

Collective Bargaining Highlights

November 2015

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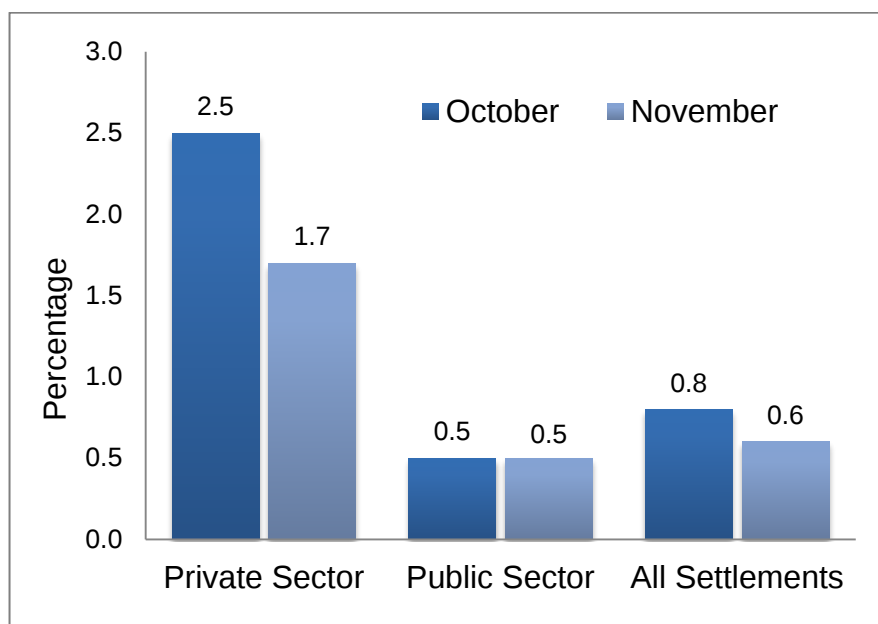
Settlements in November

In November, 19¹ settlements were ratified, each covering 150 or more employees. These settlements covered 96,606 employees, 94.2% of whom were in the public sector (90,993).

The overall average annual increase in base wage rates in November was 0.6%, a decrease from 0.8% reported in October. In the public sector, 14 settlements were settled for an average annual base wage increase of 0.5%, unchanged from the previous month. In the private sector, five settlements were settled for an average annual base wage increase of 1.7%, a decrease from 2.5% reported in October.

The highest average annual base wage increase was reported at 1.5% in manufacturing (two settlements), trade and finance (one settlement), and other services (one settlement). Transportation, Communications and Utilities (two settlements), and health and social services (nine settlements) reported the second highest average annual base wage increase at 1.4%, followed by public administration (three settlements) at 1.0%. Education and related services (one central settlement), with 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 the Ontario Public School Boards Association and the Elementary Teachers Federation of Ontario (84,674 teachers and occasional teachers). The numbers of employees include all bargaining units above and below 150 employees.

Wage Settlements – November

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	November 2015 %
Private	5	5,613	1.7
Public	14	90,993	0.5
All Settlements	19	96,606	0.6

Table 2: Average Annual Increase, Current Three Years

Sector	2013 %	2014 %	(Jan – Nov) 2015 %
Private	2.3	1.9	1.6
Public	0.5	1.4	0.9
All Settlements	1.0	1.5	1.0

Table 3: Average Annual Increase by Industry, Current Month

Sector	Agreements	Employees	November Average Annual Increase %
Primary	-	-	-
Manufacturing	2	358	1.5
Construction	-	-	-
Trade and Finance	1	1,200	1.5
Transportation, Communications, & Utilities	2	7,066	1.4
Public Administration	3	952	1.0
Education & Related Services	1	84,674	0.5
Health & Social Services	9	2,101	1.4
Other Services	1	255	1.5
All Settlements	19	96,606	0.6

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

Sector	2013 %	2014 %	(Jan – Nov) 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	1.6
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	1.0

Wage Trends by Sector (2005 - November 2015)²

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

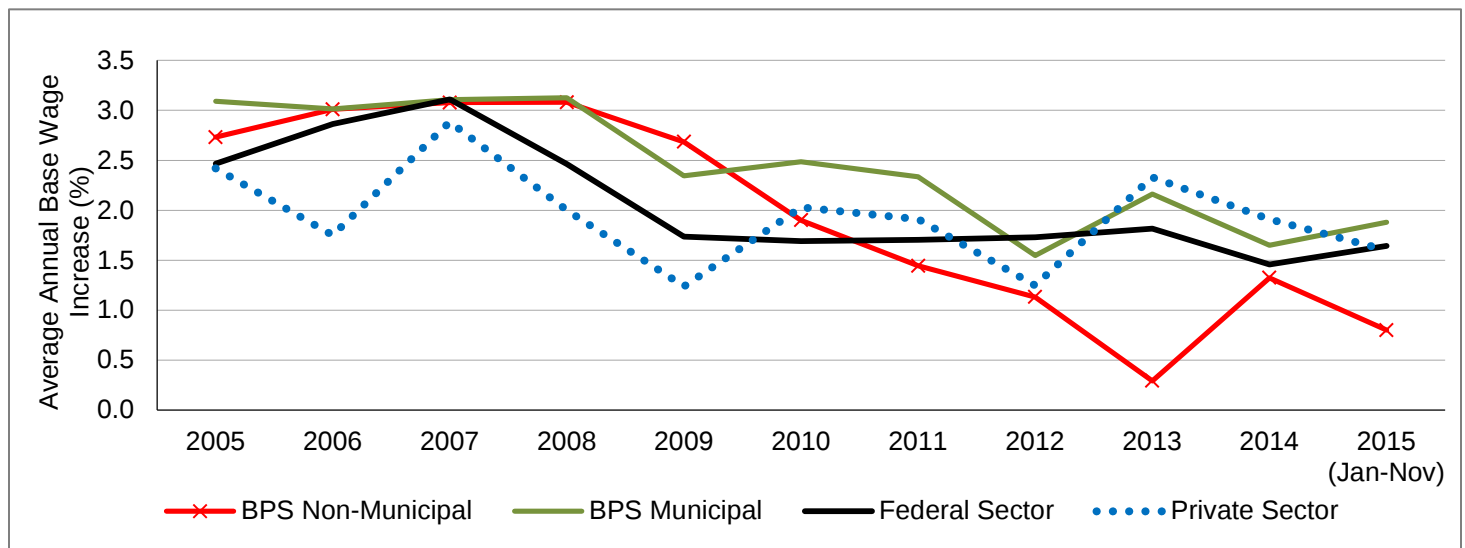


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Nov)
Non-Municipal	2.7	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	0.8
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 November 2015.

From January to November 2015, the average annual base wage increase in the BPS Non-Municipal sector was reported at 0.8% 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 November 30, 2015 as of November 30, 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 November 2015.

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

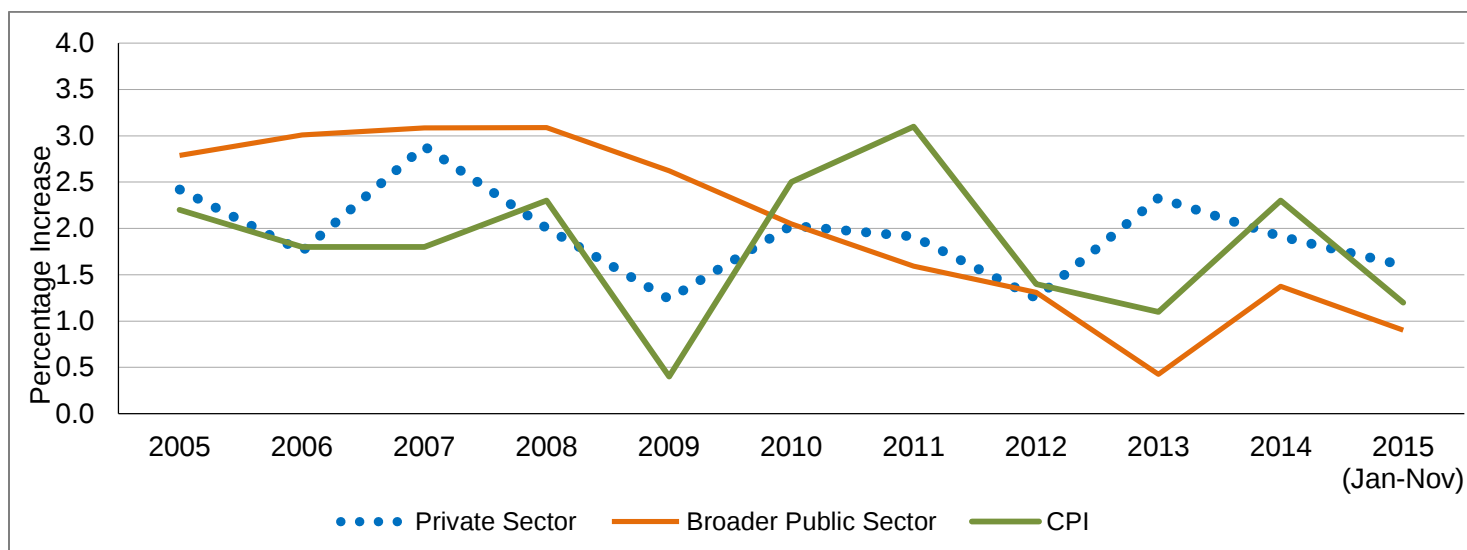


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Nov)
BPS	2.8	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	0.9
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 November 2015.

From January to November 2015, the Broader Public sector average annual base wage increase was reported at 0.9%, and the Private sector was reported at 1.6%. The Consumer Price Index in Ontario was reported at 1.3% for the month of November, an increase from 0.9 reported in October and averaging 1.2% for the year.

November Settlements*

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Hendrickson Canada ULC (Stratford operations)	United Steelworkers (USW)	0.7	0.0	1 Dec/'15: \$2,000; 1 Dec/'16: \$1,500; 1 Dec/'17: \$1,500; 1 Dec/'18: \$1,000; 1 Dec/'19: \$1,000	196	59	31-Oct-2020
Nordion (Canada) Inc. (technical)	Public Service Alliance	2.5	2.5	signing bonus: \$750	162	36	31-Mar-2017

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
No Frills Franchise Stores (full-time/part-time)	Unifor	1.5	1.5	ratification: full-time:\$110 part-time:\$60 ³	1,200	48	08-Nov-2019

³ See Selected Settlement Summaries

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
Air Canada (flight attendants)	Cdn Public Empls	1.8	0.0	17 Dec/'15: \$5,000	3,800	120	31-Mar-2025
Ontario Power Generation Inc. (nuclear/non-nuclear)	Energy Prof Society	1.0	1.0	1 Jan/'16:1% 1 Jan/'17:2%	3,266	36	31-Dec-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
Barrie Police Services Board (uniform)	Police Assn (Barrie)	2.2	2.8		241	48	31-Dec-2018
Regional Municipality of Peel (human services)	Cdn Public Empls	0.6	1.5		426	48	31-Dec-2018
Regional Municipality of Peel (public works)	Cdn Public Empls	0.6	1.5		285	48	31-Jan-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
Ontario Public School Boards' Association (Central Table) (teachers, occasional teachers)	Elementary Teachers' Federation of Ontario	0.5	0.0	1 Sep/'15:1%	84,674	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
Assisted Living Southwestern Ont (attendant and vocational services division)	Electrical Workers (Ibew)	1.0 ⁴	0.0		266	36	24-May-2018
Aurora Resthaven (Chartwell Seniors Housing Reit) (service/RPN)	Christian Labour Assn	1.5	1.5		269	12	31-May-2016
Brant Centre Long Term Care Facility (Chartwell Seniors Housing Reit) (service/RPN)	Christian Labour Assn	2.1 ^{5,6}	1.5	full-time: \$140, part-time:\$70	224	24	11-Sep-2016

⁴ Wage increases for bargaining unit employees with five years or more of seniority as of April 1, 2016 and April 1, 2017

⁵ Restructuring of the wage schedule

⁶ Adjustments for selected groups other than skilled trades

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 County of Essex (Sun Parlor Home/Victoria Street Manor) (service/RPN)	Cdn Public Empls	1.5	1.5		276	48	31-Mar-2017
Native Child and Family Services of Toronto (support/child welfare/admin/technical services)	Unifor	1.4	1.4	Red circled employees: Yr. 1: \$350 Yr. 2: \$350	191	24	30-Apr-2016
Regional Municipality of Peel (Dept of health services) (nurses)	Cdn Public Empls	0.6	1.5		207	48	31-Dec-2018
St. Joseph's Care Group (Lakehead Psychiatric Hospital) (paramedical/professional)	Ont Public Service Empls	1.4	1.4		205	24	31-Mar-2016
The Corporation of The City of Kawartha Lakes (Victoria Manor) (service/RPN)	Cdn Public Empls	1.4	1.5		250	24	31-Mar-2017
United Mennonite Home for the Aged (Town of Lincoln) (service/nurse/RPN)	Christian Labour Assn	1.4	1.5		213	24	31-Jul-2017

Other Services⁷

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Cdn Public Empls (office/clerical)	Cdn Office Prof Empls (COPE)	1.5	1.5		255	24	31-Dec-2015

⁷ * Average annual wage increases for November 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)

Ontario Public School Boards Association and the Elementary Teachers Federation of Ontario (approximately 84,674 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 1, 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 Power Generation and the Society of Energy Professionals (3,266 employees)

a three-year renewal agreement, effective January 1, 2016, expiring December 31, 2018

- wage increases of 1% on January 1, 2016, 1% on January 1, 2017 and 1% on January 1, 2018
- lump sum payment of 1% as of January 1, 2016 and 2% on January 1, 2017 provided the individual is still an employee of OPG on that date and is contributing to the pension plan
- suspension of the escalator clause

No Frills Franchise Stores and Unifor, Local 414 (1,200 employees)

a four-year renewal agreement, effective November 9, 2015 to November 8, 2019

- wage increases of 25 cents per hour on each of the ratification date, first, second and third year anniversaries to full-time and part-time employees, full-time and part-time pharmacy assistants in operations who are at or above the end rate of pay
- Following date of ratification, lump sum of \$110 to full-time employees and full-time pharmacy assistants and \$60 to part-time employees and part-time pharmacy assistants who are at or above the end rate of pay

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	58,000	Various dates
Police Services Boards	Police Association	Various	11,200	Various dates
Hospitals	OPSEU et al	Various	12,400	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various	44,800	Various dates
Universities	CUPE et al	Various	12,000	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	12,200	Various dates
Canada Post Corp. (Postal Operations, urban unit and rural route/suburban contractors)	Postmasters & Assistants, Postal Workers	Canada-wide	25,561	Various dates
Various School Boards	ETFO, CUPE, OPSEU, et al	Province-wide	84,226 ⁸	31-Aug-14
Ontario Government	Ont Provincial Police, OPSEU (corrections), PEGO	Province-wide	13,000	31-Dec-14
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
Telus	Telecommunications Workers	Canada-wide	1,200	31-Dec-15
Paragon Protection Ltd	UFCW	Province-wide	2,200	19-Dec-15

⁸ Excludes those where local terms are bargained

Table 6: Consumer Price Index (2002=100)⁹

Location	September 2015	October 2015	November 2015	2012	2013	2014	Year-to-date
Canada	1.0	1.0	1.4	1.5	0.9	1.9	1.1
Ontario	0.9	0.9	1.3	1.4	1.1	2.3	1.2
Toronto	1.4	1.3	1.7	1.5	1.2	2.5	1.5
Ottawa-Gatineau (Ont. part)	0.6	0.6	1.0	1.3	1.0	2.0	0.9
Thunder Bay	0.7	1.0	1.4	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 Settlements covering 150 or more employees with the exception of education sector central settlement(s) in the third quarter of 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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⁹ Percentage change from previous year

Source: Statistics Canada