013, and March 2014; implementation of a second tier wage rates for all employee classifications
- modification to shift differentials for specific classification
- new employees will be eligible for a Defined Contribution Pension Plan where the company contributes 3% of pensionable earnings, and there is a 2-year vesting period with this Plan

City of Thunder Bay and Canadian Union of Public Employees, Local 87 (700 employees)

a four-year renewal agreement, effective January 1, 2011, expiring December 31, 2014

- wage increases of 1.75% in each year
- improvements to bereavement leave, meal allowance, and safety footwear allowance for eligible employees

Pharmx Rexall Drug Stores Ltd. and United Food and Commercial Workers (UFCW-Canada), Local 175 (808 employees)

a three-year renewal agreement, effective January 5, 2012, expiring January 4, 2015

- wage increases of \$0.20 in each of the second and third years; lump sum payment in years 2 and 3 for both full-time and part-time employees above top rates
- modifications to overtime rate of pay and dental plan; employer will also contribute for part-time employees toward the UFCW Trusteed Dental Plan
- part-time employees will be eligible for a drug plan after completing probationary period

Table 6: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	43,700	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	25,100	Various dates
Police Services Boards	Police Association	Various locations	8,500	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	40,400	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	40,100	Various dates
Universities	CUPE et al.	Various locations	16,100	Various dates
Pulp and Paper	CEP et al.	Various locations	2,900	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	CAW	Toronto	2,600	2012-06-22
Professional Association of Canadian Theatres (PACT)	Actors Equity	Province-wide	2,700	2012-06-24
College Employer Council (Academic Staff)	OPSEU	Province-wide	10,500	2012-08-31
District School Boards (teachers, occasional, support staff)	OSSTF, ETFO, CUPE et al.	Province-wide	255,000	2012-08-31

As of May 31, 2012, there were 324 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	March 2012	April 2012	May 2012
Canada	0.3	1.8	2.9	2.0	1.9	2.0	1.2
Ontario	0.4	2.4	3.1	2.1	2.2	2.1	1.2
Toronto	0.5	2.5	3.0	2.3	2.2	2.2	1.3
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	2.0	2.1	2.0	1.1
Thunder Bay	0.1	2.1	3.1	1.8	2.1	1.5	0.6

* 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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