

Collective Bargaining Highlights January 2015



Table of Contents

Agreements Settled in January	2
Wage Settlements –January	3
Table 1: Average Annual Increase, Current Month.....	3
Table 2: Average Annual Increase, Current Three Years	3
Table 3: Average Annual Increase by Industry, Current Month	3
Table 4: Average Annual Increase by Industry, Current Three Years	4
Wage Trends by Sector (2005 - January 2015)	5
Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends.....	5
Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends.....	6
January Settlements	7
Primary	7
Manufacturing	7
Trade and Finance	8
Transportation, Communications and Utilities	8
Education and Related Services	9
Health and Social Services	9
Health and Social Services (Con't).....	10
Other Services	10
Selected Settlement Summaries.....	11
Table 5: Major Negotiations Underway	12
Table 6: Consumer Price Index (2002=100).....	13

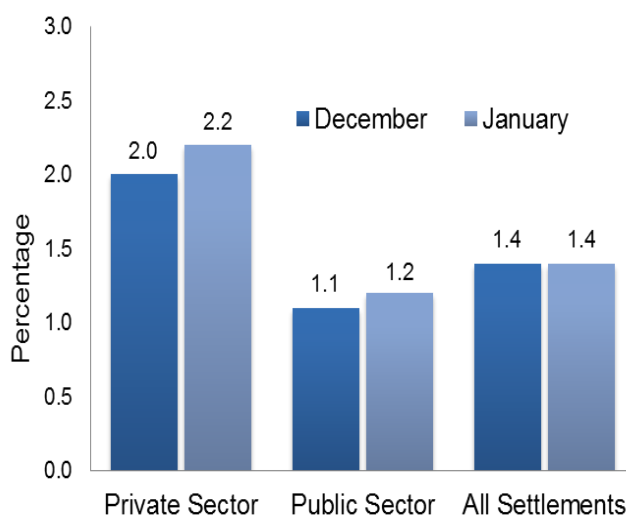
Agreements Settled in January

In January, 13 collective agreements were ratified, covering 150 or more employees. These agreements covered 11,204 employees, 81% of whom were in the public sector (9,043).

The overall average annual increase in base wage rates in January was 1.4%, unchanged from December. In the public sector, seven agreements were settled for an average annual base wage increase of 1.2%, an increase from 1.1% reported in the previous month. In the private sector, six agreements were settled for an average annual base wage increase of 2.2%, an increase from 2% reported in December.

For settlements in January, the industry with the highest average annual base wage increase was transportation, communications, and utilities (two settlements for 2.7%). The lowest average annual base wage increase was reported in health and social services (six settlements for 1.2%). Primary (one settlement) and other services (one settlement) reported an average annual wage increase of 2%. In manufacturing, (one settlement), trade and finance (one settlement), and education and related services (one settlement) the average annual wage increase was 1.5 %.

Average Annual Base Wage Increase



Wage Settlements –January

Table 1: Average Annual Increase, Current Month

Sector	Agrmts	Empls	January 2015 %
Private	6	2,161	2.2
Public	7	9,043	1.2
All Settlements	13	11,204	1.4

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Table 2: Average Annual Increase, Current Three Years

Sector	2013	2014	January 2015 %
Private	2.3	1.8	2.2
Public	0.5	1.4	1.2
All Settlements	1.0	1.5	1.4

2

Table 3: Average Annual Increase by Industry, Current Month

Sector	Agmts	Empls	January Average Annual Increase %
Primary	1	350	2.0
Manufacturing	1	150	1.5
Construction	-	-	-
Trade and Finance	1	270	1.5
Transportation, Communications, & Utilities	2	941	2.7
Public Administration	-	-	-
Education & Related Services	1	640	1.5
Health & Social Services	6	8,403	1.2
Other Services	1	450	2.0
All Settlements	13	11,204	1.4

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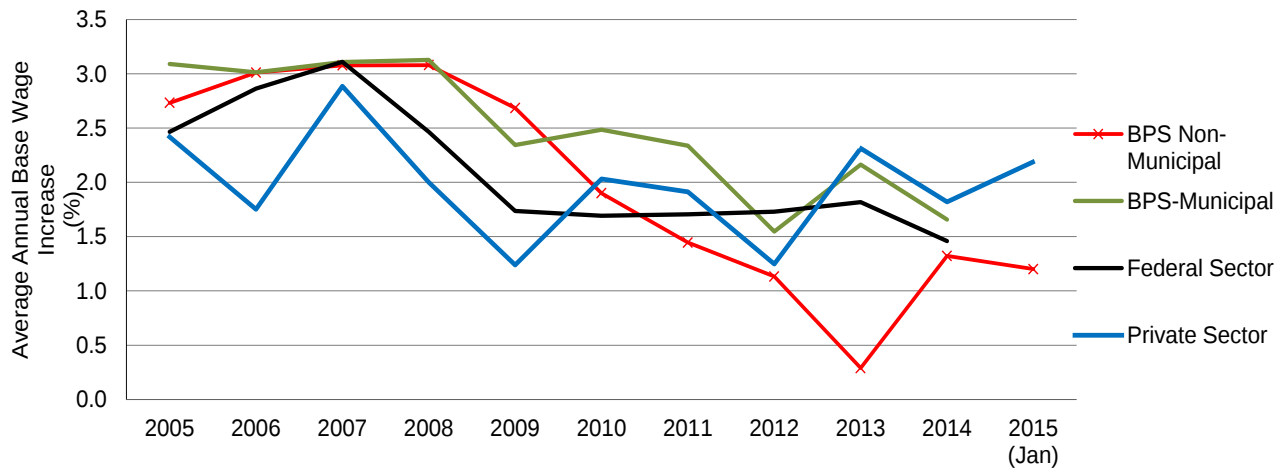
Table 4: Average Annual Increase by Industry, Current Three Years

Sector	2012	2013	January 2015 %
Primary	2.1	2.3	2.0
Manufacturing	1.2	1.6	1.5
Construction	2.6	2.6	-
Trade and Finance	1.4	1.5	1.5
Transportation, Communications, & Utilities	2.1	1.6	2.7
Public Administration	1.1	1.7	-
Education & Related Services	0.0	1.3	1.5
Health & Social Services	1.0	1.3	1.2
Other Services	2.1	1.9	2.0
All Settlements	1.0	1.5	1.4

4

Wage Trends by Sector (2005 - January 2015)¹

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



Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Non-Municipal	2.7	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	1.2
Municipal	3.1	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.7	-
Federal	2.5	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	-
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.8	2.2

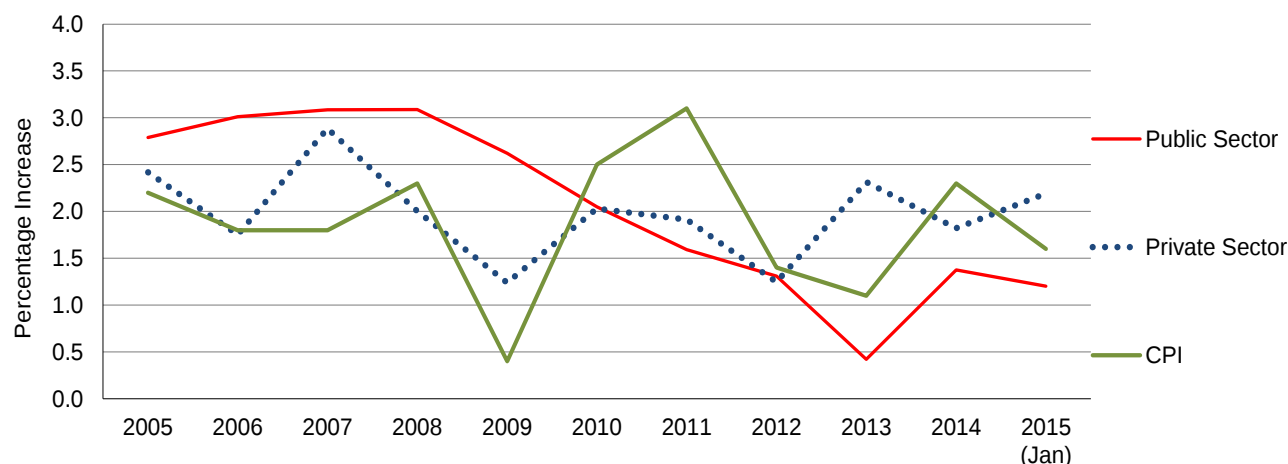
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The above graph depicts the average annual base wage increases in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2005 to January 2015.

In January 2015, the average annual base wage increase for the BPS Non-Municipal sector was reported at 1.2% and the Private sector average annual base wage increases at 2.2%.

¹ 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, 2005 to January 31, 2015 as of January 31, 2015. 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. There are currently no representative agreements ratified in the federal and municipal sectors for January 2015.

Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends²



Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
BPS	2.8	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	1.2
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.8	2.2
CPI	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.6

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The above graph depicts the average annual base wage increases in the Broader Public Sector, the Private sector and the Consumer Price Index for the province of Ontario from 2005 to January 2015.

In January 2015, the Broader Public Sector combined average annual base wage increase was reported at 1.2% and the Private sector at 2.2%. The Consumer Price Index in Ontario was reported at 1.6% for the month of January.

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, 2005 to January 31, 2015, as of January 31, 2015. 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. There are currently no representative agreements ratified in the federal and municipal sectors for January 2015.

January Settlements

Primary

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Resolute Forest Products (Woodlands)	United Steelworkers	2.0	1.0		350	48	31-Oct-2018

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Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Canusa CPS, a Division of Shawcor Ltd.	United Steelworkers	1.5 ³	1.5	Signing bonus: \$250 ⁴	150	48	24-Jun-2018

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³ restructuring of the wage schedule

⁴ to all active employees and those on approved leave. Probationary employees to receive it after completion of probationary period

Trade and Finance

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Metro Ontario Inc. (distribution) (part-time)	Unifor	1.5	2.8	Signing bonus: \$300 ⁵	270	48	22-Sep-2018

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Transportation, Communications and Utilities

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Canadian National Railway	United Steelworkers	3.0	3.0	\$750 to all active employees as of date of ratification	685	48	31-Dec-2018
Progistix-Solutions Inc.	Unifor	1.7	2.0	Signing bonus: \$500 additional \$275 each year	256	60	31-Dec-2019

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⁵ for active employees with 9 months of service or more as of Jan 17, 2015. For those with less than 9 months: a bonus of \$100 when reaching 3 months of service, and \$100 each when reaching 6 & 9 months of service

Education and Related Services

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
The Board of Governors of Ryerson University (part-time & sessional instructors) (Unit 1)	Cdn Public Empls	1.5	1.2		640	36	15-Aug-2017

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Health and Social Services

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Canadian Blood Services (Toronto, Hamilton, London, Brampton, Ottawa)	Ontario Public Service Empls	1.4	1.4		794	48	31-Mar-2017
Ottawa Hospital	Cdn Public Empls	0.7	0.7	0.7% each year	3,625	48	28-Sep-2017
Ottawa Hospital (paramedical)	Ontario Public Service Empls	1.4	1.4		1,897	24	31-Mar-2016

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Health and Social Services (Con't)

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
University Health Network (Princess Margaret Hospital) (radiation therapy unit)	Ontario Nurses Assn	1.4	1.4		153	24	31-Dec-2015
Hamilton Niagara Haldimand Brant Community CCAC	Ontario Nurses Assn	0.7	0.0	1.4% of gross earnings in each year	531	24	31-Mar-2016
Schlegel Villages Inc.	Service Employees Intl	2.0	2.0		1,403	24	31-Mar-2015

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Other Services

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Empls (Ontario)	Agmt Duration (mths)	Expiry Date
Canadian Niagara Hotels Inc.	Workers United	2.0 ⁶	2.0		450	36	05-Jan-2018

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⁶ excluding special adjustments for selected groups

Selected Settlement Summaries

(Key monetary items based on available information)

Ottawa Hospital and Canadian Union of Public Employees, Local 4000

(3,625 employees)

a four-year renewal agreement, effective September 29, 2013, expiring September 28, 2017

- wage increase of 0.7% on September 29th of each year in addition to 0.7% lump sum payments per year
- protective footwear to a maximum of \$120 for full-time and part-time employees

Ottawa Hospital and Ontario Public Service Employees Union, Local 464

(1,897 paramedical employees)

a two-year term renewal agreement, effective April 1, 2014, expiring March 31, 2016

- wage increases of 1.4 % on April 1st of each year
- no referral required for registered massage therapy
- employees on emergency leave shall be granted access to their banked credits
- seniority accumulation based on fiscal year

Canadian Blood Services and Ontario Public Service Employees Union, Local 160, 200, 210, 477and 5103 (794 support staff)

a four-year renewal agreement, effective April 1, 2013, expiring March 31, 2017

- wage increases of 1.4 % on April 1st of each year
- evening shift premium increase of \$0.10/hr. for all hours worked between six (6) p.m. and six (6) a.m.

Table 5: Major Negotiations Underway

Employer	Union	Location	Empls (Ontario)	Exp Date
Federal Government	PSAC, PIPSC et al	Canada-wide	104,500	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	35,900	Various dates
Police Services Boards	Police Association	Various locations	22,200	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	36,500	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	56,300	Various dates
Universities	CUPE et al	Various locations	26,300	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	24,800	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	275,850	31-Aug-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
Ontario Government	Ont Provincial Police, OPSEU, PEGO	Province-wide	43,500	31-Dec-14
Canada Post Corp. (Postal Operations)	Postmasters & Assistants	Canada-wide	2,000	31-Dec-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
Ontario Power Generation	CUPE	Province-wide	6,600	31-Mar-15
Hydro One	CUPE	Province-wide	5,000	31-Mar-15
Air Canada	CUPE, Unifor	Canada-wide	5,455	Various dates
Motion Picture Studio Production Technicians	IATSE	Toronto	2,200	31-Mar-15
Garda Security Screening	IAMAW	Toronto	1,800	31-Mar-15
Loblaws Supermarkets	UFCW	Various locations	1,240	30-Apr-15

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As of January 31, 2015, there were approximately 748 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 6: Consumer Price Index (2002=100)⁷

Location	November 2014	December 2014	January 2015	2012	2013	2014	Year-to-date
Canada	2.0	1.5	1.0	1.5	0.9	1.9	1.0
Ontario	2.4	1.9	1.6	1.4	1.1	2.3	1.6
Toronto	2.7	2.3	2.1	1.5	1.2	2.5	2.1
Ottawa-Gatineau (Ont. part)	2.0	1.5	1.2	1.3	1.0	2.0	1.2
Thunder Bay	1.9	1.3	1.1	0.9	0.9	2.2	1.1

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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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⁷ Percentage change from previous year

Source: Statistics Canada