

Collective Bargaining Highlights

July 2015

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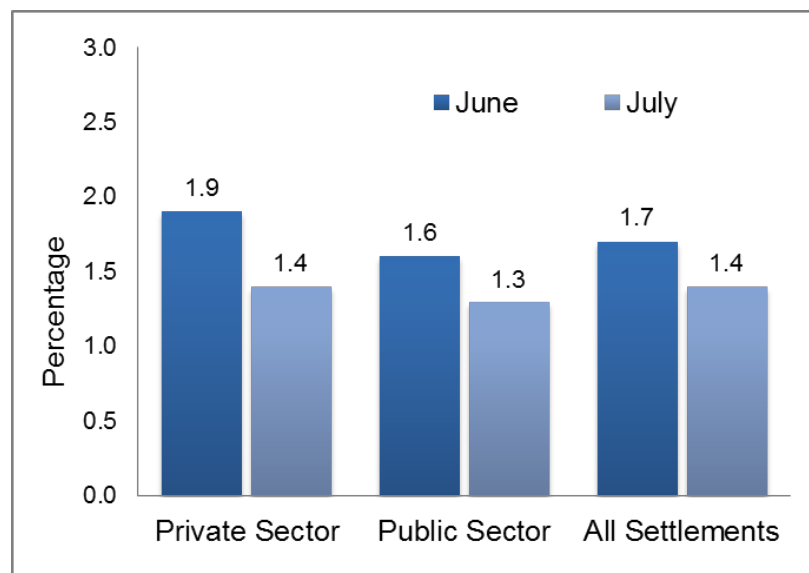
Agreements Settled in July

In July, 17 collective agreements were ratified, each covering 150 or more employees. These agreements covered 46,237 employees, 64.2% of whom were in the private sector (29,698).

The overall average annual increase in base wage rates in July was 1.4%, a decrease from 1.7% reported in June. In the public sector, twelve (12) agreements were settled for an average annual base wage increase of 1.3%, a decrease from 1.6% reported in the previous month. In the private sector, five agreements were settled for an average annual base wage increase of 1.4%, a decrease from 1.9% reported in June.

For settlements in July, the industries with the highest average annual base wage increase were health and social services (five settlements for 2%) and manufacturing (one settlement for 2%). The lowest average annual base wage increase was reported in transportation, communications and utilities (one settlement for 1.0%). Public administration (three settlements) reported an average annual wage increase of 1.9%. The average annual base wage increase in trade and finance, which represented 63% of the total number of employees (29,150), reported an average annual wage increase of 1.4%.

Average Annual Base Wage Increase



Wage Settlements – July

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	July 2015 %
Private	5	29,698	1.4
Public	12	16,539	1.3
All Settlements	17	46,237	1.4

Table 2: Average Annual Increase, Current Three Years

Sector	2013 %	2014 %	January - July 2015 %
Private	2.3	1.9	1.6
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	July Average Annual Increase %
Primary	-	-	-
Manufacturing	1	258	2.0
Construction	-	-	-
Trade and Finance	3	29,150	1.4
Transportation, Communications, & Utilities	1	5,356	1.0
Public Administration	3	4,206	1.9
Education & Related Services	2	4,686	1.1
Health & Social Services	5	1,561	2.0
Other Services	2	1,020	1.5
All Settlements	17	46,237	1.4

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

Sector	2013 %	2014 %	January – July 2015 %
Primary	2.1	2.3	1.9
Manufacturing	1.2	1.9	1.7
Construction	2.6	2.6	1.7
Trade and Finance	1.4	1.8	1.4
Transportation, Communications, & Utilities	2.1	1.7	1.4
Public Administration	1.1	1.7	1.9
Education & Related Services	0.0	1.3	1.3
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 - July 2015)¹

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

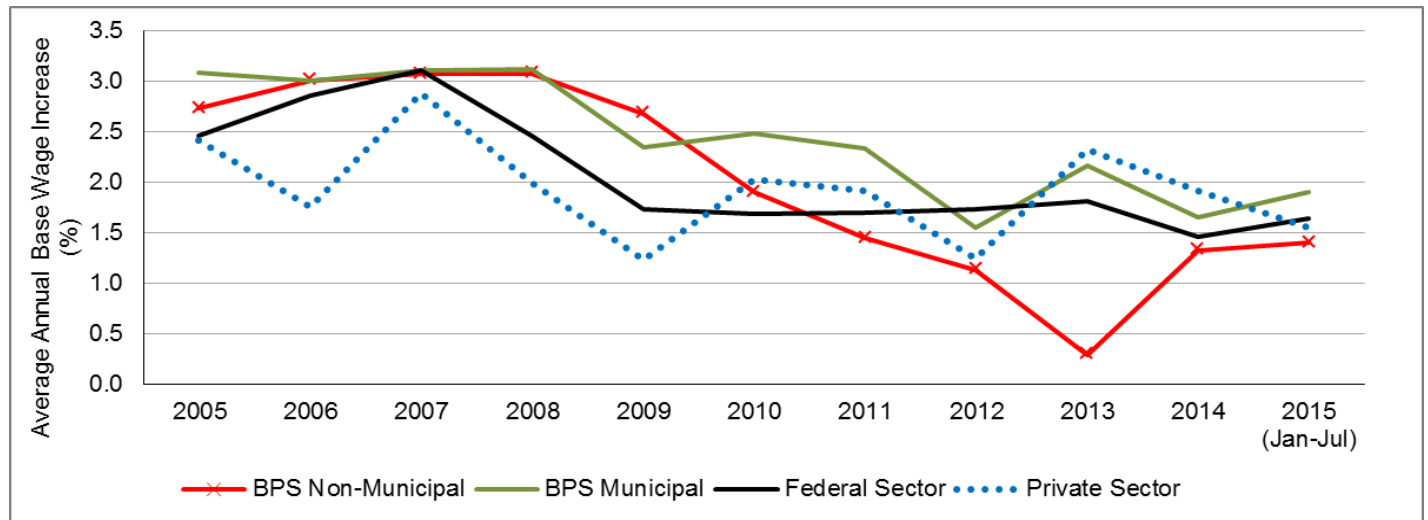


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Jul)
Non-Municipal	2.7	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	1.4
Municipal	3.1	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.7	1.9
Federal	2.5	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	1.6
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.6

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 July 2015.

From January to July 2015, the average annual base wage increase in the BPS Non-Municipal sector was reported at 1.4% and the BPS Municipal average annual base wage increase was reported at 1.9%. The average annual base wage increases in the Federal and Private sectors was reported at 1.6%.

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 July 31, 2015 as of July 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

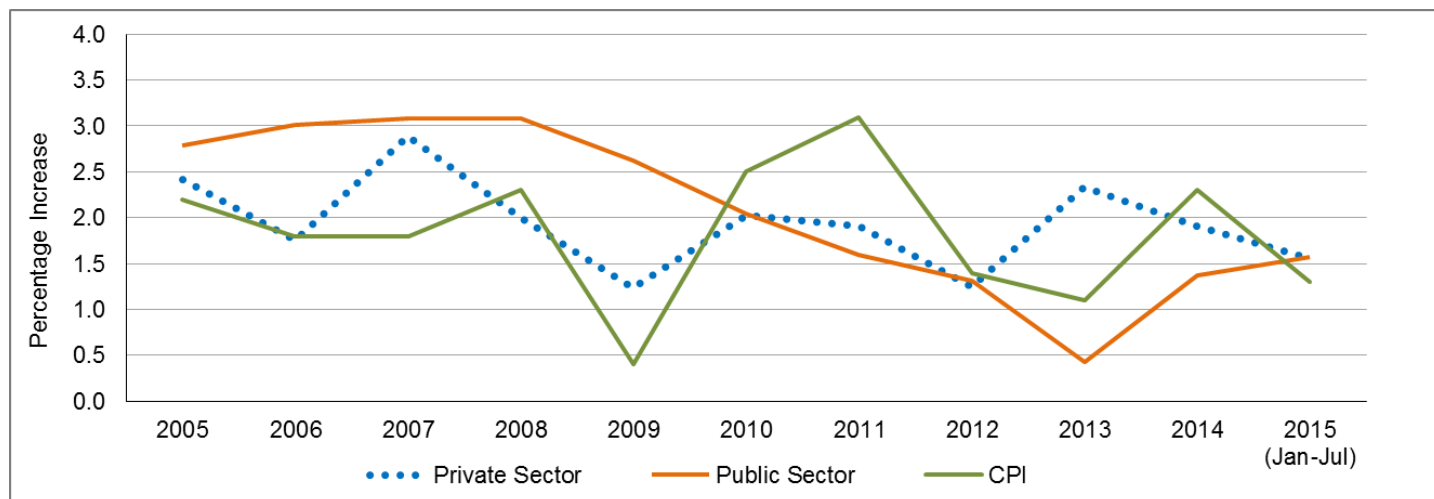


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Jul)
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	1.6
CPI (2002=100)	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 July 2015.

From January to July 2015, both the Broader Public Sector combined average annual base wage increase and the Private sectors were reported at 1.6 %. The Consumer Price Index in Ontario averaged 1.3% from January to July and was reported at 1.5% for the month of July, increasing from the 1.0% 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 July 31, 2015 as of July 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.

July Settlements

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Natrel Inc (Agropur) Don Mills	Teamsters	2.0	1.7	\$0.60/hr. ³	258	60	31-Mar-2020

Trade and Finance

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Loblaws Supermarkets Ltd., Zehrs Markets, Zehrmart Inc, Great Canadian Food Stores and Real Canadian Superstores	Food & Commercial Workers	1.4	2.1	part-time: \$100 ⁴	11,710	72	01-Jul-2021
Loblaws Supermarkets Ltd. (Loblaws/RCSS/GFS)	Food & Commercial Workers	1.4 ⁵	1.3	full-time: \$1,500 part-time: \$750 other part-time: \$350 ⁶	13,440	72	01-Jul-2021
Metro Ontario Inc.	Unifor	1.1 ³	1.1		4,000	48	13-Jul-2019

³ A fixed cost of living adjustment of \$0.60/hr. is paid as a lump sum, not rolled into wages

⁴ For part-time employees in the wage progression who move to the new rate and do not receive a minimum of \$0.40/hr. increase in year one

⁵ Excluding adjustment for selected groups

⁶ Details in settlement summary on page 12

Transportation, Communications and Utilities

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Hydro One Inc.	Power Workers Union (Cdn Public Empls)	1.0	1.0	1 Apr/'15:1% 1 Apr/'16:2%	5,356	36	31-Mar-2018

Public Administration

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Corporation of the City of Oshawa	Intl Assn of Fire Fighters (Oshawa)	2.8	3.0		195	48	31-Dec-2015
City of Ottawa (parks, recreation & cultural services) (part-time)	Cdn Public Empls	2.0	1.9		3,200	24	31-Dec-2015
Corporation of the City of London (inside)	Cdn Public Empls	1.2	1.0		811	48	31-Dec-2018

Education and Related Services

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
University of Toronto (unit 1)	Cdn Public Empls	1.0	0.5		4,300	44	31-Dec-2017
Trent University	Ont Public Service Empls	1.5	1.5		386	36	30-Jun-2018

Health and Social Services

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Halton Healthcare Services (full-time, part-time)	Cdn Public Empls	0.7	0.7	Yr. 1: 0.7% Yr. 2: 0.7% Yr. 3: 0.7% Yr. 4: 0.7%	656	48	28-Sep-2017
Community Living North Halton	Ont Public Service Empls	3.7	3.8 ⁷		288	24	31-Mar-2016
Central West Specialized Developmental Services	Ont Public Service Empls	3.5	3.5 ⁵	signing bonus: \$150	306	24	31-Mar-2016
Total Communication Environment Inc.	Cdn Public Empls	2.9 ⁸	2.9		151	24	31-Mar-2016
Family and Children's Services of Frontenac, Lennox and Addington	Cdn Public Empls	0.3	0.0	ratification: \$500 1 Apr/'17: \$1,000 ⁹	160	36	31-Mar-2018

⁷ \$0.52/hr. increase as the Government of Ontario pledged to increase wages of front-line staff over the next three years

⁸ Including pay equity adjustment

⁹ Part-time employees to receive a prorated amount based on hours worked

Other Services¹⁰

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Canadian Nuclear Laboratories (CNL)	Professional Institute	1.5	1.5		730	24	30-Jun-2016
Holiday Inns of Canada Ltd. C.O.B. as Intercontinental Toronto Centre	Food & Commercial Workers	1.6	1.5		290	48	31-May-2019

¹⁰ *** Lump sum information on all monthly settlements tables is based on the language provided in a settlement document and includes ratification and signing bonuses and is denoted as such. Lump sums in lieu or supplemental to a wage increase are also included with dates or years covered.

Selected Settlement Summaries

(Key monetary items based on available information)

City of Ottawa and Canadian Union Public Employees, Local 503 (3,200 employees)

an arbitration award issued for a two-year renewal agreement, effective January 1, 2014, expiring December 31, 2015

- wage increases of 1.93% in the first year and 2% in the second year

University of Toronto (unit 1) and Canadian Union of Public Employees, Local 3902 (4,300 employees)

an arbitration award issued for a 44-month agreement, effective May 1, 2014, expiring December 31, 2017

- wage increase of 0.5% on January 1, 2015, 0.5% on May 1, 2015, 0.5% on January 1, 2016, 0.5% on May 1, 2016, 0.75% on January 1, 2017, and 1.0% on May 1, 2017
- university to pay to the union by May 15 of each contract year the amount of \$1,050,000 for the continuation of a Financial Assistance Fund to be administered by the union
- effective September 1, 2015, 2016, and 2017, university to administer a Tuition Assistance Fund in the amount of up to \$600,000 for the period September 1, 2014 to August 31, 2017 for employees who are registered in doctoral stream PhD programs years 5 and 6 and doctoral stream Masters Programs in year 2 to assist in defraying fees
- effective September 1, 2015, 2016, and 2017, university to pay to the Union \$1,045,000 for the period September 1, 2014 to August 31, 2017 for the creation of a Graduate Student Bursary Fund
- improved health care benefits

Loblaws Supermarkets Limited and United Food and Commercial Workers, Local 1000A (13,440 employees)

a six-year renewal agreement, effective July 2, 2015, expiring July 1, 2021

- wage increases to full and part-time employees at end rate of \$0.25 in the first and second years, \$0.20 in third year, \$0.25 in fourth year, \$0.35 in fifth year; \$0.40 in the final year
- additional increase of \$0.25/hr. to end rates on July 2, 2017 and June 28, 2020 for department managers
- lump sum payments of \$1,500 for all active full-time employees, \$750 for all active part-time employees at end rate, and \$350 for all other part-time employees who are on payroll as of date of ratification
- lump sum payment of \$100 for part-time employees who do not receive a minimum of \$0.25/hr. increase
- new letter of understanding regarding provincial minimum wage
- part-time employees will be eligible for a guarantee of minimum working hours ranging from 20 to 28 hours based on seniority and department size
- protection of the defined benefits plan to preserve retirement security
- modification to long term disability insurance

Loblaws Supermarkets Ltd., Zehrs Markets, Zehrmart Inc, Great Canadian Food Stores and Real Canadian Superstores and the United Food and Commercial Workers, Locals 175 and 633 (11,710 employees)

a six-year renewal agreement, following a work stoppage (Essex, Kent and Lambton counties only) and product of a merger between the above noted parties, effective July 2, 2015, expiring July 1, 2021

- wage increases to full and part-time employees at end rate of \$0.40 in the first year, \$0.25 in the second year, \$0.20 in third year, \$0.25 in fourth year, \$0.30 in both the fifth and the final years. \$100 lump sum for eligible part-time employees
- additional increase of \$0.25/hr. in the third and sixth years for department managers

Table 5: Major Negotiations Underway

Employer	Union	Location	Employees (Ontario)	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	17,000	Various dates
Police Services Boards	Police Association	Various locations	9,100	Various dates
Hospitals	OPSEU, Unifor, et al	Various locations	21,500	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	62,000	Various dates
Universities	CUPE et al	Various locations	16,400	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	16,000	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	44,300	31-Dec-14
Canada Post Corp. (Postal Operations)	Postmasters & Assistants	Canada-wide	2,000	31-Dec-14
Air Canada	CUPE	Canada-wide	3,815	Various dates
Motion Picture Studio Production Technicians	IATSE	Toronto	2,200	31-Mar-15
United Parcel Services	Teamsters	Various locations	3,242	31-Jul-15
No Frills Franchise Stores	Unifor	Various locations	1,200	08-Jul-15

As of July 31, 2015, there were approximately 637 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 6: Consumer Price Index (2002=100)¹¹

Location	May 2015	June 2015	July 2015	2012	2013	2014	Year-to-date
Canada	0.9	1.0	1.3	1.5	0.9	1.9	1.0
Ontario	0.9	1.0	1.5	1.4	1.1	2.3	1.3
Toronto	1.2	1.1	1.8	1.5	1.2	2.5	1.6
Ottawa-Gatineau (Ont. part)	0.8	0.9	1.4	1.3	1.0	2.0	1.0
Thunder Bay	0.7	0.9	1.3	0.9	0.9	2.2	1.0

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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¹¹ Percentage change from previous year