

2008-2019 Wage Increase History - Niagara Region Union and Non-Union Employee Groups

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2008	CUPE 1019	Freely Negotiated	3
Niagara Region	2008	CUPE 1263	Freely Negotiated	3
Niagara Region	2008	CUPE 1287	Freely Negotiated	3
Niagara Region	2008	CUPE 1757	Freely Negotiated	2.75
Niagara Region	2008	Non-Union	Freely Negotiated	3
Niagara Region	2008	ONA Homes	Arbitrated	3.25
Niagara Region	2008	ONA Public Health	Freely Negotiated	3

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2009	CUPE 1019	Freely Negotiated	3
Niagara Region	2009	CUPE 1263	Freely Negotiated	2.5
Niagara Region	2009	CUPE 1287	Freely Negotiated	2.5
Niagara Region	2009	CUPE 1757	Freely Negotiated	3
Niagara Region	2009	Non-Union	Freely Negotiated	2.75
Niagara Region	2009	ONA Homes	Arbitrated	3
Niagara Region	2009	ONA Public Health	Freely Negotiated	2.75

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2010	CUPE 1019	Freely Negotiated	3
Niagara Region	2010	CUPE 1263	Arbitrated	2.5
Niagara Region	2010	CUPE 1287	Freely Negotiated	2.5
Niagara Region	2010	CUPE 1757	Freely Negotiated	2
Niagara Region	2010	Non-Union	Freely Negotiated	2
Niagara Region	2010	ONA Homes	Arbitrated	3
Niagara Region	2010	ONA Public Health	Freely Negotiated	2.5

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2011	CUPE 1019	Freely Negotiated	1.99
Niagara Region	2011	CUPE 1263	Arbitrated	2.75
Niagara Region	2011	CUPE 1287	Freely Negotiated	2.75
Niagara Region	2011	CUPE 1757	Freely Negotiated	1
Niagara Region	2011	Non-Union	Freely Negotiated	0
Niagara Region	2011	ONA Homes	Arbitrated	0
Niagara Region	2011	ONA Public Health	Freely Negotiated	0

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2012	CUPE 1019	Freely Negotiated	1.99
Niagara Region	2012	CUPE 1757	Freely Negotiated	0
Niagara Region	2012	Non-Union	Freely Negotiated	0
Niagara Region	2012	CUPE 1263	Arbitrated	1.85

Niagara Region	2012	CUPE 1287	Freely Negotiated	0
Niagara Region	2012	ONA Homes	Arbitrated	0
Niagara Region	2012	ONA Public Health	Freely Negotiated	0

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2013	CUPE 1019	Freely Negotiated	2
Niagara Region	2013	CUPE 1263	Arbitrated	1.85
Niagara Region	2013	CUPE 1287	Freely Negotiated	1
Niagara Region	2013	CUPE 1757	Freely Negotiated	1
Niagara Region	2013	Non-Union	Freely Negotiated	1.4*
Niagara Region	2013	ONA Homes	Arbitrated	2.75
Niagara Region	2013	ONA Public Health	Freely Negotiated	2

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2014	CUPE 1757	Freely Negotiated	2
Niagara Region	2014	Non-Union	Freely Negotiated	0
Niagara Region	2014	CUPE 1263	Freely Negotiated	1.5
Niagara Region	2014	CUPE 1287	Freely Negotiated	2
Niagara Region	2014	ONA Homes	Arbitrated	1.4
Niagara Region	2014	ONA Public Health	Freely Negotiated	1.4
Niagara Region	2014	CUPE 1019	Freely Negotiated	1.5

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2015	CUPE 1019	Freely Negotiated	1.25
Niagara Region	2015	CUPE 1263	Freely Negotiated	1.25
Niagara Region	2015	CUPE 1287	Freely Negotiated	1.5
Niagara Region	2015	CUPE 1757	Freely Negotiated	1.5
Niagara Region	2015	Non-Union	Freely Negotiated	1**
Niagara Region	2015	ONA Homes	Arbitrated	1.4
Niagara Region	2015	ONA Public Health	Freely Negotiated	1.25

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2016	CUPE 1019	Freely Negotiated	1.5
Niagara Region	2016	CUPE 1263	Freely Negotiated	1.5
Niagara Region	2016	CUPE 1287	Freely Negotiated	1.25
Niagara Region	2016	CUPE 1757	Freely Negotiated	1.25
Niagara Region	2016	Non-Union	Freely Negotiated	1
Niagara Region	2016	ONA Homes	Freely Negotiated	1.4
Niagara Region	2016	ONA Public Health	Freely Negotiated	1.5

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2017	CUPE 1019	Freely Negotiated	1.6

Niagara Region	2017	CUPE 1263	Freely Negotiated	1.4
Niagara Region	2017	CUPE 1287	Freely Negotiated	1.5
Niagara Region	2017	CUPE 1757	Freely Negotiated	1.25
Niagara Region	2017	Non-Union	Freely Negotiated	0.75
Niagara Region	2017	ONA Homes	Freely Negotiated	1.4
Niagara Region	2017	ONA Public Health	Freely Negotiated	1.4

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2018	CUPE 1019	Freely Negotiated	1.5
Niagara Region	2018	CUPE 1263	Freely Negotiated	1.4
Niagara Region	2018	CUPE 1287	Freely Negotiated	1.6
Niagara Region	2018	CUPE 1757	Freely Negotiated	1.6
Niagara Region	2018	Non-Union	Freely Negotiated	0.75
Niagara Region	2018	ONA Public Health	Freely Negotiated	1.4

Employer	Year	Union	Type of Settlement	Wage Increase %
Niagara Region	2019	CUPE 1019	Freely Negotiated	1.5
Niagara Region	2019	CUPE 1287	Freely Negotiated	1.5
Niagara Region	2019	CUPE 1757	Freely Negotiated	1.5
Niagara Region	2019	Non-Union	Freely Negotiated	1.5
Niagara Region	2019	ONA Public Health	Freely Negotiated	1.6

*represents the average as grade increases varied

**total increase was 1% to implement the new salary structure following Mercer job evaluation project