

Collective Bargaining Highlights

November 2016

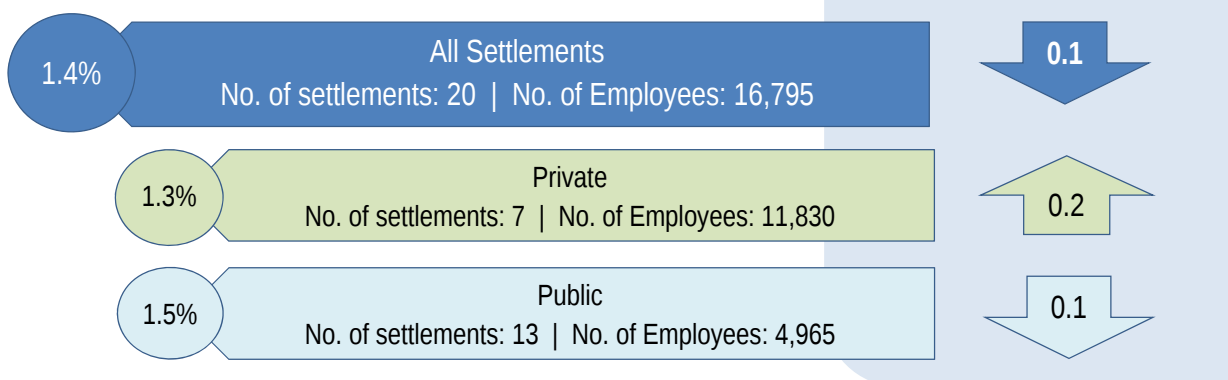
Table of Contents

Settlements in November 2016.....	3
Wage Trends by Sector (2006 – 2016 to Date)	3
Graph 1: Trends of the Average Annual Base Wage Increases for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements (%)	3
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 (%)	4
Settlements by Industry, Current Three Years.....	4
Graph 3: Average Annual Base Wage Increases by Industry (%), Current Three Years	4
Table 1: November 2016 Settlements by Industry	5
Table 2: Ongoing and Upcoming Major Bargaining	7
Table 3: Consumer Price Index (2002=100)	8
Appendix: Tables for Graphs	9

Settlements in November 2016

In November, 20 settlements were ratified covering 16,795 employees, 65.0% of whom were in the public sector (4,965). The overall average annual increase in base wage rates in November was 1.4%, compared to 1.5% reported in October¹.

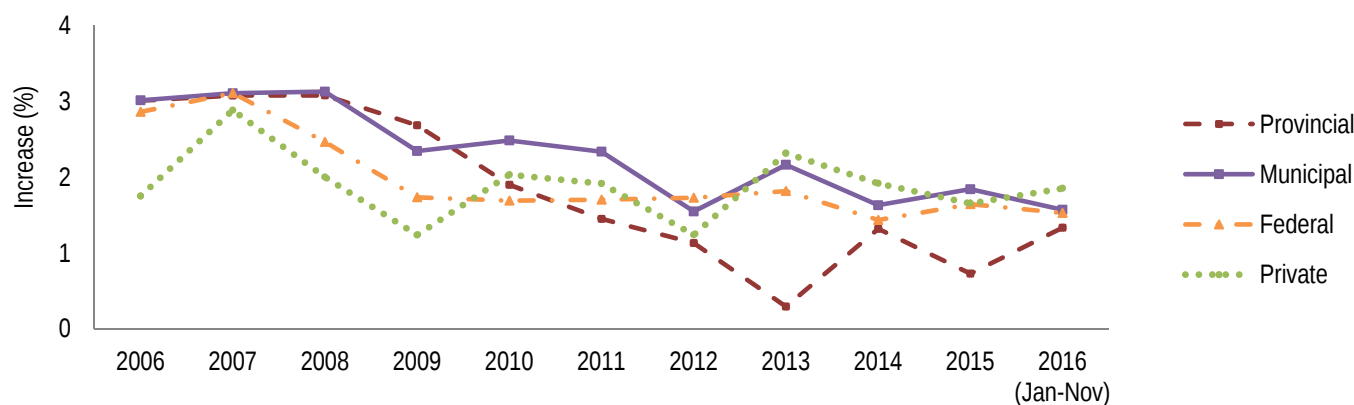
Average Annual Base Wage Increase, November 2016



Wage Trends by Sector (2006 – 2016 to Date)

In Graph 1, the average annual base wage increase from January to November 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 (%)

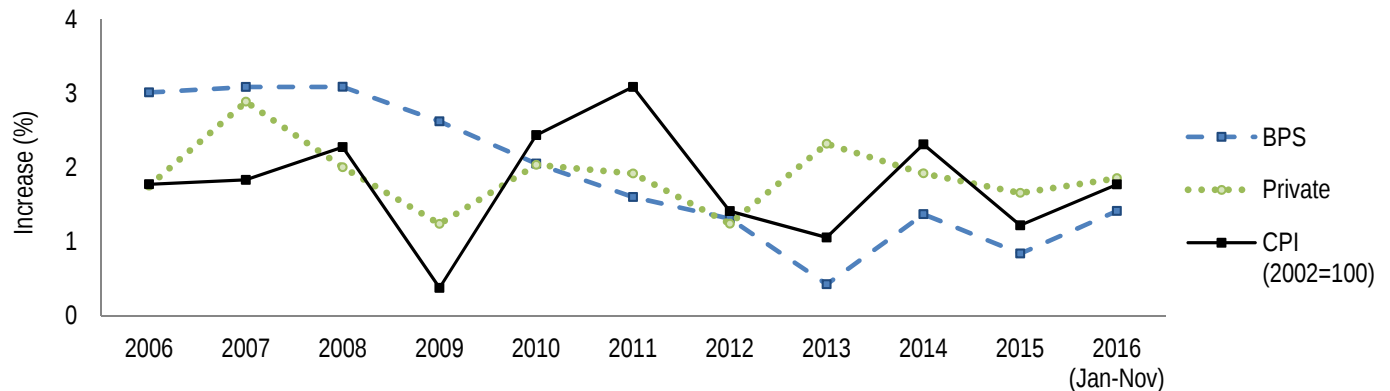


¹ Difference is based on the reported value in the October 2016 Quarterly Publication. The average annual base wage from October 2016 to November 2016 is reported as the percentage point change.

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 November 2016.

From January to November 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 November), 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

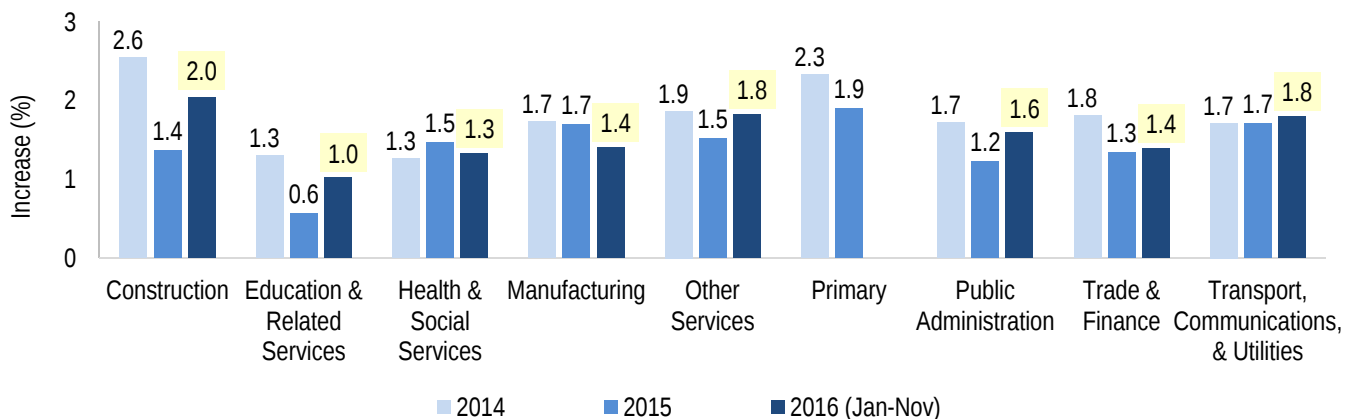


Table 1: November 2016 Settlements by Industry

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Duration (months)	Agreement Expiry Date
Construction		1,200	1.2			
Ontario Painting Contractors Association	Painters (Intl)	1,200	1.2	1.3	36	30-Apr-2019
Education and Related Services		334	0.9			
Windsor-Essex Catholic District School Board (Cust/Maint)	Unifor	193	0.9 ²	0.0	60	31-Aug-2019
Windsor-Essex Catholic District School Board (Off/Cler/Tech)	Unifor	141	0.9 ²	0.0	60	31-Aug-2019
Health and Social Services		2,649	1.4			
Hamilton Health Sciences	Ont Public Service Empls Union	1,089	1.4	1.4	36	31-Mar-2019
Windsor Regional Hospital	Unifor	555	1.4	1.4	24	31-Mar-2016
Community Living Brant	Cdn Union Of Public Empls	300	0.6 ³	0.3	24	31-Mar-2018
Sienna Senior Living	Ont Nurses Assn	284	1.6	1.4	36	30-Jun-2019
St Lawrence Lodge	Cdn Union Of Public Empls	219	1.7	1.8	36	31-Mar-2017
Mon Sheong Richmond Hill Long Term Care Centre	Service Empls Intl Union	202	1.8	2.5	25	31-Dec-2016
Manufacturing		7,830	1.3			
Ford Motor Co Of Canada Ltd	Unifor	6,700	1.2 ⁴	2.5 ⁵	48	21-Sep-2020

² Lump Sum: Effective September 1, 2015 - 1% of earned wages to all employees employed as at September 8, 2015. Conditional wage adjustments in last two years of the agreement.

³ Stipend: Effective date of ratification - \$200 for full-time workers. \$150 for part-time workers, pro-rated based on hours worked since April 1, 2016 to date of ratification. (24 hours per week = 100%)

⁴ Parity increase based on Oakville base rate of \$33.98. Two-tier wage schedule with suspended COLA. Lump Sum Productivity and Quality Bonus: November 7, 2016 - \$6,000. Lump Sum: December 2017 - \$2,000, December 2018 - \$2,000, and December 2019 - \$2,000.

⁵ Parity increase based on Oakville base rate of \$33.98.

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Duration (months)	Agreement Expiry Date
Magna International Inc. (Integram Windsor Seating)	Unifor	970	1.8 ⁶	2.0	48	04-Nov-2020
Maple Lodge Farms Ltd	United Food & Commercial Wkrs	160	2.7 ⁷	3.4	48	30-Sep-2020
Other Services		787	2.2			
G & K Services Canada Inc.	United Food & Commercial Wkrs	300	2.5	2.5	60	31-Dec-2020
Ottawa Community Housing Corp	Cdn Union Of Public Empls	287	1.9	1.8	36	31-Dec-2019
Canadian Nuclear Laboratories Ltd	United Steelworkers	200	2.0	2.0	36	30-Jun-2019
Public Administration		960	1.6			
Corporation Of The City Of Thunder Bay (Outside)	Cdn Union Of Public Empls	735	1.6	1.8	60	31-Dec-2019
Corporation Of The City Of Kitchener	Cdn Union Of Public Empls	225	1.6	1.5	36	31-Dec-2018
Trade and Finance		1,400	1.4			
Metro Ontario Inc	Unifor	1,400	1.4	1.5	48	29-Oct-2020
Transportation, Communications and Utilities		1,635	1.3			
Telus	Telecommunications Wkrs Union	1,100	1.0 ⁸	0.0	72	31-Dec-2021
London Transit Commission	Amalg Transit Union	535	2.0	2.0	36	31-Mar-2019

⁶ Ratification bonus: Effective date of ratification - \$3,500.

⁷ Signing bonus: Effective date of ratification - \$200.

⁸ Wage lump sums ranging from \$7,500 to \$9,000 for customer sales, services, and support workers and technology operations workers. Non-wage lump sum of \$10,000 for technology operations workers (Appendix B).

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	28,500	Various
Police Services Boards	Police Association	Various locations	4,900	Various
Hospitals	ONA, OPSEU et al	Various locations	22,100	Various
Long-Term Care Homes	ONA, SEIU et al	Various locations	58,300	Various
Universities/colleges	CUPE et al	Various locations	19,400	Various
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	16,600	Various
Purolator Courier Ltd	Teamsters	Province-wide	4,500	31-Dec-2016
Bell Canada	Unifor	Interprovincial	3,100	30-Nov-2016
Essar Steel Algoma Inc	United Steelworkers	Sault Ste Marie	2,300	31-Jul-2016
Winners Merchants Intl. Lp	Workers United	Province wide	1,500	31-Jan-2017

Table 3: Consumer Price Index (2002=100)⁹

Location	November 2016	2016 Year-to-date	2015	2014	2013
Canada	1.2	1.4	1.1	1.9	0.9
Ontario	1.8	1.8	1.2	2.3	1.1
Toronto	2.0	2.0	1.6	2.5	1.2
Ottawa-Gatineau (Ont. part)	1.2	1.2	0.9	2.0	1.0
Thunder Bay	1.3	1.6	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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⁹ 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-Nov)
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-Nov)
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-Nov) %
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
Transport, Communications, & Utilities	1.7	1.7	1.8
All Settlements	1.5	1.0	1.6