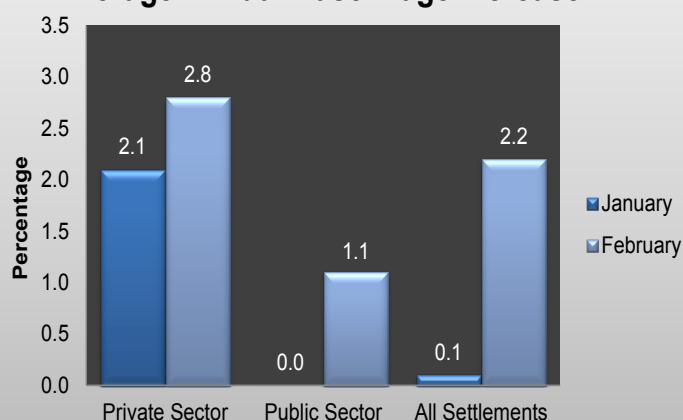


Collective Bargaining Highlights February 2013



At A Glance

Average Annual Base Wage Increase



Agreements Settled in February

In February, 21 collective agreements were ratified, each covering 150 or more employees. These agreements covered 7,954 employees, 62% of whom were in the private sector (4,918).

The overall average annual increase in base wage rates in February was 2.2%, an increase from 0.1% reported in the previous month. In the public sector, eight agreements were settled for an average annual base wage increase of 1.1%, compared to 0% increase in January 2013. In the private sector, 13 agreements were settled for an average annual base wage increase of 2.8%, an increase from 2.1% reported in the previous month.

For settlements in the month of February, the industry with the highest average annual base wage increase was other services. The lowest average annual base wage increase was in education and related services. The average annual base wage increase in other services was 5.2% for two settlements, while in transportation, communications, and utilities, the average annual base wage increase for one settlement was 3%. Health and social services reported an average annual base wage increase of 0.7% for four settlements, and education and related services reported an average annual base wage increase of 0.5% for one settlement.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - February

Table 1: Wage Settlements Current Month, Current Three Years

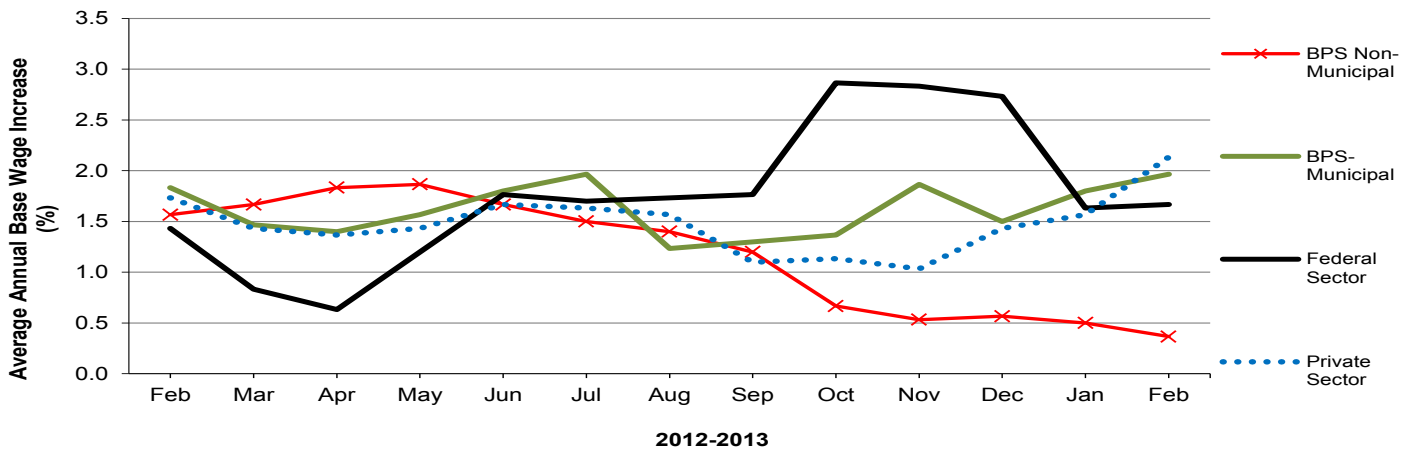
	FEBRUARY			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	Jan - Feb
			%	%	%	%
Private Sector	13	4,918	2.8	1.9	1.2	2.3
Public Sector	8	3,036	1.1	1.6	1.4	0.0
All Settlements	21	7,954	2.2	1.7	1.3	0.2

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

Industries	FEBRUARY			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	Jan - Feb
			%	%	%	%
Primary	1	860	2.3	3.3	2.5	2.3
Manufacturing	6	1,706	1.6	1.4	0.8	1.5
Construction	1	500	2.6	1.3	1.9	2.9
Trade and Finance	2	414	2.4	1.3	1.0	2.4
Transportation, Communications & Utilities	1	290	3.0	2.6	1.9	2.5
Public Administration	3	1,206	1.9	2.2	1.4	0.1
Education & Related Services	1	237	0.5	1.8	1.2	0.0
Health & Social Services	4	1,593	0.7	1.2	1.0	0.7
Other Services	2	1,148	5.2	2.2	1.7	2.3
All Settlements	21	7,954	2.2	1.7	1.3	0.2

Wage Trends by Sector

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



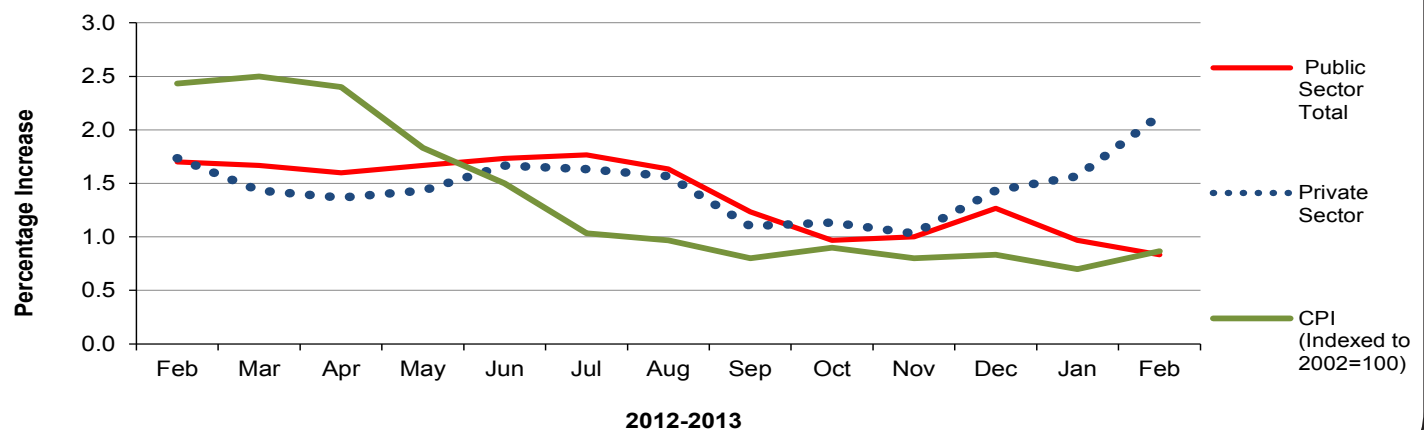
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of February 2012 to February 2013, the moving average annual base wage increase for the BPS Non-Municipal sector declined for six consecutive months during 2012, settling at 0.37% in February 2013.

The Federal sector three-month moving average annual base wage increase trended higher during the last three months of 2012, and then edged downward, settling at 1.67% in February 2013.

The three-month moving average annual base wage increase for the Private Sector had been declining until November and settled at 2.13% in February 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 in Ontario.

For the period of February 2012 to February 2013, the Public Sector combined three-month moving average annual base wage increase had a declining trend since July of 2012 and settled at 0.8% in February 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 0.9% in February 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 February 1, 2012 and February 28, 2013 as of February 28, 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: February Settlements

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Xstrata Canada (Xstrata Nickel Sudbury Operation)	Cdn Auto Workers	2.3 [*]	1.0	860	48	2017-01-31
Manufacturing						
CPK Interior Products (Port Hope)	United Steelworkers	0.0 ¹	0.0	425	48	2017-01-31
ESCO	United Steelworkers	0.7 ¹	0.0	171	36	2016-01-31
General Electric Canada (GE Hitachi Nuclear Energy Canada)	Cdn Auto Workers	3.0 [*]	1.2	150	36	2016-02-11
General Electric Canada	Cdn Auto Workers	3.0 [*]	1.1	600	36	2016-02-11
Tectrol	Electrical Workers	2.5	2.5	150	36	2015-12-31
Ventra Group (Ventra Plastics) (Windsor)	Cdn Auto Workers	0.0 ¹	0.0	210	36	2016-02-28
Construction						
London and District Construction (sewer & watermain)	Labourers	2.6	2.6	500	36	2015-12-31
Trade & Finance						
Northern Credit Union	Cdn Office Prof Empls	1.5	1.5	174	12	2013-12-31
Syncreon Automotive (Supplier Park)	Cdn Auto Workers	3.0 ²	6.3	240	48	2017-02-01
Transportation, Communications & Utilities						
Canadian National Railway (System)	Electrical Workers	3.0	3.0	290	48	2016-12-31
Public Administration						
Barrie Police Services Board (uniform)	Police Assn (Barrie)	2.7	2.8	246	24	2014-12-31
City of Hamilton (Greater Hamilton volunteer firefighters)	Christian Labour Assn	1.4	0.0	230	48	2015-12-31
Parks Canada Agency	Public Service Alliance	1.8	1.8	730	36	2014-08-04
Education & Related Services						
Ontario College of Art & Design University (models/classroom assistants)	Ont Public Service Empls	0.5	0.0	237	36	2014-05-31
Health & Social Services						
Providence Care Centre (mental health services)	Ont Public Service Empls	1.3 ¹	2.5	575	48	2014-03-31
Regional Municipality of Durham (health department)	Ont Nurses Assn	1.8	1.8	168	36	2015-03-31
Sault Area Hospital (office/clerical)	Cdn Auto Workers	0.0	0.0	260	24	2014-10-10
Sault Area Hospital (service/trades/RPNs)	Cdn Auto Workers	0.0	0.0	590	24	2014-10-10

^{*} including COLA Clauses and/or COLA estimates

¹ excluding lump sum payment

² excluding lump sum payments for seniority employees

³ wage restructuring

Table 3: February 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
Other Services						
Logistics in Motion	Cdn Auto Workers	5.9 ³	7.7	978	36	2016-02-06
Robinson Solutions (Oshawa) (General Motors Plant)	Teamsters	1.3	1.5	170	60	2017-12-31

³ wage restructuring

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

Xstrata Canada Corp. (Xstrata Nickel Sudbury Operations) and Sudbury Mine, Mill and Smelter Workers Union (CAW-Canada), Local 598 (860 employees)

a four-year renewal agreement, effective February 1, 2013, expiring January 31, 2017

- wage settlement includes a total COLA fold-in of \$1.12 during the term of the previous agreement (of which \$0.18 is folded-in the last quarter) and wage increases of 1% in each year of the agreement, in addition to signing bonuses of \$3,000 in the first year and \$1,000 in the third year for all active employees
- improvements to pension, group life insurance, and health care benefits
- new hires have a choice of joining group or defined contribution pension plan

General Electric Canada Inc. and GE Hitachi Nuclear Canada and National Automobile, Aerospace, Transportation and General Workers Union of Canada, (CAW-Canada) various locals (750 employees)

two, three-year renewal agreements, effective February 16, 2013, expiring February 11, 2016

- wage settlements include a total COLA fold-in of \$0.75 during the term of the previous agreement (of which \$0.20 was folded in the last quarter), and variable cents increases based on classification in each year of the agreements
- modifications to the pension plans and post retiree benefits for new hires
- improvements to dental care and basic extended health care benefits

Providence Care Centre (Mental Health Services) and Ontario Public Services Union, Local 431 (575 employees)

a four-year arbitrated renewal agreement, effective April 1, 2010, expiring March 31, 2014

- wage increases of 2.5% in the first year, 2.75% in the final year, and lump sum payments in each of second and third years; special adjustments for RPNs
- improvements to hearing aids and vision care coverage, shift and weekend premiums, and vacation leave

Participating Northern Group Hospitals and National Automobile, Aerospace, Transportation and General Workers Union (CAW), Local 1120 (1,300 employees)

part of a central arbitration award issued for nine hospitals involving 14 bargaining units covering approximately 1,300 employees, effective October 11, 2012, expiring October 10, 2014

- no wage increase during 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	33,200	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	21,900	Various dates
Police Services Boards	Police Association	Various locations	9,200	Various dates
Hospitals	SEIU, CUPE et al	Various locations	38,600	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	45,600	Various dates
Universities	CUPE et al	Various locations	10,800	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 and Society of Energy Professionals	Province-wide	4,600	2013-03-31
Canadian Red Cross Society	SEIU	Province-wide	3,400	2013-03-31
Construction (ICI and Non-ICI)	Labourers, Carpenters et al	Province-wide	110,000	2013-04-30

As of February 28, 2013, there were 291 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	December 2012	January 2013	February 2013	2010	2011	2012	Year-to-date 2013
Canada	0.8	0.5	1.2	1.8	2.9	1.5	0.9
Ontario	0.8	0.6	1.2	2.4	3.1	1.4	0.9
Toronto	1.0	0.7	1.2	2.5	3.0	1.5	0.9
Ottawa-Gatineau (Ont. part)	0.7	0.6	1.1	2.5	3.0	1.3	0.8
Thunder Bay	0.3	0.3	0.9	2.1	3.1	0.9	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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ISSN 1492-4323

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