

Collective Bargaining Highlights April 2013



At A Glance

Average Annual Base Wage Increase



Agreements Settled in April

In April, 28 collective agreements were ratified, each covering 150 or more employees. These agreements covered 34,976 employees, 76% of whom were in the private sector (26,632).

The overall average annual increase in base wage rates in April was 2.3%, unchanged from the previous month. In the public sector, 10 agreements were settled for an average annual base wage increase of 1.9%, unchanged from March 2013. In the private sector, 18 agreements were settled for an average annual base wage increase of 2.4%, an increase from 2.3% reported in the previous month.

For settlements in the month of April, the industry with the highest average annual base wage increase was public administration. The lowest average annual base wage increase was other services. The average annual base wage increase in public administration was 3% for two settlements, while in construction, the average annual base wage increase for 11 settlements was 2.4%. In other services, the average annual base wage increase was 1.1% for one settlement. Both health and social services (five settlements) and trade and finance (one settlement) reported average annual base wage increases of 1.3%

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - April

Table 1: Wage Settlements Current Month, Current Three Years

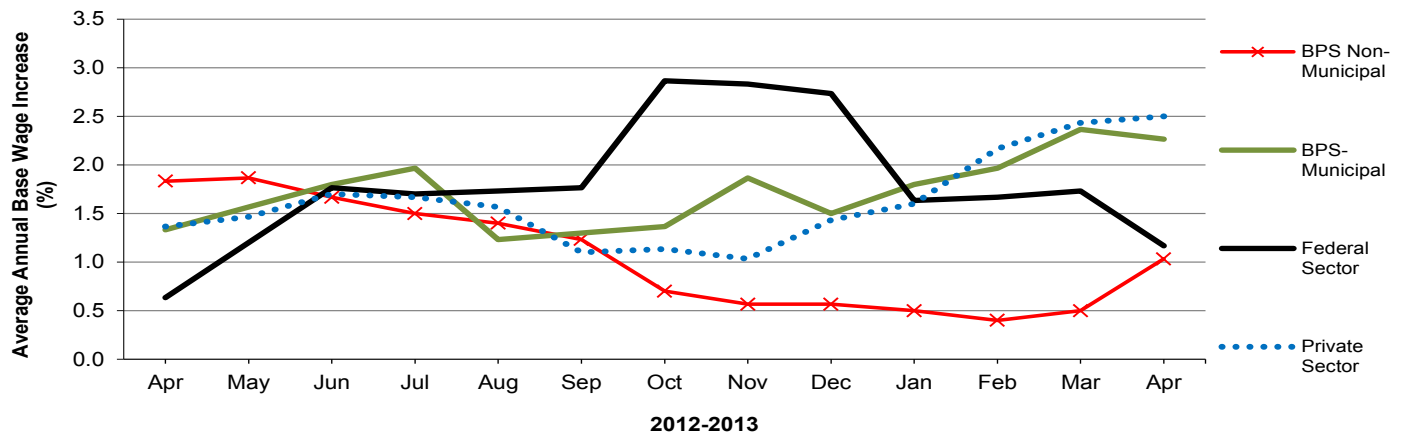
	April			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	Jan - Apr 2013
			%	%	%	%
Private Sector	18	26,632	2.4	1.9	1.2	2.3
Public Sector	10	8,344	1.9	1.6	1.4	0.1
All Settlements	28	34,976	2.3	1.7	1.3	0.6

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

Industries	April			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	Jan - Apr 2013
			%	%	%	%
Primary	-	-	-	3.3	2.5	2.3
Manufacturing	4	738	1.6	1.4	0.8	1.5
Construction	11	24,681	2.4	1.3	1.9	2.5
Trade and Finance	1	375	1.3	1.3	1.0	1.8
Transportation, Communications & Utilities	4	5,818	1.7	2.6	1.9	1.9
Public Administration	2	1,897	3.0	2.2	1.4	0.4
Education & Related Services	-	-	-	1.8	1.2	0.0
Health & Social Services	5	1,067	1.3	1.2	1.1	0.9
Other Services	1	400	1.1	2.2	1.7	2.2
All Settlements	28	34,976	2.3	1.7	1.3	0.6

Wage Trends by Sector

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



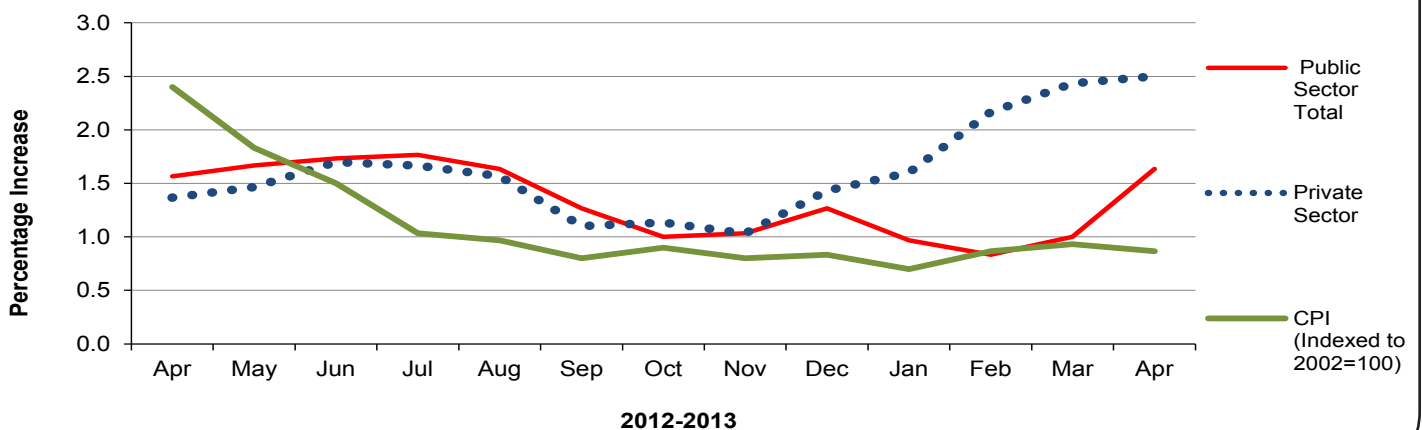
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of April 2012 to April 2013, the moving average annual base wage increase for the BPS Non-Municipal declined for six consecutive months from September 2012 to February 2013, settling at 1.03% in April 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 1.17% in April 2013.

The three-month moving average annual base wage increase for the Private Sector had been declining until November then edge upward and settled at a high of 2.5% in April 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 province of Ontario.

For the period of April 2012 to April 2013, the Public Sector combined three-month moving average annual base wage increase had a declining trend from July to November 2012 and settled at 1.6% in April 2013.

For the period of April 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 April 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 April 1, 2012 and April 30, 2013 as of April 30, 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: April 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						
Accucaps Industries	Cdn Auto Workers	0.7* ¹	0.0	200	36	2016-04-25
ASG (AGI-Shorewood Group)	Communications Energy Paperworkers	1.0	0.0	158	36	2016-01-31
Jamieson Laboratories	Cdn Auto Workers	2.6	2.7	215	48	2017-01-31
Kennametal Stellite	United Steelworkers	2.0	2.0	165	36	2016-03-31
Construction						
Electrical Contractors Association of London (residential)	Electrical Workers	2.4	2.5	595	36	2016-04-30
Independent Plumbing & Heating Contractors (low-rise)	Plumbers	2.6	2.1	650	36	2016-04-30
Labourers Employer Bargaining Agency (ICI)	Labourers	2.3	2.4	10,000	36	2016-04-30
London & District Construction Association (sewer/watermain/curb/gutters/sidewalk)	Intl Operating Engineers	2.5	2.6	300	36	2015-12-31
Metropolitan Plumbing and Heating Contractors' Association (high-rise)	Plumbers	2.4	2.0	1,200	36	2016-04-30
Ontario Erectors Association (ICI)	Structural Iron Workers	2.6	2.9	3,800	36	2016-04-30
Ontario Painting Contractors Association (ICI)	Painters	2.0	2.1	1,236	36	2016-04-30
Plasterers Employer Bargaining Agency (ICI)	Plasterers	2.5	2.6	300	36	2016-04-30
Residential Framing Contractors' Assn of Metro Toronto & Vicinity (residential)	Labourers	2.5	2.5	4,000	36	2016-04-30
Residential Heating Ventilation Contractors' Association (residential)	Sheet Metal Workers	2.6	2.0	900	36	2016-04-30
Rodmen Employer Bargaining Agency (ICI)	Structural Iron Workers	2.7	2.6	1,700	36	2016-04-30
Trade & Finance						
Metro Ontario (Food Basics) (Sudbury & North Bay)	Food & Commercial Workers	1.3	2.2	375	77	2018-11-10
Transportation, Communications & Utilities						
Hydro One (professional/supervisors)	Energy Prof Society	2.2*	2.0	1,527	36	2016-03-31
Nav Canada (Air Traffic Control)	Cdn Auto Workers	2.0 ²	2.0	498	36	2016-03-31
Ontario Power Generation (nuclear/non-nuclear)	Energy Prof Society	1.4*	0.7	3,453	36	2015-12-31
Rogers Broadcasting (City TV/Omni TV)	Communications Energy Paperworkers	1.9	0.0	340	48	2017-10-31

* including COLA clauses and/or COLA estimates

¹ excluding lump sum payments² excluding lump sum payments for new hires only

Continued...

Table 3: April 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
Public Administration						
Ottawa Police Services Board (civilians)	Police Assn (Ottawa)	3.0	3.0	566	24	2012-12-31
Ottawa Police Services Board (uniform)	Police Assn (Ottawa)	3.0	3.0	1,331	24	2012-12-31
Health & Social Services						
Community Living Greater Sudbury	Ont Public Service Empls	0.8	0.0	186	48	2016-03-31
Corporation of the City of Cornwall (Glengarry-Stormont-Dundas Lodge)	Cdn Public Empls	1.9	2.0	173	24	2014-03-31
Corporation of the County of Dufferin (Dufferin Oaks Homes for the Aged)	Cdn Public Empls	1.4	1.0	170	48	2016-12-31
Queensway-Carleton Hospital (paramedical/professionals)	Ont Public Service Empls	0.9 ¹	0.0	298	36	2014-03-31
St. Patrick's Home of Ottawa (service/RPN)	Cdn Public Empls	1.7 ³	1.7	240	36	2014-12-31
Other Services						
Board of Management of the Toronto Zoo (office & service)	Cdn Public Empls	1.1 ¹	0.0	400	48	2017-03-31

¹excluding lump sum payments³excluding special adjustments for RPNs

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

Hydro One Inc. and The Society of Energy Professionals (1,527 employees)

a three-year renewal agreement, effective April 1, 2013, expiring March 31, 2016

- wage increases of 2% in the first year and 2.25% in each of the second and third years; COLA escalator clause included
- increases to shift differential and employee's pension contribution

Ontario Power Generation Inc. and The Society of Energy Professionals (3,453 nuclear/non-nuclear employees)

a three-year arbitrated renewal agreement, effective January 1, 2013, expiring December 31, 2015

- wage increases of 0.75% in the first year and 1.75% in each of the second and third years; COLA escalator clause included
- progression on the salary grid frozen for two years (end of 2013 to end of 2015)
- amendments to pregnancy/parental leave provisions
- increased safety footwear allowance

Labourers' Employer Bargaining Agency (ICI) and Labourers' International Union of North America, Various Locals (10,000 employees)

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

- total wage package increase between \$2.80 to \$3.70 (depending upon locations) over the term of the agreement

Ontario Erectors Association (ICI) and International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers, Various Locals (3,800 employees)

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

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

Ottawa Police Services Board and Ottawa Police Association (1,331 uniform and 566 civilian employees)

a two-year arbitrated renewal agreement, effective January 1, 2011, expiring December 31, 2012

- wage increases of 2.99% in the first year and 2.95% in the second year
- service pay of \$325 at 10-year mark, \$700 at the 20-year mark, and \$1,000 at 30-year mark for civilian employees

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	33,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	20,700	Various dates
Police Services Boards	Police Association	Various locations	9,900	Various dates
Hospitals	SEIU, CUPE et al	Various locations	33,900	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	62,437	Various dates
Universities	CUPE et al	Various locations	10,300	Various dates
Ontario Government (provincial police) (civilian/uniform)	Ontario Provincial Police	Province-wide	8,200	2011-12-31
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
Construction (ICI and Non-ICI)	Labourers, Carpenters et al	Province-wide	94,400	2013-04-30
Bell Canada (clerical and associated)	Communications Energy Paperworkers	Province-wide	4,200	2013-05-31
Council of Academic Hospitals of Ontario	Interns and Residents Association	Various locations	4,000	2013-06-30

As of April 30, 2013, there were 332 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	February 2013	March 2013	April 2013	2010	2011	2012	Year-to-date 2013
Canada	1.2	1.0	0.4	1.8	2.9	1.5	0.8
Ontario	1.2	1.0	0.4	2.4	3.1	1.4	0.8
Toronto	1.2	1.1	0.6	2.5	3.0	1.5	0.9
Ottawa-Gatineau (Ont. part)	1.1	0.9	0.3	2.5	3.0	1.3	0.7
Thunder Bay	0.9	0.6	0.0	2.1	3.1	0.9	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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