



COMMITTEE REPORT INFORMATION ONLY

Unionized Bus Driver Wages – Private Sector

Date:	September 24, 2015
To:	Human Resources & Labour Relations Committee
From:	Chief Executive Officer

Summary

At its meeting on September 10, 2015, the Human Resources & Labour Relations Committee requested that TTC Staff provide them with pay data for unionized Bus Drivers working in the private sector, compared to the average hourly wage of unionized employees overall.

This request was spawned by the current review being conducted of the TTC’s Executive Compensation Program by the Hay Group Consultants.

Financial Impact

There are no financial implications associated with this report.

Accessibility/Equity Matters

There are no accessibility or equity issues associated with this report.

Comments

A brief review of private sector organizations in Ontario employing unionized Bus Drivers provided the following data.

Organization	Location	Effective Date		
		2012	2013	2014
Trentway-Wagar ¹	Peterborough, ON	\$18.45	\$18.96	\$19.48
Stock ²	Kingston, ON	\$19.00	\$19.29	\$19.57

¹ Agreement(s) between Trentway-Wagar Inc. and Local 1624 of the Amalgamated Transit Union. Effective from January 1, 2010 to December 31, 2012 and January 1, 2013 to December 31, 2016, respectively.

² Collective Agreement between Stock Transportation Ltd., and Teamsters Local Union No. 91. Effective from July 1, 2012 to June 30, 2015.

For comparison purposes, the following figures have been taken from the Statistics Canada website, indicating the average hourly rate for the same years – 2012 to 2014 – for all employees in Ontario, in permanent employment, and who *are members of a union, and employees who are not union members but who are covered by a collective agreement or a union contract.*

Source	Geography	Effective Date		
		2012	2013	2014
Stats Canada ³	Ontario	\$28.89	\$29.52	\$30.03

³ Statistics Canada. *Table 282-0073 - Labour force survey estimates.* August 2015

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Attachments

The report EX44.8 *Executive Compensation Policy at City Agencies and Corporations* including Attachment 1 can be found at:

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2014.EX44.8>