

Collective Bargaining Highlights

May 2015

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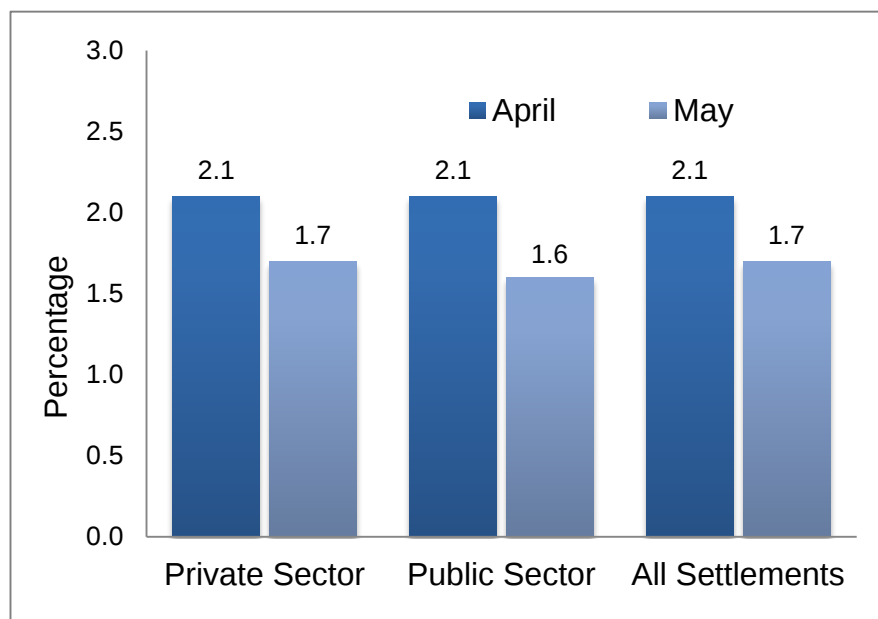
Agreements Settled in May

In the month of May 2015, there were 30 collective agreements ratified, each covering 150 or more employees, that covered 28,241 employees, 82% of whom were in the public sector (23,145).

The overall average annual increase in base wage rates in May was 1.7%, a decrease from 2.1% reported in April. In the public sector, 22 agreements were settled for an average annual base wage increase of 1.6%, a decrease from 2.1% reported in the previous month. In the private sector, eight agreements were settled for an average annual base wage increase of 1.7%, a decrease from the 2.1% reported in April.

The industries with the highest average annual base wage increase in May were primary and public administration (one and four settlements respectively for 2.0%) and the lowest was reported in manufacturing (two settlements for 0.8%). Public administration (four settlements) and health and social services (14 settlements), which have the highest number of employees, reported an average annual wage increase of 2.0% and 1.6% respectively. In construction, the average annual wage increase was 1.8% for one settlement and in other services, 1.7% for two settlements.

Average Annual Base Wage Increase



Wage Settlements – May

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	May 2015 %
Private	8	5,096	1.7
Public	22	23,145	1.6
All Settlements	30	28,241	1.7

Table 2: Average Annual Increase, Current Three Years

Sector	2013 %	2014 %	January - May 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	May Average Annual Increase %
Primary	1	2,700	2.0
Manufacturing	2	722	0.8
Construction	1	630	1.8
Trade and Finance	-	-	-
Transportation, Communications, & Utilities	4	6,111	1.1
Public Administration	4	9,306	2.0
Education & Related Services	2	1,762	1.6
Health & Social Services	14	6,361	1.6
Other Services	2	649	1.7
All Settlements	30	28,241	1.7

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

Sector	2013 %	2014 %	January – May 2015 %
Primary	2.1	2.3	2.0
Manufacturing	1.2	1.9	1.6
Construction	2.6	2.6	1.7
Trade and Finance	1.4	1.8	1.5
Transportation, Communications, & Utilities	2.1	1.7	1.6
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 - May 2015)¹

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

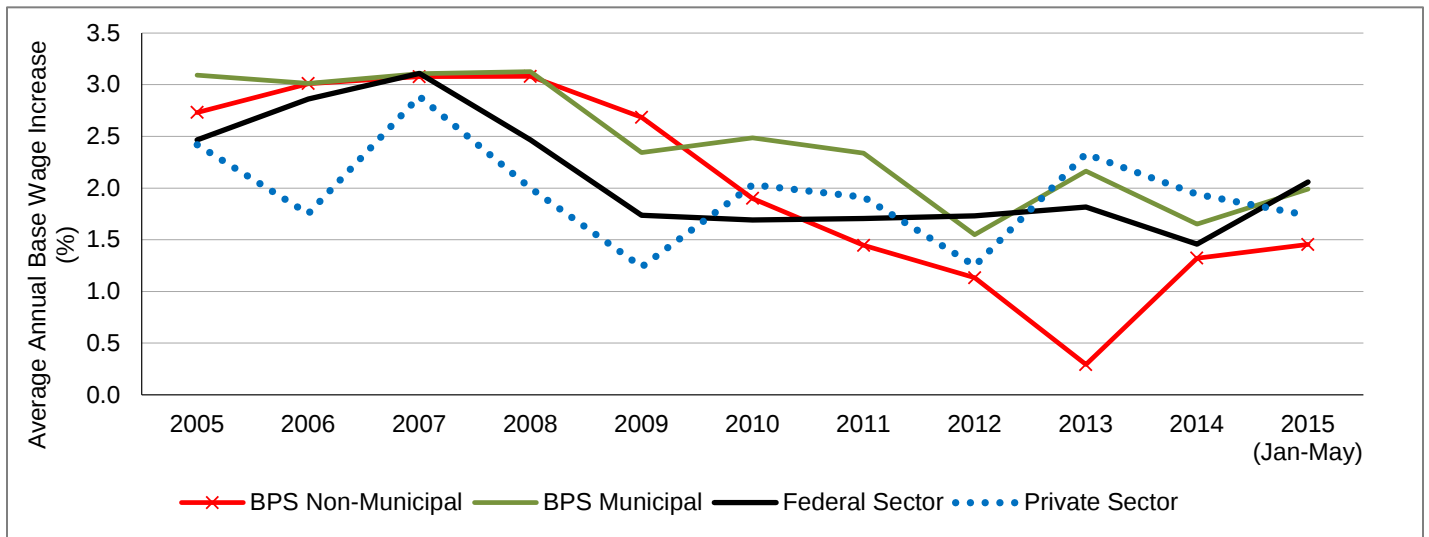


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-May)
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	2.1
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 May 2015.

From January to May 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 sector was reported at 2.1% and the Private sector was 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 May 31, 2015 as of May 31, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement's wage schedule 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

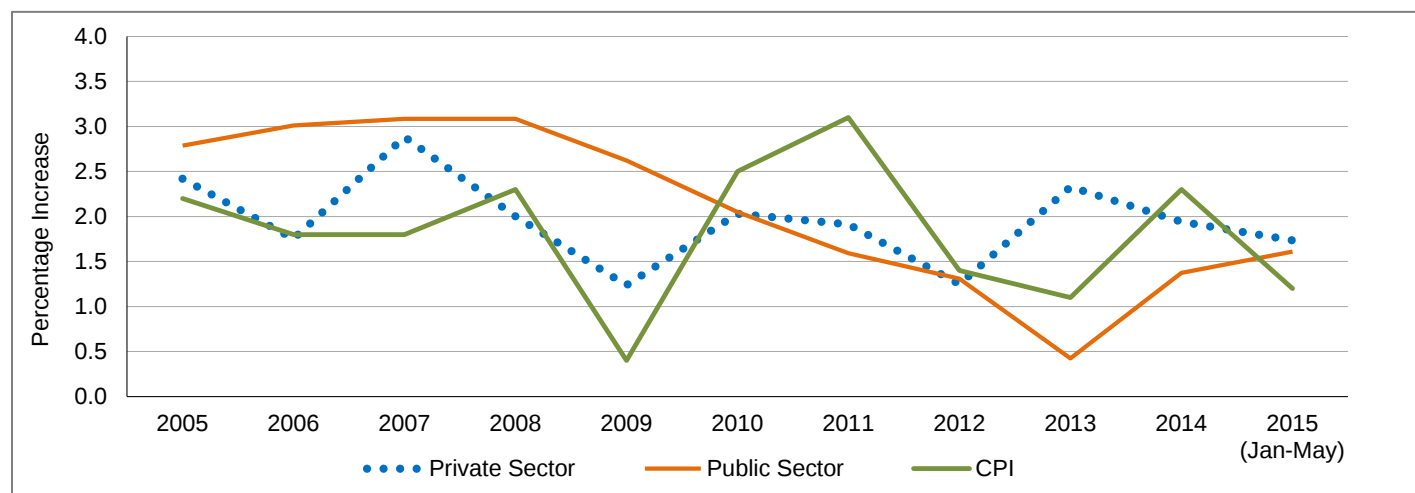


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-May)
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 (2002=100)	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.2

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 May 2015.

From January to May 2015, the Broader Public Sector combined average annual base wage increase was reported at 1.7% and the Private sector at 1.6%. The Consumer Price Index in Ontario averaged 1.2% from January to May and was reported at 0.9% for the month of May, increasing from the 0.8% 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 May 31, 2015 as of May 31, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement's wage schedule and excludes lump sum payments. Wage information includes COLA estimates.

May 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
Vale Canada Limited (Sudbury)	United Steelworkers	2.0 ³	8.7 ⁴	signing bonus: \$4,500	2,700	60	31-May-2020

Manufacturing

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Suncor Energy Products Partnership (Sarnia Refinery)	Sunoco Empls Assn	2.7 ⁵	2.7	ratification: \$1,000	202	24	28-Feb-2017
Veltri Canada Ltd. (Howard Division)	Unifor	0.0 ⁶	0.0	signing bonus: \$750, Year 2: \$500, Year 3: \$500	520	36	17-May-2018

³ Including COLA clauses and/or COLA estimates

⁴ Please see Settlement Summary (Page 13)

⁵ Conditional wage adjustment on March 1, 2016

⁶ Two-tier wage schedule

Construction

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Exhibit Builders Group of Ontario	Labourers	1.8	1.6		630	36	31-Dec-2016

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
Cassens Transport Ulc. (drivers/maint)	Teamsters	1.6 ⁷	2.5		220	48	30-Apr-2019
Horizon Utilities Corp. (Hamilton/St. Catharines)	Electrical Workers	2.0	2.0		271	48	31-May-2019
Martin-Brower of Canada Ltd. (Brampton)	Unifor	2.0	2.0		175	36	30-Apr-2018
Ontario Power Generation Inc. (nuclear/non-nuclear)	Power Workers	1.0	1.0	April 1/'15: 1% April 1/'16: 2% ⁸	5,445	36	31-Mar-2018

⁷ Adjustments for selected groups other than skilled trades

⁸ For PWU employees contributing to pension plan

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
City of Ottawa (inside/ outside)	Cdn Public Empls	2.0	1.9		6,320	24	31-Dec-2015
City of Ottawa (professional/ nurses)	Civic Institute Prof Personnel	2.0	1.9		1,890	36	31-Dec-2016
Hamilton Police Services Board (uniform)	Police Assn (Hamilton)	2.4 ⁹	2.9		805	60	31-Dec-2017
Hamilton Police Services Board (civilians)	Police Assn (Hamilton)	2.4 ⁸	2.9		291	60	31-Dec-2017

Education and Related Services

Employer	Union	Avg. Annual Wage Increase %	1 st 12 mths. %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agreement Duration (months)	Expiry Date
Ontario College of Art & Design University (models/class assistants) (Unit 2)	Ont Public Service Empls	1.7 ¹⁰	1.5		362	48	31-May-2018
York University (office) (Unit1)	York University Staff Assn	1.5	1.5		1,400 ¹¹	48	31-Jul-2018

⁹ On December 31, 2015/16/17, end rate will be identified and adjusted for those years

¹⁰ Restructuring of the wage schedule

¹¹ Preliminary

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
Community Living Guelph Wellington (support workers)	Cdn Public Empls	3.4 ¹²	3.4		426	24	31-Mar-2016
Community Living Oakville	Ont Public Service Empls	3.2	3.3		240	24	31-Mar-2016
Community Living Thunder Bay	Ont Public Service Empls	3.1	3.1	April 1/'14: \$750 ¹³	347	24	31-Mar-2016
Hamilton Health Sciences (technicians/ technologists)	Ont Public Service Empls	1.4	1.4		1,074	24	31-Mar-2016
Oakwood Retirement Communities Inc. C.O.B. As The Village of Glendale Crossing	Unifor	0.7	0.0	ratification full-time: \$800 part-time: \$400	200	48	30-Nov-2017
Oakwood Retirement Communities Inc. C.O.B. As The Village of Aspen Lake	Unifor	0.7	0.0	ratification full-time: \$800 part-time: \$400	200	48	30-Nov-2017
Ottawa-Carleton Lifeskills Inc.	Cdn Public Empls	3.2	3.3		163	24	31-Mar-2016

¹² Including pay equity adjustments on April 1, 2014:\$0.29/hr. (SW2), \$0.27/hr. (SW3) and \$0.26/hr.(SW4)

¹³ For Griffith's Centre only

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
Salvation Army Ottawa Grace Manor (service/RPN)	Cdn Public Empls	1.4	1.5		176	24	18-Sep-2016
Sault Area Hospital (office/clerical)	Unifor	1.3	1.4	ratification: full-time: \$150, part-time: \$75	223	36	10-Oct-2017
Sault Area Hospital (service/trades/RPN)	Unifor	1.3	1.4	ratification: full-time: \$150, part-time: \$75	585	36	10-Oct-2017
St. Joseph's Care Group (St. Joseph's Hospital) (service/RPN)	Unifor	1.3	1.4	ratification: full-time: \$150 part-time: \$75	378	36	10-Oct-2017
The Hospital for Sick Children (part-time/casual)	Cdn Public Empls	0.9	2.0	Sep 29/'13: 0.7% Sep 29/'14: 0.7% Sep 29/'15: 0.7% Sep 29/'16: 0.7%	400	65	28-Sep-2017
Trillium Health Partners	Ont Nurses Assn	1.4	1.4		1,648	24	31-Mar-2016
Valoris Pour Enfants et Adultes de Prescott-Russell	Ont Public Service Empls	1.5 ¹⁴	2.0		301	36	31-Mar-2018

¹⁴ Full-time residential staff

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
Amec Nuclear Safety Solutions Ltd. (professional/supervisory)	Energy Prof Society	2.0	2.0		349	24	31-Mar-2017
G4S Secure Solutions (Canada) Ltd. (security guards)	United Steelworkers	1.4	0.0		300	48	30-Jun-2018

Selected Settlement Summaries

(Key monetary items based on available information)

Vale Canada Limited and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 6500 (2,700 employees)

a five-year renewal agreement, effective June 1, 2015, expiring May 31, 2020

- wage increases of 1% on June 1, 2015 and 1.5% on June 1, 2019 and cost of living allowance roll-in on June 1, 2015
- effective on each of June 1, 2016 and 2017, increase of \$0.01/hr. per wage step and a further \$0.025/hr. on June 1, 2018
- early agreement signing bonus of \$4,500 to all active employees employed as of June 1, 2015
- improvement to defined benefit pension plan
- effective June 1, 2015, increases to Group Non-Occupational Sickness and Accident Insurance Plan benefit to \$675 per week and vision care benefits to \$325 every three years

Ontario Power Generation and Power Workers' Union affiliated with Canadian Union of Public Employees, Local 1000 (5,445 employees)

a three-year renewal agreement, effective April 1, 2015, expiring March 31, 2018

- wage increases of 1% in each year of the agreement and suspended escalator clause
- lump sum payments for PWU employees contributing to the pension plan on April 1, 2015, payment of 1% of salary and April 1, 2016 a payment of 2% of salary
- employees contributing to the Pension Plan as of April 1, 2015 will participate in a Share Performance Plan related to the Hydro One IPO

City of Ottawa and Canadian Union of Public Employees, Local 503 (6,320 inside and outside employees)

a two-year arbitrated renewal agreement, effective January 1, 2014, expiring December 31, 2015

- wage increases of 1.93% on January 1, 2014, 1.75% on January 1, 2015, and 0.25% on May 19, 2015

City of Ottawa and the Civic Institute of Professional Personnel (CIPP)
(1,890 employees)

a three-year arbitrated renewal agreement, effective January 1, 2014, expiring December 31, 2016

- wage increases of 1.93% on January 1, 2014, 2% on January 1, 2015, and 2% on January 1, 2016
- effective July 1, 2015, all overtime hours worked on statutory or declared holidays shall be paid twice the employee's hourly rate
- employees on pregnancy leave with a minimum of 6 months of service shall be entitled to receive 93% of her normal wage for the 2 weeks waiting period for Employment Insurance, and a topping up of her EI benefits to a maximum of 93% of her normal wage for a maximum of 15 weeks
- amendments to retiree benefit program and post 65 employment

Hamilton Police Services Board and Hamilton Police Association (805 uniform and 291 civilian employees)

two, five-year renewal agreements, effective January 1, 2013, expiring December 31, 2017

- wage increases of 1.6% on January 1, 2013, 1.24% on July 1, 2013, 1.5% on January 1, 2014, 1.3% on July 1, 2014, and 1.5% on January 1, 2015; on December 31, 2015, 2016, and 2017 end rate will be identified and adjusted for 2015, 2016, and 2017
- effective January 1, 2015, Forensic, Custody, and PSO Special Constable are to have the same salary as the Court Special Constables
- increased shift differentials to \$0.40 per hour and meal allowance to \$12
- increased psychological coverage from \$1250 to a maximum of \$2,000 per calendar year; physiotherapy to be capped at \$2,800
- educational fees to be capped to a maximum of \$3,000 per year
- increased cash allowance to \$12 per day to attend course at the Ontario/Canadian Police College; \$50 per person for athletic wear no longer available
- clothing and footwear allowance to include winter wear for members required to work outside as well as one pair of prescription safety glasses
- recall rights for laid-off members to be capped to 24 months

Participating Hospitals (Northern Hospital Group) and Unifor, local 229 and 1359 (three agreements covering 1,186 employees)

Part of centrally bargained three-year renewal agreements for ten northern hospitals, covering approximately 1,654 employees, effective October 11, 2014, expiring October 10, 2017

- wage increases of 1.4% in each of the first and second years and 1% in the last year of the agreement
- one-time lump sum payment of \$150 for full time employees and \$75 to part-time employees paid within 3 full pay periods of the date of ratification
- effective date of ratification, increases to shift and weekend premiums to \$1.05/hour and vision care to \$300 from \$275

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	28,500	Various dates
Police Services Boards	Police Association	Various locations	12,800	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	24,900	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	50,200	Various dates
Universities	CUPE et al	Various locations	21,700	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	19,800	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	43,900	31-Dec-14
Canada Post Corp. (Postal Operations)	Postmasters & Assistants	Canada-wide	2,000	31-Dec-14
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
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, UFCW	Various locations	4,800	11-Jul-15
United Parcel Services	Teamsters	Various locations	3,242	31-Jul-15

As of May 31, 2015, there were approximately 679 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 6: Consumer Price Index (2002=100)¹⁵

Location	March 2015	April 2015	May 2015	2012	2013	2014	Year-to-date
Canada	1.2	0.8	0.9	1.5	0.9	1.9	1.0
Ontario	1.6	0.8	0.9	1.4	1.1	2.3	1.2
Toronto	1.9	1.0	1.2	1.5	1.2	2.5	1.6
Ottawa-Gatineau (Ont. part)	1.2	0.6	0.8	1.3	1.0	2.0	0.9
Thunder Bay	1.3	0.4	0.7	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 2007).

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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¹⁵ Percentage change from previous year