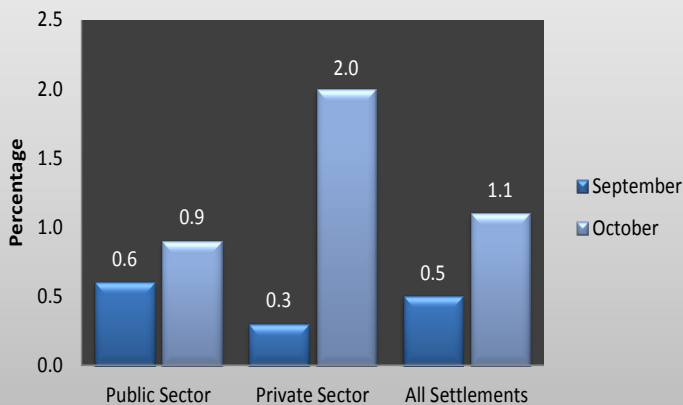


Collective Bargaining Highlights October 2012



At A Glance

Average Annual Base Wage Increase



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For further information, contact:
Collective Bargaining Information Services
400 University Avenue, 8th Floor
Toronto ON M7A 1T7
Telephone: 416-326-1277
Facsimile: 416-326-1277
E-mail: cbis@ontario.ca

Ministry of Labour

Dispute Resolution Services

Agreements Settled in October

In October, 25 collective agreements were ratified, each covering 150 or more employees. These agreements covered 25,539 employees, 86% of whom were in the public sector (22,004).

The overall average annual increase in base wage rates in October was 1.1% compared to 0.5% reported in the previous month. In the public sector, 16 agreements were settled for an average annual base wage increase of 0.9%, an increase from 0.6% in September. In the private sector, nine agreements were settled for an average annual base wage increase of 2%, an increase from 0.3% reported in the previous month.

For settlements in the month of October, the industry with the highest average annual base wage increase was manufacturing. The lowest average annual base wage increase was in education and related services.

The average annual base wage increase in manufacturing for four settlements was 2.1%, while in transportation, communications, and utilities the average annual base wage increase for two settlements was 1.9%. Other services reported an average annual base wage increase of 1.8% for four settlements. Education and related services reported an average annual base wage increase of 0.8% for one settlement.

Wage Settlements - October

Table 1: Wage Settlements Current Month, Current Three Years

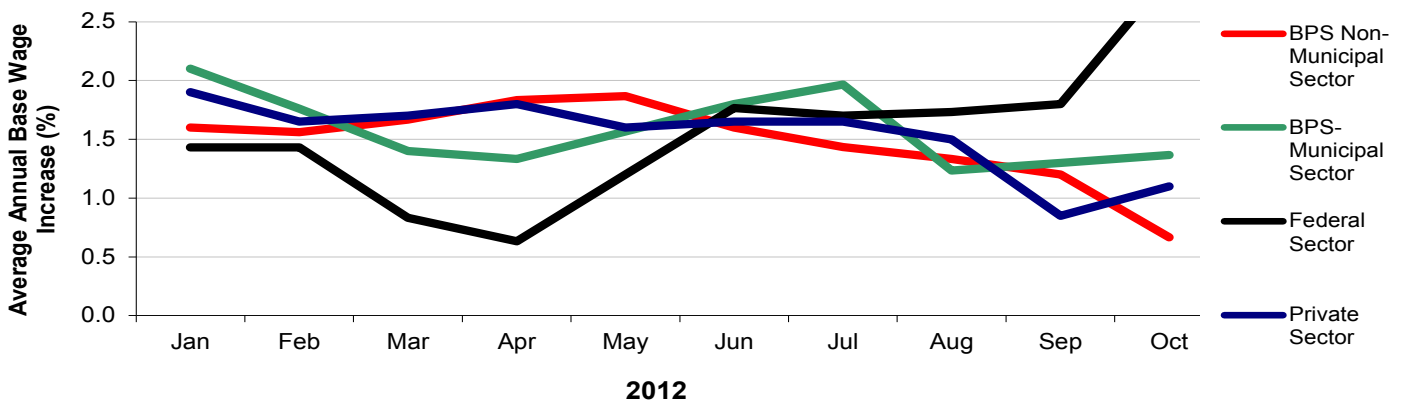
	OCTOBER			ANNUAL		
	Agmts	Empls	Average Annual	2010	2011	Jan - Oct
			Increase %			2012 %
Private Sector	9	3,535	2.0	2.0	1.9	1.3
Public Sector	16	22,004	0.9	1.9	1.6	1.4
All Settlements	25	25,539	1.1	2.0	1.7	1.3

Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	OCTOBER			ANNUAL		
	Agmts	Empls	Average Annual	2010	2011	Jan - Oct
			Increase %			2012 %
Primary	-	-	-	2.2	3.3	2.5
Manufacturing	4	1,291	2.1	1.4	1.4	0.8
Construction	-	-	-	2.5	1.3	1.8
Trade and Finance	-	-	-	0.7	1.3	1.3
Transportation, Communications, & Utilities	2	690	1.9	1.9	2.6	2.2
Public Administration	6	16,308	0.9	1.9	2.2	1.4
Education & Related Services	1	2,282	0.8	1.7	1.8	1.2
Health & Social Services	8	3,240	1.0	2.0	1.2	1.1
Other Services	4	1,728	1.8	2.5	2.2	1.7
All Settlements	25	25,539	1.1	2.0	1.7	1.3

Wage Trends by Sector

Graph 1: Public Sector (Broken down: BPS-Non Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends



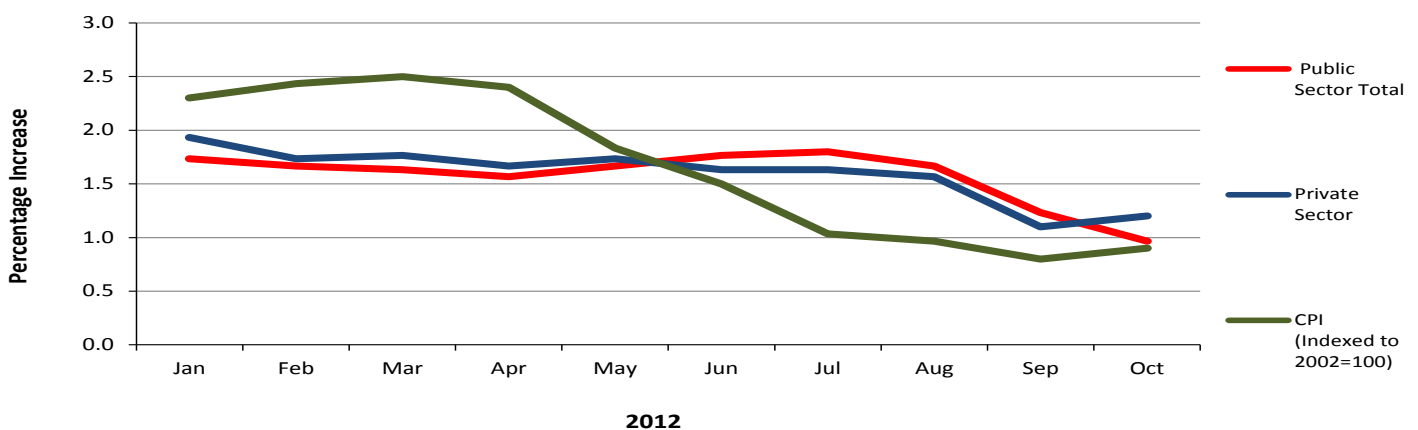
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of January to October 2012, the moving average annual base wage increase for the BPS Non-Municipal had been averaging around 1.6% during the first five months of 2012, and declined month-over-month to 0.6% in October 2012.

The Federal sector base wage increase trended higher in October 2012 (influenced by one collective agreement with a 5% average annual base wage increase. The increase includes a 10% pay restructuring in the last year of the collective agreement).

The three-month moving average annual base wage increase for the Private Sector had been declining until September and gained some upward momentum in October 2012.

Graph 2: Consumer Price Index, Public (All Combined) and Private Sector Settlement Trends



The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees for All Public combined, the Private sector and the Consumer Price Index.

For the period of January to October 2012, the Public Sector combined three-month moving average annual base wage increase had been declining since July and settled at 1% in October.

For the period of January to October, the three-month moving average for the Consumer Price Index in Ontario had a decreasing trend, and settled at 0.9% in October 2012.

Wage Information is based on agreements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario. Wage information is based on agreements ratified between January 1 to October 31, 2012 as of October 31, 2012. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information for the Private Sector includes COLA estimates.

Table 3: October Settlements

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
General Dynamics Canada	Salaried Empls Alliance	2.0	2.0	357	12	2014-02-28
General Dynamics Canada	Defence Contractors	2.0 ²	2.0	238	12	2014-09-30
Sanofi Pasteur	Communications Energy Paperworks	2.6	2.2	543	48	2016-09-30
Weetabix of Canada	Food & Commercial Workers	1.0 ^{1,2}	0.0	153	36	2015-07-31
Transportation, Communication & Utilities						
Algoma Central (Algoma Great Lakes Shipping)	Cdn Auto Workers	2.0*	3.0	350	48	2015-03-31
Jazz Aviation (Air Canada Jazz) (technical service)	Cdn Auto Workers	1.9 ²	2.0	340	39	2015-09-30
Public Administration						
City of Ottawa (recreational staff) part-time	Cdn Public Empls	1.9	1.9	3,473	24	2013-12-31
Corporation of Norfolk County	Cdn Public Empls	1.0	0.5	354	36	2014-12-31
Greater Sudbury Police Services Board (uniform)	Police Assn (Sudbury)	2.7	2.7	257	36	2014-12-31
Kingston Police Services Board (uniform)	Police Assn (Kingston)	3.0	3.0	200	24	2013-12-31
Ontario Government (AMAPCEO)	AMAPCEO	0.0	0.0	10,680	24	2014-03-31
Treasury Board of Canada (law)	Assn of Justice Counsel	5.0 ³	1.8	1,344	36	2014-05-09
Education & Related Services						
McMaster University (non-academic)	Cdn Auto Workers	0.8 ^{1,2}	0.0	2,282	44	2016-04-30
Health & Social Services						
Community Living Mississauga	Ont Public Service Empls	0.0 ¹	0.0	373	48	2014-08-31
Community Living Prince Edward	Ont Public Service Empls	1.6	1.5	155	24	2014-03-31
Corporation of The County of Hastings (Hastings Manor)	Cdn Public Empls	2.0	2.0	241	48	2013-12-31
Extendicare (Canada) (service/RPN) full-time	Cdn Auto Workers	0.0 ¹	0.0	497	24	2014-07-31
Extendicare (Canada) (service/RPN) part-time	Cdn Auto Workers	0.0 ¹	0.0	579	24	2014-07-31
Regional Municipality of Niagara (senior services division)	Cdn Public Empls	1.8	1.8	1,000	24	2013-12-31
Woodstock and District Developmental Services	Ont Public Service Empls	1.1	1.0	175	24	2014-03-31
York Region Children's Aid Society	Ont Public Service Empls	1.5	0.0	220	48	2016-03-31
Other Services						
1214078 Ontario Inc (Ottawa Marriott)	UNITE HERE	2.9 ⁴	2.8	231	36	2015-06-30
Canadian Media Production Association (writers)	Writers Guild	1.7	2.0	1,023	36	2014-12-31
Compass Canada Support Services (Eurest Services)	Labourers	2.2	2.2	300	48	2016-06-30
Costi Immigrant Services	Cdn Public Empls	0.5	1.0	174	24	2014-03-31

* including COLA clauses and/or COLA estimates

¹ excluding lump sum payments

² wage schedule restructuring

³ including pay restructuring of 10% on May 10, 2013

⁴ adjustments for selected groups

Selected Settlement Summaries
(Key monetary items based on available information)

Ontario Government and AMAPCEO
(10,680 employees)

a two-year renewal agreement: effective April 1, 2012 and expiring March 31, 2014

- no wage increases
- no accumulation credits for years one and two
- elimination of annual lump sum bonus payments for employees at maximum of salary range
- elimination of Surplus Factor 80 for employees who receive notice of layoff after March 31, 2014

City of Ottawa and CUPE Local 503
(3,473 Part-time recreational staff)

a two-year renewal agreement: effective January 1, 2012 and expiring December 31, 2013

- wage increases 1.91% in years one and two
- increases in vacation pay and mileage reimbursement

Participating Nursing Homes (Leisureworld, Peoplecare, Jarlet, APANS, etc) and CAW Locals 302, 1106, 2163, and 2458 (2,407 full-time and part-time employees)

a two-year arbitrated renewal agreement: effective November 1, 2012 and expiring October 31, 2014

- no wage increases
- lump sum payments to all employees
- increases in weekend premium

McMaster University and Canadian Auto Workers Local 555
(2,282 employees)

a three-year and eight month renewal agreement: effective September 1, 2012 and expiring April 30, 2016

- wage increases of 1.5 percent in years three and four
- lump sum payments in year three
- improvements in employee pension contribution rates

Extendicare and CAW Locals 302, 504, 830, 1120 and 2458 (1,400 employees)

a two-year arbitrated renewal agreement: effective August 1, 2012 and expiring July 31, 2014

- no wage increases
- lump sum payments in years one and two

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	45,800	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	17,600	Various dates
Police Services Boards	Police Association	Various locations	11,300	Various dates
Hospitals	SEIU, CUPE et al	Various locations	35,668	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	44,000	Various dates
Universities	CUPE et al	Various locations	8,100	Various dates
Canada Post Corp. (urban unit)	Postal Workers	Province-wide	22,900	2011-01-31
Ontario Government (provincial police) (civilian/uniform)	Ontario Provincial Police	Province-wide	5,600	2011-12-31
District School Boards (teachers, occasional, support staff)	OSSTF, ETFO, CUPE et al	Province-wide	255,800	2012-08-31
Bell Canada (craft and services)	CEP	Province-wide	3,500	2012-11-30
Ontario Power Generation	Society of Energy Professionals	Province-wide	3,900	2012-12-31
Brewer's Retail (The Beer Store)	UFCW	Province-wide	6,000	2012-12-31
Ontario Government	OPSEU	Province-wide	49,150	2012-12-31
Canadian Media Production Association (performers IPA)	ACTRA	Province-wide	15,000	2012-12-31

As of October 31, 2012, there were 572 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 5: Consumer Price Index (2002=100)*

	2009	2010	2011	Year-to-date 2012	August 2012	September 2012	October 2012
Canada	0.3	1.8	2.9	1.7	1.2	1.2	1.2
Ontario	0.4	2.4	3.1	1.5	1.0	0.7	1.0
Toronto	0.5	2.5	3.0	1.6	1.1	0.7	1.0
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	1.4	1.0	0.7	0.8
Thunder Bay	0.1	2.1	3.1	1.0	0.3	-0.1	0.4

* 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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