

### At A Glance

#### Average Annual Wage Increase

	Sept %	Oct %
Private Sector	0.4	1.6
Public Sector	2.4	2.1
<b>All Settlements</b>	<b>2.1</b>	<b>2.1</b>

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### Agreements Settled in October

In October, 45 collective agreements were ratified, each covering 200 or more employees. These agreements covered 27,322 employees, 93% of whom were in the public sector, with the majority in health and social services (18,482).

The overall average annual increase in base wage rates in October was 2.1%, unchanged from the previous month. In the public sector, 40 agreements were settled for an average annual wage increase of 2.1%, down from 2.4% in the last month. In the private sector, five agreements were settled for an average annual wage increase of 1.6%, compared to 0.4% in September.

Major ratifications in October included two centrally negotiated Participating Hospitals settlements. The Canadian Union of Public Employees (CUPE) and the Ontario Hospital Association (OHA) reached a settlement for 33 agreements covering 16,851 employees. The four-year agreements provide average annual wage increases of 2%. The Canadian Auto Workers (CAW-Canada) and the OHA reached a three-year agreement for St. Joseph's Care Group covering 361 employees. The agreement is part of a settlement for eight Northern Ontario Participating Hospitals that includes an average annual wage increase of 2%. Canadian Blood Services and the Ontario Public Service Employees Union (OPSEU) reached a three-year settlement covering 870 employees for an average annual wage increase of 2.8%.

## Wage Settlements - October

### Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	5	1,933	1.6
Public Sector	40	25,389	2.1
<b>All Settlements</b>	<b>45</b>	<b>27,322</b>	<b>2.1</b>

### Average Annual Increase, Current Three Years

	year-to-date 2009 %	2008 %	2007 %
Private Sector	1.3	2.0	2.9
Public Sector	2.4	3.1	3.1
<b>All Settlements</b>	<b>2.2</b>	<b>2.7</b>	<b>3.0</b>

### Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	3	968	2.2
Trade & Finance	1	315	0.8
Transportation, Communications & Utilities	3	4,362	2.2
Public Administration	2	3,195	1.9
Health & Social Services	36	18,482	2.1
<b>All Settlements</b>	<b>45</b>	<b>27,322</b>	<b>2.1</b>

### Average Annual Increase by Industry, Current Three Years

	year-to-date 2009 %	2008 %	2007 %
Primary	3.4	4.1	2.7
Manufacturing	0.7	1.2	2.4
Construction	2.5	3.4	3.2
Trade & Finance	1.7	2.1	1.9
Transportation, Communications & Utilities	1.8	2.9	3.2
Public Administration	2.0	3.1	2.9
Education & Related Services	3.0	3.1	3.4
Health & Social Services	2.4	3.0	3.0
Other Services	2.2	2.6	3.0
<b>All Settlements</b>	<b>2.2</b>	<b>2.7</b>	<b>3.0</b>

## October Settlements

Employer	Union	Average Annual Wage Incr.	1st 12 months	Approx. Number of Empls.	Duration of Wage Schedule	Agmt. Expiry Date
<b>Manufacturing</b>						
MacDonald Dettwiler and Associates (MDA) (Robotics/Terrestrial)	SPATEA	2.5 <sup>1</sup>	1.0	231	48	2012-12-31
Nestle Canada (Trenton Foodservice Plant)	CNFIU Directly Chartered	3.4	2.6	270	36	2013-10-31
Olymel (Galco Food Products)	Food & Commercial Workers	1.4	0.0	467	48	2013-05-31
<b>Trade &amp; Finance</b>						
Zellers (Distribution Centre)	Cdn Auto Workers	0.8 <sup>2</sup>	0.0	315	36	2012-05-31
<b>Transportation, Communications &amp; Utilities</b>						
Canada Post (Postal Operations/supervisory)	Postal Officials	1.9* <sup>2</sup>	1.9	1,358	60	2014-03-31
Canpar Transport LP	United Steelworkers	1.0* <sup>3</sup>	0.0	650	36	2012-10-31
City of Ottawa (Transit)	Amalgamated Transit (ATU-Int)	2.8	3.3	2,354	36	2011-03-31
<b>Public Administration</b>						
Canada Customs and Revenue Agency	Professional Institute	1.7	2.3	2,800	48	2011-12-21
City of London (Fire Dept)	Ont Firefighters	3.2	3.3	395	36	2010-12-31
<b>Health &amp; Social Services</b>						
Almonte General Hospital (Fairview Manor) (service/RPN)	Cdn Public Empls	2.0	2.0	224	48	2013-09-28
Brockville General Hospital (service/paramedical)	Cdn Public Empls	2.0	2.0	208	48	2013-09-28
Canadian Blood Services	Ont Public Service Empls	2.8	5.6	870	36	2011-03-31
Community Living Guelph Wellington	Cdn Public Empls	5.8 <sup>4</sup>	5.8	400	12	2010-03-31
Cornwall Community Hospital (service/paramedical/RPN)	Cdn Public Empls	2.0	2.0	470	48	2013-09-28
Credit Valley Hospital (service/RPN)	Cdn Public Empls	2.0	2.0	382	48	2013-09-28
Hospital for Sick Children(service/RPN) FT	Cdn Public Empls	2.0	2.0	380	48	2013-09-28
Huron Perth Healthcare Alliance (service/office/paramedical/RPN)	Cdn Public Empls	2.0	2.0	510	48	2013-09-28

*Cont'd...*

## October Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr.	1st 12 months	Approx. Number of Empls.	Duration of Wage Schedule	Agmt. Expiry Date
<b>Health &amp; Social Services (Cont'd)</b>						
Joseph Brant Memorial Hospital (service/office/paramedical/RPN)	Cdn Public Empls	2.0	2.0	326	48	2013-09-28
Kingston General Hospital (service/office/RPN) FT	Cdn Public Empls	2.0	2.0	892	48	2013-09-28
Kingston General Hospital (service/office/RPN) PT	Cdn Public Empls	2.0	2.0	440	48	2013-09-28
Lakeridge Health Corp (service/office/RPN)	Cdn Public Empls	2.0	2.0	1,294	48	2013-09-28
North Bay General Hospital (service/office/paramedical/RPN)	Cdn Public Empls	2.0	2.0	539	48	2013-09-28
Northumberland Hills Hospital (service/office/paramedical/RPN)	Cdn Public Empls	2.0	2.0	257	48	2013-09-28
Pembroke Regional Hospital (service/office/paramedical/prof/RPN)	Cdn Public Empls	2.0	2.0	454	48	2013-09-28
Perth and Smiths Falls District Hospital (service/office/RPN)	Cdn Public Empls	2.0	2.0	227	48	2013-09-28
Peterborough Regional Health Centre (service/paramedical/RPN)	Cdn Public Empls	2.0	2.0	556	48	2013-09-28
Providence Healthcare (service/RPN) FT	Cdn Public Empls	2.0	2.0	408	48	2013-09-28
Providence Healthcare(service/RPN) PT	Cdn Public Empls	2.0	2.0	261	48	2013-09-28
Queensway-Carleton Hospital (service/paramedical/RPN)	Cdn Public Empls	2.0	2.0	533	48	2013-09-28
Renfrew Victoria Hospital (service/office/paramedical/prof/RPN)	Cdn Public Empls	2.0	2.0	226	48	2013-09-28
Riverside Health Care Facilities (service/office/paramedical)	Cdn Public Empls	2.0	2.0	205	48	2013-09-28
Ross Memorial Hospital (service/office/RPN)	Cdn Public Empls	2.0	2.0	390	48	2013-09-28
Rouge Valley Health System (service/office/paramedical/RPN)	Cdn Public Empls	2.0	2.0	958	48	2013-09-28
Royal Ottawa Health Care Group (service/office/RPN) FT	Cdn Public Empls	2.0	2.0	270	48	2013-09-28

Cont'd...

## October Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr.	1st 12 months	Approx. Number of Empls.	Duration of Wage Schedule	Agmt. Expiry Date
<b>Health &amp; Social Services (Cont'd)</b>						
Scarborough Hospital (service/paramedical/RPN) FT	Cdn Public Empls	2.0	2.0	531	48	2013-09-28
St Josephs Care Group (service/RPN)	Cdn Auto Workers	2.0	2.0	361	36	2012-10-10
St Josephs Health Centre (service/office/RPN) Guelph	Cdn Public Empls	2.0	2.0	310	48	2013-09-28
St Josephs Health Centre (service/RPN) FT Toronto	Cdn Public Empls	2.0	2.0	355	48	2013-09-28
St Josephs Health Centre (Service/RPN) PT Toronto	Cdn Public Empls	2.0	2.0	244	48	2013-09-28
St Josephs Healthcare (service/office/paramedical/RPN)	Cdn Public Empls	2.0	2.0	1,585	48	2013-09-28
Sudbury Regional Hospital (office)	Cdn Public Empls	2.0	2.0	331	48	2013-09-28
Sudbury Regional Hospital (service/RPN)	Cdn Public Empls	2.0	2.0	852	48	2013-09-28
Toronto Rehabilitation Institute (service/RPN)	Cdn Public Empls	2.0	2.0	536	48	2013-09-28
Trillium Health Centre (service/RPN)	Cdn Public Empls	2.0	2.0	869	48	2013-09-28
William Osler Health Centre (Northwest GTA) (service/paramedical/RPN)	Cdn Public Empls	2.0	2.0	828	48	2013-09-28

\* Including COLA clauses and/or COLA estimates

<sup>1</sup> Wage increases include performance increases

<sup>2</sup> Wage restructuring

<sup>3</sup> Two-tier wage schedule

<sup>4</sup> Wage increases include Pay Equity adjustments

## Selected Settlement Summaries

(Based on available information)

### **Canadian Blood Services and Ontario Public Service Employees Union, various Locals (870 employees)**

*a three-year renewal agreement, effective April 1, 2008, expiring March 31, 2011*

- general wage increases of 3% on April 1, 2008, 2.5% on October 1, 2008, 1.5% on April 1, 2009, 1.5% on April 1, 2010
- improvements to premium pay and meal allowances
- modifications to vacation and paid holidays provisions

### **St. Joseph's Care Group and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada) (361 employees)**

*part of a centrally bargained Memorandum of Settlement for eight Northern Ontario Participating hospitals, covering 10 three-year renewal agreements for 752 R.P.N.s, service, office, and paramedical employees, effective October 11, 2009, expiring October 10, 2012*

- general wage increases of 2% in each year
- modifications to provisions related to various leaves, and reporting and overtime pay for eligible employees
- improvements to vacation and health care benefits

### **Participating Hospitals and Canadian Union of Public Employees, various Locals (33 agreements covering 16,851 employees)**

*part of a centrally bargained Memorandum of Settlement for 54 hospitals, covering 76 four-year renewal agreements for 20,126 R.P.N.s, service, office, and paramedical employees, effective September 29, 2009, expiring September 28, 2013*

- general wage increases of 2% in each year
- increases to shift and weekend premiums
- improvements to vacation and health care benefits

## Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls.	Expiry Date
Federal Government	Various unions	Canada-wide	3,100	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	15,200	Various dates
Police Services Boards	Police Associations	Various locations	10,250	Various dates
Hospitals	Various unions	Various locations	51,800	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	33,800	Various dates
Universities	Various unions	Various locations	5,300	Various dates
Bell Canada (clerical and associated)	CEP	Canada-wide	6,700	2009-05-31
Vale Inco	USW	Sudbury	3,000	2009-05-31
Metro Ontario (prev. A & P Canada)	UFCW	Province-wide	10,600	2009-09-26
College Compensation and Appointments Council (academic staff)	OPSEU	Province-wide	8,750	2009-08-31
Pulp and Paper	Various unions	Various locations	6,200	Various dates

As of October 31, 2009, there were 194 agreements, each covering 200 or more employees, that have expired and not been renewed.

## Consumer Price Index (2002=100)\*

	2006	2007	2008	year-to-date 2009	Aug 2009	Sep 2009	Oct 2009
Canada	2.0	2.1	2.4	0.1	-0.8	-0.9	0.1
<b>Ontario</b>	<b>1.8</b>	<b>1.8</b>	<b>2.3</b>	<b>0.2</b>	<b>-1.0</b>	<b>-1.1</b>	<b>0.2</b>
Toronto	1.6	1.9	2.4	0.4	-1.0	-1.0	0.3
Ottawa-Gatineau (Ont. part)	1.7	1.9	2.2	0.5	-0.9	-1.0	0.4
Thunder Bay	1.5	1.0	2.2	0.1	-1.5	-1.6	-0.6

\* 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 200 or more employees, a sample that represents 76% 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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