

Collective Bargaining Highlights

August 2015

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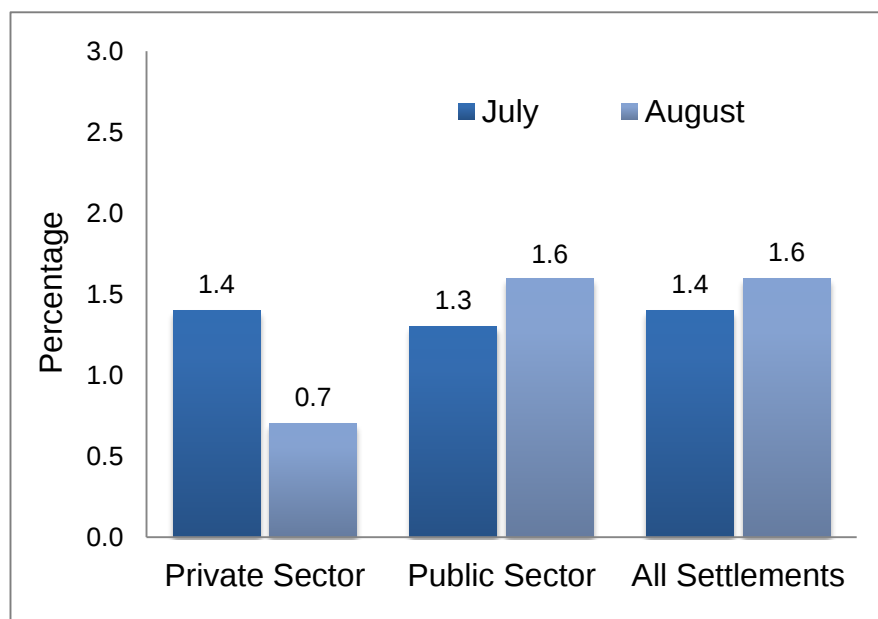
Agreements Settled in August

In August, 16 collective agreements were ratified, each covering 150 or more employees. These agreements covered 7,698 employees, 94% of whom were in the public sector (7,207).

The overall average annual increase in base wage rates in August was 1.6%, an increase from 1.4% reported in July. In the public sector, 14 agreements were settled for an average annual base wage increase of 1.6%, an increase from 1.3% reported in the previous month. In the private sector, two agreements were settled for an average annual base wage increase of 0.7%, a decrease from 1.4% reported in July.

The highest average annual base wage increase was reported at 1.7% for transportation, communications and utilities (one settlement), public administration (five settlements), and health and social services (six settlements). The lowest average annual base wage increase was in other services (one settlement with no wage increase). Education and related services (two settlements), and trade and finance (one settlement) reported an average annual wage increase of 1.3%.

Average Annual Base Wage Increase



Wage Settlements – August

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	August 2015 %
Private	2	491	0.7
Public	14	7,207	1.6
All Settlements	16	7,698	1.6

Table 2: Average Annual Increase, Current Three Years

Sector	2013 %	2014 %	Jan – Aug 2015 %
Private	2.3	1.9	1.5
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	August Average Annual Increase %
Primary	-	-	-
Manufacturing	-	-	-
Construction	-	-	-
Trade and Finance	1	273	1.3
Transportation, Communications, & Utilities	1	550	1.7
Public Administration	5	2,206	1.7
Education & Related Services	2	1,554	1.3
Health & Social Services	6	2,897	1.7
Other Services	1	218	0.0
All Settlements	16	7,698	1.6

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

Sector	2013 %	2014 %	Jan – Aug 2015 %
Primary	2.1	2.3	1.9
Manufacturing	1.2	1.7	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 - August 2015)¹

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

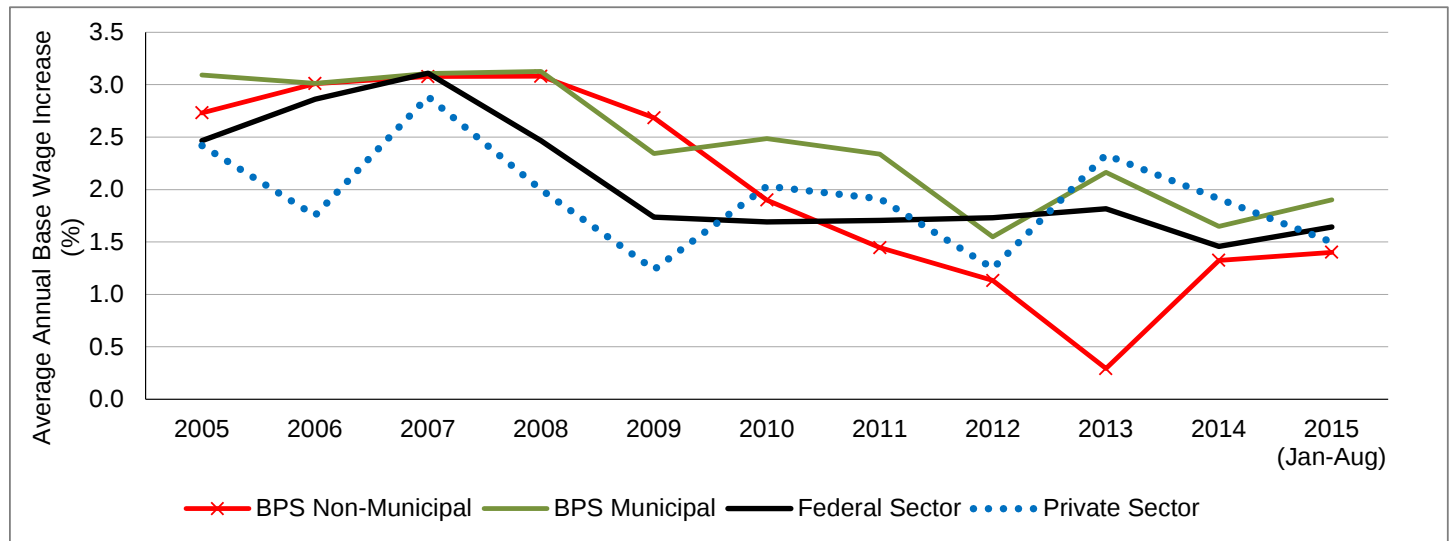


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Aug)
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	1.6	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	1.5

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 August 2015.

From January to August 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 were reported at 1.6% and 1.5% respectively.

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 August 31, 2015 as of August 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

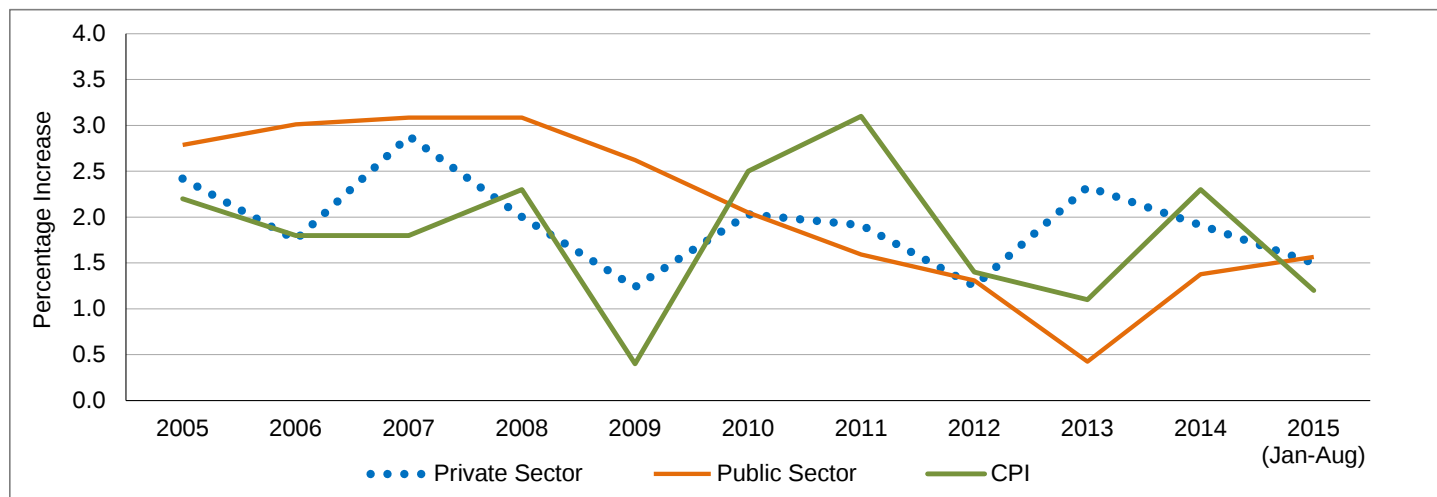


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Aug)
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	1.5
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 August 2015.

From January to August 2015, both the Broader Public Sector combined average annual base wage increase was reported at 1.6% and the Private sectors at 1.5 %. The Consumer Price Index in Ontario averaged 1.2% from January to August and was reported at 1.2% for the month of August, decreasing from the 1.5% 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 August 31, 2015 as of August 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.

August Settlements

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
National Grocers Co. Ltd.	Teamsters	1.3	2.2	signing bonus: full-time: \$1,000 part-time: \$500 ³ Full-time employees: Mar 31/'16: \$1,000 Mar 31/'18: \$1,000	273	60	29-Mar-2020

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
Independent Electricity System Operator	Energy Prof Society	1.7	1.7		550	24	31-Dec-2016

³ Paid within two weeks of ratification to all active full-time and part-time employees past probation.
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Public Administration

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Halton Regional Police Services Board (civilian)	Police Assn (Halton)	2.2	3.2		282	48	31-Dec-2018
Halton Regional Police Services Board (uniform)	Police Assn (Halton)	2.2	3.2		659	48	31-Dec-2018
London Police Services Board (civilian)	Police Assn (London)	1.2 ⁴	2.0		194	48	31-Dec-2018
London Police Services Board (uniform)	Police Assn (London)	1.2 ⁴	2.0		593	48	31-Dec-2018
Corporation of the City of Barrie (inside & outside) ⁵	Cdn Public Empls	1.5	1.5		478	36	31-Dec-2017

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
Brock University	Ont Secondary School Teachers	0.7	0.0	May 1/'15: 1.5% May 1/'16: 1.5%	204	36	30-Apr-2018
Queen's University (Kingston)	Queen's University Faculty Assn	1.4	1.0		1,350	48	30-Apr-2019

⁴ Market value adjustment on Dec 1, 2018; adjustment to match the average salary of same position at Ontario's 11th largest Police Services Boards

⁵ Inside and outside includes: employees providing public services ranging from parks and recreation, water and wastewater treatment, public works, urban planning, law enforcement and financial and administrative services

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
Community Living Toronto (full-time)	Cdn Public Empls	1.6	0.0	\$1,000 ⁶	525	60	31-Mar-2017
Community Living Toronto (part-time)	Cdn Public Empls	1.7	0.0	\$500 ⁷	509	60	31-Mar-2017
Humber River Regional Hospital (paramedical)	Ont Public Service Empls	1.4	1.4		281	24	31-Mar-2016
Community Living Hamilton	Cdn Public Empls	2.2	0.0		250	24	31-Mar-2016
1367178 Ontario Inc. The Westmount, The Wynfield, The Woodhaven, The Waterford	Carpenters (Healthcare Office & Professional Empls)	2.1 ^{8,9}	2.8		900	36	24-Jun-2017
F J Davey Home	Cdn Public Empls	1.0 ¹⁰	0.7		432	36	31-Mar-2016

⁶ Prorated based on 1,950 hours worked from April 1, 2014 to March 31, 2015

⁷ Prorated based on 975 hours worked from April 1, 2014 to March 31, 2015

⁸ Including adjustments for selected groups

⁹ Wage re-opener on June 25, 2016

¹⁰ Excluding adjustments for selected groups

Other Services¹¹

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
CLS Catering Services Ltd.	Food & Commercial Workers	0.0 ⁶	0.0	ratification: \$500: full-time \$200: part-time	218	36	30-Jun-2018

¹¹ ** Average annual wage increases for August settlements exclude lump sum/bonus payments.

*** 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)

London Police Services Board and London Police Association (593 uniform and 194 civilian employees)

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

- wage increases of 1.95% in the first year, 0.95% in each of the second, third and fourth years and a market value adjustment on December 1, 2018 (to match the average salary of same position at Ontario's eleven largest police services)
- improvements to employees' health and wellness include new shift schedules to maintain efficiencies and improve members' work-life balance, improved access to professional health services, and incentive to promote fitness, health and wellness
- extension of time required for new members to qualify for a 1st Class Constable salary

Halton Regional Police Services Board and Halton Regional Police Association (659 uniform and 282 civilian employees)

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

- wage increases of 1.9% on January 1, 2015, 1.0% on September 1, 2015, 0.3% on December 1, 2015; 1.95% on January 1, 2016, 1.9% on January 1, 2017, and 1.8% on January 1, 2018
- effective January 1, 2016, massage therapist, chiropractor, and physiotherapist services increased to \$800 per year with \$80 capped per visit
- effective January 1, 2016, clinical psychologist services increased to \$3,000 per year for member and \$1,000 per year for dependent
- active members' and Post 65 retirees' Health Care Spending Account increased to \$225 per year and \$3,000 per year from 65 to 75 respectively
- long term disability will be payable at age 60 (previously payable to age 65) for sworn officers hired after January 1, 2018

Queen's University and Queen's University Faculty Association (1,350 employees)

a four-year renewal agreement, effective May 1, 2015, expiring April 30, 2019

- wage increases of 1% in year one, 1.25% in year two, 1.5% in year three and 1.75% in year four of the agreement
- increases to the minimum annual stipend for unit heads

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	16,800	Various dates
Police Services Boards	Police Association	Various	8,400	Various dates
Hospitals	OPSEU et al	Various	20,900	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various	60,600	Various dates
Universities	CUPE et al	Various	13,300	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	14,100	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	31-Mar-15
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
Maple Lodge Farms	UFCW	Norval	1,100	12-Oct-15

As of August 31, 2015, there were approximately 612 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 6: Consumer Price Index (2002=100)¹²

Location	June 2015	July 2015	August 2015	2012	2013	2014	Year-to-date
Canada	1.0	1.3	1.3	1.5	0.9	1.9	1.1
Ontario	1.0	1.5	1.2	1.4	1.1	2.3	1.2
Toronto	1.1	1.8	1.4	1.5	1.2	2.5	1.5
Ottawa-Gatineau (Ont. part)	0.9	1.4	1.0	1.3	1.0	2.0	1.0
Thunder Bay	0.9	1.3	1.0	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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¹² Percentage change from previous year