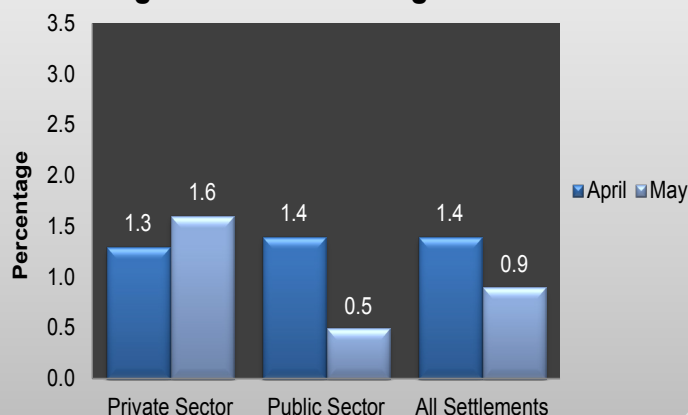


Collective Bargaining Highlights May 2014



At A Glance

Average Annual Base Wage Increase



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Ministry of Labour

Dispute Resolution Services

Agreements Settled in May

In May, 31 collective agreements were ratified, each covering 150 or more employees. These agreements covered 21,909 employees, 67% of whom were in the public sector (14,669).

The overall average annual increase in base wage rates in May was 0.9%, a decrease from 1.4% reported in the previous month. In the public sector, 17 agreements were settled for an average annual base wage increase of 0.5%, compared to 1.4% in April. In the private sector, 14 agreements were settled for an average annual base wage increase of 1.6%, an increase from 1.3% reported in the previous month.

For settlements in the month of May, the industry with the highest average annual base wage increase was public administration. The lowest average annual base wage increase was reported in transportation, communications and utilities. The average annual base wage increase in public administration for four settlements was 1.9%, while in manufacturing; the average annual base wage increase was 1.7% for five settlements. Other services reported an average annual wage increase of 1.6% for six settlements. Health and social services reported an average annual base wage increase of 1.4% for eight settlements.

Wage Settlements - May

Table 1: Wage Settlements Current Month, Current Three Years

	MAY			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - May
			Increase %			2014 %
Private Sector	14	7,240	1.6	1.2	2.3	1.7
Public Sector	17	14,669	0.5	1.4	0.5	1.3
All Settlements	31	21,909	0.9	1.3	1.0	1.4

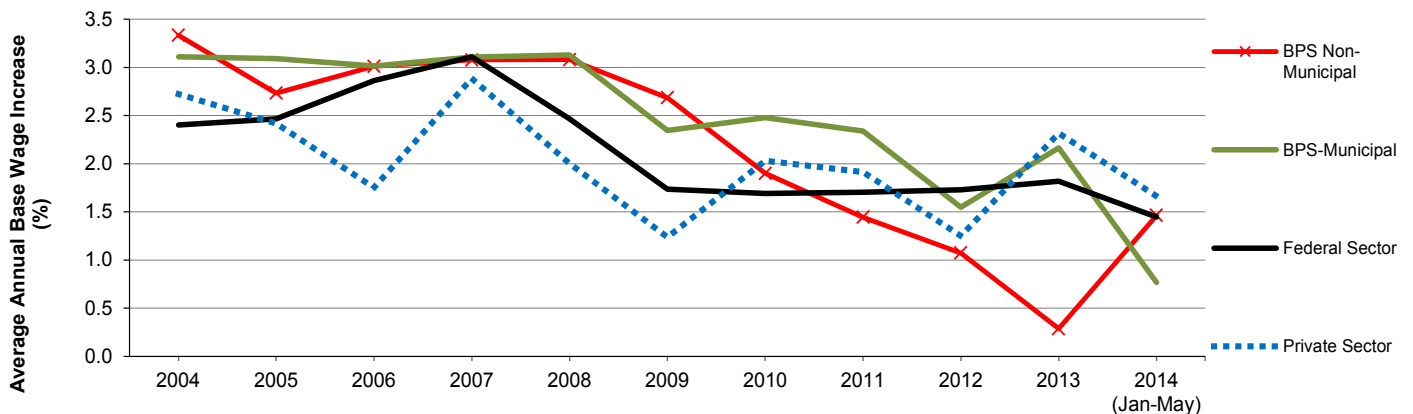
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	MAY			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - May
			Increase %			2014 %
Primary	-	-	-	2.1	2.1	2.2
Manufacturing	5	1,221	1.7	0.8	1.2	1.6
Construction	-	-	-	1.9	2.6	2.4
Trade and Finance	2	1,225	1.0	1.0	1.4	1.0
Transportation, Communications & Utilities	6	12,134	0.3	1.9	2.1	0.9
Public Administration	4	1,259	1.9	1.4	1.1	2.6
Education & Related Services	-	-	-	1.2	0.0	1.4
Health & Social Services	8	2,205	1.4	1.2	1.0	1.3
Other Services	6	3,865	1.6	1.4	2.1	1.7
All Settlements	31	21,909	0.9	1.3	1.0	1.4

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

Wage Trends by Sector (2004 - May 2014)

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

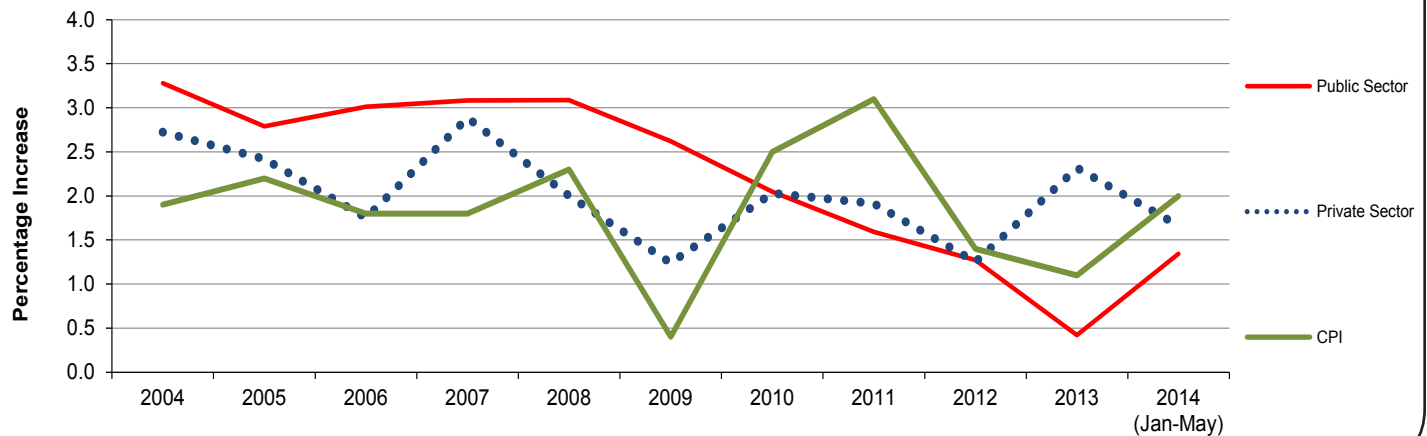


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to May 2014.

From January to May 2014, the average annual base wage increase for the BPS Non-Municipal settled at 1.5%. The BPS Municipal sector average annual base wage increase settled at 0.8%.

From January to May 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 May 2014.

From January to May 2014, the Public Sector combined (excluding Federal Sector) average annual base wage increase has been trending downward and settled at 1.3%.

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

From January to May 2014, the average for the Consumer Price Index in Ontario settled at 2.0%, whereas the Consumer Price Index for the month of May was reported at 2.8%.

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 May 31, 2014 as of May 31, 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: May Settlements

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Agmt. (months)	Agmt. Expiry Date
Manufacturing						
Boart Longyear Manufacturing Canada Ltd. (production/maintenance)	Machinists	0.0* ¹	0.0	158	36	30-Apr-2017
Nailor Industries Inc. (Toronto)	Sheet Metal Workers	1.2 ¹	0.7	150	48	31-Oct-2017
Nestlé Canada Inc. (confectionery division)	Unifor	1.4* ¹	0.0	380	36	30-Apr-2017
Resolute FP Canada Inc. and Fibrek General Partnership (Thunder Bay Mill)	Unifor	2.0 ¹	2.0	263	48	30-Apr-2018
Tootsie Roll of Canada Ulc. (Concord Confections) (full-time)	Bakery Tobacco & Grain Millers	3.2	3.0	270	60	31-Jan-2019
Trade & Finance						
The Bay (Sherway)	Unifor	1.3	1.4	400	36	31-Dec-2016
Metro Ontario Inc. (distribution)	Unifor	0.8 ^{1,2}	0.0	825	48	21-Oct-2017
Transportation, Communications & Utilities						
Direct Energy Marketing Ltd.	Unifor	2.2 ²	2.0	520	36	31-Mar-2017
Enbridge Inc. (Enbridge Gas Distribution)	Unifor	2.0 ²	2.0	670	36	31-Dec-2016
Enersource Corporation & Enersource Hydro Mississauga Inc., Enersource Hydro Mississauga Services Inc.	Electrical Workers	1.9	1.9	249	36	31-Mar-2017
Mackie Moving Systems Corp. (drivers)	Teamsters	1.5 ³	1.0	175	36	31-Mar-2017
Toronto Transit Commission (electrical/communications/signal)	Cdn Public Empls	1.4 ^{1,2}	1.0	568	48	31-Mar-2018
Toronto Transit Commission (operators/collectors/maintenance/clerical/non-clerical)	Amalgamated Transit Union	0.0 ^{1,2}	0.0	9,952	48	31-Mar-2018
Public Administration						
Corporation of The City of Markham (outside)	Cdn Public Empls	1.8	1.5	152	36	31-Mar-2016
Corporation of The City of Markham (inside)	Cdn Public Empls	1.8	1.5	170	36	31-Mar-2016
Guelph Police Services Board (uniform)	Police Assn (Guelph)	2.7	2.8	187	24	31-Dec-2014
National Research Council of Canada (research officers/RCO)	Professional Institute	1.8 ⁴	1.7	750	36	19-Jul-2014

* including COLA causes and/or COLA estimates

¹ excluding lump sum payments² two-tier wage schedule³ job class increment adjustments⁴ excluding terminable allowance

Continued...

Table 3: May Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Agt. (months)	Agmt. Expiry Date
Health & Social Services						
Bruyere Continuing Care (St. Vincent/Elisabeth Bruyere Hospital & Residence)	Cdn Public Empls	2.0	2.0	774	24	31-Mar-2014
City of Hamilton (Emergency Services)	Ont Public Service Empls	2.0	2.1	260	48	31-Mar-2016
Corporation of The County of Hastings (Hastings Manor Home for the Aged) (Service/RPN)	Cdn Public Empls	1.2	1.0	240	36	31-Dec-2016
Heritage Green Nursing Home (production)	Service Employees Intl	0.0 ^{1,3}	0.0	200	24	30-Apr-2014
St. Joseph Religious Hospitaliers (Hotel Dieu Kingston) (service/RPN)	Ont Public Service Empls	1.1 ¹	2.0	165	72	31-Oct-2017
The City of Kawartha Lakes (Victoria Manor) (service/RPN)	Cdn Public Empls	0.5 ¹	0.5	166	24	31-Mar-2015
The John Noble Home (service/RPN) (unit 52/52A)	Service Employees Intl	1.8	2.0	213	24	31-Mar-2015
Villa Forum (service)	Labourers	0.0 ¹	0.0	187	24	30-Apr-2014
Other Services						
Art Gallery of Ontario (support & dining services) (full-time)	Ont Public Service Empls	1.7	1.5	167	36	30-Nov-2016
Art Gallery of Ontario (part-time)	Ont Public Service Empls	1.7	1.5	269	36	30-Nov-2016
Cara Operations Ltd. (Swiss Chalet Restaurants)	Food & Commercial Workers	1.3 ²	0.0	2,700	60	31-May-2019
Delta Toronto East Hotel (Kennedy Road)	UNITE HERE	2.8	2.4	220	48	31-Jan-2018
Electrical Safety Authority (clerks/technicians/technologists/ inspectors)	Cdn Public Empls	2.7*	2.5	350	36	31-Mar-2017
Hyatt Regency Toronto (King Street)	UNITE HERE	2.5	2.2	159	48	31-Jan-2018

* including COLA causes and/or COLA estimates

¹ excluding lump sum payments

² two-tier wage schedule

³ job class increment adjustments

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

Bruyere Continuing Care and Canadian Union of Public Employees, Local 4540 (774 employees)

a two-year arbitrated renewal agreement, effective April 1, 2012, expiring March 31, 2014

- general wage increases include 2% in each year
- increases to evening, night, and weekend premiums as well as vacation and extended health care benefits
- modifications to vacation entitlement

Enbridge Inc. (Enbridge Gas Distribution) and Unifor, Local 975 (670 employees)

a three-year renewal agreement, effective January 1, 2014, expiring December 31, 2016

- wage increases of 2% in each year and a new clerical rates of pay for employees hired after ratification

Toronto Transit Commission and Amalgamated Transit Union, Local 113 (9,952 employees)

a four-year renewal agreement, effective April 1, 2014, expiring March 31, 2018

- wage increases varies for the different groups: operator and wheel trans operators received 2% in each of the first, second and third years, and 2.25% in the final year; groups 1-3, a one- time lump sum payment in each year, and all other employees wage increases of 1% on April 1, 2014, 0.5% plus a one-time lump sum payment of 1.5%, on April 1, 2015, 1.5% on April 1, 2016, and 2.25% on April 1, 2017
- skilled trade premium of \$0.75 for each regular hour paid
- increased vision care for all employees including pensioners
- increases to tuition aid and clothing allowances, effective January 1, 2015
- improvement to recall rights (regular employees who have been employed on a continuous basis for six months or more and who are laid off shall remain on the recall list from 12 months to 22 months)

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	92,107	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	26,594	Various dates
Police Services Boards	Police Association	Various locations	4,652	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	52,300	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	50,500	Various dates
Universities	CUPE et al	Various locations	40,200	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	29,962	Various dates
Canadian Advertisers Association/ Communication Agencies Institute	ACTRA	Canada-wide	11,000	30-Jun-2014
Council of Academic Hospitals of Ontario	PARO	Various locations	4,000	30-Jun-2013
Pharma Plus Drugmarts	UFCW	Various locations	2,540	04-Jan-2014
Winners Merchants Intl. LP.	Workers United	Province-wide	1,400	31-Jan-2014
Canada Post Corp. (Postal Operations Supervisors)	Postal Workers Union	Canada-wide	1,350	31-Mar-2014
Securitas Canada Ltd.	USW	Province-wide	2,514	30-Jun-2014

As of May 31, 2014, there were 378 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	March 2014	April 2014	May 2014	2011	2012	2013	Year-to-date 2014
Canada	1.5	2.0	2.3	2.9	1.5	0.9	1.7
Ontario	1.5	2.4	2.8	3.1	1.4	1.1	2.0
Toronto	1.8	2.7	3.1	3.0	1.5	1.2	2.2
Ottawa-Gatineau (Ont. part)	1.3	2.0	2.4	3.0	1.3	1.0	1.7
Thunder Bay	1.5	2.5	2.9	3.1	0.9	0.9	2.0

* 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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