Ontario

Ontario Collective Bargaining Review 2015

Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services

Spring 2016

ISSN: 1492-434X

The Ontario Collective Bargaining Review 2015 provides an overview of collective bargaining activity in Ontario for the year 2015.

Contents

FOREWORD

The Ontario Collective Bargaining Review 2015 provides an overview of collective bargaining activity in Ontario for the year 2015. The information in this report is compiled from collective agreement settlements and work disruptions reported to Collective Bargaining Information Services (CBIS) as at the publication date. The data reflects settlements for Ontario-based employees covered under Ontario or federal jurisdictions. Work disruptions data are reported for employees under Ontario jurisdiction only.

The report consists of five sections:

- Section I (a) provides data on the total number of agreements settled in 2015 by industry and the total number of employees covered.

- Section I (b) provides an overview of the economic climate for 2015.

- Section II provides information on negotiated wage increases in settlements covering 150 or more employees. Average wage settlement calculations are based on base wage rates and are weighted by the number of employees in each bargaining unit. Estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the calculation of the average annual wage increase, where applicable. It also provides information on the stage of settlements, the duration of agreements and the duration of negotiations.

- Section III summarizes the key settlements of 2015. The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages and settlements of public interest.

- Section IV highlights work disruptions data under Ontario jurisdiction. Work disruptions reported include strikes and lockouts that last a minimum of one half day, involving two or more unionized or non-unionized workers and result in ten or more person-days lost.

- Section V provides a collective bargaining outlook for the year 2016.

For further information on this publication or other services, please contact:

Collective Bargaining Information Services

Dispute Resolution Services

Ontario Ministry of Labour

400 University Avenue, 8th floor

Toronto ON M7A 1T7

Telephone No.: 416-326-1260

Fax No.: 416-326-1277

Email Address: cbis@ontario.ca

Ce document est disponible en français

Executive Summary

Collective Bargaining Review 2015

- Collective bargaining in 2015 occurred in an environment of sustained yet moderate economic growth. Ontario's real Gross Domestic Product (GDP) (Chart 1) growth was an estimated 2.5% in 2015. Ontario's unemployment rate remained at 6.9% in 2015. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 1.2% in 2015, a decline from the 2.7% reported in 2014.
- Over 1,941 settlements covering approximately 641,660 employees were reached in 2015. Of the 1,941 settlements ratified, 40.6% were in health and social services, followed by 9.9% in construction, 6.5% in local municipal and regional public administration, and 5.8% in administrative and support, waste management and remediation services.
- Wage increases for the settlements covering 150 or more employees ratified in 2015 decreased to 1.0% from 1.5% in 2014. Private sector settlements reported an average annual base wage increase of 1.7% in 2015, compared to 0.8% in the public [1]sector. Settlements in the manufacturing sector averaged 1.7%, compared to 1.0% in the non-manufacturing sector and 1.6% in the construction sector.
- In 2015, approximately 98%[2] of settlements were settled without a work disruption.
- In 2015, 46 work disruptions involving 21,242 employees under Ontario jurisdiction were reported, resulting in 337,470 person-days lost. This represents 0.02% of the total estimated working time lost in Ontario due to work disruptions.

Collective Bargaining Outlook 2016

- In 2016, the majority of agreements will expire in healthcare and social services, administrative and support, waste management and remediation services, local, municipal and regional public administration and other services. In terms of the number of employees covered, most bargaining activity will affect employees in construction, healthcare and social services, educational services, retail and municipalities.
- In 2016, collective bargaining is expected to take place in an economic environment of modest yet stable growth. Ontario's economic growth is expected to strengthen in 2017 and 2018.*

---

[1] Under *the School Boards Collective Bargaining Act, Bill 122*, central terms were ratified for eight centrally bargained settlements in the school sector for teachers and support staff. The numbers of employees include all bargaining units above and below 150 employees.

[2] Agreements covering 150 or more employees, excepting school sector

*Ontario Ministry of Finance

I Collective Bargaining Settlements, 2015

Collective bargaining activity for 2015 involved the ratification of 1,941 settlements, covering 641,660 employees. These represent 14.3% of the 13,534 agreements currently on file with CBIS and affect approximately 36.6% of all Ontario based employees covered by settlements.

Of the 1,941 settlements ratified in 2015, 44% were in the private sector, representing 20.8% of employees. By industry (Table 1), 89.3% of all settlements reached were in the non-manufacturing and construction sectors, covering 96.6% of all employees. Of the 1,941 settlements, 1,744 (89.8%) were scheduled renewal agreements, covering 98.9% of all employees. Of the remaining settlements, 155 (8.1%) were first agreements, six (0.3%) were extensions of existing agreements and five (0.2%) were early renewal agreements. In terms of the number of employees covered, bargaining activity was concentrated in education and related services (302,581), health and social services (107,832) and local municipal and regional public administration (39,354).

Section I (a)

Table 1: Number of Settlements Ratified in 2015, Non-Manufacturing, Manufacturing and Construction

Non-Manufacturing	Sttmts	Sttmts %	Empls	Empls %
Accommodation & Food Services	41	2.7	3,963	0.6
Administrative & Support, Waste Management & Remediation Services	113	7.3	16,234	2.6
Agriculture, Forestry, Fishing & Hunting	2	0.1	550	0.1
Arts, Entertainment & Recreation	15	1.0	2,034	0.3
Education & Related Services	51	3.3	302,581	49.4
Federal Government Public Administration	5	0.3	872	0.1
Finance & Insurance	6	0.4	153	0.0
Health & Social Services	789	51.2	107,832	17.6
Information & Cultural Studies	33	2.1	23,402	3.8
Local, Municipal & Regional Public Administration	127	8.2	39,354	6.4
Mining, Quarrying, Oil & Gas Extraction	15	1.0	3,348	0.5
Other Services (except public administration)	99	6.4	4,240	0.7
Professional, Scientific & Technical Services	11	0.7	1,528	0.2
Provincial & Territorial Public Administration	3	0.2	31,777	5.2
Real Estate, Rental & Leasing	39	2.5	815	0.1
Retail Trade	29	1.9	32,479	5.3
Transportation & Warehousing	76	4.9	19,509	3.2
Utilities	38	2.5	19,263	3.1
Wholesale Trade	48	3.1	2,897	0.5
Total Non-Manufacturing	1,540	100.0	612,831	100.0

Table 2: Number of Settlements Ratified in 2015, Manufacturing and Construction

Manufacturing	Sttmts	Sttmts %	Empls	Empls %
Beverage & Tobacco Product Manufacturing	3	1.44	458	2.1
Chemical Manufacturing	12	5.77	1,161	5.2
Clothing Manufacturing	2	0.96	20	0.1
Computer & Electronic Product Manufacturing	15	7.21	949	4.3
Electrical Equipment, Appliance & Component	3	1.44	41	0.2
Fabricated Metal Product Manufacturing	33	15.87	1,913	8.6
Food Manufacturing	41	19.71	6,060	27.4
Furniture & Related Product	1	0.48	90	0.4
Miscellaneous Manufacturing	2	0.96	195	0.9
Non-Metallic Mineral Product Manufacturing	20	9.62	497	2.2
Paper Manufacturing	13	6.25	1,526	6.9
Petroleum & Coal Product Manufacturing	4	1.92	289	1.3
Plastics & Rubber Products Manufacturing	10	4.81	892	4.0
Primary Metal Manufacturing	13	6.25	1,165	5.3
Printing & Related Support Activities	10	4.81	556	2.5
Textile Mills	2	0.96	202	0.9
Textile Product Mills	1	0.48	150	0.7
Transportation Equipment Manufacturing	16	7.69	5,449	24.6
Wood Product Manufacturing	7	3.37	523	2.4
Total Manufacturing	208	100.00	22,136	100.0

Construction	Sttmts	Sttmts %	Empls	Empls %
Total Construction	193	100.0	6,693	100.0

Sector	Sttmts	Sttmts %	Empls	Empls %
Non-Manufacturing	1,540	79.3	612,831	95.5
Manufacturing	208	10.7	22,136	3.4
Construction	193	9.9	6,693	1.0

Section I (b)

Economic Climate[3]

Collective bargaining in 2015 occurred in an environment of sustained yet moderate economic growth. Ontario's real Gross Domestic Product (GDP) (Chart 1) growth was an estimated 2.5% in 2015, a decrease from the 2014 rate of growth. Ontario's unemployment rate was 6.9% in 2015, unchanged from the previous year. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 1.2% in 2015, a decrease from 2.4% in 2014.

[3] F forecast
Ontario Ministry of Finance, Survey of Private Sector Forecasts and Statistics Canada
2015 numbers are preliminary

Chart 1: Selected Economic Indicator, GDP 2010 - 2018

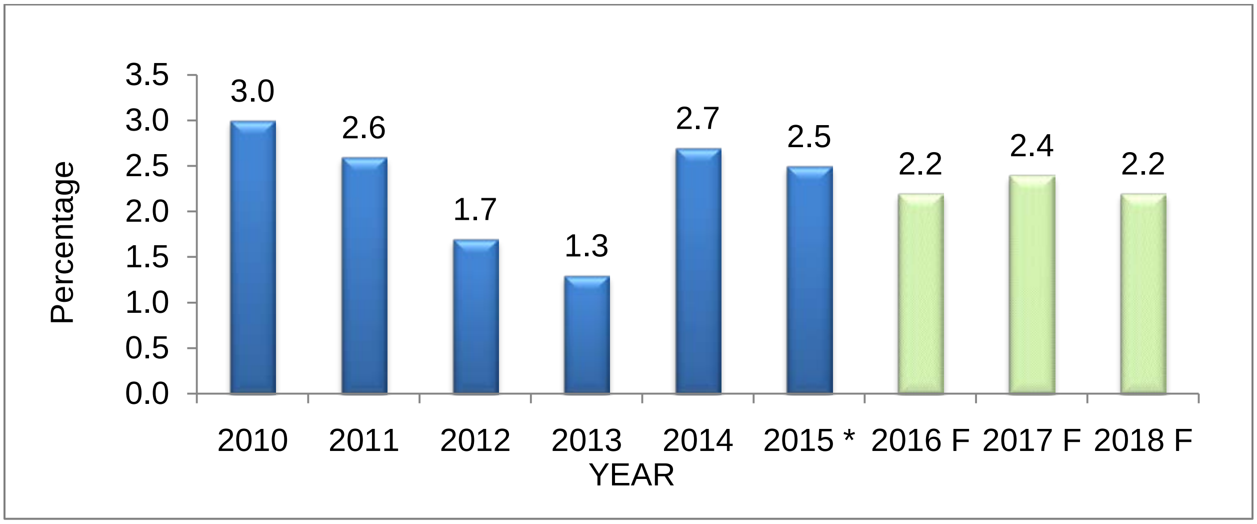
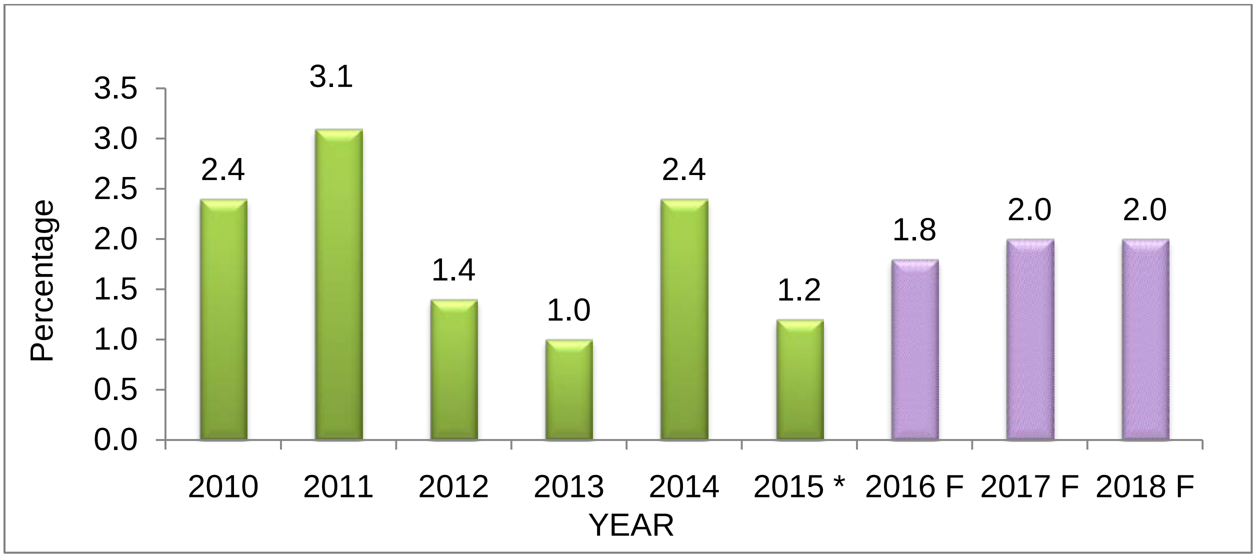


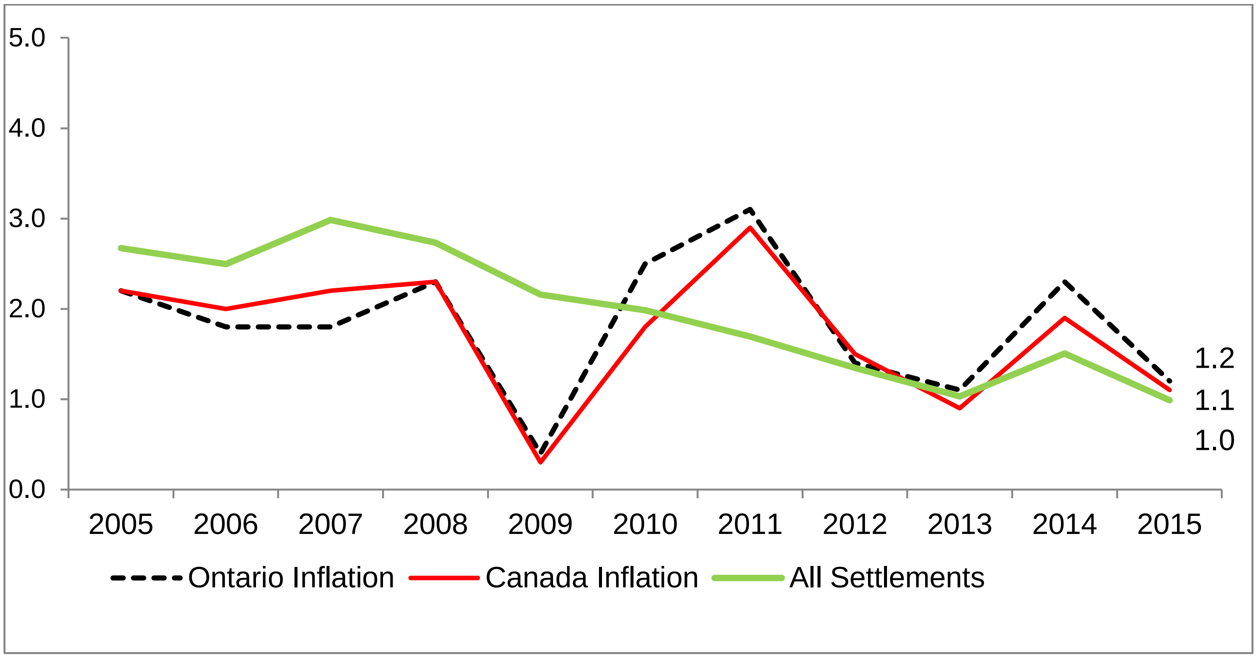
Chart 2: Selected Economic Indicator, CPI 2010 - 2018



II Negotiated Wage Increases 2015

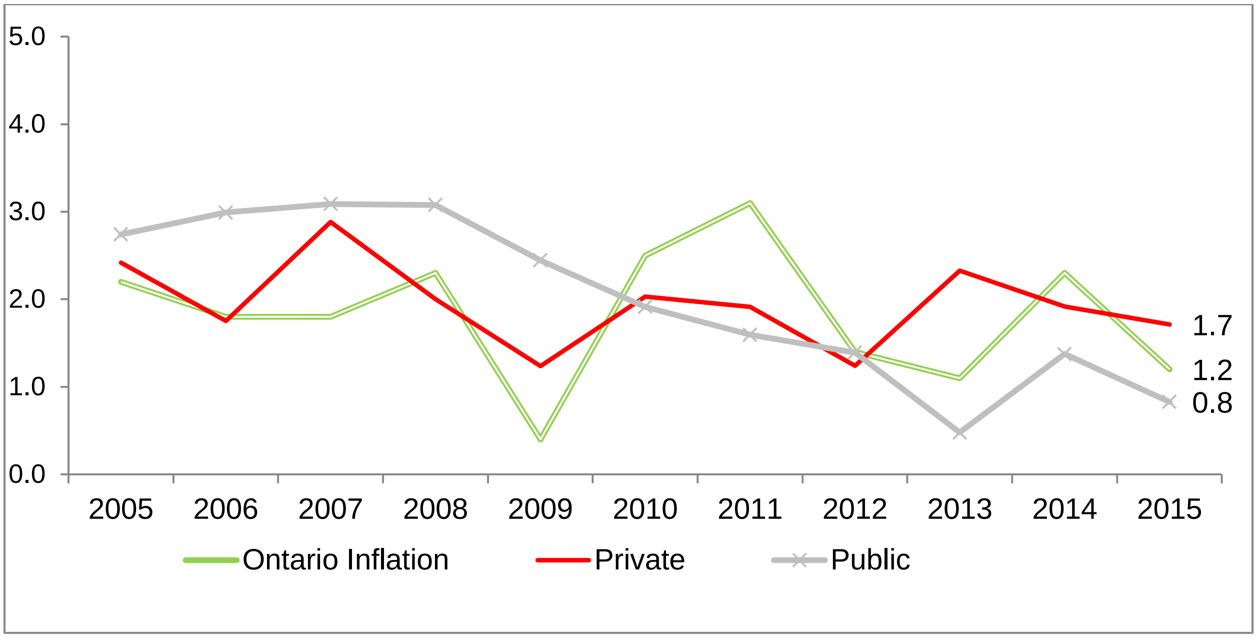
In 2015, of the 1,941 settlements ratified, there were 397 covering 150 or more employees, affecting 567,687 employees. These settlements provided an average annual wage increase of 1.0%, a decrease from 1.5% in 2014. The average annual wage increase in the private sector decreased from 1.9% in 2014 to 1.7 % in 2015. Public sector settlements reported an average annual wage increase of 0.8% in 2015, compared to 1.4% in 2014. Factors affecting the public sector in 2015 where school boards, which ratified eight central settlements during 2015 at an average annual base wage increase of 0.5%.

Chart 3: Average Annual Wage Increases for All Settlements and Inflation, 2005 - 2015



Statistic	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Ontario Inflation	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.2
Canada Inflation	2.2	2.0	2.2	2.3	0.3	1.8	2.9	1.5	0.9	1.9	1.1
All Settlements	2.7	2.5	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.0

Chart 4: Average Annual Wage Increase in Private, Public Sectors and Inflation, 2005 - 2015



Statistic	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Ontario Inflation	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.2
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7
Public	2.7	3.0	3.1	3.1	2.4	1.9	1.6	1.4	0.5	1.4	0.8

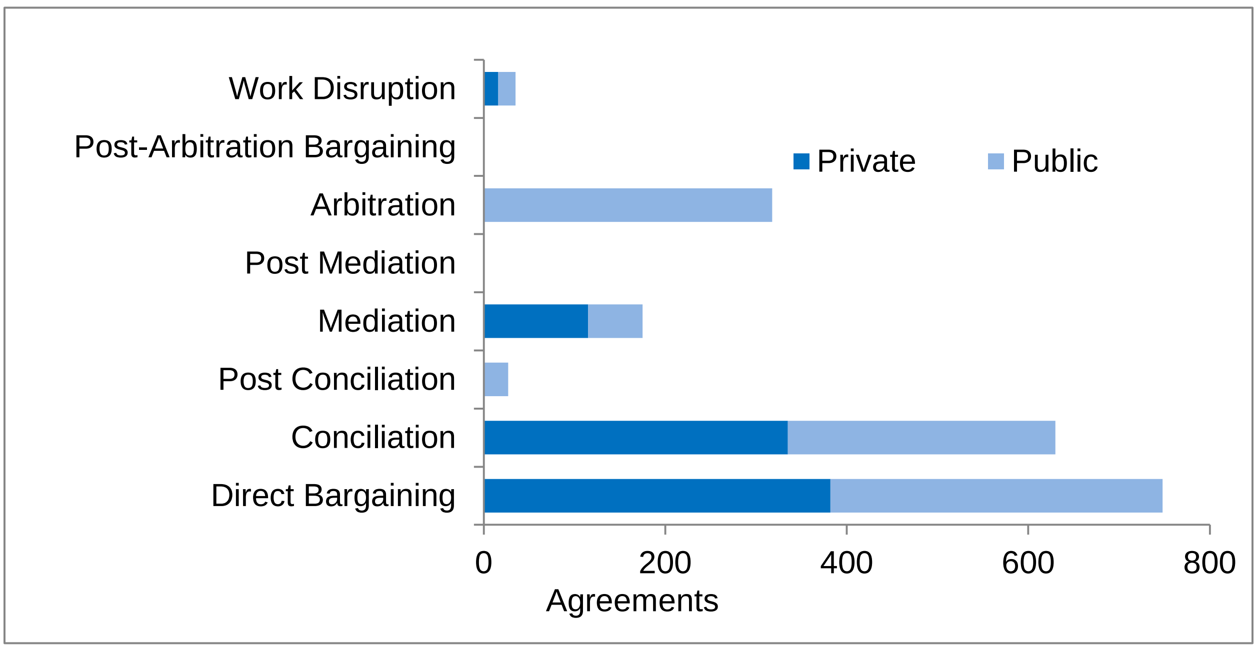
Stage of Settlement

Over 98% of settlements ratified in 2015 (covering approximately 95.8% of employees) were reached without a work disruption. Of those, 42.9% of were concluded with the assistance of a conciliator or mediator, 38.5% (Table 3) were reached through direct bargaining and 16.7% were settled in arbitration. In the public sector, 33.7% of settlements were reached through direct bargaining, compared to 44.7% in the private sector. The percentage of settlements reached with the assistance of a conciliator or mediator was 35% in the public sector and 52.7% in the private sector. In the public sector, 29.3% of settlements were reached through arbitration, compared to 0.7% in the private sector.

Table 3: Number of Settlements Ratified in 2015 and Employees Covered, by Stage of Settlement

Settlement Stage	All Sttmts	All Empls	Private Sttmts	Private Empls	Public Sttmts	Public Empls
Direct Bargaining	748	103,519	382	44,480	366	59,039
Conciliation	630	119,464	335	41,698	295	77,766
Post Conciliation	27	6,157	-	-	27	6,157
Mediation	175	325,961	115	33,843	60	292,118
Post Mediation	1	730	-	-	1	730
Arbitration	324	59,237	6	342	318	58,895
Post-Arbitration Bargaining	1	2	-	-	1	2
Work Disruption	35	26,590	16	13,633	19	12,957
All Settlements	1,941	641,660	854	133,996	1,087	507,664

Chart 5: Stage of Settlement, by Sector, 2015



Settlement Duration

Of all the settlements ratified in 2015, 42.3% (Table 4) were of three-year duration, 29.5% were of two-year duration and 21.4% were of a term longer than three years. The majority (57.4%) of settlements in the private sector were of three-year duration, compared to 30.5% in the public sector. Table 5 outlined all settlements ratified in 2015 and employees covered, by industry. Three-year terms were negotiated for 56.2% of manufacturing, 37.5% of non-manufacturing and 66.3% of construction settlements.

Table 4: Duration of Settlements Ratified in 2015, by Sector

Duration of Settlement (Years)	All Sttmts	All Empls	Private Sttmts	Private Empls	Public Sttmts	Public Empls
Less than 12 months	2	110	2	110	-	-
One-year settlements	129	18,100	41	1,535	88	16,565
Two-year settlements	573	67,985	71	3,708	502	64,277
Three-year settlements	822	433,405	490	57,995	332	375,410
Four-year settlements	278	67,144	144	23,659	134	43,485
Five-year settlements	110	22,789	83	15,399	27	7,390
Six-year settlements	19	27,007	15	26,470	4	537
Seven-year settlements or more	8	5,120	8	5,120	-	-
Total	1,941	641,660	854	133,996	1,087	507,664

Table 5: Duration of Settlements Ratified in 2015, by Industry

Duration of Settlement (Years)	Manuf Sttmts	Manuf Empls	Non-Manuf Sttmts	Non-Manuf Empls	Cons Sttmts	Cons Empls
Less than 12 months	1	70	1	40	-	-
One-year settlements	8	179	116	17,786	5	135
Two-year settlements	16	904	548	66,960	9	121
Three-year settlements	117	14,622	577	414,955	128	3,828
Four-year settlements	31	2,797	221	64,145	26	202
Five-year settlements	27	2,835	58	17,547	25	2,407
Six-year settlements	4	188	15	26,819	-	-
Seven-year settlements or more	4	541	4	4,579	-	-
Total	208	22,136	1,540	612,831	193	6,693

Duration of Negotiations

In 2015, data regarding the duration of negotiations are maintained for 397 settlements covering 150 or more employees. The average duration of negotiations for all sectors was 7.4 months. The average duration of negotiations in the public sector was 8.7 months compared to 4.1 months in the private sector (Table 6 and 7).

In the private sector, 57% of negotiations were concluded within one to three months, compared to 31.8% of negotiations in the public sector.

Table 6: Duration of Negotiations

Duration of Negotiations (months)	Total Sttmts	Total Empls	Private Sttmts	Private Empls	Public Sttmts	Public Empls
1- 3 months	155	105,547	65	50,201	90	55,346
4 - 6 months	74	79,054	31	44,949	43	34,105
7-9 months	54	131,521	10	4,916	44	126,605
10-12 months	33	154,183	1	197	32	153,986
13 months and over	81	97,382	7	2,338	74	95,044
Total	397	567,687	114	102,601	283	465,086

Table 7: Average Duration of Negotiations

Sector	Average Duration of negotiations (months)
Private	4.1
Public	8.7
Total	7.4

Distribution of Wage Increases

In 2015, data regarding the distribution of wage increases are maintained for 397 settlements covering 150 or more employees. Overall, 0.7% of employees did not receive wage increases, while approximately 58.8% of employees (Table 8) received average annual wage increases ranging from 0.1% to 0.9% and another 32.7% of employees received increases ranging from 1.0% to 1.9%.

In the public sector, 0.3% of employees did not receive wage increases, compared to 2.3% of private sector employees. In the private sector, 77.1% of employees received increases ranging from 1.0% to 1.9% and in the public sector 71.1% received increases ranging from 0.1% to 0.9%.

Table 8: Distribution of Wage Increases by Sector

Percentage Increase	All Sttmts %	All Empls %	Private Sttmts %	Private Empls %	Public Sttmts %	Public Empls %
no increase	2.8	0.7	6.1	2.3	1.4	0.3
0.1 - 0.9 percent	12.6	58.8	6.1	2.8	15.2	71.1
1.0 - 1.9 percent	59.9	32.7	54.4	77.1	62.2	22.9
2.0 - 2.9 percent	17.9	5.9	23.7	11.1	15.5	4.7
3.0 - 3.9 percent	6.5	1.9	9.6	6.7	5.3	0.9
4.0 - 4.9 percent	0.3	-	-	-	0.4	-

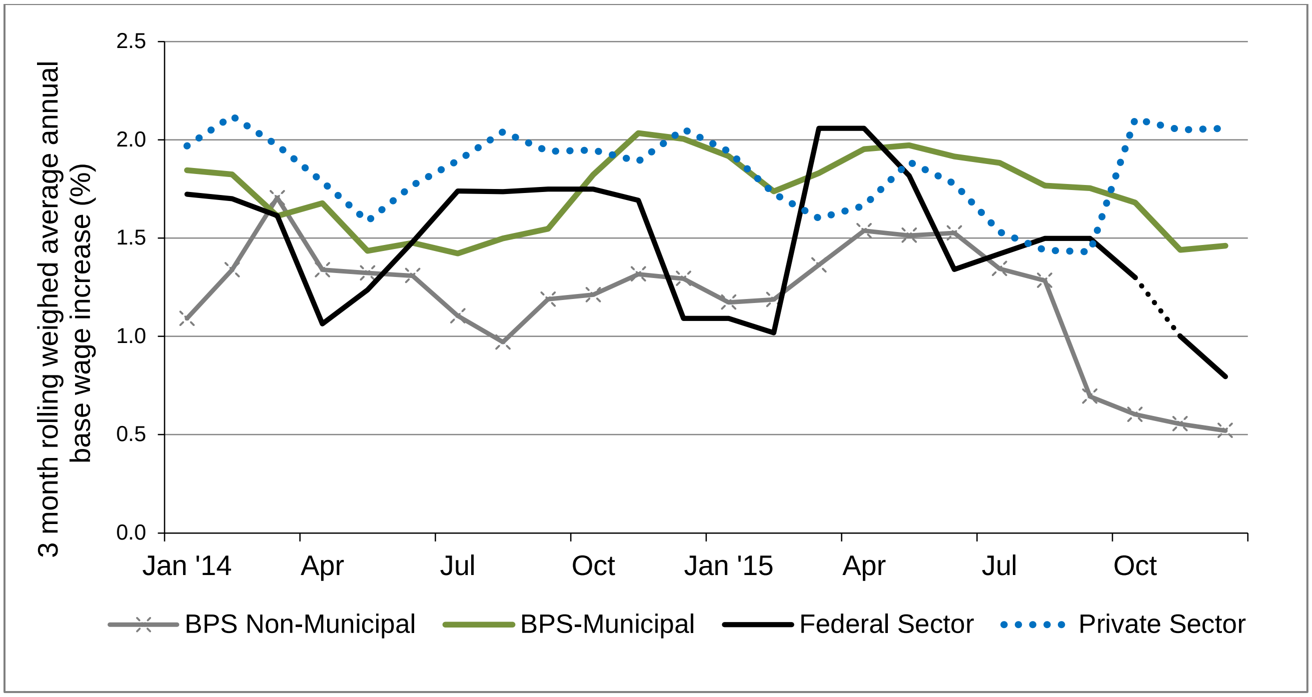
Wage Trends by Sector[4]

Public Sector (BPS Municipal, BPS Non-Municipal, Federal) and Private Sector Settlement Trends

The graph below depicts the three-month rolling weighed average annual base wage increase for settlements covering 150 or more employees in the BPS non-municipal, the BPS municipal, federal and private sectors in Ontario for 2014 and 2015.

The BPS Non-municipal sector had reported an average annual base wage increase at 0.7% in 2015, compared to 1.3% in 2014. The BPS municipal sector had reported an average annual base wage increase at 1.8% for 2015, compared to 1.6% in 2014. The federal sector average annual base wage increase was reported at 1.6% in 2015, decreasing from 1.5% in 2014.

Chart 6: Wage Trends by Sector, 2014 – 2015



[4] Wage Information on Wage Trends by Sector is based on settlements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario (with the exception of central settlements in education sector, ratified September through December). Wage information is based on settlements between January 1, 2005 and December 31, 2015 as of December 31, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement (where wages are negotiated) and excludes lump sum payments. Wage information includes COLA estimates.
There are no representative settlements in the Federal Sector for the months of October and November 2015.

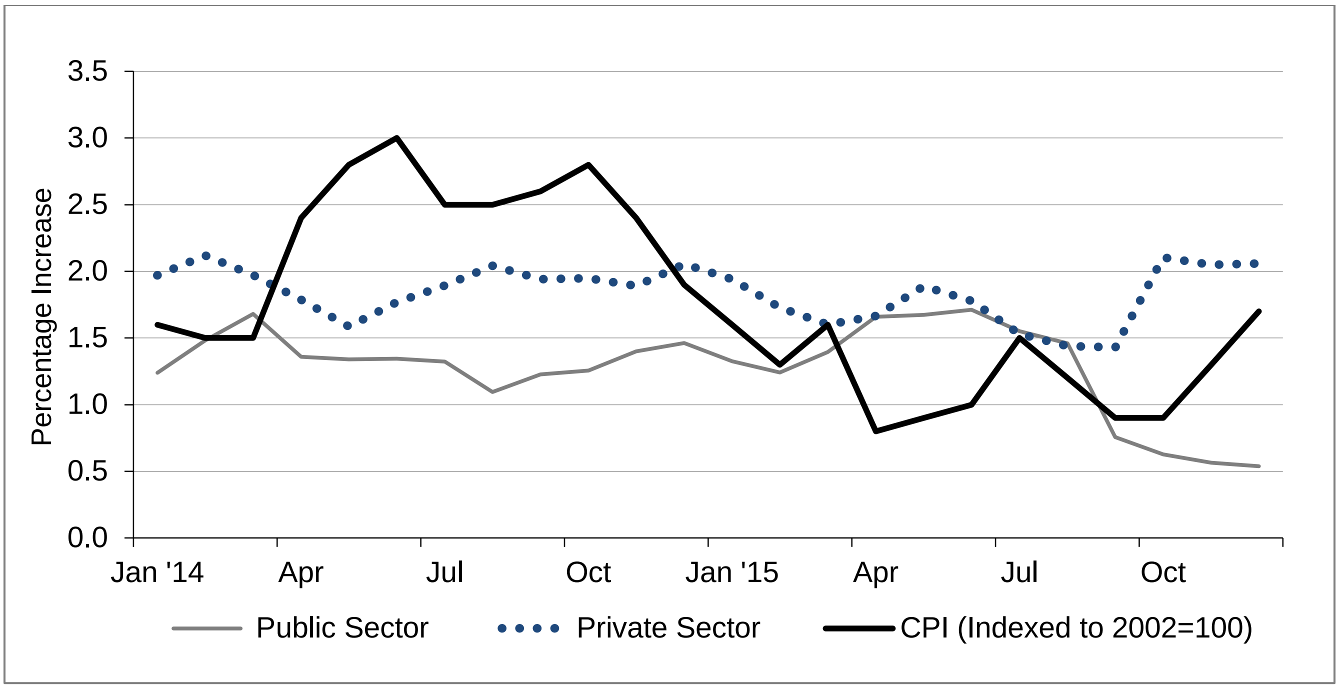
Consumer Price Index, Public (All Combined) and Private Sector Settlement Trends

The graph below depicts the three-month rolling weighed average annual base wage increase for settlements covering 150 or more employees for all public combined, the private sector and the Consumer Price Index during 2014 and 2015.

The public sector combined three-month rolling weighed average annual base wage increase was reported at 0.8% in 2015 compared to 1.4% in 2014. The private sector average annual base wage increase was reported at 1.7 for 2015, compared to 1.9% in 2014.

The Consumer Price Index in Ontario was reported at 1.2% for 2015.

Chart 7: Consumer Price index, Public (All combined) and Private Sectors, 2014 – 2015



Quarterly Wage Settlements

Table 9: Average Annual Increase in Base Wage Rates, by Quarter and Sector

Quarter	All Settlements	Private Sector	Public Sector
First Quarter	1.5	1.6	1.4
Second Quarter	1.7	1.8	1.7
Third Quarter	0.9	1.4	0.8
Fourth Quarter	0.7	2.1	0.5
Total	1.0	1.7	0.8

Table 10: Average Annual Increase in Base Wage Rates, by Quarter and Industry

Quarter	Manufacturing	Non-Manufacturing	Construction
First Quarter	1.6	1.5	-
Second Quarter	1.7	1.7	1.7
Third Quarter	1.9	0.9	1.6
Fourth Quarter	1.7	0.7	1.5
Total	1.7	1.0	1.6

Wage Settlements by Industry

In 2015, the average annual wage increases (Table 12) were reported at 1.0% in the non-manufacturing sector, compared to 1.7% in the manufacturing sector and 1.6% in construction.

In the non-manufacturing sector, the average annual wage increase for the largest concentration of employees (Table 11) was 0.6% in education and related services. The highest wage increase in non-manufacturing occurred in transportation and warehousing (2.2%) followed by agriculture, forestry, fishing and hunting and real estate rental and leasing with 2.0%. The wage increase with the largest concentration of employees in the manufacturing sector was 1.3% in transportation equipment manufacturing.

The 10 settlements with cost-of-living allowance (COLA) clauses (Table 12) provided increases averaging 1.9%, increasing from 1.7% in 2014. In comparison, the remaining 387 settlements without a COLA clause averaged 1.0%, unchanged from the previous year.

Table 11: Average Annual Increase in Base Wage Rates, Non-Manufacturing, Manufacturing and Construction

All Non-Manufacturing	Total Sttmts	Total Empls	Total %	COLA Sttmts	COLA Empls	COLA %	No COLA Sttmts	No COLA Empls	No COLA %
Accommodation & Food Services	8	2,681	1.7	-	-	-	8	2,681	1.7
Administrative & Support, Waste Management & Remediation Services	6	9,744	1.5	-	-	-	6	9,744	1.5
Agriculture, Forestry, Fishing & Hunting	2	550	2.0	-	-	-	2	550	2.0
Arts, Entertainment & Recreation	3	1,070	1.1	-	-	-	3	1,070	1.1
Education & Related Services	32	297,933	0.6	-	-	-	32	297,933	0.6
Federal Government Public Administration	3	692	1.5	-	-	-	3	692	1.5
Health & Social Services	193	79,104	1.5	-	-	-	193	79,104	1.5
Information & Cultural Studies	3	17,707	1.9	-	-	-	3	17,707	1.9
Local, Municipal & Regional Public Administration	36	34,669	1.9	-	-	-	36	34,669	1.9
Mining, Quarrying, Oil & Gas Extraction	2	3,010	1.9	1	2,700	2.0	1	310	1.0
Other Services (except public administration)	3	776	1.0	-	-	-	3	776	1.0
Professional, Scientific & Technical Services	3	1,361	1.6	-	-	-	3	1,361	1.6
Provincial & Territorial Public Administration	2	31,659	0.5	-	-	-	2	31,659	0.5
Real Estate, Rental & Leasing	2	399	2.0	-	-	-	2	399	2.0
Retail Trade	7	31,425	1.4	-	-	-	7	31,425	1.4
Transportation & Warehousing	23	16,582	2.2	-	-	-	23	16,582	2.2
Utilities	10	18,145	1.1	1	1,072	2.1	9	17,073	1.0
Wholesale Trade	5	1,518	1.2	-	-	-	5	1,518	1.2
Total Non-Manufacturing	343	549,025	1.0	2	3,772	2.0	341	545,253	1.0

Table 11 (Continued): Average Annual Increase in Base Wage Rates, Non-Manufacturing, Manufacturing and Construction

Manufacturing	Total Sttmts	Total Empls	Total %	COLA Sttmts	COLA Empls	COLA %	No COLA Sttmts	No COLA Empls	No COLA %
Beverage & Tobacco Product Manufacturing	1	400	1.7	-	-	-	1	400	1.7
Chemical Manufacturing	3	708	2.6	-	-	-	3	708	2.6
Fabricated Metal Product Manufacturing	2	476	0.9	1	280	1.0	1	196	0.7
Food Manufacturing	12	4,357	1.9	2	480	1.9	10	3,877	1.9
Computer & Electronic Product Manufacturing	1	205	2.1	-	-	-	1	205	2.1
Miscellaneous Manufacturing	1	190	0.7	-	-	-	1	190	0.7
Non-Metallic Mineral Product Manufacturing	1	159	1.5	-	-	-	1	159	1.5
Paper Manufacturing	4	914	2.2	-	-	-	4	914	2.2
Petroleum & Coal Product Manufacturing	1	202	2.7	-	-	-	1	202	2.7
Plastics & Rubber Products Manufacturing	2	446	2.8	-	-	-	2	446	2.8
Primary Metal Product Manufacturing	2	509	1.7	-	-	-	2	509	1.7
Textile Mills	1	165	0.6	-	-	-	1	165	0.6
Textile Product Mills	1	150	1.8	1	150	1.8	-	-	-
Transportation Equipment Manufacturing	11	5,030	1.3	4	2,911	1.7	7	2,119	0.8
Wood Product Manufacturing	1	252	1.7	-	-	-	1	252	1.7
Total Manufacturing	44	14,163	1.7	8	3,821	1.7	36	10,342	1.7

Table 11 (Continued): Average Annual Increase in Base Wage Rates, Non-Manufacturing, Manufacturing and Construction

Construction	Total Sttmts	Total Empls	Total %	COLA Sttmts	COLA Empls	COLA %	No COLA Sttmts	No COLA Empls	No COLA %
Total Construction	10	4,499	1.6	-	-	-	10	4,499	1.6

Table 12: Average Annual Increase in Base Wage Rates, by Industry[5]

Sector	Total Sttmts	Total Empls	Total %	COLA Sttmts	COLA Empls	COLA %	No COLA Sttmts	No COLA Empls	No COLA %
Non-Manufacturing	343	549,025	1.0	2	3,772	2.0	341	545,253	1.0
Manufacturing	44	14,163	1.7	8	3,821	1.7	36	10,342	1.7
Construction	10	4,499	1.6	-	-	-	10	4,499	1.6
All Industries	397	567,687	1.0	10	7,593	1.9	387	560,094	1.0

[5] Tables 11 and 12 are for settlements with bargaining units of 150 or more employees.

III Major Settlements Ratified in 2015

Non-Manufacturing

Health and Social Services

In 2015, two arbitration awards were issued for the Ottawa Hospital and Canadian Union of Public Employees (CUPE), local 4000 and Ontario Public Service Employees Union (OPSEU), local 464. The CUPE award (four-year term) covered 3,625 employees and provided annual wage increases of 0.7% in addition to lump sum payments of 0.7% each year. The two-year OPSEU award provided 1,897 paramedical employees with annual wage increases of 1.4%.

St. Joseph's Health Care in London renewed a three-year agreement with Unifor, local 27. Wage increases of 1.4% each year were provided for 1,434 employees, including increases in shift premium to $1.25 and weekend premium to $1.35 per hour and variable lump sum payments.

London Health Sciences Centre reached a three-year agreement with Unifor, local 27 representing 1,483 employees. The agreement provides wage increase of 1.4% in each of the first and second years and 1.0% in the third year, in addition to lump sum payments of $150 and $75 for full-time and non-full-time employees respectively. Improvements to benefits include increases to vision care, chiropractor coverage, and massage therapy (each will be increased to a maximum of $325 effective October 11, 2016).

A 51-month arbitrated agreement for Sunnybrook Health Sciences Centre and the Service Employees International Union (SEIU), representing 1,795 employees, provided wage increases of 0.7% each year, in addition to lump sum payments. Improvements to benefits included increases to chiropractor and licenced or registered physiotherapist services to a maximum of $375 for full-time employees.

The Centre for Addiction and Mental Health (CAMH) and Ontario Public Service Employees Union settled a two-year agreement for 1,700 employees. The agreement provided wage increases of 1.4% each year, adjustments for eligible employees, and a lump sum payment of $375 for incumbent Psychological Associates.

The Participating Nursing Homes (including Sienna Living, Revera and Extendicare) and SEIU were handed an award on a one-year agreement in September, covering 13,900 employees. The award includes wage increases of 1.3% and increases in weekend premium to $0.25 an hour.

In March, two central long term care agreements were renewed. The first deal is for a two-year renewal agreement for 22 independent nursing homes (including Trinity Village and Trillium Villa) and Unifor. Providing 2,692 employees wage increases of 1.5% in year one and 1.3% in year two. Extendicare and Unifor also renewed a two-year deal for 1,076 employees. The deal includes wage increases of 1.5% and 1.3%, as well as increases to weekend premium of $0.25 an hour, improvements to vision and hearing coverage and life insurance.

The Ontario Nurses Association was handed an award in February on a two-year central agreement with 173 long term care homes. Covering approximately 3,152 nurses; the award provides wage increases of 1.5% and 1.4% in years one and two.

Ontario continued to build on its success in developing a framework for centralized bargaining for the Developmental Services sector, from facilitating coordinated bargaining on its central terms, to the implementation of 119 local collective agreements in the Developmental Services sector.

Education and Related Services

In the education sector, during 2015, central settlements under the new two-tier bargaining system were achieved under the School Boards Collective Bargaining Act, (Bill 122). The central settlements for the school boards were ratified during the months of September through December, covering a total of 277,500 teachers and support staff. The central settlement terms were similar with respect to compensation increases: there were no wage increases in the first year, a lump sum payment of 1% in year two, a 1% wage increase in September 2016 and a further 0.5% during the 98th day of the school year (or February 1, 2017).

The Governing Council of the University of Toronto and CUPE renewed two large agreements during the year. The first, a three-year agreement for 600 service employees, provides wage increases of 0.5%, 1% and 1.75% and a one-time-only lump sum payment of $150 paid at ratification, July 2015 and July 2016. The second, a three-year agreement for 500 casual service employees with no wage increases but one-time lump sum payments of $300 upon ratification and $100 paid in July 2015, January 2016, July 2016 and January 2017 for regular active employees. Hospitality workers (Casual) received $150 upon ratification and $75 on the same dates as regular employees.

The Governing Council of the University of Toronto and CUPE renewed two other large agreements. In July they were handed an award on a 44-month agreement for 4,300 unit 1 teaching assistants and instructors. The agreement provides wage increases of 0.5% in both January and May of years one and two, 0.75% in January 2017 and a further 1% in May 2017. The March settlement is a three-year renewal covering 1,200 unit 3 sessional lecturers. This agreement provides wage increases of 1 % on September 1, 2014, 0.5% on September 1, 2015, 0.5% on January 1, 2016 (based on Aug 31/'15 salary), 0.5% on September 1, 2016 and 0.75% on January 1, 2017 (based on Aug 31/'16 salary). Lump sum payments for sessional lecturers (stipend) on years one to three of $300 per year for a full course and for writing Instructors and/or other music professionals (hourly paid) payments for years one to three varying from $70 to a maximum $300 per year, based on hours worked.

Queen's University had two large renewals as well. The first, the Queen's University Faculty Association renewed a four-year agreement covering 1,350 faculty staff, librarians and archivists.

Wage increases provided are 1% in year one, 1.25% in year two, 1.5% in year three and 1.75% in the fourth year of the agreement. The second, a four-year renewal with the United Steelworkers, for 1,150 employees, with lump sum payments of $750 in year one, 1% wage increase in year two and 1.25% in the last two years of the agreement.

Municipal Government

Two arbitration awards were issued for the City of Ottawa and Canadian Union of Public Employees (CUPE), Local 503, and Civic Institute of Professional Personnel (CIPP). The two-year CUPE award, covering 3,200 part-time recreation and culture employees, provided wage increases of 1.93% in the first year and 2.0% in the second year. The other two-year CUPE award provided 6,320 inside and outside employees with wage increases of 1.93% in the first year, 2.0% in the second year. An award was also issued for the City of Ottawa and Civic Institute of Professional Personnel (CIPP), representing 1,890 employees. The three-year arbitrated agreement included wage increases of 1.93% in the first year and 2% in each of the second and third years.

Toronto Police Services Board and Toronto Police Association, representing 7,732 uniformed and civilian officers, negotiated four 48-month agreements. The agreements provide wage increases of 2% on January 1, 2015, 0.75% on December 1, 2015, 1.5% on January 1, 2016, 0.45% on July 1, 2016, 1.5% on January 1, 2017, 0.4% on July 1, 2017, and 1.75% on January 1, 2018. Modifications to benefits include elimination of additional annual vacation paid upon retirement for newly hired employees, effective January 1, 2016, elimination of sick pay gratuity for new employees hired after date of ratification, and an annual cap of $3,000 for physiotherapy and $3,500 for psychological/family counselling.

The Regional Municipality of Niagara and the Canadian Union of Public Employees (CUPE), local 1287 signed a three-year renewal agreement covering 913 inside and outside employees with wage increases of 1.5% in year one, 1.25% in year two and 1.5% in year three of the agreement, including improvements to benefits.

The Halton Regional Police Services Board and the Halton Regional Police Association renewed two, four-year agreements (659 uniformed and 282 civilian employees). The renewal agreements include increases of 1.9% on January 1, 2015, 1.0% on September 1, 2015, 0.3% on December 1, 2015; 1.95% on January 1, 2016, 1.9% on January 1, 2017 and 1.8% on January 1, 2018. The agreement includes improvements to benefits coverage and changes to long-term disability.

The London Police Services Board and the London Police Association also renewed two, four-year agreements. The agreements cover 787 uniformed and civilian officers with wage increases of 1.95% in the first year, 0.95% in each of the second through fourth years and a market value adjustment on December 1, 2018 (to match the average salary of same position at Ontario’s eleven largest police services boards).

Retail Trade

Loblaws Supermarkets Limited and United Food and Commercial Workers (UFCW), local 1000 reached a six-year agreement for 13,440 employees. The agreement provides wage increases of $0.25 in each of the first and second years, $0.20 in the third year, $0.25 in the fourth year, $0.35 in the fifth year, and $0.40 in the final year. The agreement also provides lump sum payments of $1,500 and $750 for all active full-time and part-time employees respectively, $350 for all other part-time employees who are not on payroll as of date of ratification, and $100 for eligible part-time employees.

Loblaws Supermarkets Ltd., Zehrs Markets, Zehrmart Inc, Great Canadian Food Stores and Real Canadian Superstores and the United Food and Commercial Workers, locals 175 and 633 also renewed for 11,710 employees in July. This six-year renewal includes wage increases to full and part-time employees who are at the end rate of $0.40 in the first year, $0.25 in the second year, $0.20 in third year, $0.25 in fourth year, $0.30 in both the fifth and the final years and $100 lump sum for eligible part-time employees. The settlement was reached following work stoppages in selected stores across Essex, Kent and Lambton counties.

No Frills Franchise Stores and Unifor, local 414 reached a four-year renewal agreement for 1,200 employees. The agreement includes wage increases of $0.25 per hour on each of the ratification date, first, second and third year anniversaries to full-time and part-time employees, full-time and part-time pharmacy assistants in operations who are at or above the end rate of pay. The settlement includes a lump sum of $110 for full-time employees and full-time pharmacy assistants and $60 to part-time employees and part-time pharmacy assistants who are at or above the end rate of pay.

Transportation

The City of Hamilton (Hamilton Street Railway) and the Amalgamated Transit Union renewed a four-year agreement for 682 employees. Wage increases are 1% during the first year and 2% in each of the final three years, in addition to a lump sum payment of $500 for full-time employees. Other benefits include physiotherapy increase to $1,500 annual maximum, effective July 2015.

Air Canada effected two agreements during 2015; the first agreement with Unifor local 2002, was for a five-year term, covering 1,637 sales and service employees with wage increases of 2% in the last two years of the agreement. Years one to three contain lump sum payments of $4,000, $3,000 and $2,000 respectively. The second agreement is a ten-year renewal in November with CUPE, covering 3,800 flight attendants. Wage increases are of 2% in the second though the last year of the agreement, lump sum payment of $5,000 upon ratification and improvements to pension and benefits.

Utilities

The Ontario Power Generation renewed two three-year agreements for their nuclear and non-nuclear employees. During May, a renewal with the Power Workers' Union (CUPE local 1000) for

5,445 employees. The second, with the Society of Energy Professionals (SEP), was ratified in November and covers 3,266 employees. Both agreements provide wage increases of 1% in each year, lump sum payments for PWU employees contributing to the pension plan of 1% of salary paid in April 2015 and a further 2% in April of 2016 and lump sum payments for SEP employees of 1% on January 2016 and 2% in January 2017.

Provincial Government

The Ontario Government and Ontario Public Service Employees Union (OPSEU), representing 31,339 (unified unit) employees, negotiated a three-year agreement. The agreement provides a lump sum payment of 1.4% in the second year, wage increase of 1.4% in the final year and includes a frozen wage grid progression in 2016 and 2017.

Other Services

The Ontario Lottery and Gaming Corporation (OLG Brantford Casino) and Unifor renewed a three-year agreement[6] following a work stoppage, covering 651 employees with a signing bonus of $2,500 and wage increases of 1.75% in the first year of the agreement.

Manufacturing

Transportation Equipment

Bombardier Aerospace renewed two three-year agreements with UNIFOR local 112 and 673. Both ratified in June and contain no wage increases in the first year, 1% and 1.25% in the last two years of the agreement, including a COLA fold-in of $0.97 per hour. The first unit for 1,905 employees includes a skilled-trades adjustment on 2015/16 of $0.35 per hour. The second unit with 473 employees contains scale adjustments to Group 10 and 12 of $9.38/week and Group 14 at $13.13/week. Both contain increases in shift premium from $1.40 to $1.50.

Food & Beverage

Maple Lodge Farms Ltd. and the United Food and Commercial Workers of Canada local 175 signed a three-year renewal agreement for their Norval plant. Representing 1,100 employees, wage increases are $0.30 per hour in each year of the agreement and a signing bonus of $500. Other changes include the establishment of a new defined contribution retirement savings plan for eligible employees.

[6] Or six months, after a service provider assumes direct management of the gaming site.

IV Work Disruptions under Ontario Jurisdiction

During 2015, 46 work disruptions under Ontario jurisdiction (Table 13) were reported, compared to 31 reported in 2014. Work disruptions during 2015 involved 21,242 employees and resulted in 337,470 person-days lost, compared to 5,479 employees and 132,200 person days lost in 2014.

In 2015, seven work disruptions were reported in the manufacturing sector, a decrease from 14 reported in 2014. The non-manufacturing sector reported 38 during 2015 compared to 17 reported in 2014.

The number of work disruptions in the private sector decreased from 21 in 2014 to 19 in 2015, compared to disruptions in the public sector which increased from 10 in 2014 to 27 in 2015. The number of person-days lost in the private sector decreased from 103,330 in 2014 to 72,840 in 2015. The number of person-days lost increased in the public sector, from 28,870 in 2014 to 264,630 in 2015.

In 2015, work disruptions in the manufacturing sector accounted for 9.6% of person-days lost compared to 75.8% in 2014. During 2015, 0.02% of the estimated working time in Ontario (Table 14) was lost due to work disruptions, compared to 0.01% in 2014.

Chart 8: Work Disruptions, 1991-2015

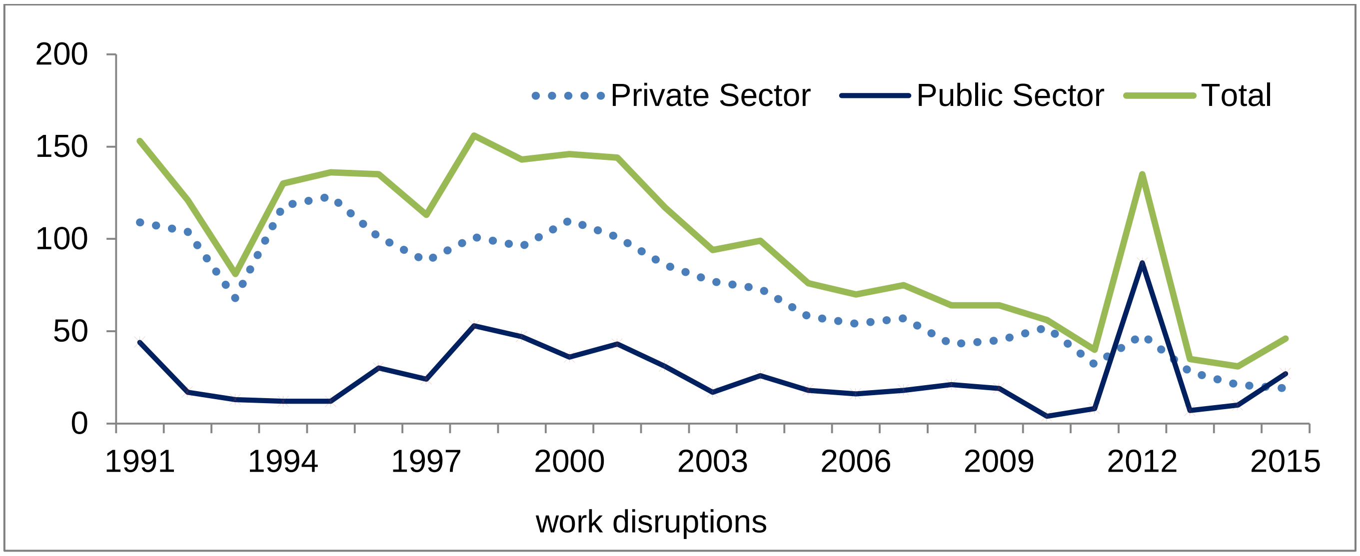
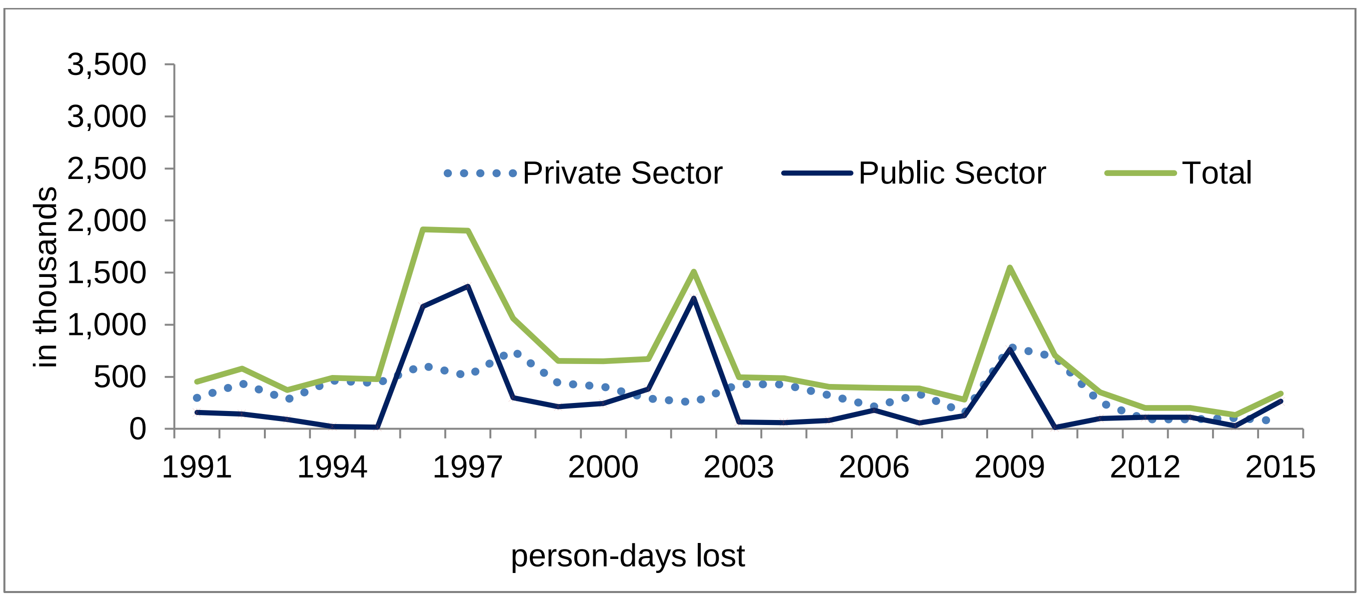


Chart 9: Person-Days Lost, 1991-2015



V Collective Bargaining Outlook for 2016

In 2016, collective bargaining in Ontario is expected to take place in an economic environment of modest yet stable growth, fueled by business investment and exports due to lower oil prices, a competitively valued Canadian dollar, lower interest rates and solid U.S. economy. According to a survey of private-sector forecasters[7], Ontario's real Gross Domestic Product (GDP) is projected to grow by 2.3% in 2016, 2.5% in 2017, 2.3% in 2018 and 2.1% in 2019. Ontario's consumer price inflation is forecast to be 1.8% in 2016 and will increase to 2.0% in 2017, 2018 and 2019. Ontario's employment is expected to increase by 1.1% in 2016 and 1.2% in 2017 and 2018 and 1.1% in 2019, while the unemployment rate is expected to decrease to 6.6% in 2016 and 6.4% in 2017.

Collective bargaining activity will involve the negotiations of over 2,803 agreements expiring in 2016, in addition to the continuation of bargaining that was not concluded in 2015. Major negotiations continuing from 2015 include the local agreements for school boards, Ontario public services, long-term care homes, municipal police and various municipalities.

Agreements expiring in 2016 cover approximately 481,042 Ontario-based employees. These expiring agreements represent 20.7% of agreements currently on file and affect 27% of the total number of employees. Bargaining activity in the private sector affects workers employed in construction and transportation equipment manufacturing in non-manufacturing, transportation and warehousing and retail trade. Public sector agreements are concentrated in universities, long-term care, hospitals, community services and municipalities.

[7] Ontario Ministry of Finance, Survey of Private Sector Forecasts

Table 13: Work Disruptions and Person-Days Lost, by Sector, 2005 – 2015

Year	Private No. of Work Disruptions	Private No. of Workers	Private Person-Days Lost	Public No. of Work Disruptions	Public No. of Workers	Public Person-Days Lost
2005	58	8,753	323,410	18	3,486	79,800
2006	54	9,990	214,480	16	20,250	180,120
2007	57	21,150	333,690	18	4,107	55,440
2008	43	3,651	153,850	21	15,467	127,920
2009	45	8,872	785,570	19	33,701	763,990
2010	52	10,473	691,890	4	238	12,740
2011	32	3,559	252,890	8	7,943	99,270
2012	48	4,962	90,120	87	61,020	110,480
2013	28	11,123	267,030	7	2,032	21,280
2014	21	2,464	103,330	10	3,015	28,870
2015	19	3,003	72,840	27	18,239	264,630

Year	Total No. of Work Disruptions	Total No. of Workers	Total Person-Days Lost
2005	76	12,239	403,210
2006	70	30,240	394,600
2007	75	25,257	389,130
2008	64	19,118	281,770
2009	64	42,573	1,549,560
2010	56	10,711	704,630
2011	40	11,502	352,160
2012	135	65,982	200,600
2013	35	13,155	288,310
2014	31	5,479	132,200
2015	46	21,242	337,470

Table 14: Work Disruptions Under Ontario Jurisdiction, 2005 - 2015

Year	Number of Work Disruptions	Number of Employees Involved	Number of Employees Per Work Disruption	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Disruption (Days Out)	Person-Days Lost as % of Estimated Working Time
2005	76	12,239	161	403,210	32.9	45	0.03
2006	70	30,240	432	394,600	13.0	48	0.03
2007	75	25,257	337	389,130	15.4	39	0.03
2008	64	19,118	299	281,770	14.7	48	0.02
2009	64	42,573	665	1,549,560	36.4	71	0.11
2010	56	10,711	191	704,630	65.8	71	0.05
2011	40	11,502	288	352,160	30.6	65	0.02
2012	135	65,982	489	200,600	3.0	13	0.01
2013	35	13,155	376	288,310	21.9	48	0.02
2014	31	5,479	177	132,200	24.1	59	0.01
2015[8]	46	21,242	462	337,470	15.9	54	0.02

[8] Source: Collective Bargaining Information Services, Dispute Resolution Services