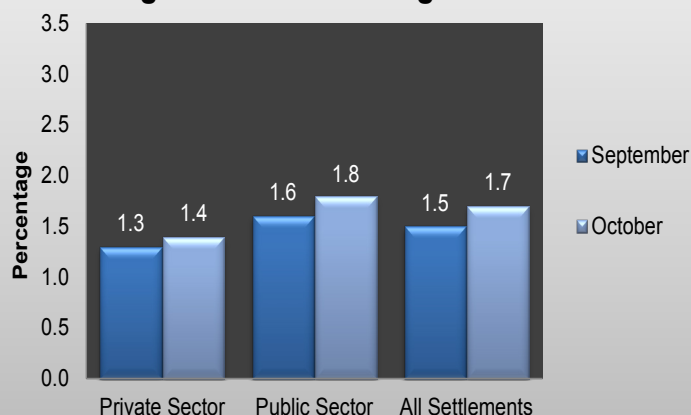


Collective Bargaining Highlights October 2013



At A Glance

Average Annual Base Wage Increase



Agreements Settled in October

In October, 20 collective agreements were ratified, each covering 150 or more employees. These agreements covered 7,942 employees, 68% of whom were in the public sector (5,400).

The overall average annual increase in base wage rates in October was 1.7%, an increase from 1.5% reported in the previous month. In the public sector, 11 agreements were settled for an average annual base wage increase of 1.8%, an increase from 1.6% reported in September 2013. In the private sector, nine agreements were settled for an average annual base wage increase of 1.4%, an increase from 1.3% reported in the previous month.

For settlements during the month of October, the industry with the highest average annual base wage increase was trade and finance. The lowest average annual base wage increase was reported in transportation, communications and utilities. The average annual base wage increase in trade and finance for one settlement was 3.5%, while in public administration the average annual base wage increase for three settlements was 2.5%. In education and related services, the average annual base wage increase was 1.9% for three settlements. Other services reported an average annual base wage increase of 1.7% for one settlement and health and social services reported an average annual base wage increase of 1.4% for four settlements. Transportation, communications and utilities reported an average annual base wage increase of 1.1% for three settlements.

In This Issue

	Page
Agreements Settled in October	1
Wage Settlements	2
Wage Trends by Sector	3
October 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 - October

Table 1: Wage Settlements Current Month, Current Three Years

	OCTOBER			ANNUAL		
	Agmts	Empls	Average Annual	2011	2012	Jan - Oct 2013
			Increase %			
Private Sector	9	2,542	1.4	1.9	1.2	2.4
Public Sector	11	5,400	1.8	1.6	1.4	0.4
All Settlements	20	7,942	1.7	1.7	1.3	1.0

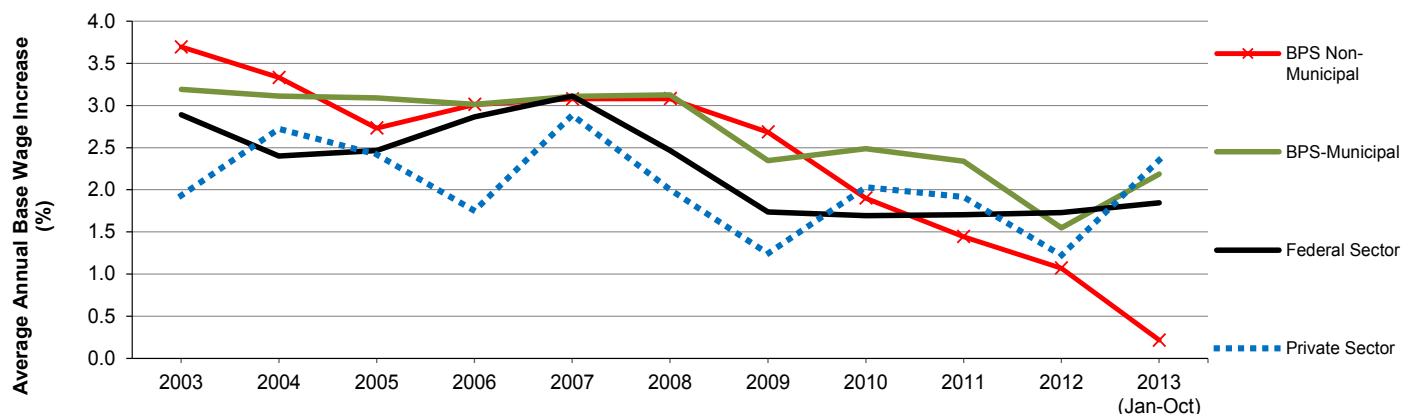
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	OCTOBER			ANNUAL		
	Agmts	Empls	Average Annual	2011	2012	Jan - Oct 2013
			Increase %			
Primary	-	-	-	3.3	2.1	2.1
Manufacturing	5	1,462	1.3	1.4	0.8	1.3
Construction	-	-	-	1.3	1.9	2.6
Trade and Finance	1	280	3.5	1.3	1.0	2.1
Transportation, Communications & Utilities	3	1,105	1.1	2.6	1.9	2.1
Public Administration	3	861	2.5	2.2	1.4	1.0
Education & Related Services	3	1,777	1.9	1.9	1.2	0.0
Health & Social Services	4	2,272	1.4	1.3	1.2	1.3
Other Services	1	185	1.7	1.8	1.3	2.0
All Settlements	20	7,942	1.7	1.7	1.3	1.0

The categories used in Table 2 are based on the North American Industry Classification System (NAICS).

Wage Trends by Sector (2003-2013)

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



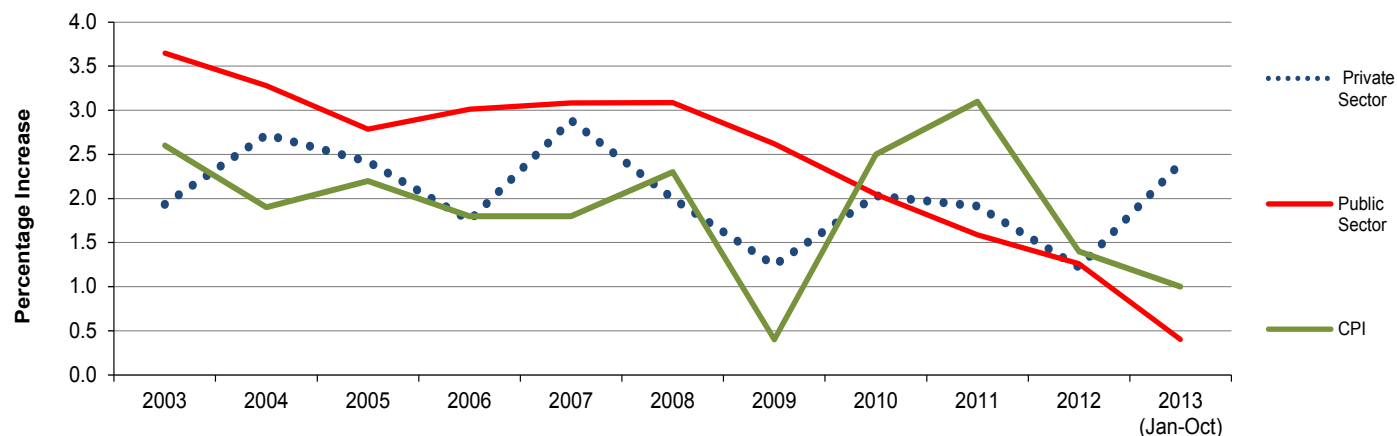
The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2003 to October 2013.

For the period of January 2013 to October 2013, the average annual base wage increase for the BPS Non-Municipal settled at 0.2% compared to 1.1% reported in 2012. The BPS Municipal sector average annual base wage increase settled at 2.2% from January to October 2013.

For the period of January 2013 to October 2013, the Federal sector average annual base wage increase has had a horizontal trend since 2009 and settled at 1.8%.

For the period of January 2013 to October 2013, the average annual base wage increase for the Private Sector has settled at 2.4%, compared to 1.2% reported for 2012.

Graph 2: Consumer Price Index, Public (Excluding Federal) and Private Sector Settlement Trends



The above graph depicts the average annual base wage increase for agreements covering 150 or more employees for Public (excluding Federal sector), the Private sector and the Consumer Price Index for the province of Ontario from 2003 to October 2013.

For the period of January 2013 to October 2013, the Public Sector combined (excluding Federal Sector) average annual base wage increase settled at 0.4%, compared to 1.3% reported in 2012.

For the period of January to October 2013, the moving average for the Consumer Price Index in Ontario settled at 1.0%, a decrease from the 1.4% reported in 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, 2003 to October 31, 2013 as of October 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: 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						
Garland Commercial Ranges Ltd	Labourers	0.6	0.0	200	48	2017-09-30
Nestlé Canada Inc	C.N.F.I.U. Directly Chartered	1.9	2.1	280	36	2016-10-31
Olymel	Food & Commercial Workers	1.5 ^{1,2}	0.0	475	72	2019-05-31
Syncreon Canada Inc	UNIFOR	1.9 ^{3,1}	0.0	157	36	2016-10-20
Unilever Canada Inc	Food & Commercial Workers	0.8 ^{1,2}	0.0	350	60	2018-08-31
Trade & Finance						
Lanxess Inc	UNIFOR	3.5	3.3	280	36	2016-01-31
Transportation, Communications & Utilities						
1791949 Ontario Ltd. C.O.B. (Airport Operations Support Services)	Machinists	0.0 ⁴	0.0	210	36	2016-04-30
Greyhound Canada Transportation Corp	Amalgamated Transit Union	0.7 ²	0.0	405	36	2016-06-30
London Transit Commission	Amalgamated Transit Union	2.0	2.0	490	36	2016-03-31
Public Administration						
Corporation of The City of Vaughan	Vaughan Professional Fire Fighters Assn	2.7	2.9	300	36	2015-12-31
Corporation of The City of Windsor	Windsor Professional Fire Fighters Assn	3.0 ⁵	3.2	281	108	2014-12-31
Corporation of The Town of Oakville	Cdn Public Empls	2.0	1.0	280	36	2016-02-15
Education & Related Services						
University of Guelph	Cdn Public Empls	1.0 ¹	0.0	300	36	2016-04-30
University of Ottawa	Ont Secondary School Teachers' Federation	2.3 ⁶	2.0	1,200	48	2016-04-30
University of Windsor	Cdn Public Empls	1.0	1.0	277	36	2016-03-31

¹ two-tier wage schedule² excluding lump-sum payments³ increase applicable to top rates⁴ excluding employees with more than three years of service⁵ interim award issued December 6, 2009, and final award issued November 25, 2013⁶ excluding trade employees

Continued...

Table 3: October 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						
Circle of Home Care Services (Toronto)	Service Employees Intl	1.5	1.0	600	36	2015-03-31
Mackenzie Health (Formerly Known As York Central Hospital)	Ontario Public Service Employees Union	2.0	2.0	600	24	2013-03-31
Ontario Agency For Health Protection And Promotion	Ontario Public Service Employees Union	0.9 ^{7,8}	0.0	625	36	2014-03-31
Windsor Regional Hospital	Ontario Public Service Employees Union	1.4 ²	0.0	447	24	2014-03-31
Other Services						
Kinectrics Inc	Society of Energy Professionals	1.7	0.8	185	36	2016-12-31

² excluding lump-sum payments

⁷ wage restructuring

⁸ market wage adjustments for specific classifications

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

Olymel s.e.c/l.p. and United Food and Commercial Workers Union of Canada, Local 175 (475 employees)

a seventy-two months renewal agreement, effective June 1, 2013, expiring May 31, 2019

- lump sum payment during the first year of the agreement
- wage increases of \$0.30 in each of the second, third and fourth years, and \$0.40 in each of the fifth and final years
- improvements to bereavement leave, sick and welfare, and the extended health care plans
- implementation of a Defined Contribution plan (DC) effective December 15, 2013

London Transit Commission and Amalgamated Transit Union, Local 741 (490 employees)

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

- general wage increases of 1% effective on April 1, and November 1, 2013; 1% April 1, and November 1, 2014; and 1% April 1, and November 1, 2015
- improvements to extended health care benefits

Ontario Agency for Health Protection and Promotion and Ontario Public Service Employees Union (625 lab testing services and administration employees)

a three-year arbitrated renewal agreement, effective April 1, 2011, expiring March 31, 2014

- this agreement is the result of the merger of three distinct bargaining units
- Market Adjusted Employees to receive wage increase of 0% April 1, 2011, 0% April 1, 2012 and 2.75% April 1, 2013. Restructuring of wage grid for MLT1 and further market adjustments for MLT2, MLT3 and LA2
- Non-market Adjusted employees to receive lump sum payment of \$750 at date of award and wage increases of 1% April 1, 2011, 1% October 1, 2011; 1% April 1, 2012, and 1% October 1, 2012
- Scope and Post-Scope employees to receive the employer's proposed wage grid

Mackenzie Health (formerly known as York Central Hospital) and Ontario Public Service Employees Union, Local 374 (600 employees)

a two-year arbitrated renewal agreement effective April 1, 2011, expiring March 31, 2013

- wage increases of 2% in each year of the agreement
- increased vision care benefits

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC et al	Canada-wide	24,400	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	28,390	Various dates
Police Services Boards	Police Association	Various locations	6,416	Various dates
Hospitals	CUPE et al	Various locations	65,093	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	47,169	Various dates
Universities	CUPE et al	Various locations	16,100	Various dates
Ontario Government (provincial police) (civilian/uniform)	Ontario Provincial Police	Province-wide	8,200	2011-12-31
Red Cross Care Partners/Canadian Red Cross Society	SEIU	Province-wide	4,500	2013-12-31
Construction (Non-ICI)	Labourers et al	Province-wide	26,990	2013-04-30
Council of Academic Hospitals of Ontario	PARO	Various locations	4,000	2013-06-30
Bruce Power	CUPE, Local 1000	Bruce County	2,453	2013-12-31

As of October 31, 2013, there were 277 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	August 2013	September 2013	October 2013	2010	2011	2012	Year-to-date 2013
Canada	1.1	1.1	0.7	1.8	2.9	1.5	0.9
Ontario	1.3	1.2	0.9	2.4	3.1	1.4	1.0
Toronto	1.6	1.4	1.1	2.5	3.0	1.5	1.1
Ottawa-Gatineau (Ont. part)	1.2	1.1	0.8	2.5	3.0	1.3	1.0
Thunder Bay	1.3	1.0	0.8	2.1	3.1	0.9	0.8

* Percentage change from previous year
Source: Statistics Canada

Data for the months of March, June, September and December include quarterly information. The categories used in this report are now based under the North American Industry Classification System (NAICS). 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.