

Collective Bargaining Highlights

April 2015

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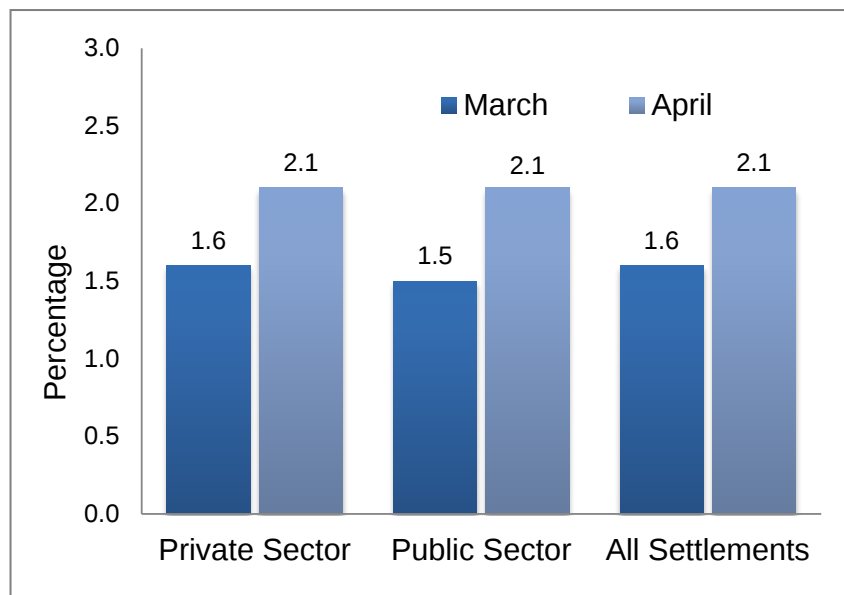
Agreements Settled in April

In April, 28 collective agreements were ratified, each covering 150 or more employees. These agreements covered 14,223 employees, 83% of whom were in the public sector (11,851).

The overall average annual increase in base wage rates in April was 2.1%, an increase from 1.6% reported in March. In the public sector, 20 agreements were settled for an average annual base wage increase of 2.1%, an increase from 1.5% reported in the previous month. In the private sector, eight agreements were settled for an average annual base wage increase of 2.1%, an increase from 1.6% reported in March.

The industry with the highest average annual base wage increase in April was other services (one settlement for 3%) and the lowest was reported in construction (one settlement for 1.5%). Public administration (six settlements) and health and social services (13 settlements), which have the highest number of employees, reported an average annual wage increase of 2.1% and 2.3% respectively. In manufacturing, the average annual wage increase was 1.7% for four settlements.

Average Annual Base Wage Increase



Wage Settlements – April

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	April 2015 %
Private	8	2,372	2.1
Public	20	11,851	2.1
All Settlements	28	14,223	2.1

Table 2: Average Annual Increase, Current Three Years

Sector	2013 %	2014 %	January- April 2015 %
Private	2.3	1.9	1.7
Public	0.5	1.4	1.6
All Settlements	1.0	1.5	1.6

Table 3: Average Annual Increase by Industry, Current Month

Sector	Agreements	Employees	April Average Annual Increase %
Primary	1	200	2.0
Manufacturing	4	1,194	1.7
Construction	1	228	1.5
Trade and Finance	-	-	-
Transportation, Communications, & Utilities	2	1,031	2.2
Public Administration	6	8,069	2.1
Education & Related Services	-	-	-
Health & Social Services	13	3,100	2.3
Other Services	1	401	3.0
All Settlements	28	14,223	2.1

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

Sector	2013 %	2014 %	January – April 2015 %
Primary	2.1	2.3	2.0
Manufacturing	1.2	1.9	1.8
Construction	2.6	2.6	1.5
Trade and Finance	1.4	1.8	1.5
Transportation, Communications, & Utilities	2.1	1.7	2.0
Public Administration	1.1	1.7	2.1
Education & Related Services	0.0	1.3	1.4
Health & Social Services	1.1	1.3	1.5
Other Services	2.3	1.9	1.5
All Settlements	1.0	1.5	1.6

Wage Trends by Sector (2005 - April 2015)¹

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

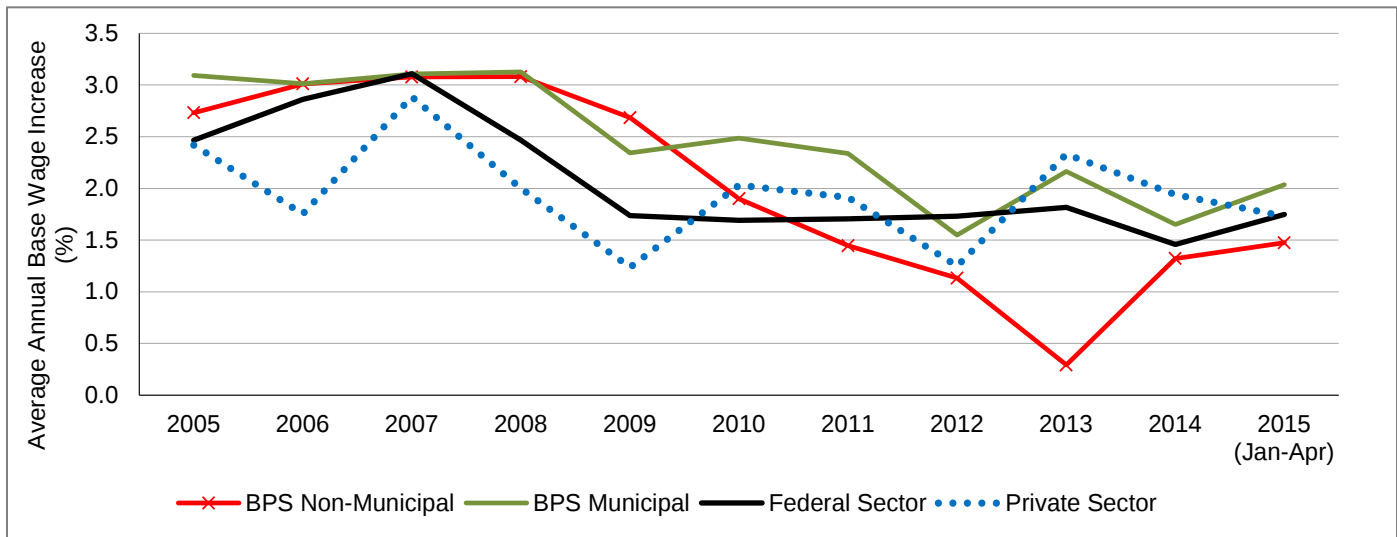


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

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

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 April 2015.

From January to April 2015, the average annual base wage increase in the BPS Non-Municipal sector was reported at 1.5% and the BPS Municipal average annual base wage increase was reported at 2.0%. The average annual base wage increases in the Federal and Private sectors were reported at 1.7%.

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 and April 30, 2015 as of April 30, 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.

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

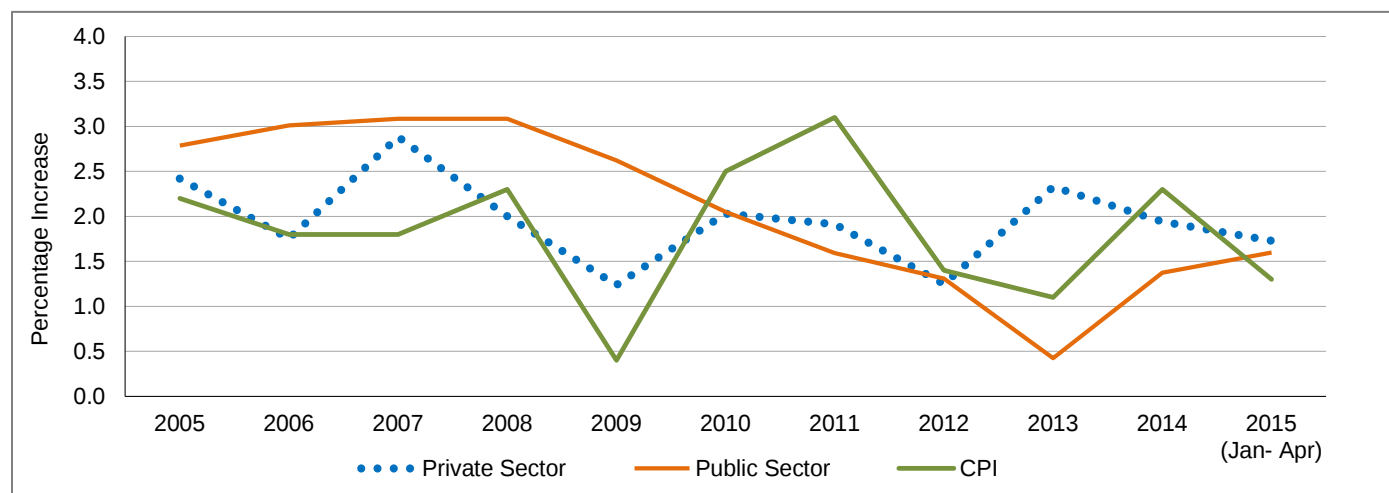


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Apr)
BPS	2.8	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	1.6
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7
CPI	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.3

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 April 2015.

From January to April 2015, the Broader Public Sector combined average annual base wage increase was reported at 1.6% and the Private sector at 1.7%. The Consumer Price Index in Ontario averaged 1.3% from January to April and was reported at 0.8% for the month of April, declining from the 1.6% reported in the previous month.

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 and April 30, 2015, as of April 30, 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.

April Settlements

Primary

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Domtar Inc (Dryden Forestlands)	Unifor	2.0 ³	2.0	Ratification ⁴ : \$1,000	200	48	31-Aug-2018

Manufacturing

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Domtar Inc.	Unifor	2.0 ³	2.0	Ratification ⁴ : \$1,000	220	48	31-Aug-2018
Magellan Aerospace Ltd (Haley Industries Ltd)	United Steelworkers	1.5	1.5		334	36	15-Mar-2018
Ventra (Flex-N-Gate Seeburn)	United Steelworkers	1.0	1.2		280	36	19-Mar-2018
Maple Leaf Foods (Thamesford)	Cdn National Fed of Independent Union	2.1	2.1		360	36	31-Mar-2018

³ Excluding adjustments for selected groups

⁴ For employees who have worked more than 1,000 hrs. in the 12 months preceding ratification

Construction

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Reliance Comfort Limited Partnership	Unifor	1.5	1.5		228	36	31-Mar-2018

Transportation, Communications and Utilities

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Canadian National Railway Co	Teamsters	3.0	3.0	\$500 signing bonus	349	36	31-Dec-2017
City of Hamilton	Amalgamated Transit Union	1.7	1.0	permanent FT: \$500	682	48	31-Dec-2018

Public Administration

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Toronto Police Services Board (civilian) (unit D)	Toronto Police Assn	2.1	2.8		212	48	31-Dec-2018
Toronto Police Services Board (civilian) (unit C)	Toronto Police Assn	2.1	2.8		1,304	48	31-Dec-2018

Public Administration (Continued)

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Toronto Police Services Board (civilian) (unit A)	Toronto Police Assn	2.1	2.8		906	48	31-Dec-2018
Toronto Police Services Board (uniform)	Toronto Police Assn	2.1	2.8		5,310	48	31-Dec-2018
Corporation of The City of Sault Ste Marie	Cdn Public Empls	1.9	1.8		176	48	31-Jan-2019
Corporation of The City of Sault Ste Marie	Cdn Public Empls	1.8	1.7		161	48	31-Jan-2019

Health and Social Services

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Elmira District Community Living	Ont Public Service Empls	3.1	0.0	FT: \$300 PT/casual: \$150 ⁵	153	36	31-Mar-2016
Community Living Elgin	Ont Public Service Empls	3.9	4.0		222	24	31-Mar-2016
Community Living Algoma	Cdn Public Empls	3.0	3.0		265	24	31-Mar-2016
Community Living Brant	Cdn Public Empls	3.5	3.6		300	24	31-Mar-2016
Woodstock and District Developmental Services	Ont Public Service Empls	4.1	4.5		166	24	31-Mar-2016

⁵ For part-time and casual employees who have worked 2,080 hrs. by Apr 15, 2015

Health and Social Services (Continued)

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Ottawa-Carleton Association for Persons With Developmental Disabilities	Cdn Public Empls	3.8	3.8	Stipend: FT: \$250 PT: \$100	320	24	31-Mar-2016
Community Living St. Catharines	Cdn Public Empls	2.6	2.7		197	24	31-Mar-2016
Sault Ste Marie and District Group Health Assn	Cdn Public Empls	1.8	1.6		217	24	31-Dec-2016
Revera Long Term Care Inc (Carlingview Manor)	Unifor	1.4	1.5		291	24	31-Oct-2016
Revera Long Term Care Inc (Baywoods Place)	Unifor	1.4	1.5		219	24	31-Oct-2016
Revera Long Term Care Inc (Roseview Manor)	Unifor	1.4	1.5		200	24	31-Oct-2016
Revera Long Term Care Inc (McGarrell Place)	Unifor	1.4	1.5		150	24	31-Oct-2016
Villa Colombo Homes for The Aged Inc	Cdn Public Empls	0.0	0.0	Jan 1/'13:1% Jan 1/'14:1%	400	24	31-Dec-2014

Other Services

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
SSP Canada Food Service Inc (Terminals 1 & 3 Pearson Intl. Airport)	Food & Commercial Workers	3.0	3.0		401	36	09-Nov-2017

Selected Settlement Summaries

(Key monetary items based on available information)

Toronto Police Services Board and Toronto Police Association (7,732 uniform and civilian employees)

four, four-year renewal agreements, effective January 1, 2015, expiring December 31, 2018

- wage increases of 2% on January 1, 2015, 0.75% on December 1, 2015, 1.5% on January 1, 2016, 0.45% on July 1, 2016, 1.5% on January 1, 2017, 0.4% on July 1, 2017, and 1.75% on January 1, 2018
- annual cap of \$3,000 for physiotherapy and \$3,500 for psychological/family counselling
- effective January 1, 2016, elimination of additional annual vacation entitlement paid upon retirement for all newly hired employees
- elimination of banked sick days for all new employees hired after date of ratification
- salary increases for police constables will be in 14-month intervals instead of 12

City of Hamilton (Hamilton Street Railway) and Amalgamated Transit Union, Local 107 (682 employees)

a four-year renewal agreement, effective January 1, 2015, expiring December 31, 2018

- wage increases of 1% in the first year and 2% in each of the final three years of the agreement, in addition to a lump sum payment of \$500 for full-time employees
- vacation parity with inside/outside workers of CUPE, Local 5167
- modification to tool allowance
- physiotherapy to an annual maximum of \$1,500 effective July 1, 2015

Revera Long Term Care and Unifor, various locals (four agreements covering 860 employees⁶)

a centrally bargained two-year renewal agreement, covering 12 homes and 1,550 employees effective November 1, 2014, expiring October 31, 2016

- wage increases of 1.5% in the first year and 1.3% in the second year of the agreement
- effective July 1, 2015, increase in weekend premium to \$0.25/hr.

⁶ Agreements over 150 employees

Table 5: Major Negotiations Underway

Employer	Union	Location	Employees (Ontario)	Expiration Date
Federal Government	PSAC, PIPSC et al	Canada-wide	104,100	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	35,600	Various dates
Police Services Boards	Police Association	Various locations	13,950	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	29,600	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	53,300	Various dates
Universities	CUPE et al	Various locations	20,900	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)	Postmasters & Assistants	Canada-wide	2,000	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

Table 5: Major Negotiations Underway (Continued)

Employer	Union	Location	Employees (Ontario)	Expiration Date
Vale Canada Limited	USW	Sudbury	2,832	31-May-15
Bombardier Aerospace (De Havilland Div/Aircraft Div/production)	Unifor	Toronto	1,800	22-Jun-15
Loblaws Supermarkets	UFCW	Various locations	13,000	1-Jul-15
Zehrmart Ltd	UFCW	Province-wide	8,000	1-Jul-15
Metro Ontario (New Dominion)	Unifor	Various locations	4,400	11-Jul-15
United Parcel Services	Teamsters	Various locations	3,242	31-Jul-15

As of April 30, 2015, there were approximately 718 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

Location	February 2015	March 2015	April 2015	2012	2013	2014	Year-to-date
Canada	1.0	1.2	0.8	1.5	0.9	1.9	1.0
Ontario	1.3	1.6	0.8	1.4	1.1	2.3	1.3
Toronto	1.8	1.9	1.0	1.5	1.2	2.5	1.7
Ottawa-Gatineau (Ont. part)	1.0	1.2	0.6	1.3	1.0	2.0	1.0
Thunder Bay	0.9	1.3	0.4	0.9	0.9	2.2	0.9

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