

Collective Bargaining Highlights May 2013



At A Glance

Average Annual Base Wage Increase



Agreements Settled in May

In May, 75 collective agreements were ratified, each covering 150 or more employees. These agreements covered 45,596 employees, 63.2% of whom were in the private sector (28,828).

The overall average annual increase in base wage rates in May was 2.2%, a decrease from 2.3% reported in the previous month. In the public sector, 45 agreements were settled for an average annual base wage increase of 1.9%, unchanged from April 2013. In the private sector, 30 agreements were settled for an average annual base wage increase of 2.4%, unchanged from the previous month.

For settlements in the month of May, 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 construction was 2.6% for 14 settlements, while in transportation, communications and utilities, the average annual base wage increase for five settlements was 2.5%. In education and related services, the average annual base wage increase was 0.0% for one settlement. Both public administration (three settlements) and health and social services (39 settlements) reported average annual base wage increases of 2.0%.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - May

Table 1: Wage Settlements Current Month, Current Three Years

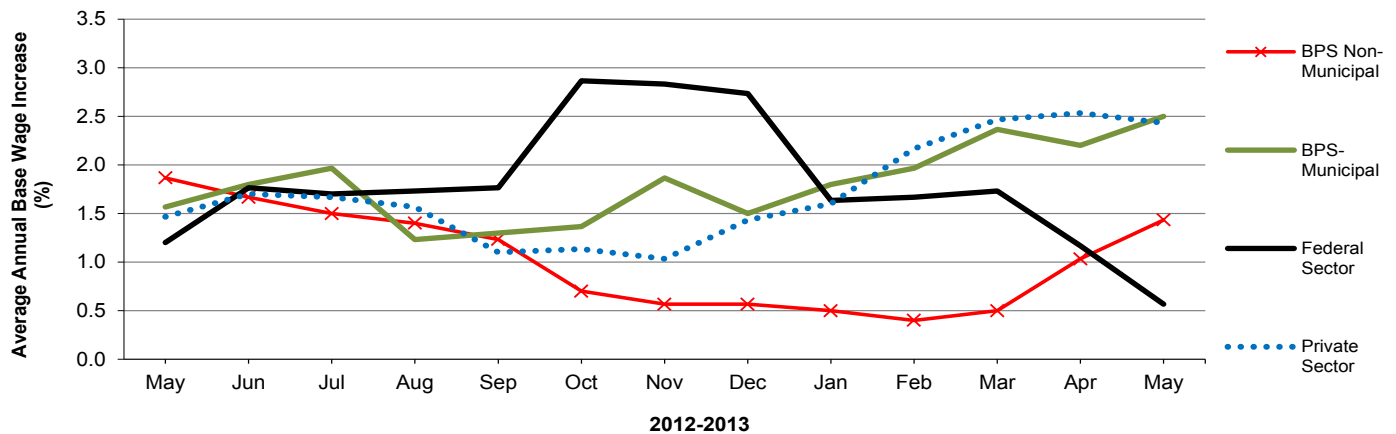
	MAY			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	Jan - May
			%	%	%	%
Private Sector	30	28,828	2.4	1.9	1.2	2.4
Public Sector	45	16,768	1.9	1.6	1.4	0.2
All Settlements	75	45,596	2.2	1.7	1.3	0.8

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

Industries	MAY			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	Jan - May
			%	%	%	%
Primary	-	-	-	3.3	2.5	2.3
Manufacturing	7	2,171	0.9	1.4	0.8	1.3
Construction	14	24,138	2.6	1.3	1.9	2.6
Trade and Finance	1	170	2.4	1.3	1.0	1.8
Transportation, Communications & Utilities	5	1,529	2.5	2.6	1.9	2.0
Public Administration	3	1,588	2.0	2.2	1.4	0.5
Education & Related Services	1	600	0.0	1.8	1.2	0.0
Health & Social Services	39	13,746	2.0	1.2	1.1	1.5
Other Services	5	1,654	1.0	2.2	1.7	2.1
All Settlements	75	45,596	2.2	1.7	1.3	0.8

Wage Trends by Sector

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



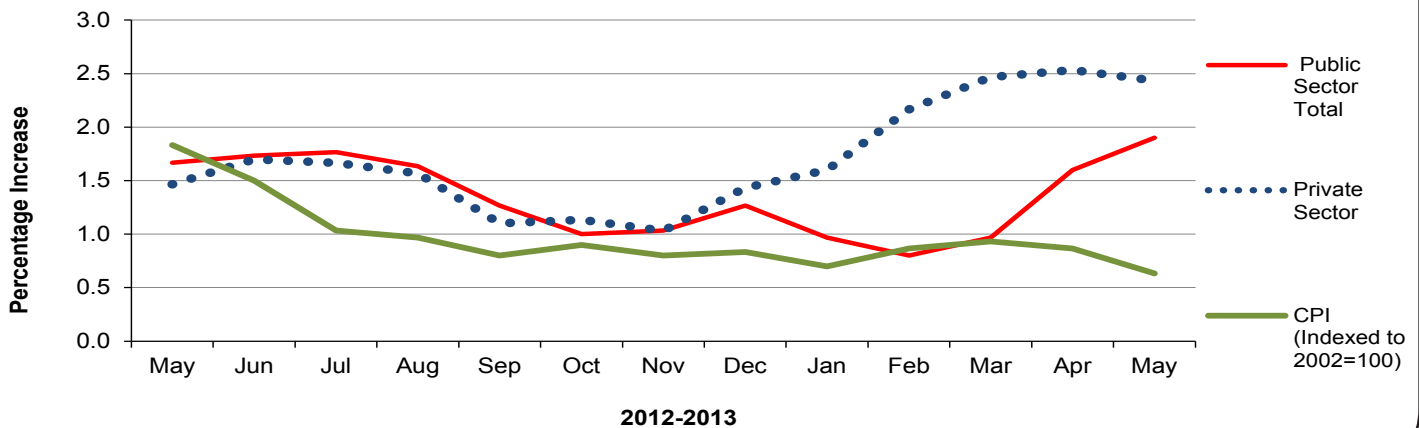
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of May 2012 to May 2013, the moving average annual base wage increase for the BPS Non-Municipal declined for six consecutive months from September 2012 to February 2013 and increased to 1.43% in May 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 0.57% in May 2013.

The three-month moving average annual base wage increase for the Private Sector had been declining until November then edged upward and settled at 2.43% in May 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 May 2012 to May 2013, the Public Sector combined three-month moving average annual base wage increase had a declining trend, then edged upward since March 2013 and settled at 1.9% in May 2013.

For the period of May to December of 2012, the three-month moving average for the Consumer Price Index in Ontario had a decreasing trend, and settled at a low of 0.6% in May 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 May 1, 2012 and May 31, 2013 as of May 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: May 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						
3M Canada (Ontario Plant)	Cdn Auto Workers	1.0 ¹	1.0	185	36	2016-05-01
Autrans Corporation	Cdn Auto Workers	0.0 ¹	0.0	362	12	2014-05-15
Gerdau Ameristeel (Whitby Plant)	United Steelworkers	1.3* ¹	0.0	272	60	2018-02-27
Maple Leaf Foods (Maple Leaf Poultry Division)	Food & Commercial Workers	1.3 ¹	0.0	700	36	2015-09-23
Maplehurst Bakeries	Cdn Auto Workers	0.8 ¹	0.0	151	30	2015-10-31
Mondelez Canada (Lakeshore Bakery)	Bakery Tobacco & Grain Millers	0.0	0.0	325	12	2014-04-30
Trench Ltd. (Instrument Transformer Division)	Cdn Auto Workers	2.0	2.0	176	36	2016-03-31
Construction						
Architectural Glass and Metal Contractors Association (ICI)	Painters	2.6	2.4	1,700	36	2016-04-30
Canadian Automatic Sprinkler Association (ICI)	Plumbers	2.7	2.5	2,000	36	2016-04-30
Greater Toronto Electrical Contractors Association	Electrical Workers	2.7	2.2	500	36	2016-04-30
Heavy Construction Association of Toronto	Labourers	2.6	2.7	2,000	36	2016-04-30
Interior Systems Contractors Association of Ontario	Carpenters	3.0	2.5	2,000	36	2016-04-30
Masonry Contractors' Association of Toronto	Multi-Union	2.8	3.3	2,800	36	2016-04-30
Ontario Concrete and Drain Contractors Association	Labourers	2.7	2.9	700	36	2016-04-30
Ontario Millwrighting Contractors (ICI)	Carpenters	2.5	2.6	2,300	36	2016-04-30
Ontario Sheet Metal Contractors Association (ICI)	Sheet Metal Workers	2.6	2.8	4,500	36	2016-04-30
Pipe Line Contractors Association of Canada	Intl Operating Engineers	3.0	3.0	380	36	2016-04-30
Residential Painting Contractors Association	Painters	1.9	1.6	378	36	2016-04-30
Toronto and Area Road Builders Association	Multi-Union	2.7	2.6	3,050	36	2016-04-30
Toronto and Area Road Builders Association	Intl Operating Engineers	2.6	2.6	1,130	36	2016-04-30
Utility Contractors' Association of Ontario	Labourers	2.7	2.8	700	36	2016-04-30
Trade & Finance						
Hartman's Your Independent Grocer	Food & Commercial Workers	2.4	2.0	170	60	2018-03-01

* including COLA clauses and/or COLA estimates

¹excluding lump sum payments

Continued...

Table 3: May 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
Transportation, Communications & Utilities						
Channel 11 Limited Partnership (Hamilton Branch) (office/technicians)	Communications Energy Paperworkers	0.7	0.0	155	24	2014-08-31
Hydro Ottawa (office/outside)	Electrical Workers	2.7	2.6	434	48	2017-03-31
Stock Transportation (Toronto East Division)	Cdn Auto Workers	2.0	2.0	310	36	2016-04-30
Stock Transportation (Toronto North Division)	Cdn Auto Workers	2.0	2.0	280	36	2016-04-30
Trentway-Wagar (highway coach contract)	Amalgamated Transit	3.7	2.8	350	36	2016-12-31
Public Administration						
Niagara Region Police Services Board (civilians)	Police Assn (Niagara Region)	3.0	3.0	319	12	2012-12-31
Niagara Region Police Services Board (uniform)	Police Assn (Niagara Region)	3.1	3.1	704	12	2012-12-31
Ontario Government (professional engineers/land surveyors)	Govt Prof Engineers	0.0	0.0	565	24	2014-12-31
Education & Related Services						
University of Western Ontario (food services)	Cdn Public Empls	0.0 ¹	0.0	600	24	2014-06-30
Health & Social Services						
Baycrest Centre for Geriatric Care (service/RPN) (full-time)	Service Employees Intl	2.0	2.0	430	24	2013-10-10
Baycrest Centre for Geriatric Care (service/RPN) (part-time)	Service Employees Intl	2.0	2.0	397	24	2013-10-10
Bluewater Health Lambton Hospitals Group (service/office/RPN)	Service Employees Intl	2.0	2.0	642	24	2013-10-10
Brant Community Healthcare System (service/tech/RPN) (full-time)	Service Employees Intl	2.0	2.0	155	24	2013-10-10
Brant Community Healthcare System (service/tech/RPN) (part-time)	Service Employees Intl	2.0	2.0	212	24	2013-10-10
Cambridge Memorial Hospital (service) (part-time)	Service Employees Intl	2.0	2.0	160	24	2013-10-10
Community Living Guelph (Wellington)	Cdn Public Empls	0.8 ¹	0.0	414	24	2014-03-31
Corporation of the County of Essex (Sun Parlor Home/Victoria Street Manor)	Cdn Public Empls	2.1	2.5	234	48	2013-03-31
Corporation of the County of Oxford (Woodingford Lodge) (service/RPN)	Cdn Auto Workers	1.5	1.5	262	36	2015-12-31
Georgian Bay General Hospital (service/RPN)	Service Employees Intl	2.0	2.0	265	24	2013-10-10
Haliburton Highlands Health Services (service/office/RPN)	Service Employees Intl	2.0	2.0	173	24	2013-10-10
Headwaters Health Care (service/tech/RPN)	Service Employees Intl	2.0	2.0	209	24	2013-10-10
Hotel Dieu Shaver Health & Rehabilitation Centre (service/RPN)	Service Employees Intl	2.0	2.0	264	24	2013-10-10
MIC's Group of Health Services (service/office/tech/RPN)	Service Employees Intl	2.0	2.0	225	24	2013-10-10

¹ excluding lump sum payments

Continued...

Table 3: May 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						
Mon Sheong Home for the Aged (Toronto)	Cdn Public Empls	2.1	2.5	150	48	2013-06-30
Mon Sheong Long Term Care Centre (Scarborough)	Cdn Public Empls	2.1	2.5	175	48	2013-06-30
Mount Sinai Hospital (office)	Service Employees Intl	2.0	2.0	350	24	2013-10-10
Mount Sinai Hospital (service) (full-time)	Service Employees Intl	2.0	2.0	215	24	2013-10-10
Mount Sinai Hospital (service) (part-time)	Service Employees Intl	2.0	2.0	188	24	2013-10-10
Muskoka Algonquin Healthcare	Service Employees Intl	2.0	2.0	213	24	2013-10-10
Niagara Health System (office)	Service Employees Intl	2.0	2.0	492	24	2013-10-10
Niagara Health System (service/RPN)	Service Employees Intl	2.0	2.0	1,410	24	2013-10-10
North York General Hospital (service/office/tech/RPN)	Service Employees Intl	2.0	2.0	1,104	24	2013-10-10
Orillia Soldiers' Memorial Hospital (service) (full-time)	Service Employees Intl	2.0	2.0	162	24	2013-10-10
Quinte Health Care (office)	Service Employees Intl	2.0	2.0	217	24	2013-10-10
Royal Victoria Hospital (service/RPN)	Service Employees Intl	2.0	2.0	440	24	2013-10-10
Southlake Regional Health Centre (office) (part-time)	Service Employees Intl	2.0	2.0	172	24	2013-10-10
Southlake Regional Health Centre (office) (full-time)	Service Employees Intl	2.0	2.0	173	24	2013-10-10
Southlake Regional Health Centre (service/tech/RPN) (full-time)	Service Employees Intl	2.0	2.0	298	24	2013-10-10
Southlake Regional Health Centre (service/tech/RPN) (part-time)	Service Employees Intl	2.0	2.0	273	24	2013-10-10
St. Joseph's Lifecare Centre (service/RPN)	Service Employees Intl	2.0	2.0	247	24	2012-12-31
Sunnybrook Health Sciences Centre (service/tech/RPN)	Service Employees Intl	2.0	2.0	1,497	24	2013-10-10
Thunder Bay Regional Health Sciences Centre (service/tech/RPN)	Service Employees Intl	2.0	2.0	193	24	2013-10-10
Thunder Bay Regional Health Sciences Centre (service/tech/RPN)	Service Employees Intl	2.0	2.0	317	24	2013-10-10
Toronto East General Hospital (service/RPN) (full-time)	Service Employees Intl	2.0	2.0	382	24	2013-10-10
Toronto East General Hospital (service/RPN) (part-time)	Service Employees Intl	2.0	2.0	369	24	2013-10-10
West Park Healthcare Centre (service/RPN)	Service Employees Intl	2.0	2.0	332	24	2013-10-10
Westbury Long-Term Care Facility (service/RPN)	Labourers	2.1 ^{1,2}	2.0	166	24	2013-04-14
Women's College Hospital (office)	Service Employees Intl	2.0	2.0	169	24	2013-10-10

¹excluding lump sum payments²adjustments for selected groups other than skilled trades

Continued...

Table 3: May 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						
Amec Nuclear Safety Solutions Limited (professional/supervisory)	Energy Prof Society	0.9	0.7	344	24	2015-03-31
Booth Centennial Healthcare Linen Services	Food & Commercial Workers	1.7 ^{1,3}	1.0	400	36	2014-12-31
Canadian Linen and Uniform Service	Food & Commercial Workers	2.2	2.0	200	48	2016-12-31
Ontario Lottery and Gaming Corporation (Woodbine Racetrack slots)	Public Service Alliance	0.6 ¹	0.0	400	36	2016-03-31
Sears Canada (Vaughan Logistics Centre)	United Steelworkers	0.0	0.0	310	24	2015-03-31

¹excluding lump sum payments

³adjustments for skilled trades

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

Participating Hospitals and Service Employees International Union, Local 1 (32 agreements covering 12,098 employees)

Part of a central arbitration award issued for 34 participating hospitals involving a total of 66 two-year renewal agreements covering 13,971 RPN, service, office and technical employees, effective October 11, 2011, expiring October 10, 2013

- wage increase of 2% in each year
- improvement to vision care benefits
- new drug dispensing fee cap of \$9.00 per prescription

Ontario Sheet Metal Contractors Association (ICI) and Sheet Metal Workers' International Association, various locals (4,500 employees)

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

- wage increases of \$1.35 in the first year, \$1.30 in both the second and third years, representing a total wage package increase of \$3.95 over the term of the agreement

Niagara Regional Police Services Board and Niagara Region Police Association (704 uniform and 319 civilian employees)

two, one-year arbitrated renewal agreements, effective January 1, 2012, expiring December 31, 2012

- wage increase of 3.05% on January 1, 2012
- improvements to health care benefits
- modifications to sick leave provision
- 280 hours of vacation for employees with 28 years of service

The Association of Millwrighting Contractors of Ontario, Inc. and United Brotherhood of Carpenters and Joiners of America, various locals (2,300 employees)

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

- wage increases of \$1.35 on May 12, 2013, \$1.20 on May 1, 2014 and \$1.40 on May 1, 2015, representing a total wage package increase of \$3.95 over the term of the agreement

Architectural Glass and Metal Contractors Association and International Union of Painters and Allied Trades (1,700 employees)

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

- total wage package increase between \$3.25 and \$3.85 (depending on locations) over the term of the agreement

Maple Leaf Foods Inc. (Poultry Division) and United Food and Commercial Workers Local 1000A (700 production employees)

a three-year renewal agreement, effective September 24, 2012, expiring September 23, 2015

- \$700 lump-sum at ratification and \$0.35/hr. wage increases in each of the second and third years
- boot allowance of \$120 in the first year and \$140 in each of the second and third years
- physiotherapy maximum increased to \$300
- effective September 2013, tool allowance of \$240 per year

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	19,860	Various dates
Police Services Boards	Police Association	Various locations	9,035	Various dates
Hospitals	OPSEU, CUPE et al	Various locations	20,000	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	45,730	Various dates
Universities	CUPE et al	Various locations	20,775	Various dates
Ontario Government (provincial police) (civilian/uniform)	Ontario Provincial Police	Province-wide	9,035	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	58,140	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 May 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)*

	March 2013	April 2013	May 2013	2010	2011	2012	Year-to-date 2013
Canada	1.0	0.4	0.7	1.8	2.9	1.5	0.8
Ontario	1.0	0.4	0.5	2.4	3.1	1.4	0.7
Toronto	1.1	0.6	0.7	2.5	3.0	1.5	0.8
Ottawa-Gatineau (Ont. part)	0.9	0.3	0.5	2.5	3.0	1.3	0.7
Thunder Bay	0.6	0.0	0.3	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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