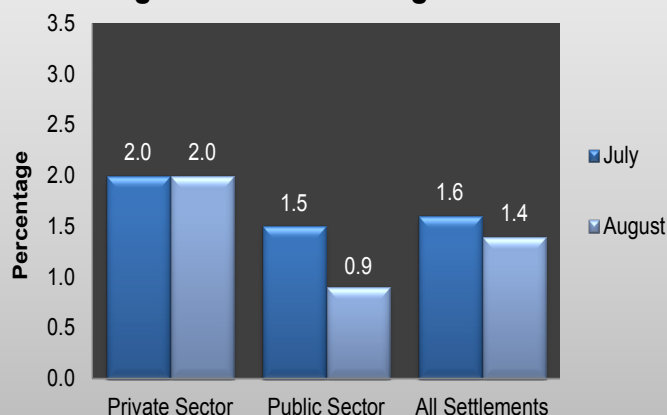


Collective Bargaining Highlights August 2014



At A Glance

Average Annual Base Wage Increase



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Ministry of Labour

Dispute Resolution Services

Agreements Settled in August

In August, 20 collective agreements were ratified, each covering 150 or more employees. These agreements covered 29,301 employees, 54% of whom were in the public sector (15,747).

The overall average annual increase in base wage rates in August was 1.4%, a decrease from 1.6% reported in the previous month. In the public sector, 15 agreements were settled for an average annual base wage increase of 0.9%, a decrease from 1.5% reported in July. In the private sector, five agreements were settled for an average annual base wage increase of 2%, unchanged from the previous month.

For settlements in August, the industry with the highest average annual base wage increase was transportation, communication and utilities (three settlements for 2.2%). The lowest average annual base wage increase was reported in public administration (three settlements for 0.7%). Education and related services, and health and social services reported an average annual wage increase of 1.3% and 1.2% for four and seven settlements respectively. In manufacturing, there were two settlements for an average annual base wage increase of 1%.

Wage Settlements - August

Table 1: Wage Settlements Current Month, Current Three Years

	AUGUST			ANNUAL		
	Agmts	Empls	Average Annual Increase	2012	2013	Jan - Aug 2014
			%	%	%	%
Private Sector	5	13,554	2.0	1.2	2.3	1.8
Public Sector	15	15,747	0.9	1.4	0.5	1.4
All Settlements	20	29,301	1.4	1.3	1.0	1.5

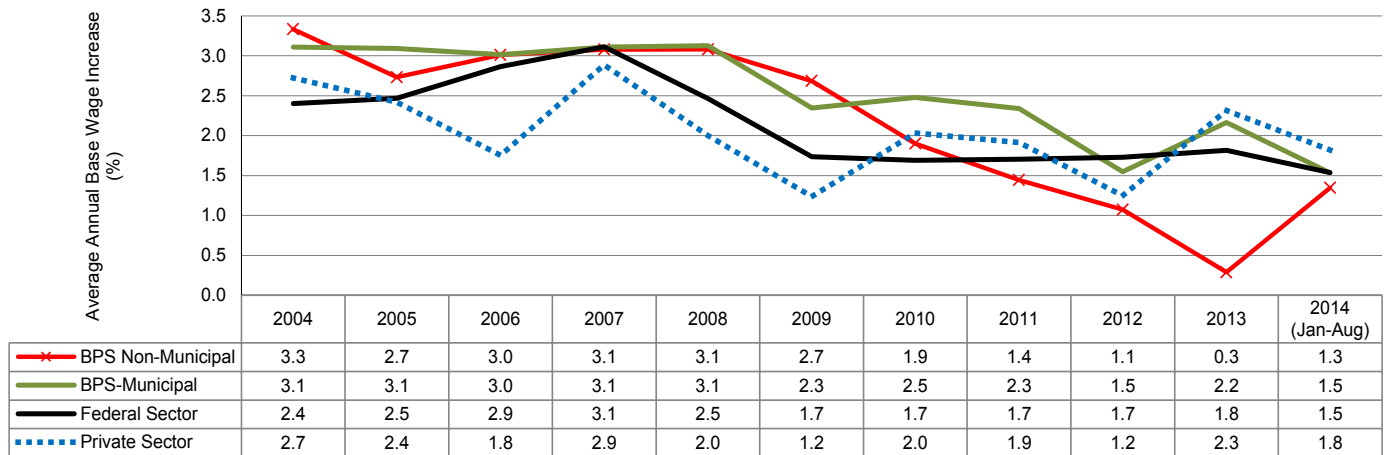
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	AUGUST			ANNUAL		
	Agmts	Empls	Average Annual Increase	2012	2013	Jan - Aug 2014
			%	%	%	%
Primary	-	-	-	2.1	2.1	2.5
Manufacturing	2	564	1.0	0.8	1.2	1.6
Construction	-	-	-	1.9	2.6	2.4
Trade and Finance	-	-	-	1.0	1.4	1.3
Transportation, Communications & Utilities	3	1,195	2.2	1.9	2.1	1.7
Public Administration	3	11,693	0.7	1.4	1.1	1.7
Education & Related Services	4	2,291	1.3	1.2	0.0	1.4
Health & Social Services	7	1,558	1.2	1.2	1.0	1.3
Other Services	1	12,000	2.0	1.4	2.1	1.8
All Settlements	20	29,301	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 - August 2014)

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

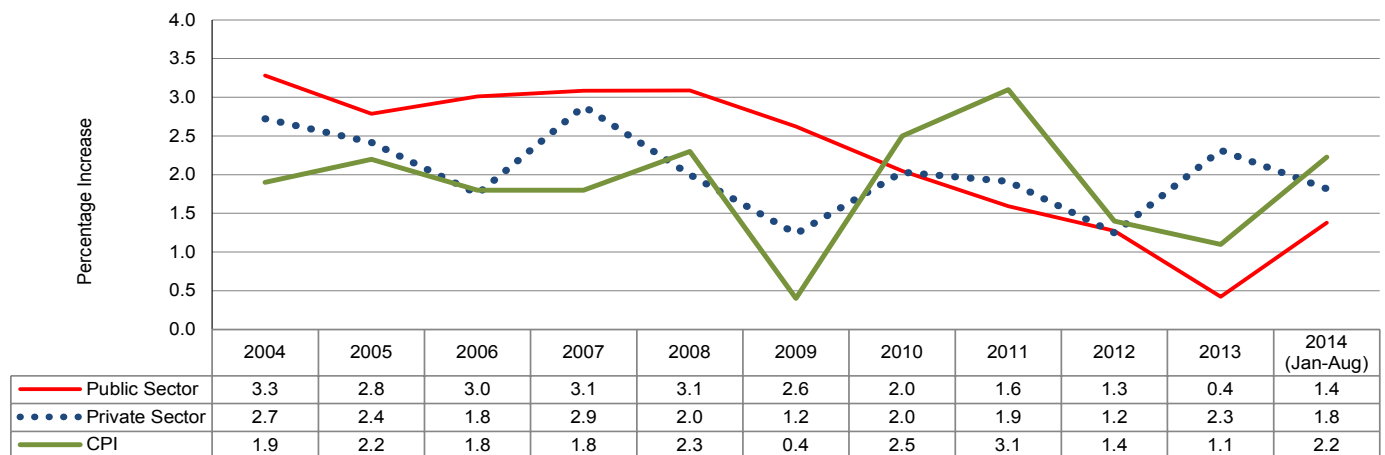


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to August 2014.

From January to August 2014, the average annual base wage increase for the BPS Non-Municipal sector decreased to 1.3% from 1.4% reported the previous month. The BPS Municipal sector average annual base wage increase remained at 1.5%.

From January to August 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 August 2014.

From January to August 2014, the Broader Public sector combined average annual base wage increase declined to 1.4%, from 1.5% reported the previous month. The Private sector remained at 1.8%.

From January to August 2014, the average for the Consumer Price Index in Ontario remained at 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 August 31, 2014 as of August 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 includes COLA estimates.

Table 3: August 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							
Util Canada Ltd. (Vaughan)	Unifor	2.6 ²	3.7	\$275: employees above the top rate, variable lump sum ⁴	214	24	18-May-2016
Johnson Controls Automotive Canada LP. (Whitby)	Unifor	0.0 ³	0.0	\$1,500: full-time seniority employees	350	36	25-Aug-2017
Transportation, Communications & Utilities							
Corporation of the City of Guelph (transit)	Amalgamated Transit	2.1	1.7		205	48	30-Jun-2017
Bombardier Transportation Canada Inc. (Formerly: Bombardier Transportation North America) (Go Transit operations/ maintenance) (Metrolinx Union Pearson Express)	Teamsters	2.3	3.0		600	60	31-Dec-2017
NAV Canada	Professional Institute	2.0 ¹	2.0		390	48	30-Apr-2017
Public Administration							
Corporation of the City of Cornwall (inside)	Cdn Public Empls	2.0	2.0		176	36	30-Sep-2016
Corporation of the City of Barrie	Barrie Professional Fire Fighters Assn	2.5	2.5		180	12	31-Dec-2014
Ontario Government	AMAPCEO	0.7	0.0		11,337	48	31-Mar-2018
Education & Related Services							
Carleton University (academic staff/librarians)	Carleton University Academic Staff Assn	1.8	2.1		850	36	30-Apr-2017
Nipissing University (contract academic staff)	Nipissing University Faculty Assn	0.0	0.0		265	24	30-Apr-2016
University of Western Ontario (food services)	Cdn Public Empls	1.1	1.3	\$550: all continuing & sessional employees, \$175: part-time employees	600	48	30-Jun-2018
Brock University (faculty/librarians)	Brock University Faculty Assn	1.6	1.8		576	36	30-Jun-2017

Continued...
¹ wage reopener in the 4th year

² excluding adjustments for skilled trades

³ COLA clause frozen for the term of agreement

⁴ variable lump sum payments for all other employees, based on unused portion
(excess over job rate) of the wage increase

Table 3: August Settlements (Cont'd)

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths. %	Lump Sum Info.	Approx. Number of Empls. (Ontario)	Agrmt. Duration (mths)	Expiry date
Health & Social Services							
Corporation of the City of Timmins (Golden Manor Home for the Aged)	Cdn Public Empls	1.5	1.5		189	24	31-Mar-2014
Regional Municipality of Peel (Peel Manor Home for the Aged) (service)	Cdn Public Empls	1.0	1.0		216	24	30-Nov-2013
Regional Municipality of Peel (Tall Pines Long Term Care Centre) (service)	Cdn Public Empls	1.0	1.0		195	24	30-Nov-2013
Regional Municipality of Peel (Sheridan Villa Home for the Aged) (service)	Cdn Public Empls	1.0	1.0		206	24	30-Nov-2013
Regional Municipality of Peel (Malton Village Long Term Care Centre) (service)	Cdn Public Empls	1.0	1.0		218	24	30-Nov-2013
St. Michael's Hospital (lab technicians/technologists)	Labourers (CNFIU)	1.4	1.4		300	24	31-Mar-2016
Trilogy Long Term Care Inc.	Cdn Public Empls	1.7	2.0		234	24	31-Jul-2013
Other Services							
Association of Canadian Advertisers (ACA) and the Institute of Communications Agencies (ICA) (NCA)	Cdn TV & Radio Artists	2.0	2.0		12,000	36	30-Jun-2017

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

Ontario Government and the Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO)
(11,337 management, administrative and professional employees)

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

- wage increases of 1.4% in the third and fourth years of the agreement
- revised job security system which includes improved direct assignment and bumping provisions to be implemented with 90 calendar days after ratification
- starting January 1, 2015, Short-term Sickness Plan (STSP) will be restored to a full 75% for all sick days from days 7 to 130 (in addition to the first 6 days at 100%)
- elimination of Long-term Income Protection (LTIP) cost-of-living provisions effective January 1, 2015. Employees on LTIP will be entitled to increases equivalent to those received by all employees
- amendments to termination pay provision

Bombardier Transportation Canada Inc. (Go Transit Operations/Metrolinx Union Pearson Express) and the Teamsters Canada Rail Conference Division 660 (600 employees)

a five-year renewal agreement, effective January 1, 2013, expiring December 31, 2017

- wage increases of 3% in the first year, 2% in the second through fourth years, and 2.75% in the last year of the agreement
- effective 2014, increases in hourly evening shift premiums to \$1.00 and night premiums to \$1.15 and an additional five cents on each of the fourth and fifth years of the agreement
- improvements to life insurance and vacation entitlements
- safety footwear voucher increases for eligible employees
- addition of massage therapy to a maximum of \$500 each year

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	90,500	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	21,800	Various dates
Police Services Boards	Police Association	Various locations	4,600	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	55,800	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	54,600	Various dates
Universities	CUPE et al	Various locations	36,200	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
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
G 4 S Secure Solutions	UFCW	Province-wide	3,800	30-Nov-2014

As of August 31, 2014, there were approximately 700 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	June 2014	July 2014	August 2014	2011	2012	2013	Year-to-date 2014
Canada	2.4	2.1	2.1	2.9	1.5	0.9	1.9
Ontario	3.0	2.5	2.5	3.1	1.4	1.1	2.2
Toronto	3.2	2.7	2.6	3.0	1.5	1.2	2.4
Ottawa-Gatineau (Ont. part)	2.7	2.1	2.2	3.0	1.3	1.0	1.9
Thunder Bay	3.0	2.5	2.4	3.1	0.9	0.9	2.3

* 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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