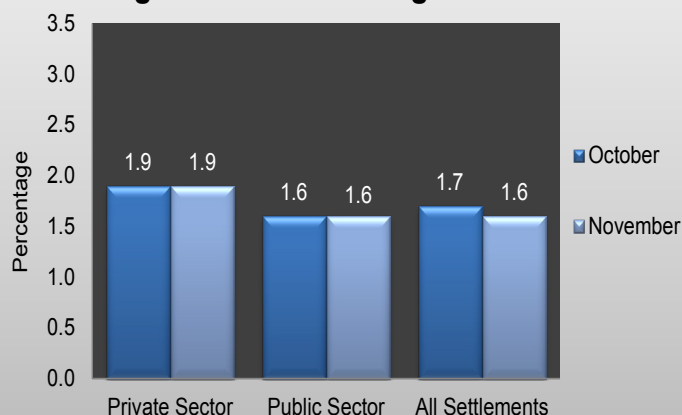


Collective Bargaining Highlights November 2014



At A Glance

Average Annual Base Wage Increase



Agreements Settled in November

In November, 20 collective agreements were ratified, each covering 150 or more employees. These agreements covered 15,076 employees, 73% of whom were in the public sector (11,049).

The overall average annual increase in base wage rates in November was 1.6%, a decrease from 1.7% reported in October. In the public sector, 12 agreements were settled for an average annual base wage increase of 1.6%, unchanged from the previous month. In the private sector, eight agreements were settled for an average annual base wage increase of 1.9%, unchanged from the previous month.

In This Issue

	Page
Agreements Settled in November	1
Wage Settlements	2
Wage Trends by Sector	3
November Settlements	4 - 5
Selected Settlement Summaries	6
Major Negotiations Underway	7
Consumer Price Index	7

For settlements in November, the industry with the highest average annual base wage increase was public administration (two settlements for 2.5%). The lowest average annual base wage increase was reported in education and related services (one settlement for 1.1%). Transportation, communications and utilities reported an average annual wage increase of 2% for one settlement. In manufacturing, there were four settlements for an average annual base wage increase of 2.2%.

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

Wage Settlements - November

Table 1: Wage Settlements Current Month, Current Three Years

	NOVEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Nov
			Increase %			2014 %
Private Sector	8	4,027	1.9	1.2	2.3	1.8
Public Sector	12	11,049	1.6	1.4	0.5	1.4
All Settlements	20	15,076	1.6	1.3	1.0	1.5

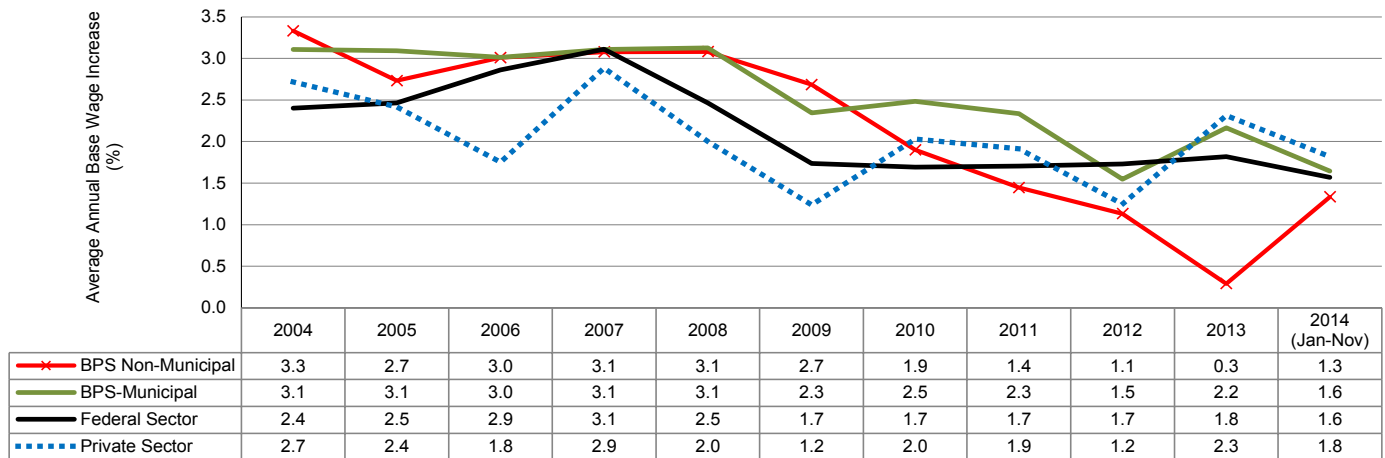
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	NOVEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Nov
			Increase %			2014 %
Primary	-	-	-	2.1	2.1	2.3
Manufacturing	4	919	2.2	0.8	1.2	1.6
Construction	-	-	-	1.9	2.6	2.4
Trade and Finance	2	2,644	1.7	1.0	1.4	1.5
Transportation, Communications & Utilities	1	189	2.0	1.9	2.1	1.7
Public Administration	2	1,871	2.5	1.4	1.1	1.7
Education & Related Services	1	1,627	1.1	1.2	0.0	1.3
Health & Social Services	7	7,185	1.4	1.3	1.1	1.3
Other Services	3	641	1.9	1.4	2.1	1.9
All Settlements	20	15,076	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 - November 2014)

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

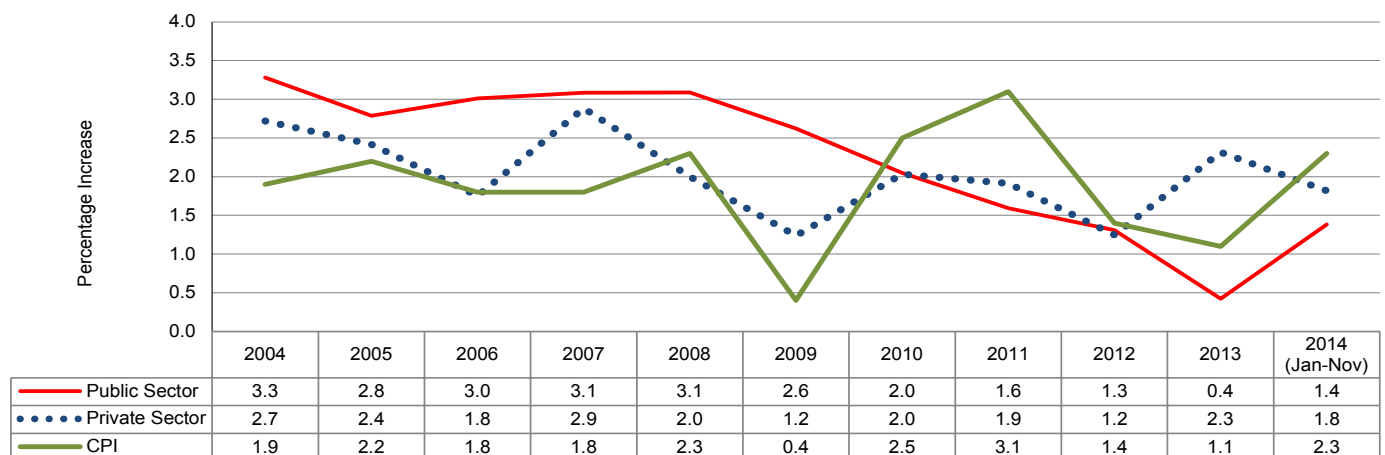


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to November 2014.

From January to November 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 remained at 1.6% from the previous month.

From January to November 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 November 2014.

From January to November 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 November 2014, the average for the Consumer Price Index in Ontario settled at 2.3%, unchanged from 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 November 30, 2014 as of November 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 includes COLA estimates.

Table 3: November 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							
Janes Family Foods Ltd.	Food & Commercial Workers	2.0	1.4	\$750	183	48	31-Dec-2017
Maple Leaf Consumer Foods Inc. (333 Courtney Park)	Food & Commercial Workers	2.6	2.6		225	60	30-Apr-2019
Hammond Manufacturing Co. (plant/distribution)	Hammond Mfg Co Empls Assn	2.1	1.9		330	36	26-Nov-2017
Hammond Power Solutions Inc. (plant/warehouse)	Hammond Power Solutions Empls Assn	1.9	1.2		181	48	26-Nov-2018
Trade & Finance							
Pharma Plus Drugmarts Ltd.	Food & Commercial Workers	1.7	1.6	For red circled empls (in excess of top rate): Feb 1, 2016: \$400 for FT & \$200 for PT Feb 1, 2017: \$400 for FT & \$200 for PT	2,190	39	31-Jan-2018
Pharma Plus Drugmarts Ltd.	Unifor	1.5 ¹	2.0	Lump sum payment only for all active FT & PT Registered Pharmacy Technician: Ratification date: \$500 for FT; \$250 for PT June 5 2015: \$400 for FT; \$200 for PT June 5, 2016: \$400 for FT; \$200 for PT	454	36	04-Jun-2017
Transportation, Communications & Utilities							
NAV Canada	Public Service Alliance of Canada	2.0 ²	2.0	2014: option of \$2,000 pensionable lump sum payment	189	36	31-Dec-2016
Public Administration							
Ottawa Police Services Board (civilians)	Ottawa Police Assn	2.5	2.5		566	24	31-Dec-2014
Ottawa Police Services Board (uniform)	Ottawa Police Assn	2.5	2.5		1,305	24	31-Dec-2014
Education & Related Services							
University of Western Ontario (academic staff)	University of Western Ontario Faculty Assn	1.1	1.3	Jul. 1, 2014: \$1,050 Jul. 1, 2015: \$1,050 Jul. 1, 2016: \$1,050	1,627	48	30-Jun-2018

Continued...
¹wage increases applicable to end rates only

²employees have the option of 2% retroactive wage increases for 2014 or \$2,000 pensionable lump sum payment

Table 3: November 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							
Council of Academic Hospitals of Ontario (residents)	Professional Assn of Residents of Ontario	1.4 ³	1.4		5,000	36	30-Jun-2016
Regional Municipality of Halton (Allendale/Creek Way/Post-Inn)	Ont Public Service Empls	1.4	1.4		775	36	31-May-2016
Regional Municipality of Halton Emergency Medical Services	Ont Public Service Empls	1.7	2.0		198	36	31-Dec-2016
Regional Municipality of York (public health branch)	Ont Nurses Assn	1.7	1.8		207	36	31-Mar-2017
Board of Health Middlesex-London Health Unit	Ont Nurses Assn	1.5	1.5		158	36	31-Mar-2017
Grey Bruce Health Services	Ont Public Service Empls	0.7	0.7	0.7% of the straight hourly rate paid each year	224	48	30-Sep-2017
City of Hamilton (Macassa/Wentworth Lodge)	Cdn Public Empls	1.9	2.0		623	24	31-Mar-2013
Other Services							
Canadian Nuclear Laboratories (nuclear labs/operations)	United Steelworkers	1.5	1.5		155	24	31-Mar-2016
Canadian Nuclear Laboratories (administrative/clerical)	United Steelworkers	1.5	1.5		211	24	30-Jun-2016
Westin Hotel	Food & Commercial Workers	2.5 ³	2.6		275	48	14-Jun-2018

³excluding special adjustments for selected groups

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

Ottawa Police Services Board and Ottawa Police Association (1,305 uniformed and 566 civilian employees)

an arbitration award issued for the renewal of two 24-month agreements, effective January 1, 2013, expiring December 31, 2014

- wage increases of 2.5% in each year

Council of Academic Hospitals of Ontario and Professional Association of Residents of Ontario (5,000 employees)

a three-year arbitrated renewal agreement, effective July 1, 2013, expiring June 30, 2016

- wage increase of 1.4% in each year
- a special annual adjustment of \$850 for PGY 1, \$400 for PGY3 and PGY 4, and \$750 for PGY 5 to PGY 9 in each of the three years
- effective July 1, 2015, stipend payments increased to \$116 for in-hospital/converted call, and \$58 for home call and qualifying shifts
- effective November 18, 2014, pregnancy and parental top-up leave increased from 75% to 84% and stand-alone parental leave reduced to 12 weeks

Pharma Plus Drugmarts Ltd and United Food & Commercial Workers, Local 175 (2,190 employees)

a 39-month renewal agreement, effective November 10, 2014, expiring January 31, 2018

- general wage increases of \$0.20 on date of ratification, \$0.25 on February 1, 2016, and \$0.25 on February 1, 2017 for all active full-time and part-time employees in addition to lump sum payments of \$400 for full-time and \$200 for part-time employees above top rates, effective February 1, 2016 and February 1, 2017
- modification to hours of work and sick leave
- Effective December 31, 2014, employer shall cease making contributions to the Canadian Commercial Workers Industry Pension Plan
- Effective January 1, 2015, all employees shall be eligible to participate in the Katz Group Pension Plan, a defined contribution plan
- Letter of agreement addressing the seniority dates for employees who will be covered by the Pharma Plus collective agreement

The University of Western Ontario and the University of Western Ontario Faculty Association (1,627 academic staff)

a four-year renewal agreement, effective July 1, 2014, expiring June 30, 2018

- wage increases of 1.25% in year one and 1% in each of years two through four
- lump sum payments of \$1,050 on July 1, 2014, July 1, 2015 and July 1, 2016
- career trajectory fund equal in value to \$800 per Full-time faculty member in 2017-2018
- benefits enhancement, employer contribution to pension increased by 0.5% for Full-time faculty with at least 20 years' service

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	104,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	36,000	Various dates
Police Services Boards	Police Association	Various locations	22,000	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	44,000	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	56,500	Various dates
Universities	CUPE et al	Various locations	22,700	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
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 November 30, 2014, there were approximately 675 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

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