

Collective Bargaining Highlights

October 2016

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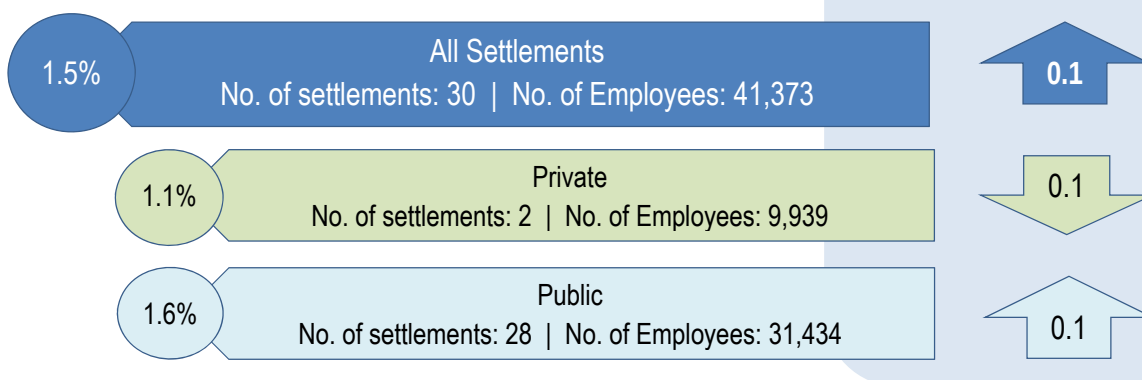
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Settlements in October 2016

In October, 30 settlements were ratified covering 41,373 employees, 93.3% of whom were in the public sector (31,434). The overall average annual increase in base wage rates in October was 1.5%, compared to 1.4% reported in September¹.

Average Annual Base Wage Increase, October 2016

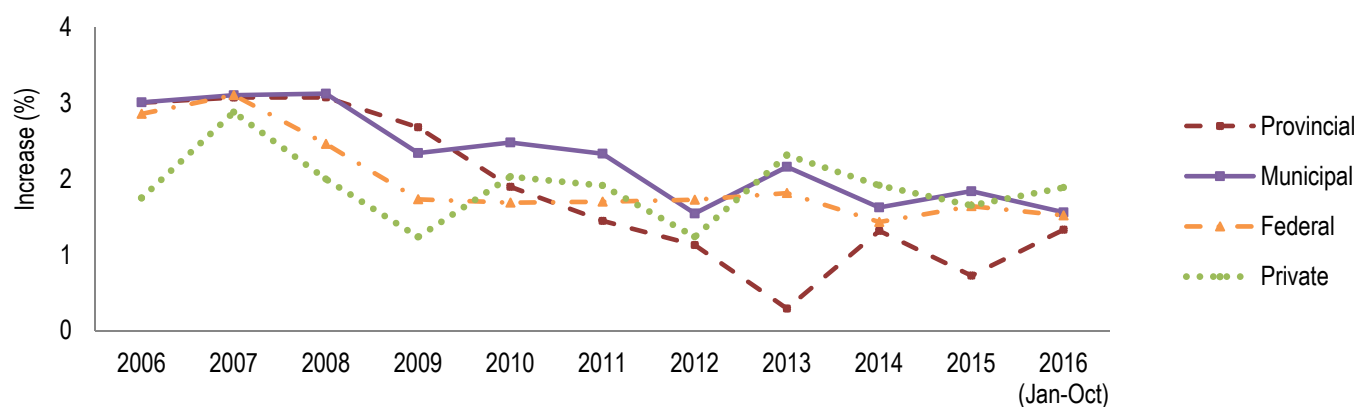
Difference from September 2016¹



Wage Trends by Sector (2006 – 2016 to Date)

In Graph 1, the average annual base wage increase from January to October 2016 was reported at 1.3% for the Provincial BPS, 1.6% for the Municipal BPS, 1.5% for the Federal sector, and 1.9% for the Private sector.

Graph 1: Trends of the Average Annual Base Wage Increases for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements (%)

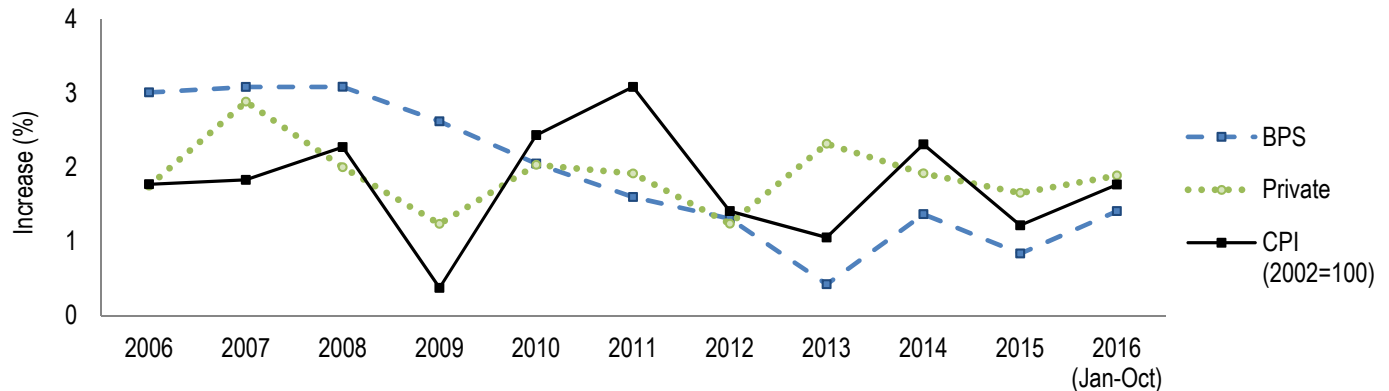


¹ Difference is based on the reported value in the September 2016 Quarterly Publication. The average annual base wage from September 2016 to October 2016 is reported as the percentage point change.

Graph 2 depicts the average annual base wage increases in the Broader Public Sector, the Private sector and the Consumer Price Index for Ontario from 2006 to October 2016.

From January to October 2016, the Broader Public sector average annual base wage increase was reported at 1.4%, and the Private sector was reported at 1.9%. The Consumer Price Index in Ontario averaged at 1.8% for the year.

Graph 2: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Broader Public Sector (Excluding Federal) and Private Sector Settlements (%)



Settlements by Industry, Current Three Years

In Graph 3, over the three year period from 2014 to 2016 (January to October), settlements for construction reported the highest average annual wage increase for both 2014 (2.6%) and 2016 (2.0%).

Graph 3: Average Annual Base Wage Increases by Industry (%), Current Three Years

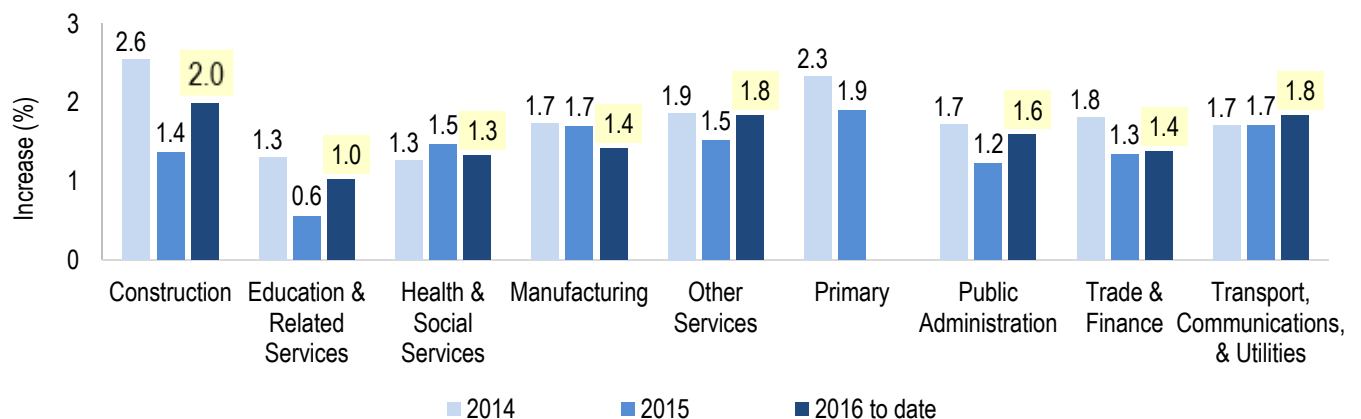


Table 1: October 2016 Settlements by Industry

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Duration (months)	Agreement Expiry Date
Education and Related Services		297	1.4			
University Of Windsor	Unifor	297	1.4	1.5	36	30-Jun-2019
Health and Social Services		11,338	1.3			
Sienna Senior Living	Service Empls Intl Union	2,587	1.4 ²	1.4	36	21-Sep-2019
Extendicare (Canada) Inc	Service Empls Intl Union	1,798	1.4 ²	1.4	36	21-Sep-2019
Sienna Senior Living	Service Empls Intl Union	1,059	1.4 ²	1.4	36	21-Sep-2019
Extendicare (Canada) Inc	Service Empls Intl Union	927	1.4 ²	1.4	36	21-Sep-2019
Revera Long Term Care Inc	Service Empls Intl Union	887	1.4 ²	1.4	36	21-Sep-2019
Timmins And District Hospital	United Steelworkers	357	1.4	1.4	36	31-Mar-2019
Shepherd Village Inc	Service Empls Intl Union	347	1.4 ²	1.4	36	21-Sep-2019
Revera Long Term Care Inc	Service Empls Intl Union	339	1.4 ²	1.4	36	21-Sep-2019
Surrey Place Centre	Ont Public Service Empls Union	294	0.9 ³	0.0	36	31-Mar-2019
Community Living Burlington	Service Empls Intl Union	292	0.1 ⁴	0.2	24	31-Mar-2018
Dundurn Place Care Centre	Service Empls Intl Union	267	1.4 ²	1.4	36	21-Sep-2019
Hawthorne Place Care Centre	Service Empls Intl Union	262	1.4 ²	1.4	36	21-Sep-2019
Eatonville Care Centre	Service Empls Intl Union	248	1.4 ²	1.4	36	21-Sep-2019
Apans Health Services	Service Empls Intl Union	233	1.4 ²	1.4	36	21-Sep-2019
Cooksville Care Centre	Service Empls Intl Union	216	1.4 ²	1.4	36	21-Sep-2019
Montage Support Services Of Toronto	Ont Public Service Empls Union	200	0.8 ⁵	0.0	48	31-Mar-2020
Cedarvale Terrace Long Term Care	Service Empls Intl Union	179	1.4 ²	1.4	36	21-Sep-2019

² Excluding adjustments for selected groups other than skilled trades

³ Lump Sum: Effective upon ratification - \$1000 to employees on staff

⁴ Signing bonus: Effective two pay periods following ratification \$100 for full-time workers, payable on next payroll following April 1, 2017 - \$165 for full-time and \$115 for part-time workers.

⁵ Lump Sum: Effective date of ratification - \$250 (based on completion of probationary period)

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Duration (months)	Agreement Expiry Date
Heritage Nursing Home Ltd	Service Empls Intl Union	177	1.4 ²	1.4	36	21-Sep-2019
O'Neill Centre	Service Empls Intl Union	172	1.4 ²	1.4	36	30-Sep-2019
Harold And Grace Baker Centre	Service Empls Intl Union	169	1.4 ²	1.4	36	21-Sep-2019
Parkview Home For Aged	Service Empls Intl Union	169	1.4 ²	1.4	36	21-Sep-2019
Ina Grafton Gage Home	Service Empls Intl Union	159	1.4 ²	1.4	36	21-Sep-2019
Manufacturing		9,939	1.1			
FCA Canada Inc. (Previously Chrysler Canada Inc)	Unifor	9,750	1.1 ⁶	2.0	48	21-Sep-2020
Safran Landing Systems Canada Inc.	Machinists & Aerospace Wkrs	189	2.0 ⁷	2.0	36	30-Sep-2019
Public Administration		19,599	1.7			
Canada Revenue Agency (CRA)	Public Service Alliance Of Cda	9,993	1.4	1.8	48	31-Oct-2016
Ontario Government (Her Majesty The Crown In Right Of Ontario)	Ont Provincial Police Assn (Provincial Police Uniform)	6,000	2.1	2.7	48	31-Dec-2018
Ontario Government (Her Majesty The Crown In Right Of Ontario)	Ont Provincial Police Assn (Provincial Police Civilian)	3,000	2.1	2.7	48	31-Dec-2018
Ontario Government (The Crown In Right Of Ontario)	Prof Engineers & Architects Ont Public Service	606	0.7 ²	0.0	48	31-Dec-2018
Transportation, Communications and Utilities		200	2.8			
Via Rail Canada Inc	Teamsters	200	2.8	2.5	36	31-Dec-2017

⁶ Two-tier wage schedule with suspended COLA clause. Lump Sum Signing Bonus: October 17, 2016: \$6,000. Lump Sum: December 1, 2017 - \$2,000, December 1, 2018 - \$2,000, and December 1, 2019 - \$2,000.

⁷ Lump Sum Signing Bonus: December 2016 - \$350.00. Continued COLA clause.

Table 2: Ongoing and Upcoming Major Bargaining

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	98,600	Various
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	30,000	Various
Police Services Boards	Police Association	Various locations	4,900	Various
Hospitals	ONA, OPSEU et al	Various locations	22,900	Various
Long-Term Care Homes	ONA, SEIU et al	Various locations	60,200	Various
Universities/colleges	CUPE et al	Various locations	19,700	Various
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	18,600	Various
Canada Post Corp.	Cdn Union Of Postal Wkrs / PSAC	Canada-wide	22,500	31-Dec-2015
Eastern Ontario Regional Laboratory Association	Ont Public Service Empls Union	Lanark County	1,100	31-Mar-2014
Bell Canada	Unifor	Interprovincial	3,100	30-Nov-2016
Essar Steel Algoma Inc	United Steelworkers	Sault Ste Marie	2,300	31-Jul-2016
Metro Ontario Inc	Unifor	Inter-city (Different Regions)	1,300	29-Oct-2016
Purolator Courier Ltd	Teamsters	Province-wide	4,500	31-Dec-2016

Table 3: Consumer Price Index (2002=100)⁸

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

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. Average annual wage increases for settlements exclude lump sum/bonus payments. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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ISSN 1492-4323

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⁸ Percentage change from previous year (Source: Statistics Canada)

Appendix: Tables for Graphs

Table for Graph 1: Trends of the Average Annual Base Wage Increases for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements (%)

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

Table for Graph 2: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Broader Public Sector (Excluding Federal) and Private Sector Settlements (%)

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-Oct)
BPS (excluding Federal)	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	0.8	1.4
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9
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

Table for Graph 3: Average Annual Base Wage Increases by Industry, Current Three Years

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