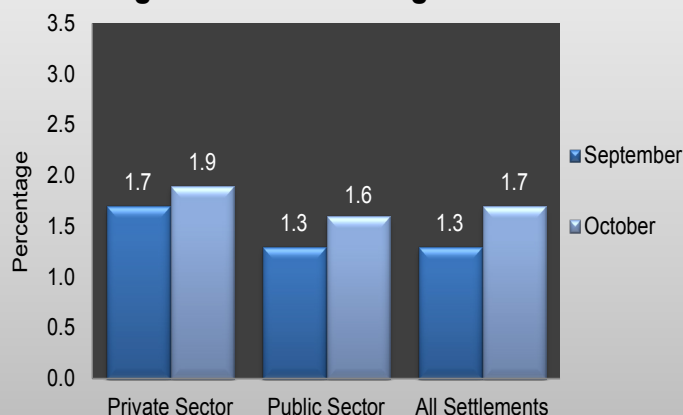


Collective Bargaining Highlights October 2014



At A Glance

Average Annual Base Wage Increase



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

Agreements Settled in October

In October, 22 collective agreements were ratified, each covering 150 or more employees. These agreements covered 11,578 employees, 55% of whom were in the public sector (6,430).

The overall average annual increase in base wage rates in October was 1.7%, an increase from 1.3% reported in the previous month. In the public sector, 15 agreements were settled for an average annual base wage increase of 1.6%, an increase from 1.3% reported in September. In the private sector, seven agreements were settled for an average annual base wage increase of 1.9%, an increase from the 1.7% reported in the previous month.

For settlements in October, the industry with the highest average annual base wage increase was in public administration (one settlement for 2.8%). The lowest average annual base wage increase was reported in manufacturing (one settlement for 1%). Other services reported an average annual base wage increase of 2.7% for two settlements, and primary industry reported an average annual base wage increase of 2% for one settlement.

Wage Settlements - October

Table 1: Wage Settlements Current Month, Current Three Years

	OCTOBER			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Oct 2014
			Increase %			
Private Sector	7	5,148	1.9	1.3	2.3	1.8
Public Sector	15	6,430	1.6	1.4	0.5	1.4
All Settlements	22	11,578	1.7	1.4	1.0	1.5

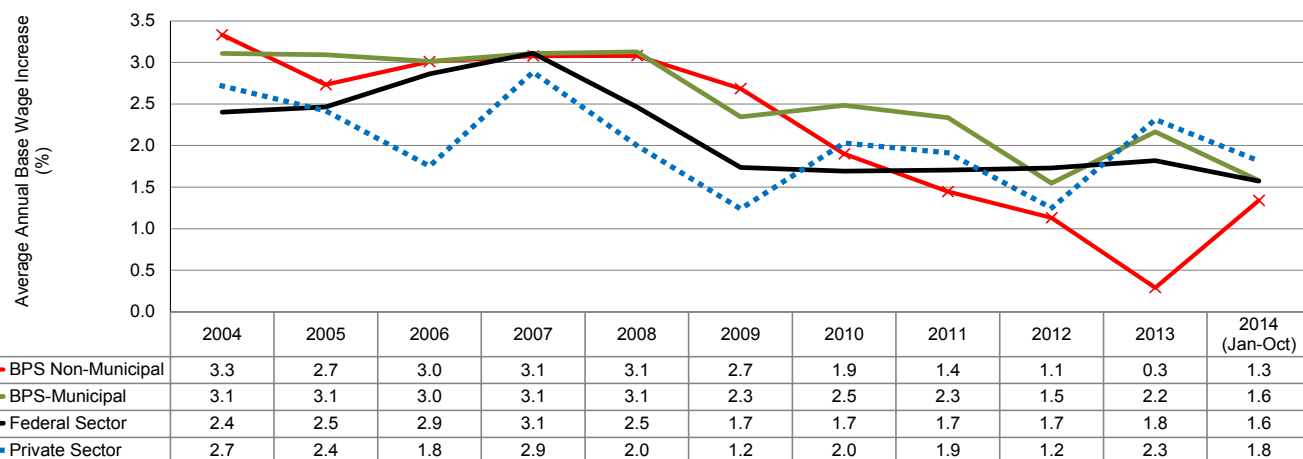
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	OCTOBER			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Oct 2014
			Increase %			
Primary	1	275	2.0	2.1	2.1	2.3
Manufacturing	1	578	1.0	0.8	1.2	1.6
Construction	-	-	-	1.9	2.6	2.4
Trade and Finance	1	765	1.5	1.0	1.4	1.3
Transportation, Communications & Utilities	2	2,160	1.8	1.9	2.1	1.7
Public Administration	1	695	2.8	1.4	1.1	1.7
Education & Related Services	4	3,117	1.4	1.2	0.0	1.3
Health & Social Services	10	2,618	1.5	1.3	1.0	1.3
Other Services	2	1,370	2.7	1.4	2.1	1.9
All Settlements	22	11,578	1.7	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 - October 2014)

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

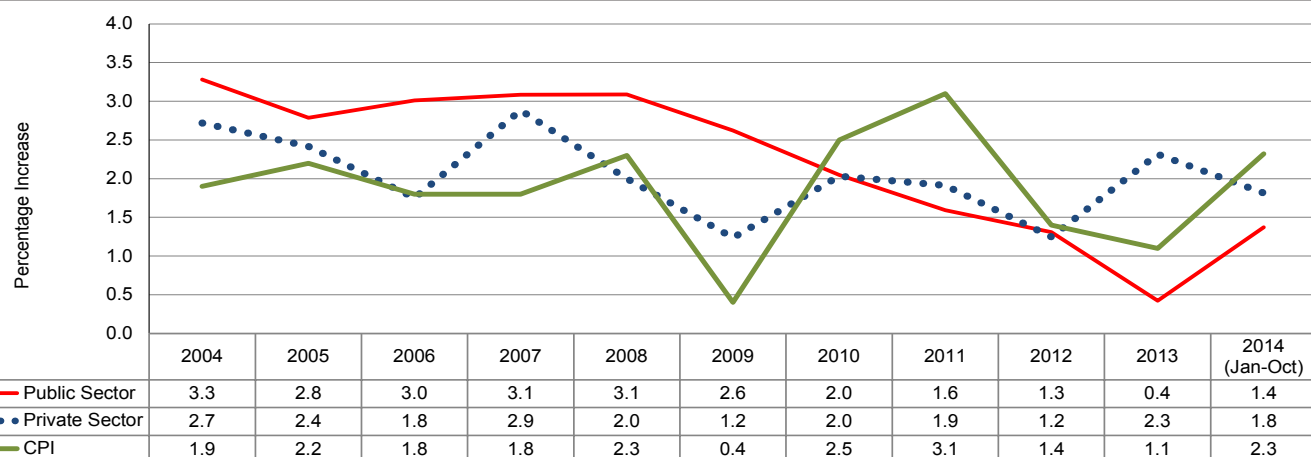


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to October 2014.

From January to October 2014, the average annual base wage increase for the BPS Non-Municipal sector remained at 1.3%. The BPS Municipal sector average annual base wage increase settled at 1.6%, an increase from the 1.5% reported in the previous month.

From January to October 2014, both the Federal sector and the Private sector average annual base wage increases remained at 1.6% 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 October 2014.

From January to October 2014, the Broader Public sector combined average annual base wage increase remained at 1.4% and the Private sector remained at 1.8%.

From January to October 2014, the average for the Consumer Price Index in Ontario settled at 2.3%, an increase from the 2.2% reported in the previous month.

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 October 31, 2014 as of October 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: October Settlements

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths. %	Lump Sum Info.	Approx. Number of Empls. (Ontario)	Agrmt. Duration (mths)	Expiry date
Primary							
Goldcorp Canada Ltd. (Porcupine Gold Mines)	United Steelworkers	2.0	2.0	signing bonus: \$1,500	275	36	30-Oct-2017
Manufacturing							
U. S. Steel Canada Inc. (Hamilton Works)	United Steelworkers	1.0*	2.3		578	29	31-Mar-2017
Trade & Finance							
Canadian Imperial Bank of Commerce (Toronto Visa Centre)	United Steelworkers	1.5	1.8	permanent employees: variable lump sum payments ²	765	24	30-Jun-2016
Transportation, Communications & Utilities							
Air Canada (pilots)	Air Canada Pilots Assn	1.8 ¹	0.0	signing bonus for active pilots: \$10,000; 2% Apr 1/16 2% Apr 1/17	1,925	120	30-Sep-2024
Lakehead Terminal Elevators Association (Cargill/P&H/Richardson/ Viterra)	United Steelworkers	1.9	1.7		235	36	31-Jan-2017
Public Administration							
Corporation of The City of Mississauga (Mississauga fire & emergency services)	Intl Firefighters (Mississauga)	2.8	2.9		695	48	31-Dec-2014
Education & Related Services							
Carleton University (office/technical/service)	Cdn Public Empls	1.5	1.5		800	36	30-Jun-2017
Laurentian University (academic staff/librarians)	Laurentian University Faculty	2.0	2.0		640	36	30-Jun-2017
University of Guelph (faculty/Librarians)	Guelph University Faculty Assn	1.3	0.0	\$1,275 Jul 1/14	787	36	30-Jun-2017
University of Windsor (academic staff/librarians)	Windsor University Faculty	1.0	0.0	\$1,250 Jul 1/14 \$1,250 Jul 1/15	890	36	30-Jun-2017

Continued...
^{*}including COLA clauses and/or COLA estimates

¹early renewal agreement (termination of agreement expiring April 30, 2016)

²based on portion of wage increase beyond range maximum and payment of \$150 for those employees at their maximum wage rate

Table 3: October 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							
Chatham-Kent Children's Services (full-time/part-time)	Ont Public Service Empls	0.0	0.0	1.25% Yr 1 1% Yr 2	200	24	31-Mar-2016
Corporation of Norfolk County (Norview Lodge) (service/office/RPN)	Service Employees Intl	1.5	1.1		193	36	31-Dec-2015
Craiglee Nursing Home Ltd.	Service Employees Intl	6.2 ^{4,5}	10.8		189	24	19-Nov-2014
Firefly (Kenora/Rainy River Districts)	Ont Public Service Empls	1.1 ³	1.0	ratification bonus: 1% of salary perm empls; 1% of earnings contract/casual	165	24	31-Mar-2016
Grey Bruce Health Services (service) (full-time/part-time)	Ont Public Service Empls	0.7	0.7	0.7% Yr 1 0.7% Yr 2 0.7% Yr 3 0.7% Yr 4	436	48	30-Sep-2017
Lee Manor Home for the Aged	Ont Public Service Empls	2.0	2.0		188	36	31-Dec-2016
Ottawa Children's Treatment Centre (paramedical)	Ont Public Service Empls	1.1	0.0	April 1/11 & April 1/12: (\$638-\$855) full-time; (\$0.33/hr.-\$0.44/hr.) part-time/casual/temp ⁶	153	60	31-Mar-2016
Providence Care Centre (St. Mary's of The Lake Hospital) (service/clerical)	Cdn National Federation of Independent Unions	0.7 ⁴	0.7	0.7% Apr 1/13 0.7% Apr 1/14	303	24	31-Mar-2015
Southlake Residential Care Village (Service/office/RPN)	Cdn Public Empls	1.8	2.0		242	24	31-Dec-2012
Woodgreen Community Services	Workers United	1.5	1.5		549	36	31-Mar-2017
Other Services							
Great Blue Heron Gaming Co.	Unifor	2.5	2.6	ratification bonus: \$300 full-time, \$150 part-time	770	36	30-Sep-2017
Host International of Canada Ltd. (airport restaurants/retail stores)	Food & Commercial Workers	3.0	0.0	ratification bonus: \$600 reg. full-time, \$300 reg. part-time	600	36	12-Dec-2016

³ restructuring of the wage schedule

⁴ adjustments for selected groups other than skilled trades

⁵ including "catchup" from previous agreement expired in 2007 and increases do not necessarily reflect increases reached through negotiations or arbitration

⁶ based on years of service for full-time employees and combination of years of service and hours worked for part-time employees

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

University of Windsor and the Windsor University Faculty Association (890 academic staff/librarians)

a three-year renewal agreement following a work disruption, effective July 1, 2014, expiring June 30, 2017

- wage increases of 3% in the third year of the agreement
- one-time lump sum payments of \$1,250 on July 1, 2014 and July 1, 2015
- increases to overload stipends
- improvements to speech therapist, hearing aids, chiropractic and vision care coverage
- car allowance increased to \$0.54 per kilometer

Corporation of the City of Mississauga and the International Association of Firefighters, Local 1212 (695 employees)

a four-year renewal agreement, effective January 1, 2011, expiring December 31, 2014

- wage increases of 2.9% effective January 1, 2011, 1.72% on January 1, 2012, 1.48% on July 1, 2012, 1.52% on January 1, 2013, 0.92% on July 1, 2013 and 2.48% on January 1, 2014
- mileage and fixed rate allowances increased to \$0.76 per kilometer and \$68 respectively
- hearing aids increased to \$750 every two years

University of Guelph and The Guelph University Faculty Association (787 faculty, librarians and veterinarians)

a three-year renewal agreement, effective July 1, 2014, expiring June 30, 2017

- cost of living increases of 2% in the second and third years of the agreement
- salary floor increases of 2% for faculty, librarians and veterinarians
- annual career increments subject to performance assessment of \$1,275 on July 1, 2014, \$2,550 on July 1, 2015 and July 1, 2016
- performance based increase to the base salary of \$1,275 on June 30, 2017 for members continuously employed since July 1, 2014
- lump sum payments based on performance assessment of \$1,275 and performance based recognition fund payable as one-time lump sums on July 1, 2014 and July 1, 2015
- lump sum payment of \$2,000 for veterinarians actively employed since September 2010
- Promotion Increment equal to the greater of \$2,100 (July 1, 2014), \$2,200 (July 1, 2015) and \$2,300 (July 1, 2016) for faculty, librarian and veterinarian members promoted to the next higher rank effective the day of promotion
- professional development reimbursement of \$1,850 on July 1, 2014, \$1,900 on July 1, 2015 and \$1,950 on July 1, 2016 for eligible expenses

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	102,700	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	36,000	Various dates
Police Services Boards	Police Association	Various locations	24,080	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	45,600	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	60,200	Various dates
Universities	CUPE et al	Various locations	24,000	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	21,000	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	275,850	31-Aug-14
Ontario Government	Ont Provincial Police, OPSEU, PEGO	Province-wide	43,500	31-Dec-14
Council of Academic Hospitals of Ontario	PARO	Various locations	4,000	30-Jun-13
Pharma Plus Drugmarts	UFCW	Various locations	2,540	04-Jan-14
Canada Post Corp. (Postal Operations/Supervisors)	Postal Workers Union, Postmasters & Assistants	Canada-wide	3,350	31-Mar-14
Securitas Canada Ltd.	USW	Province-wide	2,514	30-Jun-14
G 4 S Secure Solutions	UFCW	Province-wide	3,800	30-Nov-14
Bruce Power	Energy Prof Society	Bruce County	1,160	31-Dec-14
Canadian Media Production Association (CMPA)	Writers Guild	Canada-wide	1,023	31-Dec-14

As of October 31, 2014, there were approximately 680 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	August 2014	September 2014	October 2014	2011	2012	2013	Year-to-date 2014
Canada	2.1	2.0	2.4	2.9	1.5	0.9	1.9
Ontario	2.5	2.6	2.8	3.1	1.4	1.1	2.3
Toronto	2.6	2.7	3.0	3.0	1.5	1.2	2.5
Ottawa-Gatineau (Ont. part)	2.2	2.3	2.4	3.0	1.3	1.0	2.0
Thunder Bay	2.4	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.

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.

In accordance with the Accessibility For Ontarians With Disabilities Act, 2005, the Ministry of Labour makes every effort to ensure that its services are provided in a manner that respects the dignity and independence of persons with disabilities. Please tell the ministry if you require any accommodation to meet your individual need.

ISSN 1492-4323

Cette publication est également disponible en français.