

Collective Bargaining Highlights

October 2015

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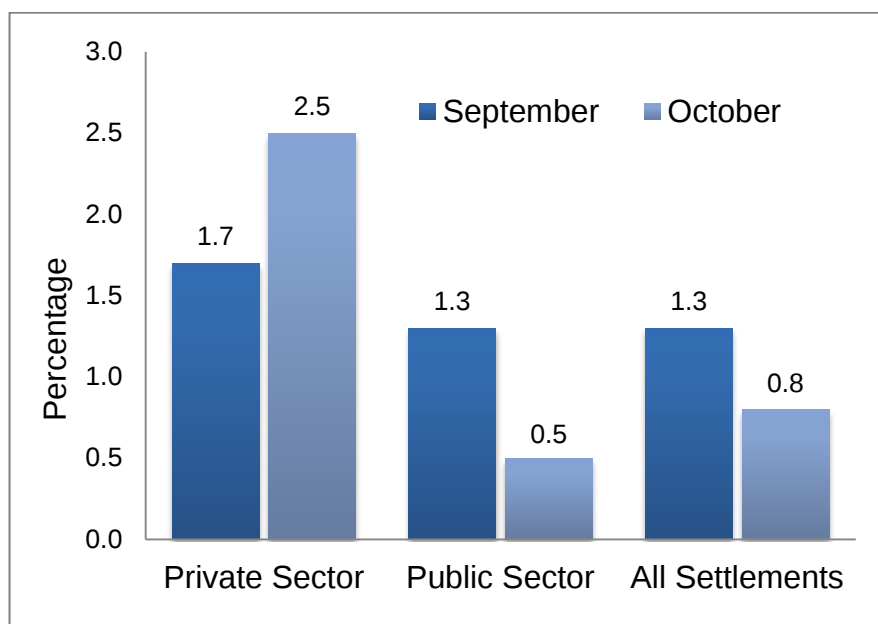
Settlements in October

In October, 19¹ settlements were ratified, each covering 150 or more employees. These settlements covered 52,314 employees, 88% of whom were in the public sector (45,844).

The overall average annual increase in base wage rates in October was 0.8%, an increase from 0.6% reported in September. In the public sector, 11 settlements were settled for an average annual base wage increase of 0.5%, a decrease from 0.6% reported in the previous month. In the private sector, eight settlements were settled for an average annual base wage increase of 2.5%, an increase from 1.7% reported in September.

The highest average annual base wage increase was reported at 3% in transportation, communications and utilities (three settlements). Trade and finance (one settlement), and manufacturing (one settlement) reported the second highest average annual base wage increase at 1.6%, followed by construction (one settlement) at 1.5% and health and social services (seven settlements) at 1.3%. Both public administration (two settlements), and education and related services (one central settlement), which have the largest concentration of employees, recorded the lowest average annual wage increase at 0.5%.

Average Annual Base Wage Increase



¹ Under the [School Boards Collective Bargaining Act, Bill 122](#), central terms were ratified between Conseil des associations d'employeurs and Enseignants Franco-Ontariens (11,646 employees). The numbers of employees include all bargaining units above and below 150 employees.

Wage Settlements – October

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	October 2015 %
Private	8	6,470	2.5
Public	11	45,844	0.5
All Settlements	19	52,314	0.8

Table 2: Average Annual Increase, Current Three Years

Sector	2013 %	2014 %	(Jan – Oct) 2015 %
Private	2.3	1.9	1.6
Public	0.5	1.4	1.0
All Settlements	1.0	1.5	1.1

Table 3: Average Annual Increase by Industry, Current Month

Sector	Agreements	Employees	October Average Annual Increase %
Primary	-	-	-
Manufacturing	1	1,100	1.6
Construction	1	330	1.5
Trade and Finance	1	319	1.6
Transportation, Communications, & Utilities	3	4,225	3.0
Public Administration	2	31,596	0.5
Education & Related Services	1	11,646	0.5
Health & Social Services	7	1,951	1.3
Other Services	3	1,147	1.1
All Settlements	19	52,314	0.8

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

Sector	2013 %	2014 %	(Jan – Oct) 2015 %
Primary	2.1	2.3	1.9
Manufacturing	1.2	1.7	1.7
Construction	2.6	2.6	1.4
Trade and Finance	1.4	1.8	1.4
Transportation, Communications, & Utilities	2.1	1.7	1.6
Public Administration	1.1	1.7	1.2
Education & Related Services	0.0	1.3	0.6
Health & Social Services	1.1	1.3	1.5
Other Services	2.3	1.9	1.5
All Settlements	1.0	1.5	1.1

Wage Trends by Sector (2005 - October 2015)²

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

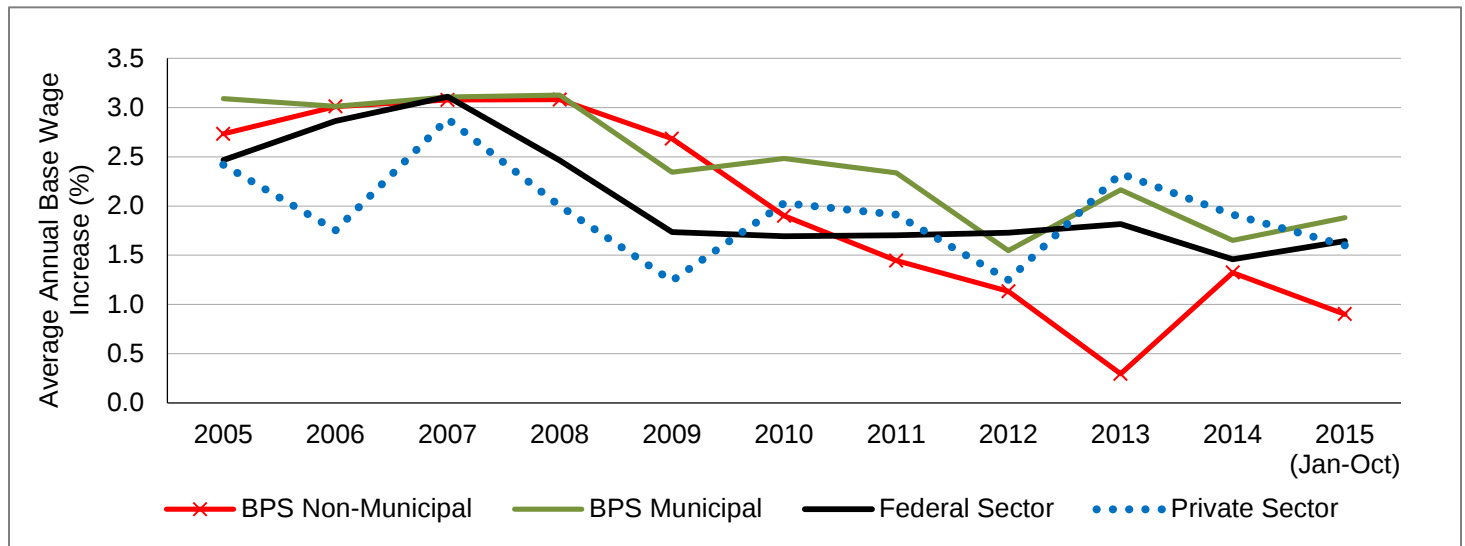


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Oct)
Non-Municipal	2.7	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	0.9
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	1.6

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 October 2015.

From January to October 2015, the average annual base wage increase in the BPS Non-Municipal sector was reported at 0.9% 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%.

² Wage Information on Wage Trends by Sector is based on settlements covering 150 or more employees (with the exception of central settlements in education sector, see footnote on page 4), a sample that represents 81% of all unionized employees in Ontario. Wage information is based on settlements between January 1, 2005 and October 31, 2015 as of October 31, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement (where wages are negotiated) and excludes lump sum payments. Wage information includes COLA estimates. The average annual base wage increase reported for 2015 is for the period between January and October 2015.

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

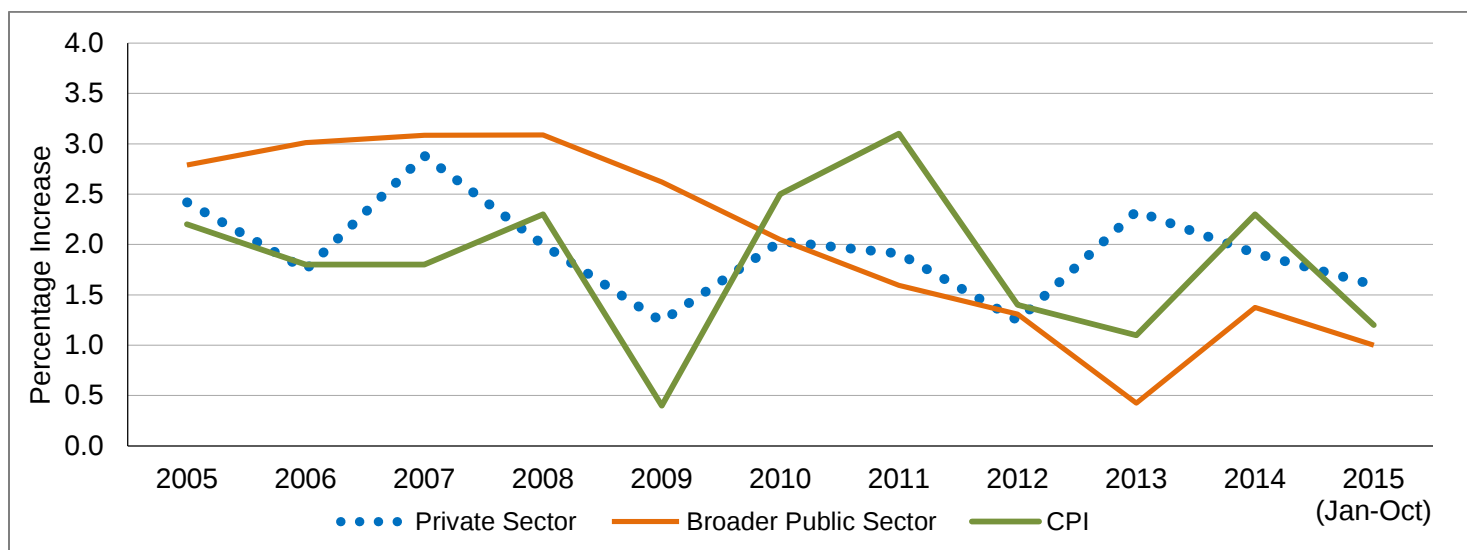


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Oct)
BPS	2.8	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	1.0
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	1.2

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 October 2015.

From January to October 2015, the Broader Public sector average annual base wage increase was reported at 1.0%, and the Private sector was reported at 1.6%. The Consumer Price Index in Ontario was reported at 0.9% for the month of October, unchanged since September and averaging 1.2% for the year.

October Settlements*

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Maple Lodge Farms Ltd. (Norval plant)	Food & Commerical Workers	1.6	1.6	signing bonus: \$500	1,100	36	12-Oct-2018

Construction

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Electrical Power Systems Construction Assn	Intl Operating Engineers	1.5	2.5		330	60	30-Apr-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
Westfair Foods Ltd.	Food & Commerical Workers	1.6	0.0	Full-time:\$850 Part-time, based on years of service (yos): yos > 5 yrs.: \$250 5 > yos > 2:\$125 yos < 2:\$75	319	60	16-Mar-2019

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
Iron Range Bus Lines Inc. (bus drivers)	Intl Operating Engineers	3.3	3.4		150	48	30-Jun-2018
Nav Canada (technical)	Unifor	2.5	2.5		475	12	31-Mar-2017
United Parcel Service Canada Ltd.	Teamsters	3.1	2.9		3,600	60	31-Jul-2020

Public Administration

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Ontario Government (unified unit)	Ont Public Service Empls	0.5	0.0	Jan 1/'16: 1.4%	31,339	36	31-Dec-2017
Greater Sudbury Police Services Board	Police Assn (Sudbury)	2.2	2.1		257	60	31-Dec-2019

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
Conseil des associations d'employeurs (Central Table) (teachers)	Enseignants Franco-Ontariens	0.5	0.0	Sep 1/15:1%	11,646	36	31-Aug-2017

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 Lifecare Inc. (Community Nursing Home and Orchard Villa) (Pickering)	Service Employees Intl	1.4	1.5		305	24	30-Apr-2016
Fairhaven	Cdn Public Empls	1.7	1.5		287	36	31-Dec-2016
Humber River Regional Hospital	Ont Public Service Empls	1.4	1.4		324	24	31-Mar-2016
Paramed Home Health Care (Toronto & York)	Service Employees Intl	1.0	0.0	Year 1: 1.4% ³	369	60	31-Mar-2018
Strathaven Lifecare Centre	Cdn Public Empls	0.7	0.7		236	48	31-Dec-2016
Villa Leonardo Gambin Centre	Labourers (Ont Fed of Health Care Workers)	2.1	2.2		272	36	31-Dec-2017

³ 1.4% of the straight hourly rate per hour for the period Apr 1, 2013 - Mar 31, 2014. Red Circled employees (*only*): \$100 for every 1,000 hours visit for the period worked between Apr 1, 2015 - Mar 31, 2016, Apr 1, 2016 - Mar 31, 2017 and April 1, 2017 - Mar 31, 2018.

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Western Area Youth Services Inc.	Ont Public Service Empls	0.0	0.0	ratification:\$300 Year 2:\$300 ⁴	158	24	30-Mar-2016

Other Services

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Canadian Union of Public Employees (representatives)	Canadian Staff Union	1.5	1.5		276	24	31-Dec-2015
Ontario Lottery and Gaming Corp (OLG Brantford Casino)	Unifor	0.6	1.8	signing bonus: \$2,500 ⁵	651	36	31-May-2018
1214078 Ontario Inc. (Ottawa Marriott)	Unite Here (Hospitality &	2.3	2.0		220	36	30-Jun-2018

⁴ To all non-probationary employees with at least one year of service.

⁵ To each active non-probationary employee

* Average annual wage increases for October 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)

Government of Ontario and Ontario Public Service Employees Union (31,339 unified bargaining unit employees)

a three-year renewal agreement, effective January 1, 2015, expiring December 31, 2017

- wage increase of 1.4% on January 1, 2017
- effective January 1, 2016, lump sum payment of 1.4% of earned base salary less statutory deductions
- wage grid progression frozen in 2016 and 2017
- termination payment upon retirement to be based on employee's rate of pay received on December 31, 2016
- increases to basic life insurance coverage for seasonal employees
- effective date of ratification, Supplementary Health & Hospital Plan to include purchase and/or repair of insulin infusion pumps and continuous glucose monitoring machine and supplies to a maximum of \$2,000 every 5 years per person
- modifications to the seniority provision for the fixed-term and regular part-time employees
- a one-time option for current and fixed-term employees to enrol in the Supplementary Health & Hospital Plan, and Dental Plan if they pay 100% of the premium for these benefits
- a one-time option for flexible part-time and regular part-time employees to purchase supplementary life insurance or spousal dependant life insurance within 60 days of ratification (employee must pay full premium for this coverage)
- amendments to the Targeted Direct Assignment, Voluntary Exit Option, and Transition Exit Initiatives
- adjustment of Long Term Income Protection Benefit payment by an increase equal to negotiated wage increases; employee on LTIP eligible for retirement with unreduced pension (Factor 90, or the 60-20), who does not retire, will have to pay his/her share of pension contribution to be qualified for LTIP payment

Conseil des associations d'employeurs and Association des enseignantes et enseignants franco-ontariens (approximately 11,646 teachers)

a three-year deal on central terms effective September 1, 2014, expiring August 31, 2017

- Compensation:
 - o September 1, 2014: no changes
 - o September 8, 2015: 1% lump-sum payment; restoration of grid movement
 - o September 1, 2016: 1% wage increase
 - o 98th day of 2016/17 school year: 0.5% wage increase

Ontario Lottery and Gaming Corp (OLG Brantford Casino) and Unifor, Local 504 (651 employees)

a three-year renewal agreement, effective June 1, 2015 to May 31, 2018 or six months after a service provider assumes direct management of the gaming site, settled following a lock-out

- wage increases of 1.75% on June 1, 2015
- lump sum signing bonus of \$2,500 to each active non-probationary employee who is on the seniority list as of date of ratification
- current pension participation to cease as of the date on which operation of Employer transfers to a service provider, who will be required to provide a registered pension plan to eligible transferring employees, including eligible transferring employees in the bargaining unit as of the date of transfer

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	57,400	Various dates
Police Services Boards	Police Association	Various	11,300	Various dates
Hospitals	OPSEU et al	Various	13,100	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various	46,500	Various dates
Universities	CUPE et al	Various	12,000	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	12,700	Various dates
Canada Post Corp. (Postal Operations)	Postmasters & Assistants, Postal Workers	Canada-wide	4,941	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	168,900 ⁶	31-Aug-14
Ontario Government	Ont Provincial Police, OPSEU (corrections), PEGO	Province-wide	13,000	31-Dec-14
Air Canada	CUPE	Canada-wide	3,815	31-Mar-15
No Frills Franchise	Unifor	Various	1,200	08-Jul-15
Canadian Media Production Assn (CMPA)	ACTRA, Director's Guild	Canada-wide	13,400	31-Dec-15
Brewers' Retail Inc	UFCW	Province-wide	6,000	31-Dec-15
Ontario Power Generation	Society of Energy Professionals	Province-wide	3,453	31-Dec-15
Telus	Telecommunications Workers	Canada-wide	1,200	31-Dec-15
Paragon Protection Ltd	UFCW	Province-wide	2,200	19-Dec-15
Canada Post Corp.	Cdn Union of Postal Workers	Canada-Wide	18,620	31-Jan-16

⁶ Excludes those where local terms are bargained

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

Location	August 2015	September 2015	October 2015	2012	2013	2014	Year-to-date
Canada	1.3	1.0	1.0	1.5	0.9	1.9	1.1
Ontario	1.2	0.9	0.9	1.4	1.1	2.3	1.2
Toronto	1.4	1.4	1.3	1.5	1.2	2.5	1.5
Ottawa-Gatineau (Ont. part)	1.0	0.6	0.6	1.3	1.0	2.0	0.9
Thunder Bay	1.0	0.7	1.0	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 Settlements covering 150 or more employees with the exception of education sector central settlement(s) in September and October 2015 (see footnote on page 4, on respective Highlights), 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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For further information, contact:
 Collective Bargaining Information Services
 400 University Avenue, 8th Floor
 Toronto ON M7A 1T7
 Telephone: 416-326-1260
 Facsimile: 416-326-1277
 E-mail: cbis@ontario.ca

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⁷ Percentage change from previous year

Source: Statistics Canada