

At A Glance

Average Annual Wage Increase

	Oct	Nov
	%	%
Private Sector	2.3	2.1
Public Sector	1.6	1.7
All Settlements	1.9	1.9

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Agreements Settled in November

In November, 23 collective agreements were ratified, each covering 150 or more employees. These agreements covered 12,822 employees, 56% of whom were in the public sector (7,134).

The overall average annual increase in base wage rates in November was 1.9%, unchanged from the previous month. In the public sector, 16 agreements were settled for an average annual wage increase of 1.7%, an increase from 1.6% in October. In the private sector, seven agreements were settled for an average annual wage increase of 2.1%, a decrease from 2.3% reported in the previous month.

For settlements in the month of November, the industry with the highest average annual wage increase was in public administration. The lowest average annual wage increase was in health and social services. The average annual wage increase in public administration for two settlements was 2.7%, while in transportation, communications and utilities, the average annual wage increase for two settlements was 2.2%. The average annual wage increase for other services was 2% for one settlement. Both trade and finance (one settlement) and education and related services (three settlements) reported average annual wage increases of 1.7%. Health and social services reported an average annual wage increase of 1.4% for 10 settlements.

Wage Settlements - November

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	7	5,688	2.1
Public Sector	16	7,134	1.7
All Settlements	23	12,822	1.9

Table 2: Average Annual Increase, Current Three Years

	Jan - Nov 2011 %	2010 %	2009* %
Private Sector	1.9	2.0	1.3
Public Sector	1.6	1.9	2.5
All Settlements	1.7	2.0	2.2

Table 3: Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	4	881	1.5
Trade & Finance	1	392	1.7
Transportation, Communications & Utilities	2	5,345	2.2
Public Administration	2	477	2.7
Education & Related Services	3	1,745	1.7
Health & Social Services	10	3,382	1.4
Other Services	1	600	2.0
All Settlements	23	12,822	1.9

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

	Jan - Nov 2011 %	2010 %	2009* %
Primary	3.3	2.2	3.4
Manufacturing	1.3	1.5	0.7
Construction	1.3	2.5	1.3
Trade & Finance	1.3	0.7	1.6
Transportation, Communications & Utilities	2.5	1.9	1.8
Public Administration	2.2	1.9	2.0
Education & Related Services	1.9	1.7	3.0
Health & Social Services	1.1	2.0	2.5
Other Services	2.2	2.5	2.2
All Settlements	1.7	2.0	2.2

* 2009 wage settlement data are based on agreements covering 200 or more employees

Table 5: November Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Kawneer Co Canada	Structural Iron Workers	0.0	0.0	200	36	2014-08-15
Lakeside Steel	Cdn Auto Workers	2.4*	0.0	330	36	2014-10-31
Tamarack Lumber	United Steelworkers	1.7	2.0	180	36	2014-12-13
Timken Canada	United Steelworkers	1.6 ¹	1.5	171	42	2015-05-31
Finance & Trade						
Pharma Plus Drugmarts	Cdn Auto Workers	1.7 ²	3.4	392	36	2014-06-04
Transportation, Communications & Utilities						
Air Canada (flight attendants)	Cdn Public Empls	2.3	2.0	3,815	48	2015-03-31
Metrolinx (Go Transit)	Amalgamated Transit (ATU-Intl)	2.1	2.0	1,530	36	2014-06-01
Public Administration						
Town of Richmond Hill (office/technical)	Salaried Empls Alliance (SEAC)	2.5 ³	3.0	259	36	2014-12-31
Thunder Bay Police Services Board (uniform)	Police Association	3.0 ⁴	2.8	218	48	2014-12-31
Education & Related Services						
Lakehead University (graduate assistants)	Cdn Public Empls	1.9	2.0	400	36	2014-08-31
University of Windsor (academic staff/librarians)	Windsor University Faculty Assn	1.5	1.5	945	36	2014-06-30
York University (maintenance/plant operations)	Cdn Public Empls	2.0	1.9	400	36	2014-08-31
Health & Social Services						
Central East Community Care Access Centre (office)	Cdn Public Empls	0.9	0.0	257	36	2014-03-31
Central West Community Care Access Centre (all employees)	Cdn Public Empls	0.9	0.0	184	36	2014-03-31
Champlain Community Care Access Centre	Cdn Public Empls	0.9	0.0	178	36	2014-07-31
Community Living London	Ont Public Service Empls	1.1	0.0	400	48	2014-03-31
City of Kawartha Lakes (Victoria Manor)	Cdn Public Empls	2.3	2.5	175	36	2013-03-31
Extendicare (Canada) (service/RPN) (full-time)	Cdn Auto Workers	1.7	2.0	497	28	2012-07-31
Extendicare (Canada) (service/RPN) (part-time)	Cdn Auto Workers	1.7	2.0	579	28	2012-07-31.
Mississauga Halton Community Care Access Centre	Cdn Public Empls	0.9	0.0	340	36	2014-03-31
Revera Long Term Care (Eagle Terrace/ Garden/Main St/Oak Terrace/Sumac)	Christian Labour Assn	1.7	2.0	539	28	2012-07-31
South West Community Care Access Centre	Cdn Public Empls	0.9	0.0	233	36	2014-03-31
Other Services						
Maple Leaf Sports & Entertainment	Teamsters	2.0	2.0	600	24	2013-06-30

* including COLA clause and/or COLA estimates

¹ replaced the COLA clause with an economic conditional wage adjustment based on US and Canadian dollars

² increases applicable to end rates

³ wage reopener in the fourth year of the agreement

⁴ one outstanding issue to be resolved in arbitration

Selected Settlement Summaries

(Key monetary items based on available information)

Metrolinx (GO Transit) and Amalgamated Transit Unit, Local 1587 (1,530 employees)

a three-year renewal agreement, effective June 2, 2011, expiring June 1, 2014

- wage increases of 2% in each of the first and second years, and 2.3% in the final year
- increased vision care and tool allowances

University of Windsor and Windsor University Faculty Association (945 academic staff and librarians)

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

- general wage increases of 1.5% in each year for academic and librarians, and 5% in each year for sessional members
- increases to professional development funds, stipends, car, and relocation allowances

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	45,200	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	62,900	Various dates
Police Services Boards	Police Association	Various locations	10,300	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	46,900	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	47,000	Various dates
Universities	CUPE et al.	Various locations	16,400	Various dates
Pulp and Paper	CEP et al.	Various locations	3,600	Various dates
Canada Post Corp. (Urban Unit)	Postal Workers	Province-wide	22,900	2011-01-31
Air Canada	Machinists et al.	Canada-wide	5,000	Various dates
Toronto Transit Commission	ATU-Intl	Toronto	9,000	2011-03-31
No Frills Franchise Stores	UFCW	Province-wide	8,000	2011-06-30
Securitas Canada Ltd	USW	Province-wide	3,500	2011-06-30
G4s Security Services (Canada) Ltd	UFCW et al.	Inter-City	3,500	2011-11-30
Metro Ontario Inc	UFCW	Province-wide	10,000	2011-11-23
Expertech Network Installation	CEP	Province-wide	1,000	2011-11-30
Purolator Courier Ltd	Teamsters	Province-wide	4,500	2011-12-31
Ontario Government (Provincial Police) (Civilian/Uniform)	Ont Provincial Police	Province-wide	8,200	2011-12-31
Municipal Property Assessment Corp	OPSEU	Province-wide	1,400	2011-12-31
Toronto Public Library Board	CUPE	Toronto	2,400	2011-12-31

As of November 30, 2011, there were 345 agreements, each covering 150 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2008	2009	2010	Year-to-date 2011	September 2011	October 2011	November 2011
Canada	2.4	0.3	1.8	3.0	3.2	2.9	2.9
Ontario	2.3	0.4	2.4	3.2	3.4	2.7	2.5
Toronto	2.4	0.5	2.5	3.1	3.3	2.9	2.6
Ottawa-Gatineau (Ont. part)	2.2	0.6	2.5	3.1	3.2	2.7	2.5
Thunder Bay	2.2	0.1	2.1	3.2	3.6	3.0	2.6

* 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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