

Collective Bargaining Highlights

January 2016

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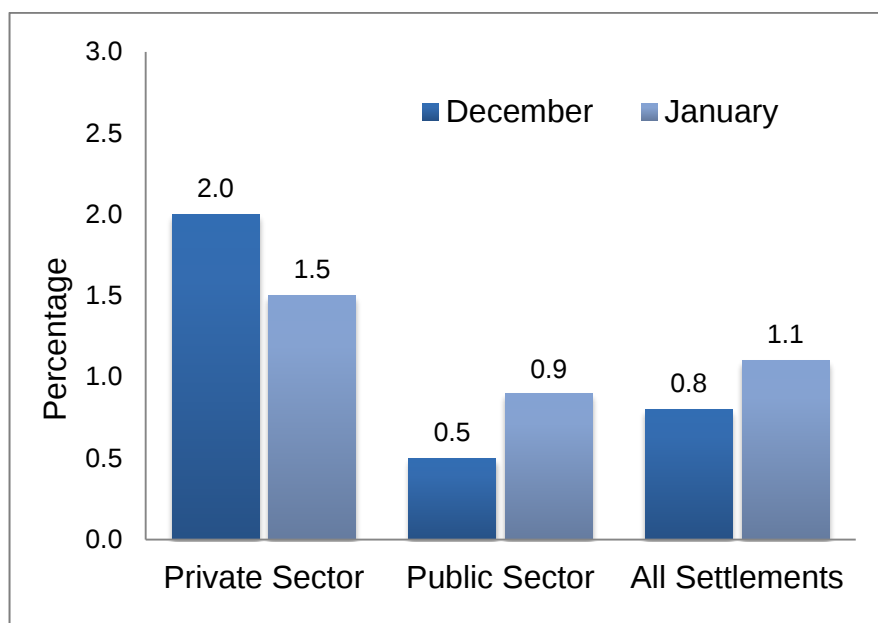
Settlements in January

In January, 16¹ settlements were ratified, each covering 150 or more employees. These settlements covered 17,963 employees, 71% of whom were in the public sector (12,829).

The overall average annual increase in base wage rates in January was 1.1%, an increase from 0.8% reported in December. In the public sector, 12 settlements were with an average annual base wage increase of 0.9%, an increase from 0.5% reported from the previous month. In the private sector, four settlements were with an average annual base wage increase of 1.5%, a decrease from 2.0% reported in December.

The highest average annual base wage increase was reported at 2.0% in public administration (four settlements). Health and social services (five settlements) reported the second highest average annual base wage increase at 1.8%, followed by manufacturing (two settlements) at 1.7%. Education and related services (one central settlement), covering the largest number of employees, recorded the lowest average annual base wage increase at 0.6%.

Average Annual Base Wage Increase



¹ Under the [School Boards Collective Bargaining Act, Bill 122](#), central terms were ratified between the Council of Trustees Association and the Ontario Council of Education Workers (7,670 employees). The numbers of employees include all bargaining units above and below 150 employees.

Wage Settlements – January

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	January 2016 %
Private	4	5,134	1.5
Public	12	12,829	0.9
All Settlements	16	17,963	1.1

Table 2: Average Annual Increase, Current Three Years

Sector	2014 %	2015 %	January 2016 %
Private	1.9	1.7	1.5
Public	1.4	0.8	0.9
All Settlements	1.5	1.0	1.1

Table 3: Average Annual Increase by Industry, Current Month

Sector	Agreements	Employees	January Average Annual Increase %
Primary	-	-	-
Manufacturing	2	995	1.7
Construction	1	250	1.5
Trade and Finance	-	-	-
Transportation, Communications, & Utilities	1	3,850	1.4
Public Administration	4	1,836	2.0
Education & Related Services	2	9,649	0.6
Health & Social Services	5	1,149	1.8
Other Services	1	234	1.6
All Settlements	16	17,963	1.1

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

Sector	2014 %	2015 %	January 2016 %
Primary	2.3	1.9	-
Manufacturing	1.7	1.7	1.7
Construction	2.6	1.6	1.5
Trade and Finance	1.8	1.4	-
Transportation, Communications, & Utilities	1.7	1.7	1.4
Public Administration	1.7	1.2	2.0
Education & Related Services	1.3	0.6	0.6
Health & Social Services	1.3	1.5	1.8
Other Services	1.9	1.5	1.6
All Settlements	1.5	1.0	1.1

Wage Trends by Sector (2006 - January 2016)²

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

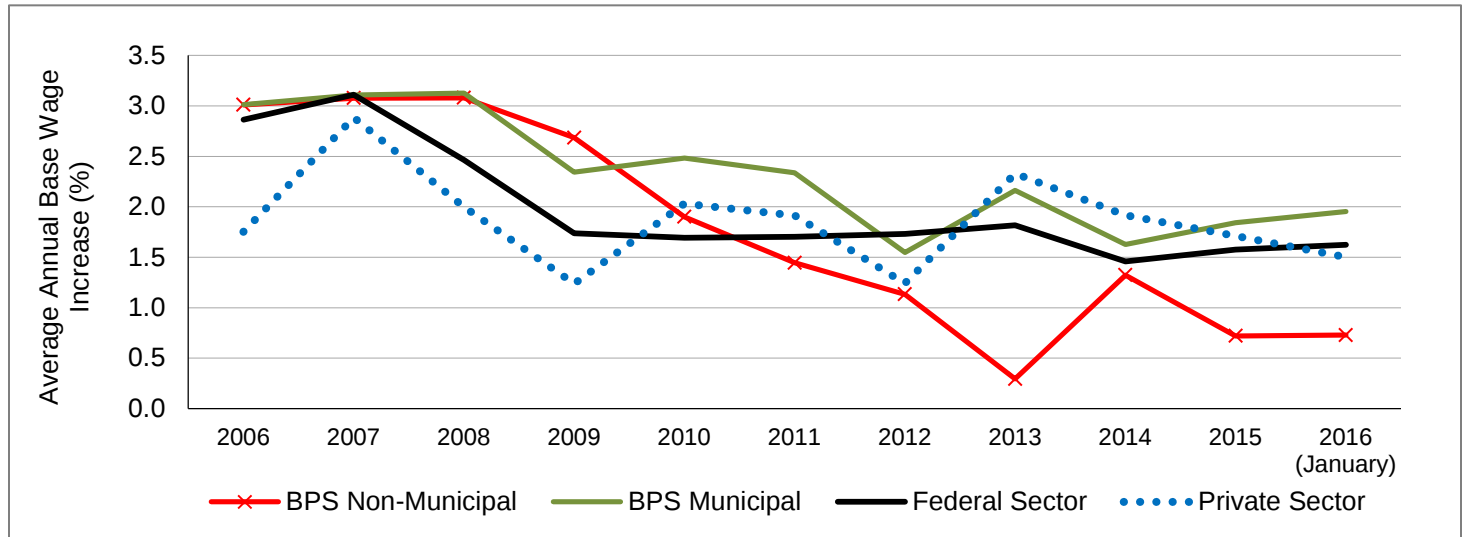


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (January)
Non-Municipal	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	0.7	0.7
Municipal	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.8	2.0
Federal	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	1.6	1.6
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	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 2006 to January 2016.

In January 2016, the average annual base wage increase in the BPS Non-Municipal sector was reported at 0.7% and the BPS Municipal average annual base wage increase was reported at 2.0%. The average annual base wage increases in the Federal and Private sectors was 1.6% and 0.9%.

² Wage Information on Wage Trends by Sector is based on settlements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario (with the exception of central settlements in education ratified third quarter 2015 and in January 2016). Wage information is based on settlements between January 1, 2006 and January 31, 2016 as of January 31, 2016. 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 2016 is for January 2016.

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

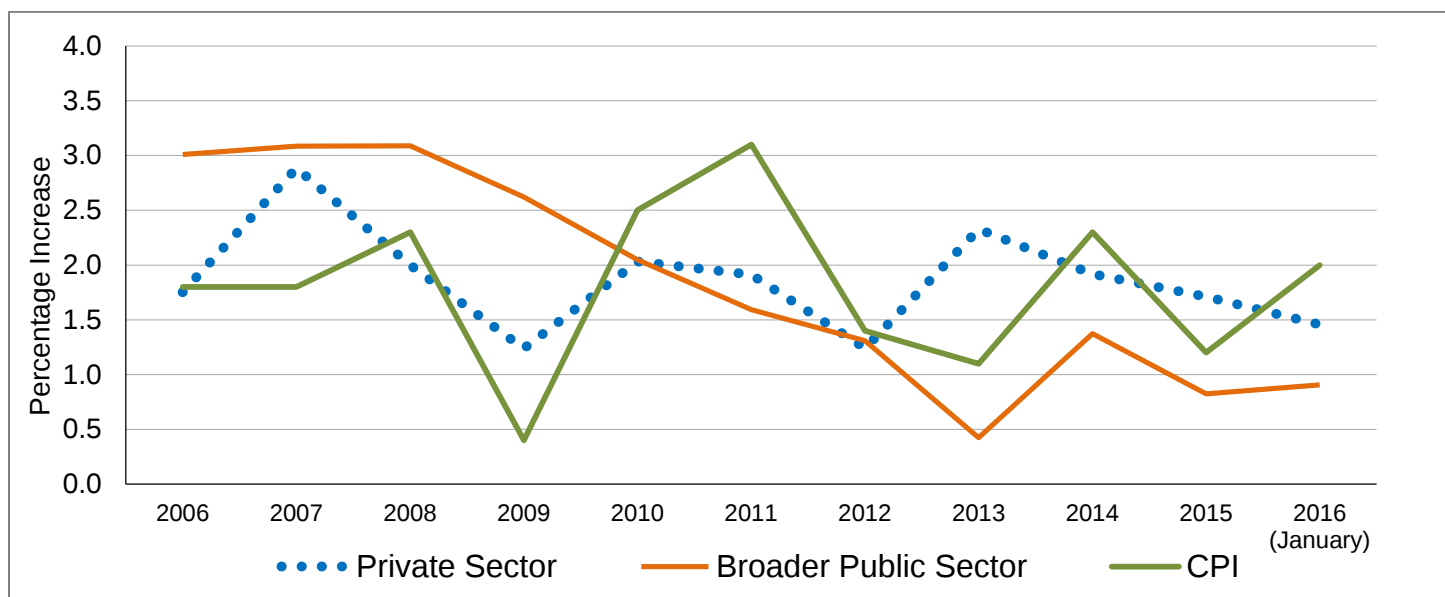


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (January)
BPS	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	0.8	0.9
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.5
CPI (2002=100)	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.2	2.0

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 2006 to January 2016.

In January 2016, the Broader Public sector average annual base wage increase was reported at 0.9%, and the Private sector was reported at 1.5%. The Consumer Price Index in Ontario was reported at 2.0% for the month of January, an increase from 1.7% reported in December.

January Settlements*

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Cargill Limited (Guelph)	Food & Commercial Workers	1.7 ³	1.7		800	48	31-Dec-2019
Royal Canadian Mint	Public Service Alliance	1.6	1.7		195	48	31-Dec-2017

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 Association (generation div)	Electrical Workers	1.5	2.5		250	60	30-Apr-2020

³ Restructuring of the wage schedule

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 (maintenance & related)	Machinists	1.4	0.0	Airport Operations: FT/PT Year 1: \$5,000/\$2,500 Year 2: \$4,500/\$2,250 Year 3: \$4,000/\$2,000 Technical Services & Logistics/Supply: Year 1: 5%; Year 5: \$2,500; Year 8: \$2,500	3,850	120	31-Mar-2026

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 Peterborough (inside)	Cdn Public Empls	1.3	0.0	payments varying from \$551.46 to \$684.32 for full-time employees and from \$378.14 to \$469.20 for part-time employees (applicable only to those in job class 2 through 5)	262	48	31-Dec-2019

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Waterloo Regional Police Services Board (civilian)	Police Assn (Waterloo)	2.1	2.8		351	60	31-Dec-2019
Waterloo Regional Police Services Board (uniform)	Police Assn (Waterloo)	2.1	2.7		763	60	31-Dec-2019
Windsor Police Services Board (uniform - unit A)	Police Assn (Windsor)	1.9	2.8		460	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
Council of Trustees' Associations (central bargaining) (support)	Ont Council of Education Workers	0.5	0.0	Sep 1/'15: 1%	7,670	36	31-Aug-2017
University of Western Ontario (graduate teaching assistants)	Public Service Alliance	1.0	1.0		1,979	24	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
Broadview Foundation (Chester Village)	Cdn Public Empls	1.0	0.7		244	36	31-Dec-2016
Rygiel Supports For Community Living	Cdn Public Empls	3.3	3.3		270	12	31-Mar-2016
Sienna Senior Living Inc. (Silverthorne Care Community)	Healthcare Office & Prof Empls (Carpenters)	1.4	1.5	\$0.15/hr. for hours worked between Oct 15/'14 & Dec 31/'14	208	36	31-Dec-2017
Trillium Centre (Ridge Court) (full time & part-time)	Service Employees Intl	1.4 ⁴	1.5		243	24	03-Apr-2016
Young Women's Christian Assn of Greater Toronto	Cdn Public Empls	1.7	2.0		184	36	31-Mar-2018

⁴ Excluding adjustments for selected groups

Other Services⁵

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Inergi L P	Energy Prof. Society	1.6	1.7		234	24	31-Dec-2017

⁵ * Average annual wage increases for January 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)

Council of Trustees' Association and the Ontario Council of Education Workers (approximately 7,670 support staff)

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 February 1, 2017: 0.5% wage increase

Cargill Limited and United Food and Commercial Workers Canada, Local 175 (800 employees)

a four-year agreement, effective January 1, 2016, expiring December 31, 2019

- wage increases of \$0.30 on January 1, 2016, \$0.30 on January 1, 2017, \$0.30 on December 31, 2017, and \$0.30 on December 30, 2018 for employees with seniority in all classes
- amendments to bereavement and vacation with pay provisions

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	61,700	Various dates
Police Services Boards	Police Association	Various	9,400	Various dates
Hospitals	ONA, OPSEU et al	Various	92,600	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various	48,600	Various dates
Universities	CUPE et al	Various	15,500	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	25,700	Various dates
Canada Post Corp. (Postal Operations, urban unit and rural route/suburban contractors)	Postmasters & Assistants, Postal Workers	Canada-wide	23,561	Various dates
Ontario Government	Ont Provincial Police, OPSEU (corrections), PEGO	Province-wide	14,800	31-Dec-14
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
Construction (ICI & NON-ICI)	Various unions	Province-wide	124,000	30-Apr-16

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

Location	November 2015	December 2015	January 2016	2013	2014	2015	Year-to-date
Canada	1.4	1.6	2.0	0.9	1.9	1.1	2.0
Ontario	1.3	1.7	2.0	1.1	2.3	1.2	2.0
Toronto	1.7	2.0	2.1	1.2	2.5	1.6	2.1
Ottawa-Gatineau (Ont. part)	1.0	1.3	1.6	1.0	2.0	0.9	1.6
Thunder Bay	1.4	1.8	2.2	0.9	2.2	1.1	2.2

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, a sample that represents 81% of unionized employees in Ontario, with the exception of education sector central settlement(s) in the third quarter of 2015 and January 2016. 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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⁶ Percentage change from previous year
 Source: Statistics Canada