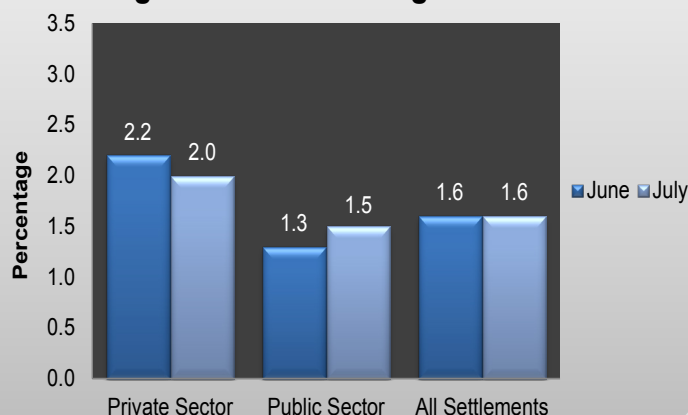


Collective Bargaining Highlights July 2014



At A Glance

Average Annual Base Wage Increase



Agreements Settled in July

In July, 11 collective agreements were ratified, each covering 150 or more employees. These agreements covered 6,062 employees, 72% of whom were in the public sector (4,362).

The overall average annual increase in base wage rates in July was 1.6%, unchanged from the previous month. In the public sector, five agreements were settled for an average annual base wage increase of 1.5%, an increase from 1.3% reported in June. In the private sector, six agreements were settled for an average annual base wage increase of 2%, a decrease from 2.2% reported in the previous month.

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For settlements in July, the industry with the highest average annual base wage increase was manufacturing (two settlements for 2.1%). The lowest average annual base wage increase was reported in health and social services (two settlements with no wage increase). Both other services and transportation, communications and utilities reported an average annual base wage increase of 2% for two and three settlements respectively. In public administration, there were two settlements for an average annual base wage increase of 1.5%.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - July

Table 1: Wage Settlements Current Month, Current Three Years

	JULY			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Jul 2014
			Increase %			
Private Sector	6	1,700	2.0	1.2	2.3	1.8
Public Sector	5	4,362	1.5	1.4	0.5	1.5
All Settlements	11	6,062	1.6	1.3	1.0	1.5

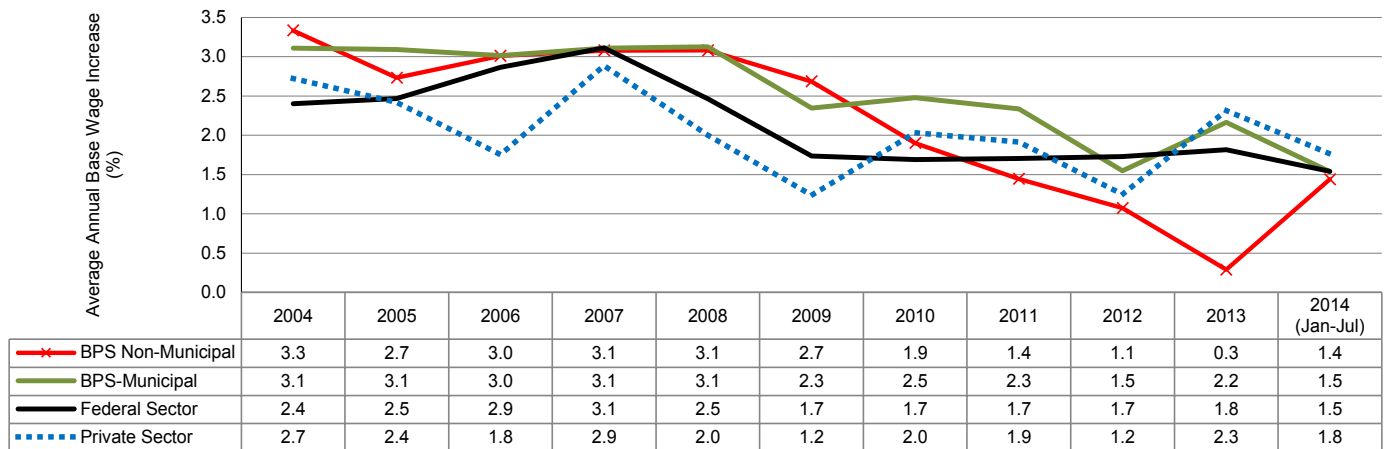
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	JULY			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Jul 2014
			Increase %			
Primary	-	-	-	2.1	2.1	2.5
Manufacturing	2	480	2.1	0.8	1.2	1.7
Construction	-	-	-	1.9	2.6	2.4
Trade and Finance	-	-	-	1.0	1.4	1.3
Transportation, Communications & Utilities	3	2,697	2.0	1.9	2.1	1.7
Public Administration	2	1,782	1.5	1.4	1.1	2.3
Education & Related Services	-	-	-	1.2	0.0	1.4
Health & Social Services	2	720	0.0	1.2	1.0	1.3
Other Services	2	383	2.0	1.4	2.1	1.7
All Settlements	11	6,062	1.6	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 - July 2014)

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

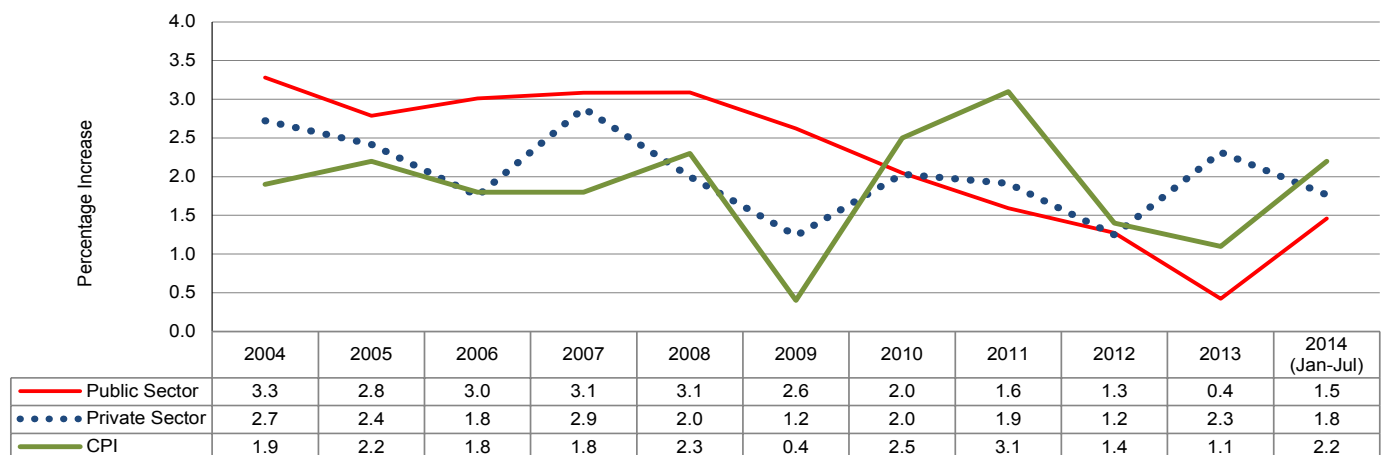


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to July 2014.

From January to July 2014, the average annual base wage increase for the BPS Non-Municipal sector remained at 1.4% and the BPS Municipal sector average annual base wage increase remained at 1.5%.

From January to July 2014, both the Federal sector and the Private sector average annual base wage increases remained at 1.5% and 1.8% respectively.

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 the Broader Public Sector, the Private sector and the Consumer Price Index for the province of Ontario from 2004 to July 2014.

From January to July 2014, the Broader Public sector combined average annual base wage increase remained at 1.5%. The Private sector remained at 1.8%.

From January to July 2014, the average for the Consumer Price Index in Ontario increased to 2.2%.

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 July 31, 2014 as of July 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: July Settlements

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths. %	Lump Sum Info.	Approx. Number of Empls. (Ontario)	Agrmt. Duration (mths)	Expiry date
Manufacturing							
Saputo Dairy Products Canada G.P.	Unifor	2.0 ¹	2.0	Not Available	209	36	23-Jun-2017
Coppley Ltd.	Workers United	2.2	2.6		271	36	30-Apr-2017
Transportation, Communications & Utilities							
The Globe and Mail (Division of CTVglobemedia Publishing Inc.) (editorial)	Unifor	1.7 ²	1.0		270	36	30-Jun-2017
Metrolinx (Go Transit) (drivers/maintenance)	Amalgamated Transit Union	2.0	1.8		1,860	48	01-Jun-2018
Servisair Inc. (Pearson International Airport)	Teamsters	2.1 ^{1,2,3}	2.0	signing bonus: to former empls. IAMAW: \$900 FT, \$450 PT Handlex: \$500 FT, \$250 PT \$200 new hires	567	36	23-Jul-2017
Public Administration							
Regional Municipality of Durham (inside, ambulance)	Cdn Public Empls	1.5	1.2		1,522	48	31-Mar-2018
Corporation of the Town of Whitby (full-time)	Cdn Public Empls	1.3	1.5		260	36	31-Mar-2017
Health & Social Services							
Conmed Health Care Group (Maple/Crescent Park/ Millennium/Billings)	Christian Labour Assn	0.0 ¹	0.0	1% of hours paid Dec. 31/13 1% of hours paid Dec. 31/14 ⁴	450	24	31-Dec-2014
Community Lifecare Inc. (Community Nursing Home/ Orchard Villa)	Service Employees Intl	0.0 ^{1,2}	0.0	1% of hours paid between May 1/12 & Apr. 30/14	270	24	30-Apr-2014
Other Services							
K-Bro Linen Systems (Ontario) Ltd.	Food & Commercial Workers	2.0 ¹	2.0	2% signing bonus	198	36	09-Oct-2016
Mount Pleasant Group of Cemeteries	Unifor	2.0 ¹	2.0	\$150 signing bonus	185	36	25-Jun-2017

¹ excluding lump sum payments

² restructuring of wage schedule

³ two-tier wage schedule

⁴ instead of lump sum for 2014, Registered Nurses received increase in grid

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

Metrolinx (Go Transit) and Amalgamated Transit Union, Local 1587 (1,860 employees)

a four-year renewal agreement, effective June 2, 2014, expiring June 1, 2018

- general wage increases of 1.8% in each of the first and second years, and 2.3% in each of the third and final years
- an economic adjustment to the wage rates of Transit Safety Officers of \$0.25/hr. in each year December 1, for the duration of the agreement
- increase to on-call rate to \$2.00/hr.

CONMED Health Care Group and the Christian Labour Association of Canada, Local 302 (450 employees)

a two-year arbitrated renewal agreement, effective January 1, 2013, expiring December 31, 2014

- no negotiated wage increases
- vision care coverage increased to \$180 every 24 months
- signing bonus of 1% on December 31, 2013 and 1% on December 31, 2014 based on hours worked and wage increase for registered nurses in lieu of a payment of lump sum, effective January 1, 2014

Regional Municipality of Durham and Canadian Union of Public Employees, Local 1784 (1,522 inside and ambulance employees)

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

- wage increases of 1.25% in each of the first and second years, 1.5% in the third year and 1.95% in the last year of the agreement
- improvements to health care benefits, including an introduction of Health Care Spending Account of \$200 annually
- improvements to sick leave benefits for all employees and scheduled vacation time for paramedics
- introduction of Short Term Income Protection Plan from 16 to 26 weeks equivalent to 66 2/3 effective the third month of employment

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	88,200	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	22,300	Various dates
Police Services Boards	Police Association	Various locations	4,652	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	55,800	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	54,700	Various dates
Universities	CUPE et al	Various locations	38,000	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	24,700	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	275,440	31-Aug-2014
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
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
College Employer Council	OPSEU	Province-wide	19,590	31-Aug-2014

As of July 31, 2014, there were approximately 400 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	May 2014	June 2014	July 2014	2011	2012	2013	Year-to-date 2014
Canada	2.3	2.4	2.1	2.9	1.5	0.9	1.9
Ontario	2.8	3.0	2.5	3.1	1.4	1.1	2.2
Toronto	3.1	3.2	2.7	3.0	1.5	1.2	2.4
Ottawa-Gatineau (Ont. part)	2.4	2.7	2.1	3.0	1.3	1.0	1.9
Thunder Bay	2.9	3.0	2.5	3.1	0.9	0.9	2.2

* 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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