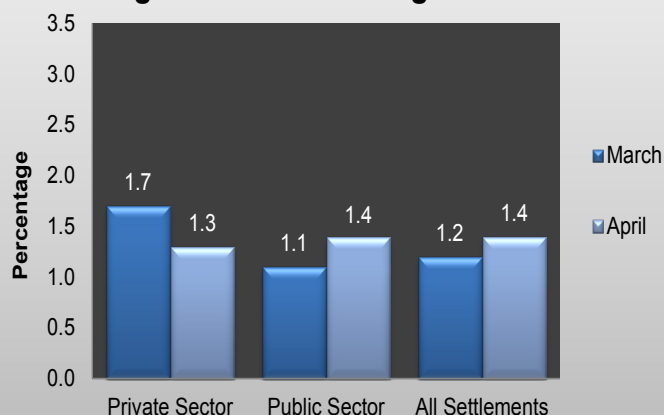


Collective Bargaining Highlights April 2014



At A Glance

Average Annual Base Wage Increase



Agreements Settled in April

In April, 98 collective agreements were ratified, each covering 150 or more employees. These agreements covered 65,051 employees, 93% of whom were in the public sector (60,457).

The overall average annual increase in base wage rates in April was 1.4%, an increase from 1.2% reported in the previous month. In the public sector, 89 agreements were settled for an average annual base wage increase of 1.4%, compared to 1.1% in March. In the private sector, nine agreements were settled for an average annual base wage increase of 1.3%, a decrease from 1.7% 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 reported in education and related services. The average annual base wage increase in public administration for three settlements was 2.7%, while in manufacturing, the average annual base wage increase was 2.1% for four settlements. Health and social services reported an average annual base wage increase of 1.4% for 82 settlements. Education and related services reported an average annual wage increase of 0.9% for two settlements.

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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	2012	2013	Jan - Apr
			Increase %			2014 %
Private Sector	9	4,594	1.3	1.2	2.3	1.7
Public Sector	89	60,457	1.4	1.4	0.5	1.5
All Settlements	98	65,051	1.4	1.3	1.0	1.5

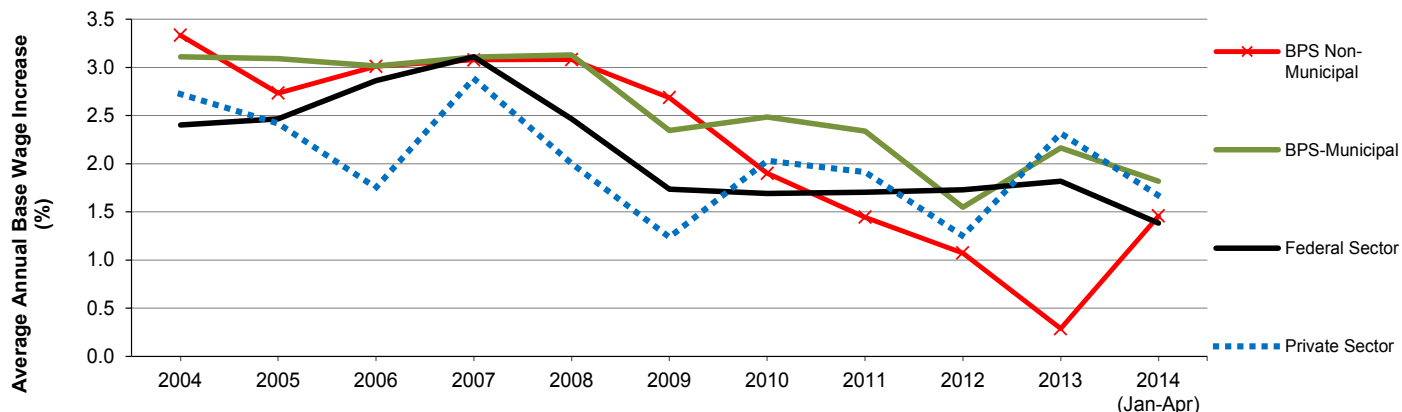
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	APRIL			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Apr
			Increase %			2014 %
Primary	-	-	-	2.1	2.1	2.2
Manufacturing	4	757	2.1	0.8	1.2	1.5
Construction	-	-	-	1.9	2.6	2.1
Trade and Finance	-	-	-	1.0	1.4	1.1
Transportation, Communications & Utilities	3	1,766	1.0	1.9	2.1	1.7
Public Administration	3	561	2.7	1.4	1.1	2.7
Education & Related Services	2	482	0.9	1.2	0.0	1.4
Health & Social Services	82	57,874	1.4	1.2	1.0	1.3
Other Services	4	3,611	1.2	1.4	2.0	1.7
All Settlements	98	65,051	1.4	1.3	1.0	1.5

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

Wage Trends by Sector (2004 - April 2014)

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

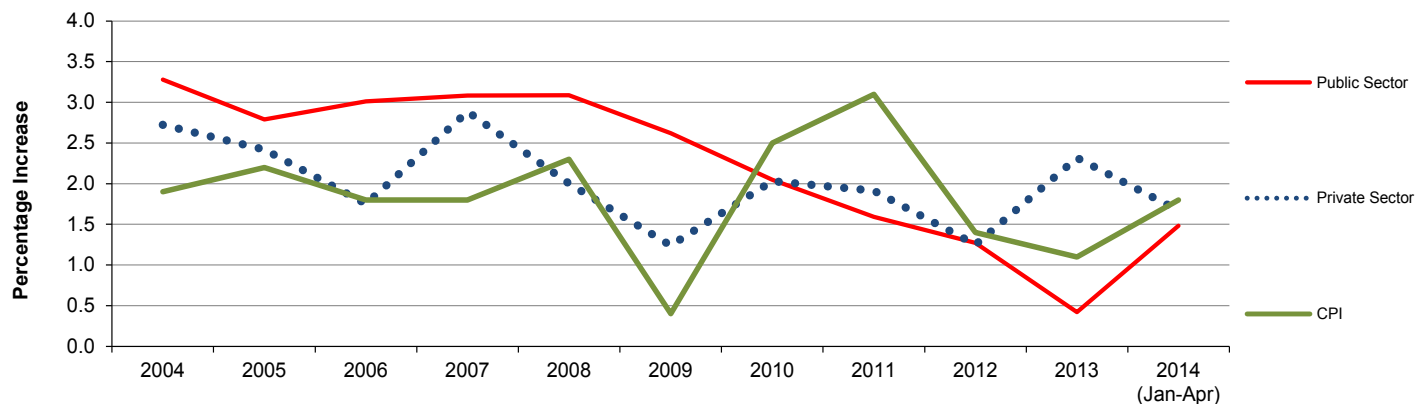


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to April 2014.

From January to April 2014, the average annual base wage increase for the BPS Non-Municipal settled at 1.5% and the BPS Municipal sector average annual base wage increase settled at 1.8%.

From January to April 2014, the Federal sector average annual base wage increase settled at 1.4%. The private sector average annual base wage increase settled at 1.7%.

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 2004 to April 2014.

From January to April 2014, the Public Sector combined (excluding Federal Sector) average annual base wage increase has been trending downward and settled at 1.5%.

The private sector average annual base wage increase from January to April 2014, settled at 1.7%, down from the 2.3% reported for 2013.

From January to April 2014, the average for the Consumer Price Index in Ontario settled at 1.8%, up from the 1.1% reported for 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, 2004 to April 30, 2014 as of April 30, 2014. 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						
Sleeman Brewing & Malting Co. Ltd.	Sleeman Employee Assn	3.9 ¹	8.5	210	48	2017-12-31
PGI Fabrene Inc. (North Bay)	Machinists	1.9	1.0	188	48	2018-03-04
Morbern Inc.	United Steelworkers	2.0	2.0	206	24	2016-01-02
Veltri Canada Ltd. (Lakeshore Division)	Unifor	0.0 ³	0.0	153	36	2017-05-17
Transportation, Communications & Utilities						
Sun Media Corp. (London Free Press)	Unifor	1.0	0.0	226	48	2017-10-05
Regional Municipality of Waterloo (transit)	Unifor	1.5 ²	1.5	622	36	2016-12-31
Canada Post Corp. (support)	Public Service Alliance	0.7*	1.5	918	48	2016-08-31
Public Administration						
Corporation of the City of Barrie	Barrie Professional Fire Fighters Assn	3.4	3.0	170	48	2013-12-31
Chatham-Kent Police Services Board	Chatham-Kent Police Assn	2.2	2.8	226	36	2015-12-31
Corporation of the City of Guelph	Guelph Professional Firefighters' Assn	2.7	2.8	165	24	2014-12-31
Education & Related Services						
University of Toronto (graduate assistants at OISE)	Cdn Public Empls	0.0 ²	0.0	229	24	2015-08-31
Trent University (unit 1) (part-time)	Cdn Public Empls	1.7 ⁴	1.5	253	36	2016-08-31
Health & Social Services						
Baycrest Centre for Geriatric Care	Ont Nurses Assn	1.4	1.4	208	24	2016-03-31
Bluewater Health	Ont Nurses Assn	1.4	1.4	533	24	2016-03-31
Brant Community Healthcare System	Ont Nurses Assn	1.4	1.4	451	24	2016-03-31
Brockville General Hospital	Ont Nurses Assn	1.4	1.4	266	24	2016-03-31
Bruyere Continuing Care	Ont Nurses Assn	1.4	1.4	264	24	2016-03-31
Cambridge Memorial Hospital	Ont Nurses Assn	1.4	1.4	390	24	2016-03-31
Centre for Addiction and Mental Health	Ont Nurses Assn	1.4	1.4	697	24	2016-03-31
Chatham-Kent Health Alliance	Ont Nurses Assn	1.4	1.4	445	24	2016-03-31

* including COLA clauses and/or COLA estimates

¹ including holiday bonus² excluding lump sum and/or signing bonus payment³ cola clause remains frozen during the term of agreement⁴ including pay equity adjustment

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
Health & Social Services						
Children's Hospital of Eastern Ontario	Ont Nurses Assn	1.4	1.4	711	24	2016-03-31
Collingwood General and Marine Hospital	Ont Nurses Assn	1.4	1.4	181	24	2016-03-31
Cornwall Community Hospital	Ont Nurses Assn	1.4	1.4	313	24	2016-03-31
Georgian Bay General Hospital	Ont Nurses Assn	1.4	1.4	212	24	2016-03-31
Grand River Hospital Corp	Ont Nurses Assn	1.4	1.4	1,145	24	2016-03-31
Grey Bruce Health Services	Ont Nurses Assn	1.4	1.4	508	24	2016-03-31
Guelph General Hospital	Ont Nurses Assn	1.4	1.4	465	24	2016-03-31
Hamilton Health Sciences	Ont Nurses Assn	1.4	1.4	2,959	24	2016-03-31
Hawkesbury and District General Hospital	Ont Nurses Assn	1.4	1.4	157	24	2016-03-31
Headwaters Health Care Centre	Ont Nurses Assn	1.4	1.4	191	24	2016-03-31
Health Sciences North	Ont Nurses Assn	1.4	1.4	1,314	24	2016-03-31
Hotel-Dieu Grace Hospital	Ont Nurses Assn	1.4	1.4	757	24	2016-03-31
Humber River Regional Hospital	Ont Nurses Assn	1.4	1.4	1,200	24	2016-03-31
Huron Perth Healthcare Alliance	Ont Nurses Assn	1.4	1.4	361	24	2016-03-31
Joseph Brant Hospital (previously known as Joseph Brant Memorial Hospital)	Ont Nurses Assn	1.4	1.4	500	24	2016-03-31
Kingston General Hospital	Ont Nurses Assn	1.4	1.4	1,345	24	2016-03-31
Lakeridge Health Corp.	Ont Nurses Assn	1.4	1.4	1,314	24	2016-03-31
London Health Sciences Centre (full-time)	Ont Nurses Assn	1.4	1.4	1,194	24	2016-03-31
London Health Sciences Centre (part-time)	Ont Nurses Assn	1.4	1.4	962	24	2016-03-31
Montfort Hospital	Ont Nurses Assn	1.4	1.4	520	24	2016-03-31
Mount Sinai Hospital	Ont Nurses Assn	1.4	1.4	1,266	24	2016-03-31
Muskoka Algonquin Healthcare	Ont Nurses Assn	1.4	1.4	257	24	2016-03-31
Niagara Health System	Ont Nurses Assn	1.4	1.4	1,499	24	2016-03-31
Norfolk General Hospital	Ont Nurses Assn	1.4	1.4	211	24	2016-03-31
North Bay Regional Health Centre	Ont Nurses Assn	1.4	1.4	551	24	2016-03-31
North York General Hospital	Ont Nurses Assn	1.4	1.4	1,003	24	2016-03-31
Northumberland Hills Hospital	Ont Nurses Assn	1.4	1.4	198	24	2016-03-31

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
Orillia Soldiers' Memorial Hospital	Ont Nurses Assn	1.4	1.4	456	24	2016-03-31
Ottawa Hospital	Ont Nurses Assn	1.4	1.4	4,087	24	2016-03-31
Pembroke Regional Hospital	Ont Nurses Assn	1.4	1.4	211	24	2016-03-31
Perth and Smiths Falls District Hospital	Ont Nurses Assn	1.4	1.4	183	24	2016-03-31
Peterborough Regional Health Centre	Ont Nurses Assn	1.4	1.4	732	24	2016-03-31
Providence Healthcare	Ont Nurses Assn	1.4	1.4	190	24	2016-03-31
Queensway-Carleton Hospital	Ont Nurses Assn	1.4	1.4	598	24	2016-03-31
Quinte Health Care Corp	Ont Nurses Assn	1.4	1.4	552	24	2016-03-31
Ross Memorial Hospital	Ont Nurses Assn	1.4	1.4	269	24	2016-03-31
Rouge Valley Health System	Ont Nurses Assn	1.4	1.4	1,082	24	2016-03-31
Royal Ottawa Health Care Group	Ont Nurses Assn	1.4	1.4	268	24	2016-03-31
Royal Victoria Regional Health Centre	Ont Nurses Assn	1.4	1.4	860	24	2016-03-31
Sault Area Hospital	Ont Nurses Assn	1.4	1.4	571	24	2016-03-31
Scarborough Hospital	Ont Nurses Assn	1.4	1.4	1,269	24	2016-03-31
Southlake Regional Health Centre	Ont Nurses Assn	1.4	1.4	1,188	24	2016-03-31
St. Joseph Religious Hospitaliers (Hotel Dieu of Kingston)	Ont Nurses Assn	1.4	1.4	173	24	2016-03-31
St. Joseph's Health Care (Parkwood/ St. Joseph/Mount Hope)	Ont Nurses Assn	1.4	1.4	496	24	2016-03-31
St. Joseph's Health Centre (Toronto)	Ont Nurses Assn	1.4	1.4	970	24	2016-03-31
St. Joseph's Healthcare (Hamilton)	Ont Nurses Assn	1.4	1.4	1,592	24	2016-03-31
St. Mary's General Hospital	Ont Nurses Assn	1.4	1.4	477	24	2016-03-31
St. Michael's Hospital	Ont Nurses Assn	1.4	1.4	1,750	24	2016-03-31
St. Thomas-Elgin General Hospital	Ont Nurses Assn	1.4	1.4	230	24	2016-03-31
St. Joseph's Care Group	Ont Nurses Assn	1.4	1.4	192	24	2016-03-31
Strathroy Middlesex General Hospital	Ont Nurses Assn	1.4	1.4	164	24	2016-03-31
Sunnybrook Health Sciences Centre	Ont Nurses Assn	1.4	1.4	2,344	24	2016-03-31
Thunder Bay Regional Health Sciences Centre	Ont Nurses Assn	1.4	1.4	1,030	24	2016-03-31
Timmins and District Hospital	Ont Nurses Assn	1.4	1.4	262	24	2016-03-31
Toronto East General Hospital	Ont Nurses Assn	1.4	1.4	715	24	2016-03-31
Toronto Rehabilitation Institute	Ont Nurses Assn	1.4	1.4	388	24	2016-03-31

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
University Health Network (Toronto Western/Toronto General)	Ont Nurses Assn	1.4	1.4	2,555	24	2016-03-31
University Health Network (Princess Margaret Hospital)	Ont Nurses Assn	1.4	1.4	654	24	2016-03-31
West Park Healthcare Centre	Ont Nurses Assn	1.4	1.4	158	24	2016-03-31
William Osler Health Centre	Ont Nurses Assn	1.4	1.4	2,131	24	2016-03-31
Windsor Regional Hospital	Ont Nurses Assn	1.4	1.4	1,012	24	2016-03-31
Women's College Hospital	Ont Nurses Assn	1.4	1.4	164	24	2016-03-31
Woodstock General Hospital	Ont Nurses Assn	1.4	1.4	275	24	2016-03-31
Mackenzie Health (previously known as York Central Hospital)	Ont Nurses Assn	1.4	1.4	795	24	2016-03-31
Brantwood Residential Development Centre	Service Employees Intl	0.4 ²	0.0	200	36	2016-11-15
Broadview Foundation	Cdn Public Empls	0.8 ²	1.7	246	24	2013-12-31
Ina Grafton Gage Home	Service Employees Intl	0.0 ²	0.0	178	24	2014-06-30
Toronto Aged Men's & Women's Homes (Belmont House)	Service Employees Intl	0.0 ²	0.0	177	24	2014-09-15
University Health Network (Toronto Western Hospital) (service/full-time)	Cdn Public Empls	0.7	0.0	300	48	2017-09-28
University Health Network (Toronto Western Hospital) (service/part-time)	Cdn Public Empls	0.7	0.0	151	48	2017-09-28
University Health Network (Toronto General Hospital) (service/full-time)	Cdn Public Empls	0.7	0.0	243	48	2017-09-28
University Health Network (Toronto General Hospital) (service/part-time)	Cdn Public Empls	0.7	0.0	424	48	2017-09-28
Valleyview Residence	Service Employees Intl	0.0 ²	0.0	175	24	2014-04-30
Willowgrove Long-Term Care Facility	Labourers	0.0 ²	0.0	189	24	2014-05-31
Other Services						
Windsor Casino Ltd.	Unifor	1.0 ²	0.0	2,830	48	2018-04-03
New Horizon System Solutions (professional/supervisory)	Energy Prof Society	1.7	1.7	262	12	2014-12-31
Hilton Suites Hotel (Toronto/Markham Conference Centre & Spa)	Food & Commercial Workers	0.5	0.5	300	36	2016-11-30
Westin Prince Hotel	UNITE HERE	2.8	2.4	219	48	2018-01-31

² excluding lump-sum and/or signing bonus payments

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

**Windsor Casino Ltd. (Caesars Windsor)
and Unifor, Local 444 (2,830 employees)**

*a four-year renewal agreement,
effective April 4, 2014, expiring April 3, 2018*

- wage settlement includes signing bonuses of \$200 to \$1,500 and wage increases of \$0.25 in the second year and \$0.35 in the fourth year; lump sum payments in the second and third years
- improvements in health care benefits, life insurance, and retiree's travel insurance and allowance
- new layoff and recall language, and modification to contracting out provision
- increases in Paid Personal Holidays (PPH days) for eligible employees

**Participating Hospitals and Ontario
Nurses' Association, various locals (72
agreements covering 55,591 employees*)**

*Part of a central arbitration award issued for 139
hospitals involving 137 bargaining units covering
approximately 59,400 employees,
effective April 1, 2014, expiring March 31, 2016*

- wage increase of 1.4% in each year

**Canada Post Corporation and
Public Service Alliance of Canada
(918 Ontario-based part-time and term
employees)**

*a four-year renewal agreement, effective
September 1, 2012, expiring August 31, 2016*

- wage increases of 1.5% in year one, 1.25% in year two and zero percent in the last two years of the agreement, including COLA trigger clause
- new hires starting at lower pay rates
- new hires to be enrolled in Defined Contribution Plan after signing date
- reduction in vacation provisions for new employees

** agreements covering 150 or more employees*

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	80,800	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	26,284	Various dates
Police Services Boards	Police Association	Various locations	4,600	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	44,000	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	50,900	Various dates
Universities	CUPE et al	Various locations	31,400	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	27,840	Various dates
Canadian Advertisers Association/ Communication Agencies Institute	ACTRA	Canada-wide	11,000	2014-06-30
Council of Academic Hospitals of Ontario	PARO	Various locations	4,000	2013-06-30
Pharma Plus Drugmarts	UFCW	Various locations	2,540	2014-01-04
Winners Merchants Intl. LP.	Workers United	Province-wide	1,400	2014-01-31
Canada Post Corp. (Postal Operations Supervisors)	Postal Workers Union	Canada-wide	1,350	2014-03-31
Cara Operations Ltd. (Swiss Chalet Restaurants)	UFCW	Various locations	2,660	2014-05-31

As of April 30, 2014, there were 383 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	February 2014	March 2014	April 2014	2011	2012	2013	Year-to-date 2014
Canada	1.1	1.5	2.0	2.9	1.5	0.9	1.6
Ontario	1.5	1.5	2.4	3.1	1.4	1.1	1.8
Toronto	1.7	1.8	2.7	3.0	1.5	1.2	2.0
Ottawa-Gatineau (Ont. part)	1.2	1.3	2.0	3.0	1.3	1.0	1.5
Thunder Bay	1.4	1.5	2.5	3.1	0.9	0.9	1.8

* 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.

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ISSN 1492-4323

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