

Collective Bargaining Highlights

July 2016

Table of Contents

Settlements in July	3
Wage Settlements – July	4
Table 1: Average Annual Increase, Current Month.....	4
Table 2: Average Annual Increase, Current Three Years	4
Table 3: Average Annual Increase by Industry, Current Month	4
Table 4: Average Annual Increase by Industry, Current Three Years.....	5
Wage Trends by Sector (2006 - July 2016).....	6
Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends	6
Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends	7
July Settlements.....	8
Manufacturing	8
Construction	8
Trade and Finance.....	9
Transportation, Communications and Utilities	9
Public Administration	10
Education and Related Services.....	10
Health and Social Services	10
Selected Settlement Summaries.....	12
Table 5: Major Negotiations Underway	13
Table 6: Consumer Price Index (2002=100)	14

Settlements in July

In July, 17 settlements were ratified, each covering 150 or more employees. These settlements covered 5,056 employees, 67.5% of whom were in the public sector (3,414).

The overall average annual increase in base wage rates in July was 1.8%, compared to 1.9% reported in June. In the public sector, 10 settlements were settled for an average annual base wage increase of 1.7%, an increase from 1.5% reported in the previous month. In the private sector, 7 settlements were settled for an average annual base wage increase of 2.0%, a decrease from 3.0% reported in June.

The highest average annual base wage increase was reported in public administration (1 settlement) at 2.7%. Health and social services (5 settlements) reported the lowest average annual wage increase at 1.4%. Manufacturing (3 settlements) reported an average annual wage increase of 2.2%.

Average Annual Base Wage Increase



Wage Settlements – July

Table 1: Average Annual Increase, Current Month

Sector	Settlements	Employees	July 2016 %
Private	7	1,642	2.0
Public	10	3,414	1.7
All Settlements	17	5,056	1.8

Table 2: Average Annual Increase, Current Three Years

Sector	2014 %	2015 %	(Jan – Jul) 2016 %
Private	1.9	1.7	2.0
Public	1.4	0.8	1.4
All Settlements	1.5	1.0	1.7

Table 3: Average Annual Increase by Industry, Current Month

Sector	Settlements	Employees	July Average Annual Increase %
Primary	-	-	-
Manufacturing	3	687	2.2
Construction	3	590	2.0
Trade and Finance	1	365	1.5
Transportation, Communications, & Utilities	3	785	2.1
Public Administration	1	152	2.7
Education & Related Services	1	1,370	1.7
Health & Social Services	5	1,107	1.4
Other Services	-	-	-
All Settlements	17	5,056	1.8

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

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

Wage Trends by Sector (2006 - July 2016)¹

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

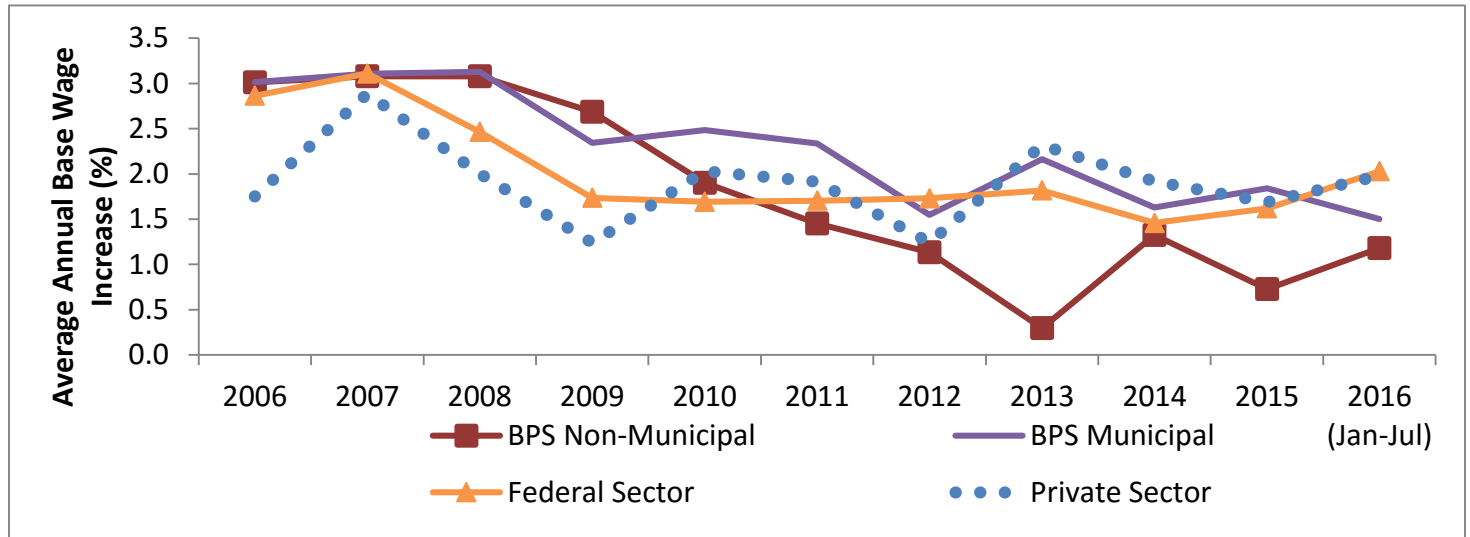


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-Jul)
Non-Municipal	3.0	3.1	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.2
Municipal	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.8	1.5
Federal	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	1.6	2.1
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	2.0

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 July 2016.

From January to July 2016, the average annual base wage increase in the BPS Non-Municipal sector was reported at 1.2% and the BPS Municipal average annual base wage increase was reported at 1.5%. The average annual base wage increases in the Federal sector was 2.1% and Private sector was reported at 2.0%.

¹ 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 July 30, 2016 as of July 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 July 2016.

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

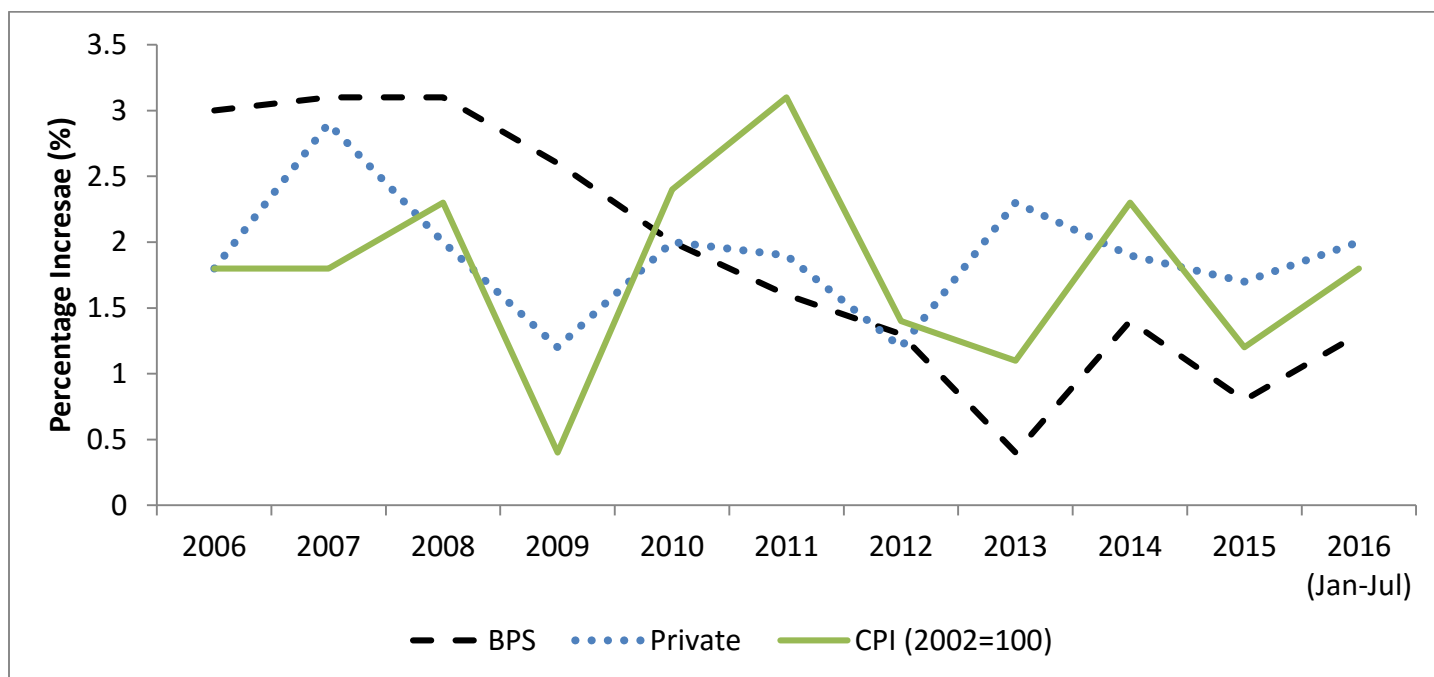


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-Jul)
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	2.0
CPI (2002=100)	1.8	1.8	2.3	0.4	2.4	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 2006 to July 2016.

From January to July 2016, the Broader Public sector average annual base wage increase was reported at 1.3%, and the Private sector was reported at 2.0%. The Consumer Price Index in Ontario was reported at 1.5% for the month of July, a decrease from 1.7% reported in June and averaging 1.8% for the year.

July Settlements*

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Arcelormittal Montreal Inc. (Hamilton East)	United Steelworkers	0.8%	0.0%	Aug 1/'16: \$1,000 signing bonus	164	60	31-Jul-2021
B F G Canada Ltd (Treehouse Private Brands) (Georgetown Plant)	Unifor	2.5% ²	2.6%		309	36	28-Jul-2019
Scepter Canada Inc.	Unifor	2.9%	3.0%		214	36	30-Jun-2019

Construction

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
National Capital Road Builders Assn (roads)	Intl Operating Engineers	2.5%	2.5%		240	36	30-Apr-2019
Pipe Line Contractors Assn of Canada (distribution)	Intl Operating Engineers	1.8%	1.8%		175	36	30-Apr-2019
Pipe Line Contractors Assn of Canada (distribution)	Labourers	1.8%	1.8%		175	36	30-Apr-2019

² Excluding adjustments for skilled trades

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.	United Food & Commercial Wkrs	1.5%	1.5%		365	72	10-Jul-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
Mississauga Public Library Board	Cdn Union of Public Empls	1.7%	1.7%		396	48	31-Mar-2019
Via Rail Canada Inc. (off-train employees)	Unifor	2.5%	2.0%		224	48	31-Dec-2019
Via Rail Canada Inc. (on-board services)	Unifor	2.5%	2.0%		165	48	31-Dec-2019

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 St Catharines	St Catharines Professional Fire Fighters Assn	2.7%	2.3%		152	36	31-Dec-2015

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
University of Ottawa (support staff)	Ont Secondary School Teachers Fed	1.7%	1.5%		1,370	36	30-Apr-2019

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
Children's Aid Society of London and Middlesex	Ont Public Service Empls Union	1.4%	1.4%		270	36	31-Mar-2019
Corporation of the City of Cornwall (Glen-Stor-Dun Lodge)	Cdn Union of Public Empls	1.7% ³	1.7%		167	24	31-Mar-2016

³ Excluding 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 (paramedics)	Cdn Union of Public Empls	1.9%	1.8%		304	24	31-Mar-2017
John Noble Home (service/RPN)	Service Empls Intl Union	1.5%	1.5%		203	24	31-Mar-2017
Ottawa-Carleton Lifeskills Inc.	Cdn Union of Public Empls	0.0%	0.0%		163	24	31-Mar-2018

Selected Settlement Summaries⁴

(Key monetary items based on available information)

University of Ottawa and Ontario Secondary School Teachers Federation (1,370 support staff employees)

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

- Wage increases of 1.5% on May 1, 2016, 1.9% on May 1, 2017, and 1.7% on May 1, 2018

Mississauga Public Library Board and Canadian Union of Public Employees, Local 1989 (396 employees)

A four-year agreement, effective April 1, 2015 to March 31, 2019 following a work disruption

- Wage increases of 1.75% in each year of the agreement (except for LY Pages classification)
- Improvement to dental ODA coverage
- Drug card with mandatory generic substitution for 100% coverage for drugs eligible under the Ontario Drug Benefit Formulary and for all drugs that legally require a prescription

⁴ Based on preliminary information provided to CBIS

Table 5: Major Negotiations Underway

Employer	Union	Location	Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	103,800	Various
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	29,200	Various
Police Services Boards	Police Association	Various locations	7,300	Various
Hospitals	ONA, OPSEU et al	Various locations	96,600	Various
Long-Term Care Homes	ONA, SEIU et al	Various locations	68,100	Various
Universities/colleges	CUPE et al	Various locations	21,000	Various
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	19,500	Various
Canada Post Corp. (Postal Operations, urban unit and rural route/suburban contractors)	Postmasters & Assistants, Postal Workers	Canada-wide	24,480	Various
Ontario Government	Ont Provincial Police, PEGO	Province-wide	8,900	31-Dec-14
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	54,300	30-Apr-16
Essar Steel Algoma	USW	Sault Ste. Marie	2,270	31-Jul-16
General Motors of Canada	Unifor	Various locations	5,600	19-Sep-16
Ford Motor of Canada	Unifor	Various locations	5,760	19-Sep-16
FCA Canada (previously known as Chrysler Canada)	Unifor	Various locations	8,300	19-Sep-16

Table 6: Consumer Price Index (2002=100)⁵

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

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). 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 September 2015 through 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. The Collective Bargaining Highlights may be reproduced and circulated freely. However, Collective Bargaining Information Services should be acknowledged as the source. This document is available on the Ministry of Labour Website at <http://www.labour.gov.on.ca/english/lr/Publics/index.php>. For further information on this report or other services, please contact us at cbis@ontario.ca or call 416-326-1260. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, the Ministry of Labour makes every effort to ensure that its services are provided in a manner that respects the dignity and independence of persons with disabilities. Please tell the ministry if you require any accommodation to meet your individual need.

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⁵ Percentage change from previous year
 Source: Statistics Canada