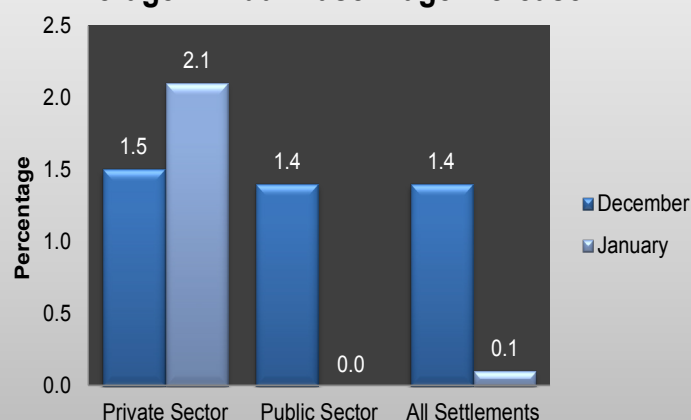


Collective Bargaining Highlights January 2013



At A Glance

Average Annual Base Wage Increase



Agreements Settled in January

In January, 328 collective agreements were ratified, each covering 150 or more employees. These agreements covered 325,558 employees, 95% of whom were in the public sector (308,504).

The overall average annual increase in base wage rates in January was 0.1%, a decrease from 1.4% reported in the previous month. In the public sector, 322 agreements were settled for an average annual base wage increase of 0%, compared to 1.4% in December 2012. In the private sector, six agreements were settled for an average annual base wage increase of 2.1%, an increase from 1.5% reported in the previous month.

For settlements in the month of January, the industry with the highest average annual base wage increase was construction. The lowest average annual base wage increase was education and related services. The average annual base wage increase in the construction industry for one settlement was 3%, while in transportation, communications and utilities, the average annual base wage increase for two settlements was 2.4%. In other services, the average annual base wage increase was 2% for two settlements. Manufacturing reported an average annual base wage increase of 1.3% for two settlements. Education and related services reported no wage increase for 305 settlements.

In This Issue

	Page
Agreements Settled in January	1
Wage Settlements	2
Wage Trends by Sector	3
January Settlements	4-5
Selected Settlement Summaries	6
Major Negotiations Underway	7
Consumer Price Index	7

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

Ministry of Labour

Dispute Resolution Services

Wage Settlements - January

Table 1: Wage Settlements Current Month, Current Three Years

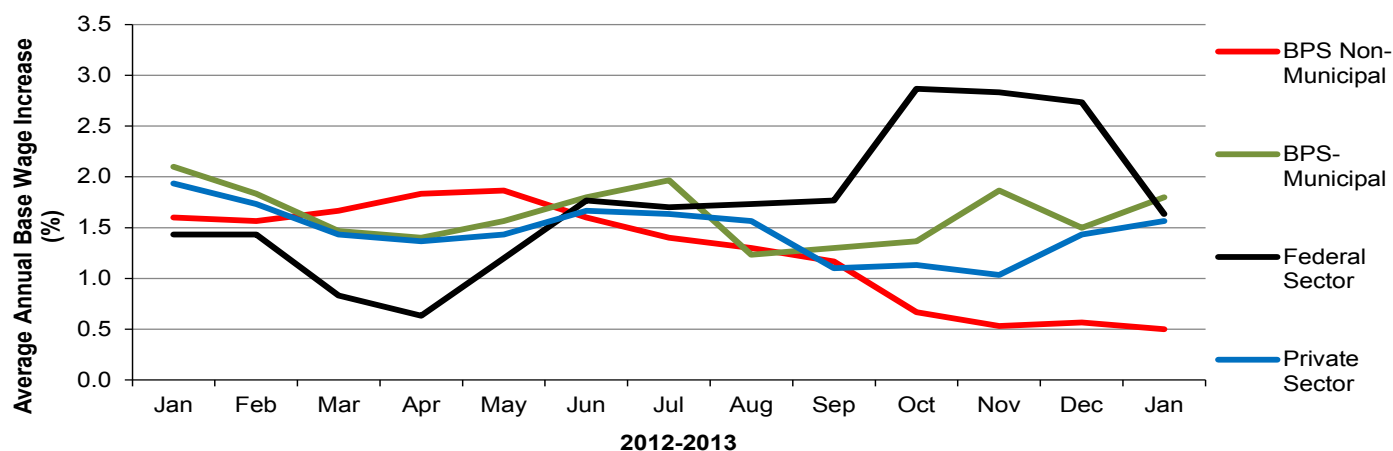
	JANUARY			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	January 2013
			%	%	%	%
Private Sector	6	17,054	2.1	1.9	1.2	2.1
Public Sector	322	308,504	0.0	1.6	1.4	0.0
All Settlements	328	325,558	0.1	1.7	1.3	0.1

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

Industries	JANUARY			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	January 2013
			%	%	%	%
Primary	-	-	-	3.3	2.5	-
Manufacturing	2	1,143	1.3	1.4	0.8	1.3
Construction	1	3,000	3.0	1.3	1.9	3.0
Trade and Finance	-	-	-	1.3	1.0	-
Transportation, Communications & Utilities	2	909	2.4	2.6	1.9	2.4
Public Administration	6	36,010	0.1	2.2	1.4	0.1
Education & Related Services	305	267,891	0.0	1.8	1.2	0.0
Health & Social Services	10	4,305	0.7	1.2	1.1	0.7
Other Services	2	12,300	2.0	2.2	1.7	2.0
All Settlements	328	325,558	0.1	1.7	1.3	0.1

Wage Trends by Sector

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



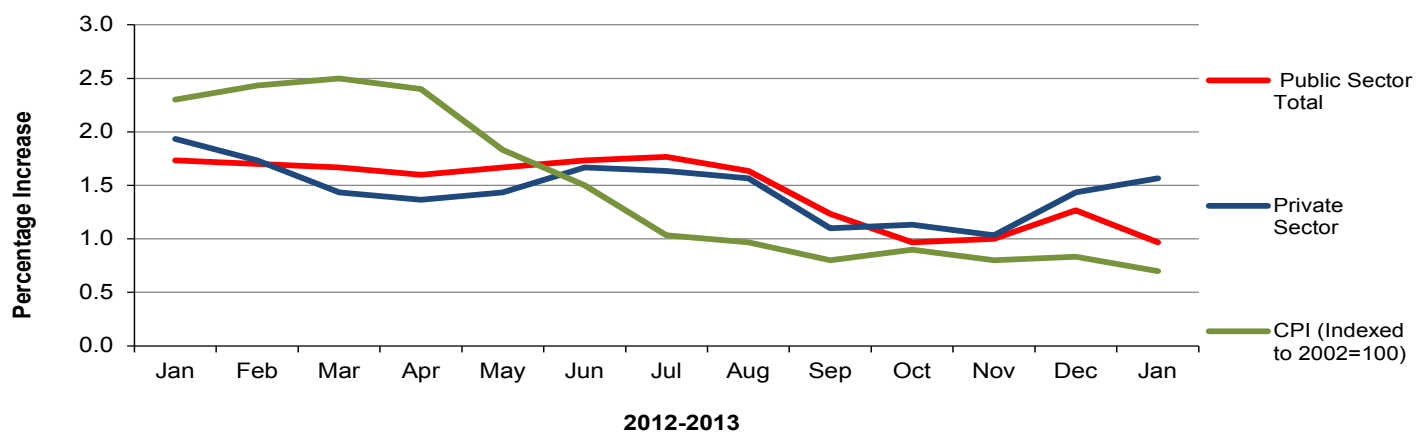
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of January 2012 to January 2013, the moving average annual base wage increase for the BPS Non-Municipal had been averaging around 1.7% during the first five months of 2012, and declined month-over-month to 0.5% in January 2013.

The Federal sector three-month moving average annual base wage increase trended higher in October and edged downward, settling at 1.63% in January 2013.

The three-month moving average annual base wage increase for the Private Sector had been declining until September and settled at 1.57% in January 2013.

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 2012 to January 2013, the Public Sector combined three-month moving average annual base wage increase had been declining since July of 2012 and settled at 1.0% in January 2013.

For the period of January to December of 2012, the three-month moving average for the Consumer Price Index in Ontario had a decreasing trend, and settled at 0.7% in January 2013.

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, 2012 to January 31, 2013 as of January 31, 2013. 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: January 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						
Autoliv Electronics Canada	Machinists	2.3 ¹	2.0	343	36	2016-01-12
Invista (Canada)	Kingston Nylon Wkrs	0.9	0.9	800	48	2017-01-27
Construction						
Operating Engineers Employer Bargaining Agency (ICI)	Intl Operating Engineers	3.0	3.4	3,000	36	2016-04-30
Transportation, Communications & Utilities						
Canadian Pacific Railway (Maintenance of Way)	Teamsters	2.6	3.0	611	60	2017-12-31
Independent Electricity System Operator	Energy Prof Society	2.0	2.0	298	24	2014-12-31
Public Administration						
National Research Council of Canada (technical) (TO)	Research Council Employees	1.8	1.8	686	36	2014-03-31
Ontario Government (correctional unit)	Ont Public Service Empls	0.0	0.0	5,422	24	2014-12-31
Ontario Government (unified unit)	Ont Public Service Empls	0.0	0.0	29,043	24	2014-12-31
Provincial Schools Authority	Ont Secondary School Teachers	0.0	0.0	249	24	2014-08-31
Windsor Police Services Board (unit A) (uniform)	Police Assn (Windsor)	2.8	2.9	460	48	2014-12-31
Windsor Police Services Board (unit B) (civilian)	Police Assn (Windsor)	2.8	2.9	150	48	2014-12-31
Education & Related Services						
Various School Boards	Cdn Auto Workers	0.0	0.0	618	24	2014-08-31
	Cdn Office Prof Empls	0.0	0.0	737	24	2014-08-31
	Cdn Public Empls	0.0	0.0	53,206	24	2014-08-31
	Custodial & Maintenance Assn	0.0	0.0	480	24	2014-08-31
	Dufferin-Peel Ed Resource Wkrs	0.0	0.0	760	24	2014-08-31
	Educational Assistants Assn	0.0	0.0	1,145	24	2014-08-31
	Elem Teachers Fed Ont	0.0	0.0	80,300	24	2014-08-31
	Enseignants Franco-Ontariens	0.0	0.0	9,435	24	2014-08-31
	Halton Ed Asst Assn	0.0	0.0	850	24	2014-08-31
	Ont English Catholic Teachers	0.0	0.0	47,787	24	2014-08-31
	Ont Public Service Empls	0.0	0.0	1,633	24	2014-08-31
	Ont Secondary School Teachers	0.0	0.0	64,162	24	2014-08-31
	Peel Educational Facilitators	0.0	0.0	2,500	24	2014-08-31
	Structural Iron Workers	0.0	0.0	693	24	2014-08-31
	Student Services Personnel	0.0	0.0	365	24	2014-08-31
	Unite Here	0.0	0.0	345	24	2014-08-31
	University of Toronto (unit 3)	Cdn Public Empls	0.0 ²	800	24	2014-08-31
	University of Western Ontario (graduate teaching assistant)	Public Service Alliance	0.0 ²	2,075	36	2015-08-31

¹ two-tier wage schedule² excluding lump sum payment

Table 3: January Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Health & Social Services						
Canadian Blood Services	Ont Public Service Empls	2.0	2.0	950	24	2013-03-31
Community Living Oakville	Ont Public Service Empls	0.0 ²	0.0	175	48	2014-03-31
Grand River Hospital Corp (clerical) (full-time, part-time)	Cdn Auto Workers	0.0	0.0	300	24	2014-03-31
Grand River Hospital Corp (service) (full-time, part-time)	Cdn Auto Workers	0.0	0.0	920	24	2014-03-31
Hotel-Dieu Grace Hospital (office/clerical)	Cdn Auto Workers	0.0	0.0	205	24	2014-03-31
Hotel-Dieu Grace Hospital (service)	Cdn Auto Workers	0.0	0.0	235	24	2014-03-31
Regional Municipality of Peel (paramedic services)	Ont Public Service Empls	2.0	2.0	467	36	2015-03-31
St. Mary's General Hospital (service/clerical)	Cdn Auto Workers	0.0	0.0	382	24	2014-03-31
Western Area Youth Services (support workers)	Ont Public Service Empls	0.7 ²	0.0	236	36	2014-03-31
Windsor Regional Hospital (general service)	Cdn Auto Workers	0.0	0.0	435	24	2014-03-31
Other Services						
Canadian Media Production Assn (performers IPA)	Cdn TV & Radio Artists	2.0	2.0	12,000	36	2015-12-31
Ontario Public Service Employees Union	Ont Public Service Staff	1.7 ²	1.5	300	24	2014-06-30

²excluding lump sum payment

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

Government of Ontario and Ontario Public Service Employees Union (29,043 unified and 5,422 correctional employees)

a two-year renewal agreement, effective January 1, 2013, expiring December 31, 2014

- no wage increase during the term of the agreement
- start wage rate for new hires reduced by 3%
- Long Term Income Protection benefits increased by 0.5% in each year
- elimination of surplus Factor 80 and termination payments upon retirement for new employees hired after January 1, 2013
- restructuring of the short-term sickness plan
- improvements to job security provisions

Various school boards and various unions (265,016 elementary, secondary, and occasional teachers, support staff, and custodial/maintenance employees)

303, two-year renewal agreements, effective September 1, 2012, expiring August 31, 2014

- no wage increase during the term of the collective agreement
- restructuring of the short term sickness plan-reduced to 10 days annually
- elimination of bankable unused sickness time, effective September 1, 2012

Participating Western Group Hospitals and the National Automobile, Aerospace, Transportation and General Workers Union (CAW), various locals (2,557 employees)

part of a central arbitration award issued for seven hospitals involving 14 bargaining units covering approximately 3,000 employees, effective April 1, 2012, expiring March 31 2014 (except Leamington District Hospital: effective October 1, 2012, expiring September 30, 2014)

- no wage increase during the term of the agreement

Operating Engineers Employer Bargaining Agency (ICI) and International Union of Operating Engineers, Local 793 (3,000 employees)

a three-year renewal agreement, effective May 1, 2013 and expiring April 30, 2016

- total wage package increase of \$3.95 over the term of the agreement

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	34,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	21,500	Various dates
Police Services Boards	Police Association	Various locations	10,300	Various dates
Hospitals	SEIU, CUPE et al	Various locations	39,600	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	44,600	Various dates
Universities	CUPE et al	Various locations	7,250	Various dates
Ontario Government (provincial police) (civilian/uniform)	Ontario Provincial Police	Province-wide	8,200	2011-12-31
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
Liquor Control Board of Ontario	OPSEU	Province-wide	5,500	2013-03-31
Hydro One	CUPE	Province-wide	3,800	2013-03-31
Canadian Red Cross Society	SEIU	Province-wide	3,400	2013-03-31

As of January 31, 2013, there were 296 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	Year-to-date				November	December	January
	2010	2011	2012	2013	2012	2012	2013
Canada	1.8	2.9	1.5	0.5	0.8	0.8	0.5
Ontario	2.4	3.1	1.4	0.6	0.7	0.8	0.6
Toronto	2.5	3.0	1.5	0.7	0.9	1.0	0.7
Ottawa-Gatineau (Ont. part)	2.5	3.0	1.3	0.6	0.7	0.7	0.6
Thunder Bay	2.1	3.1	0.9	0.3	0.3	0.3	0.3

* 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.

The Collective Bargaining Highlights may be reproduced and circulated freely. However, Collective Bargaining Information Services should be acknowledged as the source.

This document is available on the Ministry of Labour Website at <http://www.labour.gov.on.ca/english/lr/pubs/index.php>. For further information on this report or other services, please contact us at cbis@ontario.ca or call 416-326-1260.

ISSN 1492-4323

Cette publication est également disponible en français.