

Collective Bargaining Highlights

May 2017

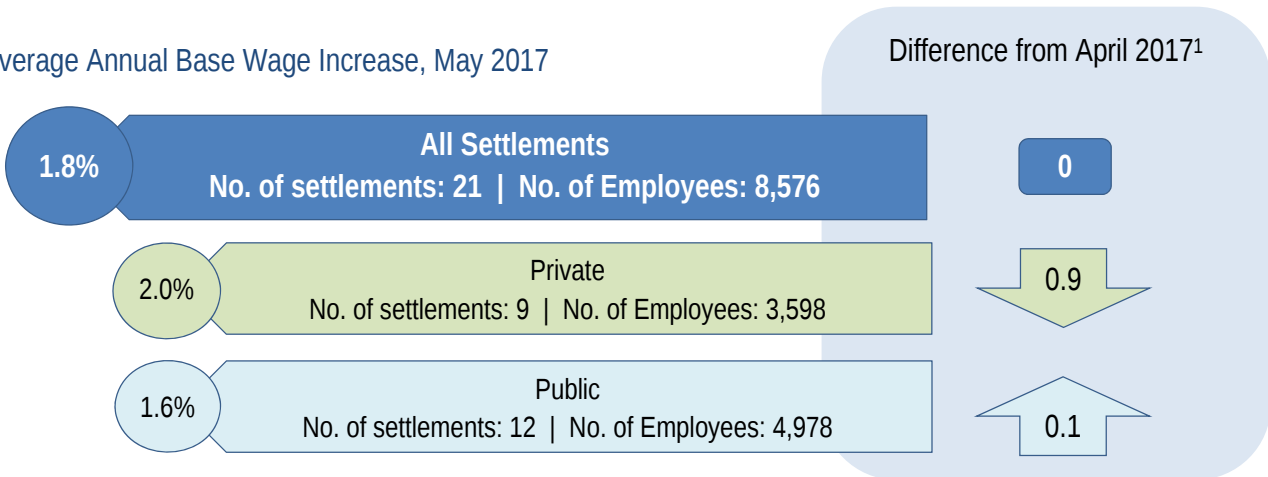
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Settlements in May 2017

In May, 21 settlements were ratified covering 8,576 employees, 58.0% of whom were in the public sector (4,978). The overall average annual increase in base wage rates in May was 1.8%, similar to previously reported in April¹.

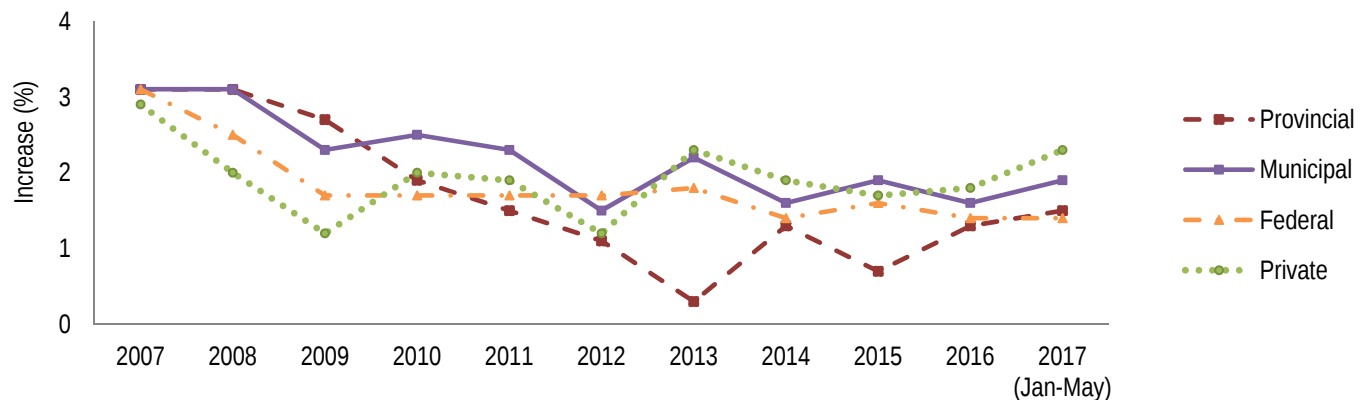
Average Annual Base Wage Increase, May 2017



Wage Trends by Sector, 2007 – 2017 (January to May)

In Graph 1, the average annual base wage increases from January to May 2017 in the public sector were reported at 1.5% for provincial, 1.9% for municipal, and 1.4% for federal. In the private sector the average annual base wage increase was reported at 2.3%.

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

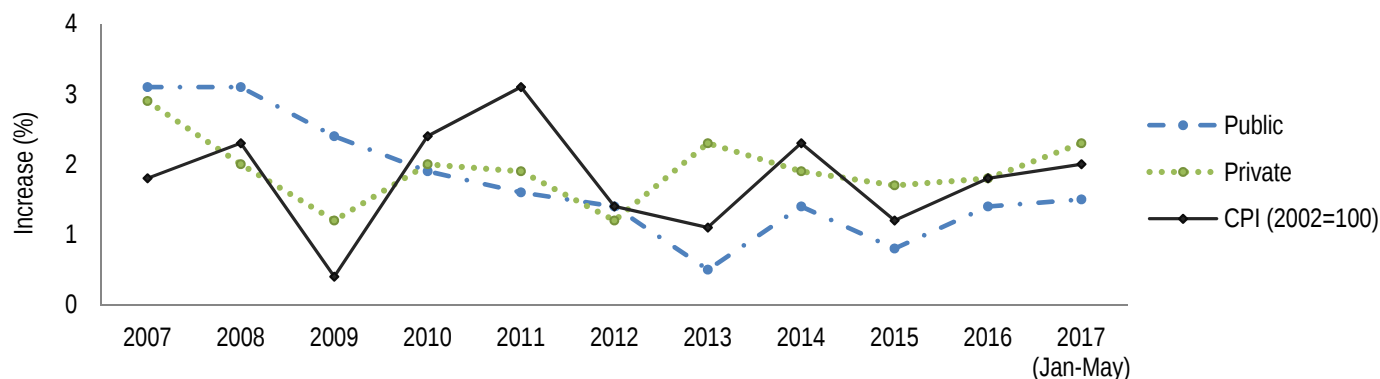


¹ Difference is based on the reported value in the Collective Bargaining Highlights April 2017 publication. The average annual base wage from April 2017 to May 2017 is reported as the percentage point change.

Graph 2 depicts the average annual base wage increases in the public sector and the private sector in comparison to the Consumer Price Index (CPI) for Ontario from 2007 to 2017 (January to May).

From January to May 2017, the average annual base wage increase was reported at 1.5% in the public sector, compared to 2.3% reported in the private sector. The Consumer Price Index in Ontario averaged at 2.0% for the year.

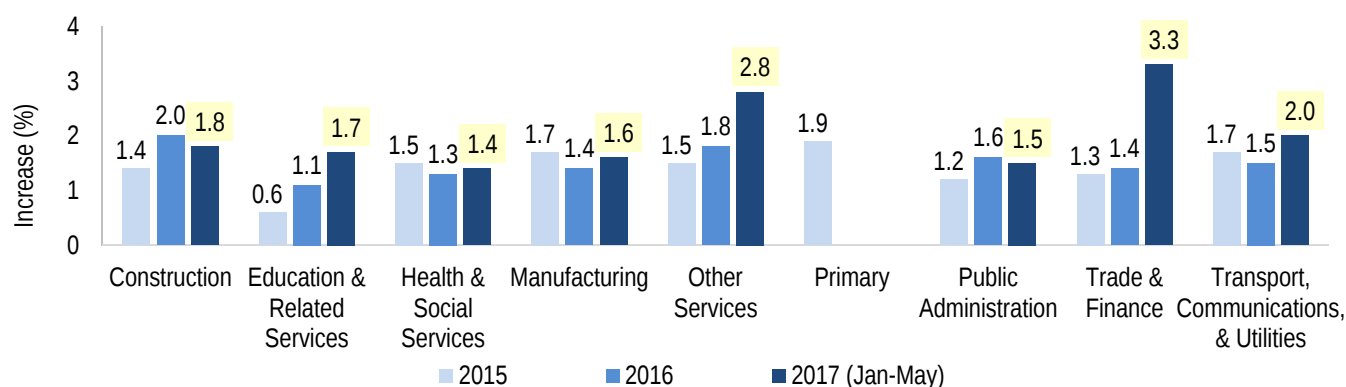
Graph 2: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)



Settlements by Industry, Current Three Years

In Graph 3, from January to May 2017, settlements in trade and finance reported the highest average annual base wage increases at 3.3%, and settlements in health and social services reported the lowest increases at 1.4%. For the month of May 2017, in the transportation, communications, and utilities sector, the settlement for Loomis Express covering 640 employees reported the highest average annual base wage increase at 3.5%.

Graph 3: Average Annual Base Wage Increases by Industry (%), Current Three Years²



² The average annual base wage increases are not shown where settlement information has not been reported to Collective Bargaining Information Services in a given year.

Table 1: May 2017 Settlements by Industry

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Construction		700	1.7			
Hydro One Inc	Canadian Union of Skilled Workers	700	1.7	1.5	01-May-2017	30-Apr-2022
Health and Social Services		2,707	1.3			
Central Community Care Access Centre	Ontario Nurses' Association	711	1.6	1.4	01-Apr-2016	31-Mar-2019
Regional Municipality of York (Long Term Care Unit)	Canadian Union of Public Employees	540	1.7	1.6	01-Apr-2016	31-Mar-2020
Glebe Centre	Canadian Union of Public Employees	299	1.4	1.5	01-Jan-2015	31-Dec-2016
Canadian Hearing Society	Canadian Union of Public Employees	231	1.0	0.8	01-Apr-2013	31-Mar-2018
Résidence Saint-Louis	Canadian Union of Public Employees	227	1.5	1.5	01-Jan-2015	31-Dec-2016
Cota Health	Ontario Public Service Employees Union	220	0.0 ³	0.0	01-Apr-2017	31-Mar-2018
Canadian Mental Health Association (Haliburton, Kawartha, Pine Ridge Branch)	Canadian Union of Public Employees	174	0.7	0.7	01-Apr-2017	31-Mar-2020
Ritz Lutheran Villa	Service Employees International Union	155	1.6 ⁴	2.0	01-Jan-2017	31-Dec-2019
Elmira District Community Living	Ontario Public Service Employees Union	150	0.0 ⁵	0.0	01-Apr-2016	31-Mar-2018
Manufacturing		788	1.4			
Nestlé Canada Inc	Unifor	419	1.3	0.8	01-May-2017	30-Apr-2020
Flex'N Gate Lakeshore Division	Unifor	200	1.6 ⁶	2.0	18-May-2017	17-May-2020
Imperial Oil (Downstream and Chemicals Division, Nanticoke Refinery)	Unifor	169	1.5	0.0	01-Feb-2016	31-Jan-2019
Other Services		1,308	1.4			
Host International of Canada Ltd	United Food and Commercial Workers	600	2.0	2.0	13-Dec-2016	12-Dec-2019
Amec Nuclear Safety Solutions Ltd	Society of Energy Professionals	334	0.5	0.5	01-Apr-2017	31-Mar-2018

³ Lump sum: 0.75% one-time payment for employees at max.

⁴ Adjustments for selected groups other than skilled trades.

⁵ Stipend: \$200 for full-time employees and \$125 for part-time employees, less deductions.

⁶ Signing bonus: \$1,500 for each seniority employee.

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Parkway Hotels and Convention Centre Inc	United Food and Commercial Workers	200	1.5	1.5	01-Mar-2017	28-Feb-2022
Complex Services Inc (Casino Niagara and Niagara Fallsview Casino Resort)	Unifor	174	1.1 ⁷	1.8	01-Apr-2017	31-Mar-2020
Public Administration		1,571	2.2			
Corporation of The City of Ottawa (Firefighters)	Ottawa Professional Fire Fighters' Association	1,021	2.8 ⁸	2.5	01-Jan-2014	31-Dec-2015
Treasury Board of Canada (Electronics Group)	International Brotherhood of Electrical Workers	550	1.2 ⁹	1.2	01-Sep-2014	31-Aug-2018
Trade and Finance		862	2.2			
National Grocers Co Ltd, Division of Loblaw Co Ltd	United Food and Commercial Workers	862	2.2 ¹⁰	6.2	28-Jan-2017	29-Jan-2024
Transport, Communications, and Utilities		640	3.5			
Loomis Express (A Division of Transforce)	Unifor	640	3.5 ¹¹	5.8	01-Apr-2017	31-Mar-2021

⁷ Lump sum: \$1,600

⁸ Including a 1.5% wage increase on January 1, 2014, as per interim award issued on June 30, 2015.

⁹ Excluding wage adjustment for selected groups on September 1, 2016, prior to the general wage increase.

¹⁰ Lump sum: \$1,000 for all active full-time employees who are at the end rate of pay, effective January 27, 2019.

¹¹ Including 0.50 cents per hour increase for clerical employees.

Table 2: Ongoing and Upcoming Major Bargaining¹²

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC, et al	Canada-wide	39,400	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al	Various locations	22,600	Various
Police Services Boards	Police Association	Various locations	1,500	Various
Hospitals	OPSEU, Unifor, et al	Various locations	24,500	Various
Long-Term Care Homes	CUPE, SEIU, et al	Various locations	58,400	Various
Universities/Colleges	CUPE, USW, et al	Various locations	42,400	Various
Developmental Services (CAS, Community Living/Services)	CUPE, OPSEU, et al	Various locations	13,900	Various
Association of Canadian Advertisers (ACA) and The Institute of Communications Agencies (ICA)	Canadian Cinema, TV & Radio Artists	Canada-wide	12,000	30-Jun-2017
Essar Steel Algoma Inc	USW	Sault Ste Marie	2,300	31-Jul-2016

¹² Bargaining situations resulting from recent Ontario Labour Relations Board decisions or agreements that have been ratified prior to the release of the current monthly publication may not be reflected if the settlement information has not been reported to Collective Bargaining Information Services at the publication's point in time.

Table 3: Consumer Price Index (2002=100)¹³

Location	May 2017	2017 Year-to-date	2016	2015	2014
Canada	1.3	1.7	1.4	1.1	1.9
Ontario	1.4	2.0	1.8	1.2	2.3
Toronto	1.9	2.2	2.0	1.6	2.5
Ottawa-Gatineau (Ont. part)	1.0	1.6	1.3	0.9	2.0
Thunder Bay	0.9	1.5	1.6	1.1	2.2

Data for the months of March, June, September and December include quarterly information. The industry data used in this report are based on the North American Industry Classification System (NAICS).

Information in this report is based on settlements covering 150 or more employees, a sample that represents 80% of unionized employees in Ontario, with the exception of education sector central settlements (as of September 2015). 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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¹³ 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	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017 (Jan-May)
Provincial	3.1	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.5
Municipal	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.9	1.6	1.9
Federal	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.4
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.8	2.3
All Settlements	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.0	1.6	1.7

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

Sector	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017 (Jan-May)
Public	3.1	3.1	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.5
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.8	2.3
CPI (2002=100)	1.8	2.3	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	2.0

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

Industry	2015	2016	2017 (Jan-May)
Construction	1.4	2.0	1.8
Education & Related Services	0.6	1.1	1.7
Health & Social Services	1.5	1.3	1.4
Manufacturing	1.7	1.4	1.6
Other Services	1.5	1.8	2.8
Primary	1.9	---	---
Public Administration	1.2	1.6	1.5
Trade and Finance	1.3	1.4	3.3
Transport, Communications, & Utilities	1.7	1.5	2.0
All Settlements	1.0	1.6	1.7

Summary: May 2017 Settlements by Industry

Industry	Settlement	Employees	Average Annual Increase (%)
Construction	1	700	1.7
Education & Related Services	---	---	---
Health & Social Services	9	2,707	1.3
Manufacturing	3	788	1.4
Other Services	4	1,308	1.4
Primary	---	---	---
Public Administration	2	1,571	2.2
Trade and Finance	1	862	2.2
Transport, Communications, & Utilities	1	640	3.5
All Settlements	21	8,576	1.8