

Collective Bargaining Highlights

July 2017

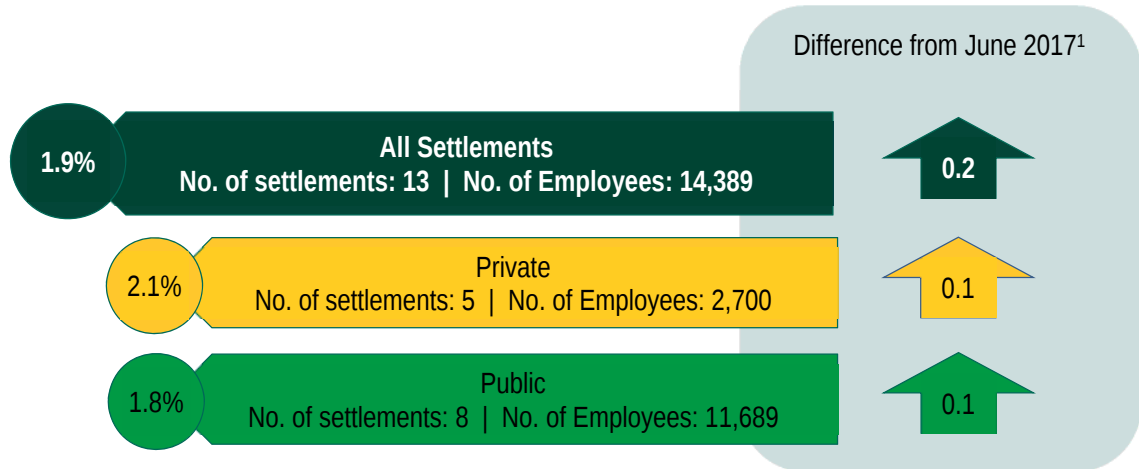
ISSN 1492-4323

Table of Contents

Settlements in July 2017	3
Wage Trends by Sector, 2007 – 2017 (January to July)	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 Public Sector 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: July 2017 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 July 2017

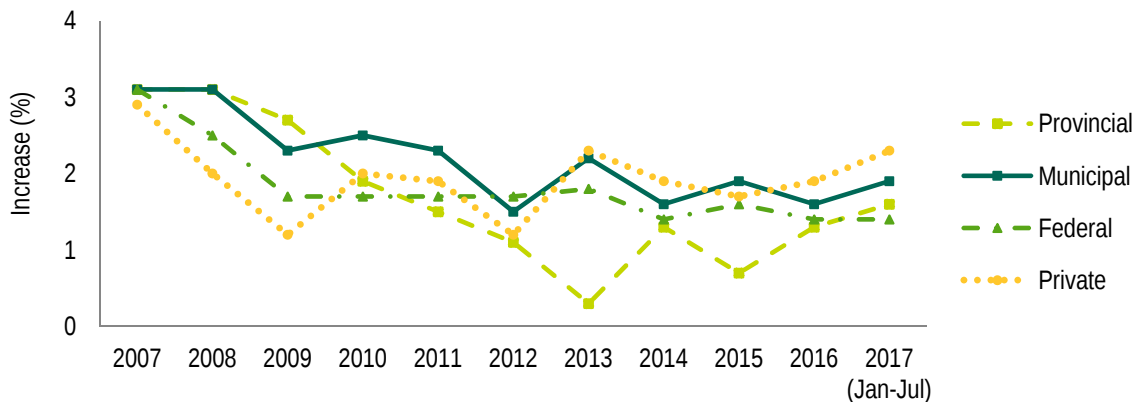
In July, 13 settlements were ratified covering 14,389 employees, 81.2% of whom were in the public sector (11,689). The overall average annual increase in base wage rates in July was 1.9%, compared to 1.7% reported in June¹.



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

In Graph 1, the average annual base wage increases from January to July 2017 in the public sector were reported at 1.6% 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 (%)

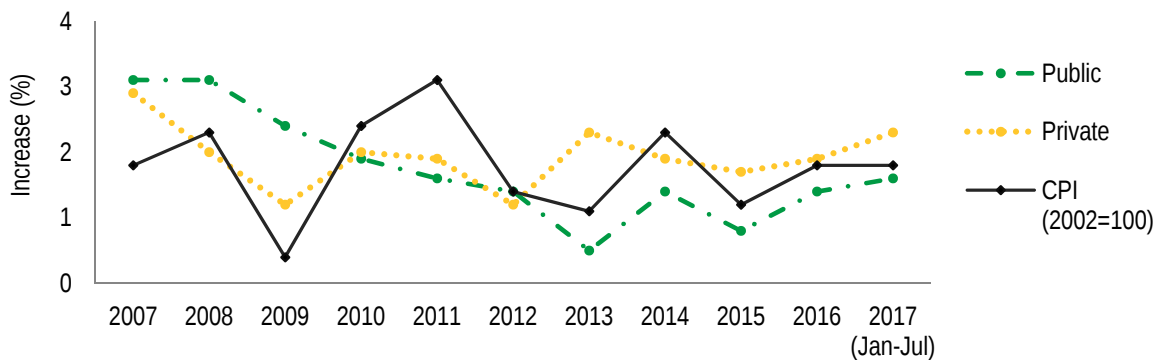


¹ Difference is based on the reported value in the Collective Bargaining Highlights June 2017 publication. The average annual base wage from June 2017 to July 2017 is reported as the percentage point change.

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 July).

From January to July 2017, the average annual base wage increase was reported at 1.6% in the public sector, compared to 2.3% in the private sector. 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 Public Sector and Private Sector Settlements (%)

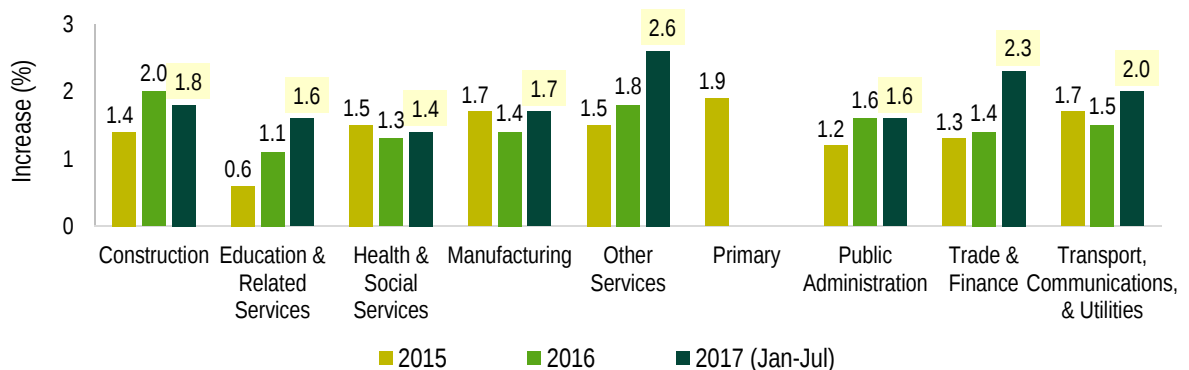


Settlements by Industry, Current Three Years

In Graph 3, from January to July 2017, settlements in other services reported the highest average annual base wage increases at 2.6%, and settlements in health and social services reported the lowest increases at 1.4%.

For July 2017, in trade and finance, the Liquor Control Board of Ontario and the Ontario Public Service Employees Union (OPSEU) reached a four-year agreement covering 8,100 employees who received an average annual base wage increase of 1.9%.

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: July 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
Education and Related Services		2,494	1.5			
University of Guelph (Support Staff)	United Steelworkers	850	1.5 ³	1.5	01-May-2017	30-Apr-2020
Wilfrid Laurier University (Office, Clerical, Technical)	Wilfrid Laurier University Staff Association / Ontario Secondary School Teachers' Federation (OSSTF)	560	1.2	1.2	01-Jul-2017	30-Jun-2020
Wilfrid Laurier University (Academic Staff/Librarians)	Wilfrid Laurier University Faculty Association	550	1.2	1.2	01-Jul-2017	30-Jun-2020
University of Ontario Institute of Technology	Public Service Alliance of Canada	534	2.2	1.5	01-Sep-2017	31-Aug-2019
Health and Social Services		246	1.6			
Corporation of The City of Thunder Bay (Pioneer Ridge)	Unifor	246	1.6	1.6	01-Jul-2016	30-Jun-2019
Manufacturing		1,000	1.6			
Bombardier Transportation Canada (Thunder Bay plant)	Unifor	1,000	1.6 ⁴	0.4	01-Jun-2017	31-May-2020
Other Services		400	2.3			
Electrical Safety Authority	Canadian Union of Public Employees	400	2.3	2.3	01-Apr-2017	31-Mar-2020
Public Administration		849	1.8			
Corporation of The City of Pickering (Office/Outside)	Canadian Union of Public Employees	555	1.7	1.6	01-Apr-2017	31-Mar-2020

³ Signing bonus: \$300, less applicable deductions.

⁴ Including cost-of-living adjustment (COLA) clauses and/or COLA estimates.

Collective Bargaining Highlights

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Corporation of The City of Oshawa (Inside)	Canadian Union of Public Employees	294	1.9	1.9	01-Jan-2017	31-Dec-2019
Trade and Finance		8,365	1.9			
Liquor Control Board of Ontario	Ontario Public Service Employees Union	8,100	1.9	1.5	01-Apr-2017	31-Mar-2021
Hudson's Bay Company (HBC)	Unifor	265	2.6	2.9	01-Jun-2017	31-May-2020
Transportation, Communications, and Utilities		1,035	2.3			
Enbridge Inc (Enbridge Gas Distribution)	Unifor	625	1.5	1.5	01-Jan-2017	31-Dec-2019
Nav Canada	Professional Institute of the Public Service of Canada	410	3.6	4.0	01-May-2017	30-Apr-2019

Table 2: Ongoing and Upcoming Major Bargaining⁵

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC, et al	Canada-wide	39,500	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al	Various locations	17,100	Various
Police Services Boards	Police Association	Various locations	1,400	Various
Hospitals	CUPE, SEIU, et al	Various locations	61,600	Various
Long-Term Care Homes	CUPE, SEIU, et al	Various locations	58,500	Various
Universities	CUPE, USW, et al	Various locations	41,700	Various
Developmental Services (CAS, Community living/services)	CUPE, OPSEU, et al	Various locations	13,300	Various
College Employer Council	OPSEU	Province-wide	11,500	30-Sep-2017
Cami Automotive Inc.	Unifor	Ingersoll	2,700	17-Sep-2017
Essar Steel Algoma Inc	USW	Sault Ste Marie	2,300	31-Jul-2016

⁵ 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)⁶

Location	July 2017	2017 Year-to-date	2016	2015	2014
Canada	1.2	1.5	1.4	1.1	1.9
Ontario	1.2	1.8	1.8	1.2	2.3
Toronto	2.0	2.1	2.0	1.6	2.5
Ottawa-Gatineau (Ont. part)	1.0	1.4	1.3	0.9	2.0
Thunder Bay	0.9	1.3	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 reported are preliminary and subject to updates. 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.

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/pubs/index.php>.

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.

For further information, contact:
 Collective Bargaining Information Services
 400 University Avenue, 8th Floor
 Toronto ON M7A 1T7
 Telephone: 416-326-1260
 Facsimile: 416-326-1277
 E-mail: cbis@ontario.ca

ISSN 1492-4323

Cette publication est également disponible en français

⁶ 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-Jul)
Provincial	3.1	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.6
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	1.9	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-Jul)
Public	3.1	3.1	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.6
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	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	1.8

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

Industry	2015	2016	2017 (Jan-Jul)
Construction	1.4	2.0	1.8
Education & Related Services	0.6	1.1	1.6
Health & Social Services	1.5	1.3	1.4
Manufacturing	1.7	1.4	1.7
Other Services	1.5	1.8	2.6
Primary	1.9	---	---
Public Administration	1.2	1.6	1.6
Trade & Finance	1.3	1.4	2.3
Transportation, Communications, & Utilities	1.7	1.5	2.0
All Settlements	1.0	1.6	1.7

Summary: July 2017 Settlements by Industry

Industry	Settlement	Employees	Average Annual Increase (%)
Construction	---	---	---
Education & Related Services	4	2,494	1.5
Health & Social Services	1	246	1.6
Manufacturing	1	1,000	1.6
Other Services	1	400	2.3
Primary	---	---	---
Public Administration	2	849	1.8
Trade & Finance	2	8,365	1.9
Transportation, Communications, & Utilities	2	1,035	2.3
All Settlements	13	14,389	1.9