

Collective Bargaining Highlights

August 2017

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Settlements in August 2017

In August, 15 settlements were ratified covering 27,049 employees, 57.6% of whom were in the public sector (15,579). The overall average annual increase in base wage rates in August was 1.9%, the same increase as was reported in July¹.

Average Annual Base Wage Increase, August 2017

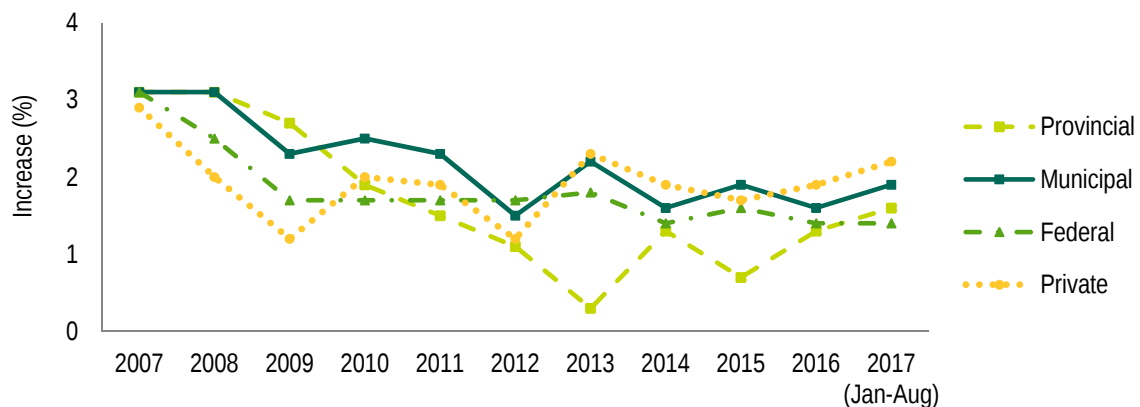
Difference from July 2017¹



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

In Graph 1, the average annual base wage increases from January to August 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 2.2%.

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

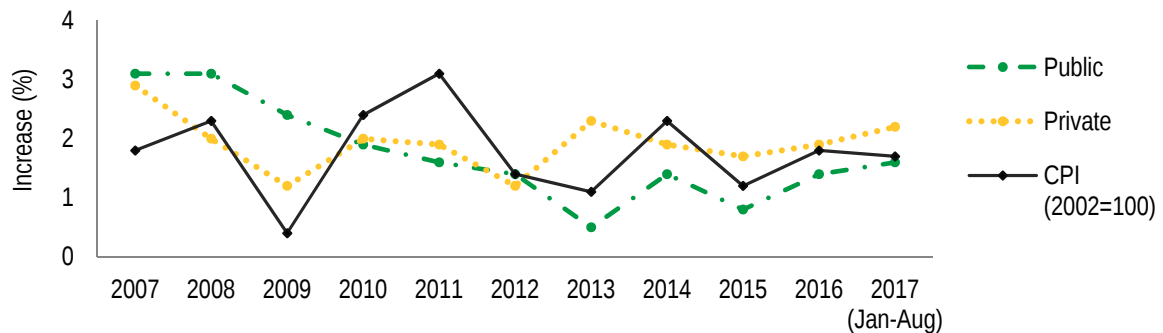


¹ Difference is based on the reported value in the Collective Bargaining Highlights July 2017 publication. The average annual base wage from July 2017 to August 2017 is reported as the percentage point change.

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 August).

From January to August 2017, the average annual base wage increase was reported at 1.6% in the public sector, compared to 2.2% in the private sector. The Consumer Price Index in Ontario averaged 1.7% 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 (%)

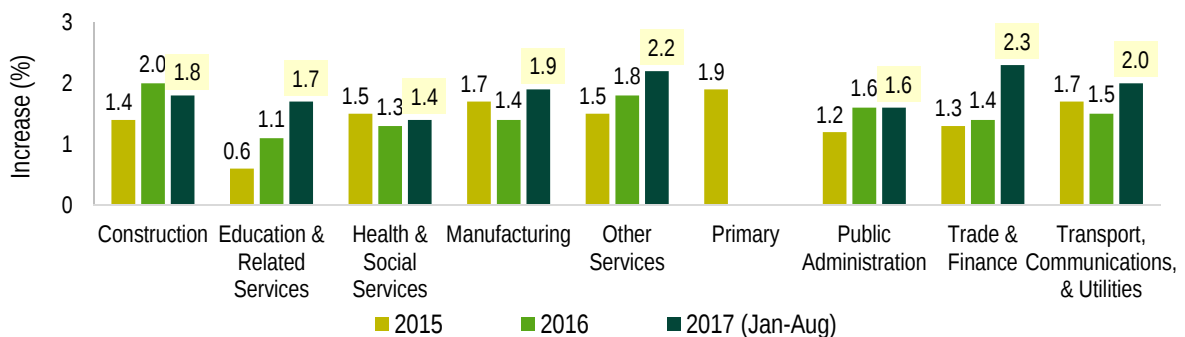


Settlements by Industry, Current Three Years

In Graph 3, from January to August 2017, settlements in trade and finance reported the highest average annual base wage increases at 2.3%, and settlements in health and social services reported the lowest increases at 1.4%.

For August 2017, in other services, the Association of Canadian Advertisers (ACA) and the Institute of Communications Agencies (ICA) reached a three-year agreement with the Alliance of Canadian Cinema, Television and Radio Artists, covering 11,270 employees who received an average annual base wage increase of 2.0%.

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: August 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		9,787	1.7			
College Employer Council (Support Staff)	Ontario Public Service Employees Union	9,787	1.7	1.5 ³	01-Sep-2018	31-Aug-2022
Health and Social Services		1,121	2.0			
Central West Specialized Developmental Services	Ontario Public Service Employees Union	340	2.2	1.9	01-Apr-2016	31-Mar-2018
St Joseph's Care Group	Ontario Public Service Employees Union	237	1.4	1.4	01-Apr-2016	31-Mar-2019
Regional Municipality of Waterloo (Paramedics and Fleet Support)	Canadian Union of Public Employees	190	3.2 ⁴	1.8	01-Apr-2016	31-Mar-2020
United Mennonite Home for The Aged	Niagara Health Care and Service Workers Union / Christian Labour Association of Canada	190	1.4	1.4	01-Aug-2017	31-Jul-2020
Children's Aid Society of The District of Nipissing and Parry Sound	Canadian Union of Public Employees	164	1.5	1.5	01-Apr-2016	31-Mar-2018
Manufacturing		200	2.0			
Mirolin Industries Corp	United Steelworkers	200	2.0	2.0	01-Jul-2017	30-Jun-2020
Other Services		11,270	2.0			
Association of Canadian Advertisers (ACA) and The Institute of Communications Agencies (ICA)	Alliance of Canadian Cinema, Television and Radio Artists	11,270	2.0	2.0	01-Jul-2017	30-Jun-2020

³ Across the board wage increase of 1.5% on March 1, 2018.

⁴ Adjustments for selected groups other than skilled trades. In addition, Fleet and Logistics staff receive \$1.50 wage adjustments retroactive to ratification.

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Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Public Administration		4,671	2.1			
City of Toronto	Toronto Professional Fire Fighters Association	3,100	2.1	2.8	01-Jan-2015	31-Dec-2018
City of Brampton	Brampton Professional Fire Fighters Association	440	2.5	2.9	01-Jan-2015	31-Dec-2017
Town of Oakville	Oakville Professional Fire Fighters Association	226	2.1	1.9	01-Jan-2016	31-Dec-2017
City of Thunder Bay	Thunder Bay Professional Firefighters Association	206	2.3	2.4	01-Jan-2015	31-Dec-2017
City of Markham	Markham Professional Firefighters Association	276	2.6	2.9	01-Jan-2013	31-Dec-2016
City of Markham (Outside)	Canadian Union of Public Employees	242	1.5	1.5	01-Apr-2016	31-Mar-2020
City of Markham (Inside)	Canadian Union of Public Employees	181	1.5	1.5	01-Apr-2016	31-Mar-2020

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	31,900 (31,920)	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al	Various locations	11,600 (11,554)	Various
Police Services Boards	Police Association	Various locations	1,000 (1,031)	Various
Hospitals	CUPE, OPSEU, et al	Various locations	58,300 (58,306)	Various
Long-Term Care Homes	CUPE, SEIU, et al	Various locations	56,500 (56,463)	Various
Universities	CUPE, PSAC, et al	Various locations	35,700 (35,708)	Various
Developmental Services (CAS, Community living/ services)	CUPE, OPSEU, et al	Various locations	11,600 (11,588)	Various
College Employer Council (Academic Staff)	OPSEU	Province-wide	11,500 (11,500)	30-Sep-2017
Metro Ontario Inc	UFCW	Province-wide	9,400 (9,400)	18-Nov-2017
Bell Canada	Unifor	Interprovincial	4,900 (4,901)	30-Nov-2017
Essar Steel Algoma Inc	USW	Sault Ste Marie	2,300 (2,272)	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	August 2017	2017 Year-to-date	2016	2015	2014
Canada	1.4	1.5	1.4	1.1	1.9
Ontario	1.5	1.7	1.8	1.2	2.3
Toronto	2.1	2.1	2.0	1.6	2.5
Ottawa-Gatineau (Ont. part)	1.3	1.4	1.3	0.9	2.0
Thunder Bay	1.1	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.

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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

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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-Aug)
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	2.2
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-Aug)
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	2.2
CPI (2002=100)	1.8	2.3	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	1.7

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

Industry	2015	2016	2017 (Jan-Aug)
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	1.9
Other Services	1.6	1.8	2.2
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: August 2017 Settlements by Industry

Industry	Settlement	Employees	Average Annual Increase (%)
Construction	---	---	---
Education & Related Services	1	9,787	1.7
Health & Social Services	5	1,121	2.0
Manufacturing	1	200	2.0
Other Services	1	11,270	2.0
Primary	---	---	---
Public Administration	7	4,671	2.1
Trade & Finance	---	---	---
Transportation, Communications, & Utilities	---	---	---
All Settlements	15	27,049	1.9