

Collective Bargaining Highlights July 2012



At A Glance

Average Annual Wage Increase

	Jun	Jul
	%	%
Private Sector	1.7	1.5
Public Sector	1.9	1.8
All Settlements	1.8	1.7

In This Issue

	page
At A Glance	1
Agreements Settled in July	1
Wage Settlements	2
July Settlements	3-4
Selected Settlement Summaries	5
Major Negotiations Underway	6
Consumer Price Index	6

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

Agreements Settled in July

In July, 28 collective agreements were ratified, each covering 150 or more employees. These agreements covered 23,886 employees, 80% of whom were in the public sector (19,132).

The overall average annual increase in base wage rates in July was 1.7%, compared to 1.8% reported in the previous month. In the public sector, 19 agreements were settled for an average annual wage increase of 1.8%, a decrease from 1.9% in June. In the private sector, nine agreements were settled for an average annual wage increase of 1.5%, a decrease from 1.7% reported in the previous month.

For settlements in July, the industry with the highest average annual wage increase was in transportation, communications and utilities. The lowest average annual wage increase was reported in primary industry. In the transportation, communications and utilities, the average annual wage increase was 2.6% for two settlements. The average annual wage increase in the primary industry for one settlement was 0.5%. In education and related services, the average annual wage increase for three settlements was 2%, while in public administration, the annual wage increase for 11 settlements averaged 1.7%.

Wage Settlements - July

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	July Average Annual Wage Increase %
Private Sector	9	4,754	1.5
Public Sector	19	19,132	1.8
All Settlements	28	23,886	1.7

Table 2: Average Annual Increase, Current Three Years

	Jan - Jul 2012 %	2011 %	2010 %
Private Sector	1.7	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	July Average Annual Wage Increase %
Primary	1	250	0.5
Manufacturing	5	1,198	1.0
Trade & Finance	1	1,200	0.6
Transportation, Communications & Utilities	2	2,390	2.6
Public Administration	11	13,872	1.7
Education & Related Services	3	3,264	2.0
Health & Social Services	3	746	1.4
Other Services	2	966	1.4
All Settlements	28	23,886	1.7

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

	Jan - Jul 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	1.2	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	1.7	2.2	2.5
All Settlements	1.7	1.7	2.0

Table 5: July Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Domtar (Dryden Forestlands)	Communications Energy Paperworkers	0.5 ¹	0.0	250	60	2014-08-31
Manufacturing						
AV Terrace Bay (mill operations)	United Steelworkers	0.5 ²	0.0	266	60	2017-08-29
Domtar (Dryden mill operations)	Communications Energy Paperworkers	0.5	0.0	265	60	2014-08-31
Mobile Climate Control	Food & Commercial Workers	2.3	2.0	200	36	2015-03-29
Moulure Alexandria Moulding	Christian Labour Assn	1.3	1.0	250	36	2014-12-09
National Rubber Technologies Corp	United Steelworkers	0.8 ³	0.0	217	36	2015-06-30
Trade & Finance						
No Frills Franchise Stores	Cdn Auto Workers	0.6 ^{4,5}	0.0	1,200	36	2015-07-08
Transportation, Communications & Utilities						
Air Canada	Air Canada Pilots Assn	2.8 ⁶	2.0	1,840	60	2016-03-31
Toronto Transit Commission (electrical div)	Cdn Public Empls	2.0 ⁵	2.0	550	36	2014-03-31
Public Administration						
City of Ottawa (professional/nurses)	Civic Institute Prof Personnel	1.9	1.9	1,759	24	2013-12-31
City of Toronto (Assn of Community Centres)	Cdn Public Empls	1.1 ⁴	0.0	275	48	2015-12-31
City of Kawartha Lakes (inside)	Cdn Public Empls	1.0	1.0	210	48	2015-12-31
City of Kawartha Lakes (outside)	Cdn Public Empls	1.0	1.0	220	48	2015-12-31
Halton Regional Police Services Board (civilians)	Police Assn (Halton Regional)	2.6	2.8	268	36	2014-12-31
Halton Regional Police Services Board (uniform)	Police Assn (Halton Regional)	2.6	2.8	634	36	2014-12-31
Regional Municipality of Niagara (office/outside)	Cdn Public Empls	1.0	0.0	840	36	2014-12-31
Regional Municipality of Peel (Human Services dept)	Cdn Public Empls	1.3	2.0	510	36	2014-12-31
Regional Municipality of Peel (public works)	Cdn Public Empls	1.0	1.0	287	36	2015-01-31
Treasury Board of Canada (economics & social science group) (EC)	Cdn Assn Prof Empls	1.7 ⁷	1.7	8,419	36	2014-06-21
Treasury Board of Canada (electronics group) (EI)	Electrical Workers	1.5	1.5	450	48	2014-08-31

Cont'd...
¹ restructuring of wage schedule

² excluding lump sum payments which apply only to eligible employees

³ wage increases apply to all wage rates except start rates

⁴ excluding lump sum payments

⁵ two-tier wage schedule

⁶ wage increases include 3% and 1% productivity incentive pay in year 2 & 3 respectively

⁷ excluding an additional 3.45% increase to end rates of each EC group, effective June 22, 2013

Table 5: July Settlements (cont'd)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services						
Brock University (office/clerical/library support)	Ont Secondary School Teachers	1.7	2.0	243	36	2015-04-30
Trent University (support staff)	Ont Public Service Empls	2.5	2.3	371	36	2015-06-30
University of Toronto (casual unit)	United Steelworkers	2.0	1.8	2,650	36	2014-06-30
Health & Social Services						
Children's Aid Society of London and Middlesex	Ont Public Service Empls	1.5	0.0	388	48	2016-03-31
District Municipality of Muskoka (The Pines) (serv/RPN)	Ont Public Service Empls	1.2	0.0	183	36	2014-03-31
Victorian Order of Nurses for Canada - Ontario Branch (Peel site)	Service Employees Intl	1.2	1.2	175	12	2013-03-31
Other Services						
Atomic Energy of Canada (prof empls)	Professional Institute	1.7	1.7	700	36	2014-06-30
Holiday Inns of Canada (Intercontinental Toronto Centre)	Food & Commercial Workers	0.5	0.5	266	36	2015-05-31

Selected Settlement Summaries (Key monetary items based on available information)

City of Ottawa and Civic Institute of Professional Personnel (CIPP) (1,759 employees)

a two-year renewal agreement, effective January 1, 2012, expiring December 31, 2013

- wage increases of 1.91% in the first year and 1.93% in the second year
- increases to vacation leave, responsibility and replacement allowances, and mileage reimbursement
- new article regarding reporting pay/cancellation pay
- reimbursement of 50% of the cost of annual membership fees in a professional association for all permanent part-time employees
- long term disability COLA increased from 2% to 3%
- an Optional Enhanced Retiree Benefit Plan will be made available to employees between 55 and 65 of age
- new language added for Post 65 Employment

Toronto Transit Commission and Canadian Union of Public Employees, Local 2 (550 employees)

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

- general wage increase of 2% in each year
- improvements to extended health care benefits

Halton Regional Police Services Board and Halton Regional Police Association (634 uniform and 268 civilian employees)

two, three-year renewal agreements, effective January 1, 2012, expiring December 31, 2014

- wage increases of 2.8% on January 1, 2012, 1.7% on January 1, 2013, 1% in July 2013, 1.4% on January 1, 2014, and 1% in July 2014
- improvements to health care benefits including vision care and dental plan
- increased shift premium for eligible uniform employees
- benefits to be provided to employees from 65 to 75 of age who retire after January 1, 2012

University of Toronto and United Steel, Paper and Forestry, Rubber, manufacturing, Energy, Allied, Industrial and Service Workers International Union (USW), Local 1998 (2,650 casual employees)

a three-year renewal agreement, effective July 1, 2011, expiring June 30, 2014

- wage increases of 1.75% in the first year, 2% in the second year, and 2.25% in the final year
- new personal emergency unpaid leave as described in the *Employment Standard Act*
- letter of intent regarding health care benefits

Table 6: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	47,800	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	14,300	Various dates
Police Services Boards	Police Association	Various locations	7,500	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	48,300	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	58,400	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
Metro Ontario Inc (Food Basics)	UFCW	Province-wide	6,500	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

As of July 31, 2012, there were 305 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	May 2012	June 2012	July 2012
Canada	0.3	1.8	2.9	1.9	1.2	1.5	1.3
Ontario	0.4	2.4	3.1	1.8	1.2	1.2	0.7
Toronto	0.5	2.5	3.0	1.9	1.3	1.2	1.0
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	1.7	1.1	1.0	0.7
Thunder Bay	0.1	2.1	3.1	1.4	0.6	0.5	0.1

* 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.

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>. For further information on this report or other services, please contact us at cbis@ontario.ca or call 416-326-1260.