

Collective Bargaining Highlights August 2012



At A Glance

Average Annual Wage Increase

	Jul	Aug
	%	%
Private Sector	1.5	1.5
Public Sector	1.8	1.4
All Settlements	1.7	1.5

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Agreements Settled in August

In August, 12 collective agreements were ratified, each covering 150 or more employees. These agreements covered 10,083 employees, 88% of whom were in the private sector (8,828).

The overall average annual increase in base wage rates in August was 1.5%, compared to 1.7% reported in the previous month. In the public sector, four agreements were settled for an average annual wage increase of 1.4%, a decrease from 1.8% in July. In the private sector, eight agreements were settled for an average annual wage increase of 1.5%, unchanged from the previous month.

For settlements in the month of August, the industry with the highest average annual wage increase was in transportation, communications and utilities. The lowest average annual wage increase was reported in both the trade and finance, and health and social services. The average annual wage increase in transportation, communications and utilities for one settlement was 3.3%, while other services reported an average annual wage increase of 2.2% for four settlements. Both trade and finance (one settlement), and health and social services (three settlements) reported average annual wage increases of 1.3%.

Wage Settlements - August

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	August Average Annual Wage Increase %
Private Sector	8	8,828	1.5
Public Sector	4	1,255	1.4
All Settlements	12	10,083	1.5

Table 2: Average Annual Increase, Current Three Years

	Jan - Aug 2012 %	2011 %	2010 %
Private Sector	1.6	1.9	2.0
Public Sector	1.7	1.6	1.9
All Settlements	1.7	1.7	2.0

Table 3: Average Annual Increase By Industry, Current Month

	Agmts	Empls	August Average Annual Wage Increase %
Manufacturing	1	220	2.0
Trade & Finance	1	6,800	1.3
Transportation, Communications & Utilities	1	270	3.3
Public Administration	1	339	1.8
Education & Related Services	1	200	2.0
Health & Social Services	3	916	1.3
Other Services	4	1,338	2.2
All Settlements	12	10,083	1.5

Table 4: Average Annual Increase By Industry, Current Three Years

	Jan - Aug 2012 %	2011 %	2010 %
Primary	0.5	3.3	2.2
Manufacturing	1.4	1.4	1.4
Construction	2.8	1.3	2.5
Trade & Finance	1.3	1.3	0.7
Transportation, Communications & Utilities	2.2	2.6	1.9
Public Administration	1.5	2.2	1.9
Education & Related Services	1.8	1.8	1.7
Health & Social Services	1.5	1.2	2.0
Other Services	1.8	2.2	2.5
All Settlements	1.7	1.7	2.0

Table 5: August Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Benteler Automotive Canada	Cdn Auto Workers	2.0	2.0	220	24	2014-07-31
Trade & Finance						
Metro Ontario (Food Basics)	Food & Commercial Workers	1.3 ¹	2.2	6800	77	2018-08-18
Transportation, Communications & Utilities						
Consolidated Aviation Fueling of Toronto (maintenance)	Machinists	3.3 ^{2,3}	0.0	270	60	2016-12-10
Public Administration						
Treasury Board of Canada (translation)	Cdn Assn Prof Empl	1.8	1.8	339	36	2014-04-18
Education & Related Services						
Royal Conservatory of Music	Ont Secondary School Teachers	2.0	2.0	200	36	2015-08-31
Health & Social Services						
Community Living Hamilton	Cdn Public Empls	0.7 ⁴	0.0	209	36	2014-03-31
Humber River Regional Hospital (technical/professional)	Ont Public Service Empls	0.9 ⁴	0.0	305	36	2014-03-31
London Health Sciences Centre (Victoria Campus) (office/clerical)	Cdn Office Prof Empls	2.0	2.0	402	24	2013-03-31
Other Services						
Candu Energy (technicians/technologists)	Prof Engineers Society	2.2	1.5	230	66	2016-12-31
Inergi (administrative and support)	Cdn Public Empls	2.6	2.6	193	36	2015-09-30
Nova Services Group (cleaning/maintenance/dietary)	Labourers	1.8	1.9	575	36	2015-06-30
Vertex Customer Management (Canada)	Cdn Public Empls	2.5	2.0	340	36	2015-09-30

¹ wage increases applicable to end rates only

² including COLA clauses and/or COLA estimates

³ two-tier wage schedule (wage increases applied to employees hired prior to December 11, 2006, and exclude lump sum payments for certain employees)

⁴ excluding lump sum payments

Selected Settlement Summaries

(Key monetary items based on available information)

London Health Sciences Centre and Canadian Office & Professional Employees' Union, Local 468 (402 office and clerical employees)

a two-year arbitrated renewal agreement, effective April 1, 2011, expiring March 31, 2013

- wage increases of 2% each year
- modification to health care benefits

Humber River Regional Hospital and Ontario Public Service Employees Union, Local 577 (305 employees)

a three-year arbitrated renewal agreement, effective April 1, 2011, expiring March 31, 2014

- lump sum payments in each of the first and second years, and wage increase of 2.75% in the third year
- modification to extended health care, early retirees, and sick leave benefits
- increased shift and weekend premiums, and standby pay

Nova Services Group Inc. (Provincial Long Term Health Care) and Labourers' International Union of North America, Local 183 (575 employees)

a three-year renewal agreement, effective July 1, 2012, expiring June 30, 2015

- wage increases of \$0.25 in each year; dietary employees above the grid rate received \$0.10 in the first year, and \$0.20 in each of the second and third years
- improvements to health and welfare and sick benefits
- new retirement fund for eligible employees

Table 6: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	47,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	14,100	Various dates
Police Services Boards	Police Association	Various locations	7,500	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	47,300	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	58,100	Various dates
Universities	CUPE et al.	Various locations	13,300	Various dates
Canada Post Corp. (urban unit)	Postal Workers	Province-wide	22,900	2011-01-31
Ontario Government (provincial police) (civilian/uniform)	Ont Provincial Police	Province-wide	8,200	2011-12-31
Ontario Government (AMAPCEO)	AMAPCEO	Province-wide	9,800	2012-03-31
College Employer Council (academic staff)	OPSEU	Province-wide	10,500	2012-08-31
District School Boards (teachers, occasional, support staff)	OSSTF, ETFO, CUPE et al.	Province-wide	255,000	2012-08-31
Ford	CAW	Various locations	5,100	2012-09-17
Chrysler	CAW	Various locations	4,000	2012-09-17
General Motors	CAW	Various locations	8,300	2012-09-17
Bell Canada (craft and services)	CEP	Province-wide	3,500	2012-11-30

As of August 31, 2012, there were 595 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 7: Consumer Price Index (2002=100)*

	2009	2010	2011	Year-to-date 2012	June 2012	July 2012	August 2012
Canada	0.3	1.8	2.9	1.8	1.5	1.3	1.2
Ontario	0.4	2.4	3.1	1.7	1.2	0.7	1.0
Toronto	0.5	2.5	3.0	1.8	1.2	1.0	1.1
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	1.6	1.0	0.7	1.0
Thunder Bay	0.1	2.1	3.1	1.2	0.5	0.1	0.3

* Percentage change from previous year
Source: Statistics Canada

Data for the months of March, June, September and December include quarterly information.

Information in this report is based on collective agreements covering 150 or more employees, a sample that represents 81% of unionized employees in Ontario. 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. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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