

Collective Bargaining Highlights

April 2016

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Settlements in April

In April, 26 settlements were ratified, each covering 150 or more employees. These settlements covered 40,920 employees, 83.6% of whom were in the private sector (34,223).

The overall average annual increase in base wage rates in April was 1.5%, an increase from 1.3% reported in March. In the public sector, 14 settlements were settled for an average annual base wage increase of 1.6%, a decrease from the previous month. In the private sector, 12 settlements were settled for an average annual base wage increase of 1.6%, a decrease from 2.0% reported in March.

The highest average annual base wage increase was reported at 2.1% in transportation, communications & utilities (two settlements). Trade and finance (one settlement) and manufacturing (two settlements) reported an average annual wage increase of 2.0%. Construction had eight settlements covering 32,550 employees with an average annual base wage increase¹ of 1.5%.

Average Annual Base Wage Increase



¹ Average annual base wage increase in construction represents a total wage package.

Wage Settlements – April

Table 1: Average Annual Increase², Current Month

Sector	Agreements	Employees	April 2016 %
Private	12	34,223	1.5
Public	14	6,697	1.6
All Settlements	26	40,920	1.5

Table 2: Average Annual Increase, Current Three Years

Sector	2014 %	2015 %	(Jan – April) 2016 %
Private	1.9	1.7	1.7
Public	1.4	0.8	1.3
All Settlements	1.5	1.0	1.5

Table 3: Average Annual Increase by Industry, Current Month

Sector	Agreements	Employees	April Average Annual Increase %
Primary	-	-	-
Manufacturing	2	482	2.0
Construction	8	32,550	1.5
Trade and Finance	1	970	2.0
Transportation, Communications & Utilities	2	1,298	2.1
Public Administration	6	2,399	1.9
Education & Related Services	1	250	1.1
Health & Social Services	5	2,271	1.2
Other Services	1	700	1.2
All Settlements	26	40,920	1.5

² Average annual increase are weighted averages and rounded to one decimal place

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

Sector	2014 %	2015 %	(Jan – April) 2016 %
Primary	2.3	1.9	-
Manufacturing	1.7	1.7	1.9
Construction	2.6	1.4	1.6
Trade and Finance	1.8	1.4	2.1
Transportation, Communications, & Utilities	1.7	1.7	2.0
Public Administration	1.7	1.2	1.4
Education & Related Services	1.3	0.6	0.8
Health & Social Services	1.3	1.5	1.4
Other Services	1.9	1.5	1.9
All Settlements	1.5	1.0	1.5

Wage Trends by Sector (2006 - April 2016)³

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

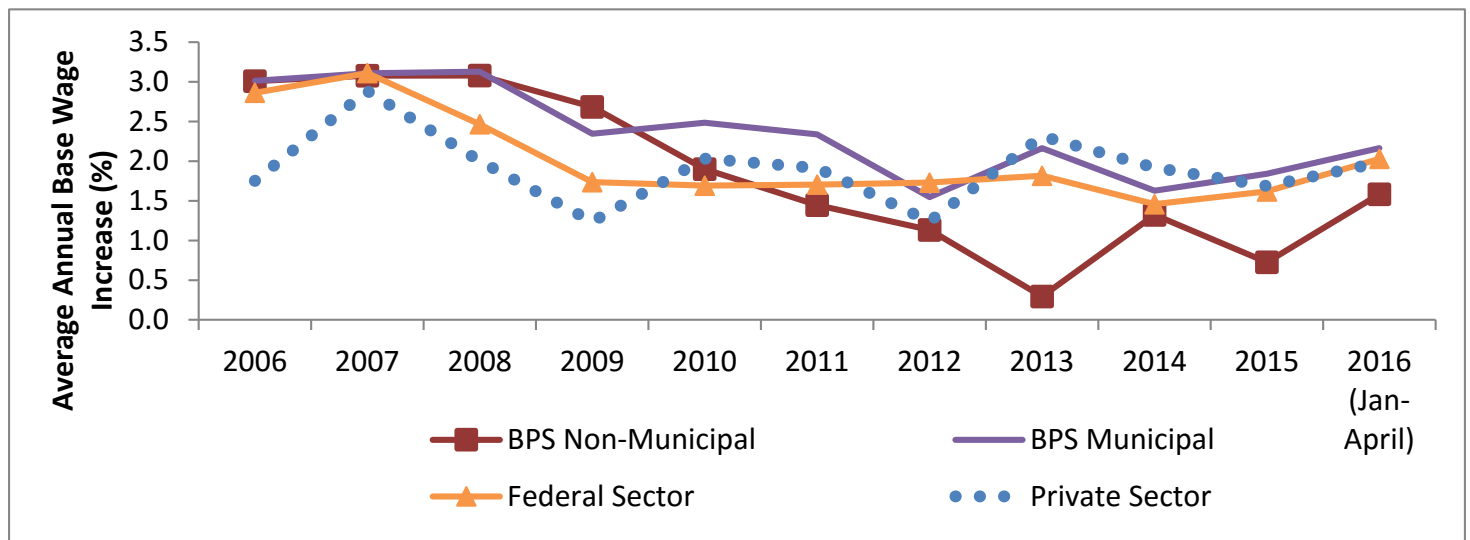


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-April)
Non-Municipal	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	0.7	1.0
Municipal	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.8	1.4
Federal	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	1.6	2.0
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.7

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 April 2016.

From January to April 2016, the average annual base wage increase in the BPS Non-Municipal sector was reported at 1.0% and the BPS Municipal average annual base wage increase was reported at 1.4%. The average annual base wage increases in the Federal sector was 2.0% and Private sector was reported at 1.7%.

³ 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. Wage information is based on settlements between January 1, 2006 and April 30, 2016 as of April 30, 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 the period between January and April 2016.

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

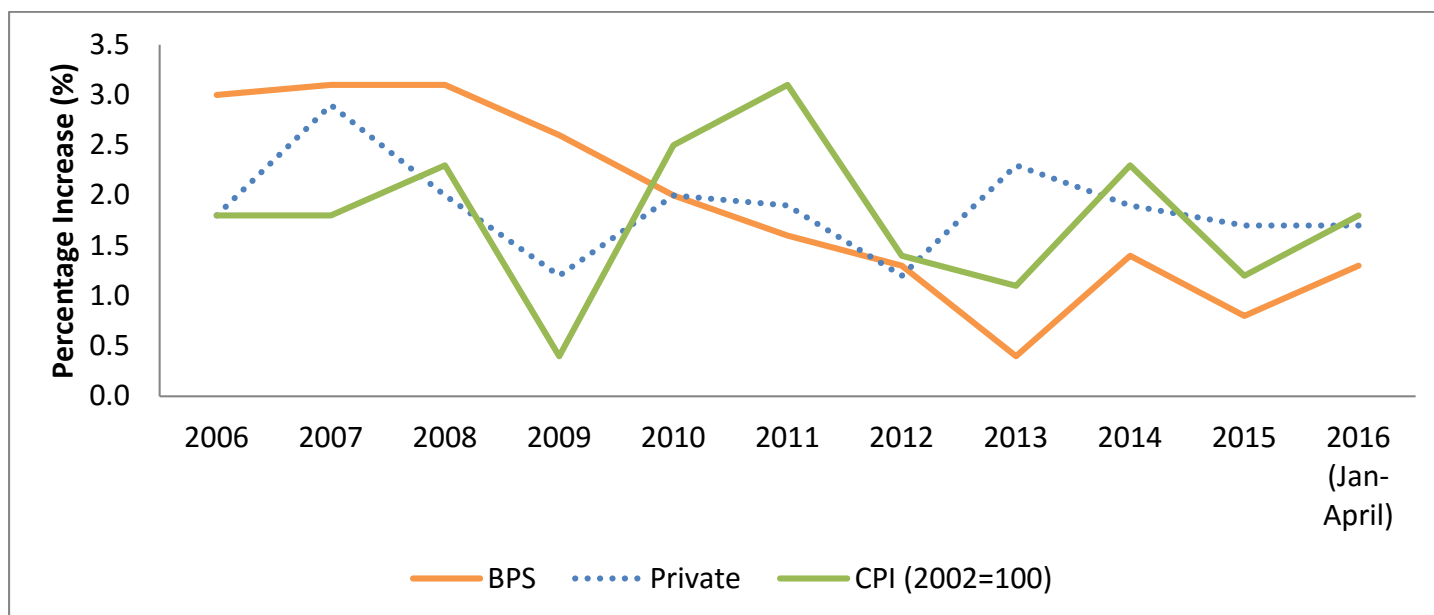


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

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

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 April 2016.

From January to April 2016, the Broader Public sector average annual base wage increase was reported at 1.3%, and the Private sector was reported at 1.7%. The Consumer Price Index in Ontario was reported at 2.1% for the month of April, an increase from 1.5% reported in March and averaging 1.8% for the year.

April Settlements⁴

Construction⁵

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ⁶	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Ontario Masonry Contr Assn/Bacu Bargaining Committee (ICI)	Brick & Allied Craft Union	1.1%	1.1%		1,150	36	30-April-2019
Ontario Masonry Industry Employers Council (ICI)	Bricklayers	1.3%	1.1%		250	36	30-April-2019
Labourers Employer Bargaining Agency (ICI)	Labourers	1.4%	1.3%		10,000	36	30-April-2019
Concrete Sawing And Drilling Assn (Provincial Agreement)	Labourers	2.5%	2.4%		200	36	30-April-2019
Carpenters Employer Bargaining Agency (ICI)	Carpenters	1.8%	2.1%		10,000	36	30-April-2019

⁴ Average annual wage increases for April settlements exclude lump sum/bonus payments.

⁵ Average Annual Wage Increase is expressed as an increase in total wage package for the Construction sector only. A total wage package in an overall dollar amount increase that can be used for wages, welfare, pension, vacation, etc.

⁶ 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.

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ⁶	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Mechanical Contractors Association Ontario (ICI)	Plumbers	1.3%	1.3%		9,000	36	30-April-2019
Plasterers Employer Bargaining Agency (ICI)	Operative Plasterers & Cement Masons	1.2%	1.2%		450	36	30-April-2019
Ontario Industrial Roofing Contractors' Association (ICI)	Sheet Metal Wkrs Intl Assn	1.8%	2.0%		1,500	36	30-April-2019

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Morbern Inc. (Cornwall)	United Steelworkers	2.2% ⁷	2.0%		232	36	02-Jan-2019
THK Rhythm Automotive Canada Ltd. (Tillsonburg)	Unifor	1.8%	1.8%		250	36	23-April-2019

⁷ Two-tier wage schedule

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
Metro Ontario Inc (Barn Markets)	United Food & Commercial Wkrs	2.1%	3.1%		970	72	25-Sep-2021

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
Corporation of the City of Mississauga (Transit Div)	Amalgamated Transit Union	2.0%	2.0%		1,077	48	30-Sep-2019
Nav Canada (Electronics Unit)	Intl Brotherhood Of Electrical Wkrs	2.5%	2.5%		221	12	31-Dec-2017

Public Administration

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Durham Regional Municipality Police Services Board (Uniform)	Durham Regl Police Assn	2.2%	3.0%		855	48	31-Dec-2018
Corporation Of The Town Of Richmond Hill (Full-time)	Salaried Empls Alliance Cda	1.7%	2.0%		279	24	31-Dec-2016
Durham Regional Municipality Police Services Board (Civilians)	Durham Regl Police Assn	2.2%	3.0%		379	48	31-Dec-2018
Corporation Of The City Of Guelph (Office)	Cdn Union Of Public Empls	1.6%	1.5%		232	48	31-Jan-2020
Corporation Of The City Of Guelph (Works)	Cdn Union Of Public Empls	1.6%	1.5%		345	48	31-Jan-2020
Corporation Of The Town Of Oakville (Office/Clerical/Technical)	Cdn Union Of Public Empls	1.5%	1.5%		309	36	15-Feb-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
Governing Council of the University Of Toronto (Grad Assistants at OISE)	Cdn Union Of Public Empls	1.1%	1.0%	1 Sept/'15: 1%	250	36	31-Aug-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
Corporation of the County of Simcoe (Sunset/Simcoe/Trillium Manor) (service/RPN)	Service Empls Intl Union	1.7% ⁸	2.0%		422	36	31-Dec-2016
Public Health Ontario (Lab Testing/Admin)	Ont Public Service Empls Union	1.4%	1.4%		865	48	31-Mar-2018
St Thomas-Elgin General Hospital (Service Employees)	Ont Public Service Empls Union	1.0% ⁹	1.4%	24 Feb/'14: 0.7% 1 April/'15: 0.7% 1 April/'16: 0.7%	300	37	31-Mar-2017

⁸ Adjustments for selected groups other than skilled trades

⁹ 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
County Of Oxford (Woodingford Lodge)	Unifor	1.5%	1.5%		272	36	31-Dec-2018
Community Living Windsor (Support Workers)	Cdn Union Of Public Empls	0.4%	0.4%	Ratification: Full-time: \$550 Part-time: \$250 Substitute: \$100	412	24	31-Mar-2018

Other Services

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Toronto Community Housing Corporation (All employees)	Toronto Civic Empls Union	1.3%	1.3%	1 Jan/'19: 0.25%	700	48	31-Dec-2019

Selected Settlement Summaries

(Key monetary items based on available information)

Carpenters Employer Bargaining Agency (ICI) and Carpenters' District Council of Ontario, United Brotherhood of Carpenters and Joiners of America, Various Locals (10,000 employees)

A three-year renewal agreement, effective May 1, 2016 expiring April 30, 2019

- Total wage package increase between \$1.95 and \$2.90 over the term of the agreement

Mechanical Contractors Association Ontario (ICI) and Ontario Pipe Trades Council of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Various Locals (9,000 employees)

A three-year renewal agreement, effective May 1, 2016 to April 30, 2019

- Total wage package increase of 1.25% in each year of the agreement
- Additional zone amendments

Labourers Employer Bargaining Agency (ICI) and Ontario Provincial District Council, Labourers' International Union of North America, Various Locals (10,000 employees)

A three-year renewal agreement, effective May 1, 2016 to April 30, 2019

- Total wage package increase between \$1.70 and \$2.55 over the term of the agreement

Ontario Industrial Roofing Contractors Association (ICI) and Sheet Metal Workers' International Association, Various Locals (1,500 employees)

A three-year renewal agreement, effective May 1, 2016 to April 30, 2019

- Wage increases of \$0.80 on May 1, 2016 and May 1, 2017, and \$0.90 on May 1, 2018, representing a total wage package increase of \$2.50 for the Province (except Toronto)
- Wage increases of \$1.00 on May 1, 2016 and May 1, 2017, and \$1.10 on May 1, 2018, representing a total wage package increase of \$3.10 for Toronto

Ontario Masonry Contractors Association/Bacu Bargaining Committee (ICI) and Brick And Allied Craft Union Of Canada, Various Locals and Ontario Masonry Industry Employers Council (ICI) and Ontario Provincial Conference Of The International Union Of Bricklayers And Allied Craftworkers (OPC), Various Locals (1150 employees)

Two three-year renewal agreements, effective May 1, 2016 to April 30, 2019

- Total wage package increase between \$2.10 and \$2.35 over the term of the agreement

Durham Regional Police Services Board and Durham Regional Police Association (855 uniform and 379 civilian employees)

Two four-year arbitrated renewal agreements, effective January 1, 2015 to December 31, 2018

- wage increases of 1.4% on January 1, 2015, 1.55% on July 1, 2015, 1.95% on January 1, 2016, 1.9% on January 1, 2017, and 1.9% on January 1, 2018
- effective January 1, 2017, dental care plan will include an annual maximum for basic and restorative expenses of \$3,000 and dental implants; restorative dental services will be reimbursed on 60/40 (employer/member) co-insurance basis except orthodontia (50/50)
- effective January 1, 2017, improvements to extended health care will include vision coverage to a maximum of \$400 once every 2 years, therapeutic massage coverage will be at \$75 per visit to a maximum of \$650 per year, and physiotherapy coverage to a maximum of \$3,000 per calendar year
- increases in special pay for eligible employees

Table 5: Major Negotiations Underway

Employer	Union	Location	Employees¹⁰ (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	33,800	Various dates
Police Services Boards	Police Association	Various	7,770	Various dates
Hospitals	OPSEU et al	Various	97,190	Various dates
Long Term Care	ONA, OPSEU et al	Various	55,900	Various dates
Universities	CUPE et al	Various	11,390	Various dates
Developmental Services (CAS, Community Living/services)	CUPE, OPSEU et al	Various locations	24,650	Various dates
Canada Post Corp. (Postal Operations, urban unit and rural route/suburban contractors)	Postmasters & Assistants, Postal Workers	Canada-wide	23,560	Various dates
Construction (ICI & Non-ICI)	Various unions	Province-wide	120,630	30-Apr-16
No Frills Franchise Stores	UFCW	Province-wide	10,990	30-Jun-16
Brewers' Retail Inc	UFCW	Province-wide	6,000	31-Dec-15
Paragon Protection	UFCW	Province-wide	2,200	19-Dec-15
Maple Leaf Foods Inc	UFCW	Burlington	1,280	31-Mar-14
Telus	Telecommunications Workers	Canada-wide	1,200	31-Dec-15

¹⁰ Approximate number of employees rounded to the nearest 10

Table 6: Consumer Price Index (2002=100)^{11,12}

Location	February 2016	March 2016	April 2016	2013	2014	2015	Year-to-date
Canada	1.4	1.3	1.7	0.9	1.9	1.1	1.6
Ontario	1.6	1.5	2.1	1.1	2.3	1.2	1.8
Toronto	1.7	1.9	2.3	1.2	2.5	1.6	2.0
Ottawa-Gatineau (Ont. part)	1.1	1.0	1.7	1.0	2.0	0.9	1.4
Thunder Bay	1.7	1.5	2.2	0.9	2.2	1.1	1.9

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 2012).

Information in this report is based on Settlements covering 150 or more employees (with the exception of central settlement(s) in the education sector in 2015 and 2016), 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. All numbers are rounded to one decimal point and as a result, there may be discrepancies between this report and the actual collective agreement.

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¹¹ Percentage change from previous year

¹² Source: Statistics Canada