



**INDUSTRIAL COURT OF TRINIDAD AND TOBAGO**  
**OFFICE OF ECONOMIC AND INDUSTRIAL RESEARCH**

**AN ANALYSIS OF WAGES AND SALARIES  
EXTRACTED FROM COLLECTIVE AGREEMENTS  
REGISTERED IN 2014**

**2014**

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# ACRONYMS AND ABBREVIATIONS

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ATGWTU	All Trinidad General Workers Trade Union
AWU	Amalgamated Workers Union
BIGWU	Banking, Insurance and General Workers Union
BU	Bargaining Unit
CA	Collective Agreement
CGWTU	Contractors and General Workers' Trade Union
CWU	Communication Workers Union
EPA	Estate Police Association
ESD CA	Essential Services Division Collective Agreement
NPSA	National Petroleum Staff Association
NUGFW	National Union of Government and Federated Workers
OFEU	Office and Factory Employees Union
OWTU	Oilfields Workers' Trade Union
PSA	Public Services Association
Reg No.	Registration Number
ST CA	Special Tribunal Collective Agreement
SWUTT	Steel Workers Union of Trinidad and Tobago
SWWTU	Seamen and Waterfront Workers Trade Union
TIWU	Transport and Industrial Workers Union
UCIW	Union of Commercial and Industrial Workers
wef	with effect from

**SECTION 1:**  
**INTRODUCTION/SUMMARY**

## ANALYSIS OF DATA AND TRENDS

For the year 2014, a total of sixty-nine (69) Collective Agreements were registered at the Industrial Court which were negotiated for three (3) year bargaining periods spanning 2003- 2015. An analysis of the data from the sixty-four (64)<sup>1</sup> registered Collective Agreements revealed that the highest pay increase of nineteen per cent (**19%**) was recorded in the *Finance, Insurance, Real Estate and Business Services Sub-Sector*. In particular, the wage increase of 19% for the bargaining period 2010-2012 was negotiated on behalf of monthly paid employees by one company in the *Thrift and Other Financial Institutions, Credit Unions Industry*.

A comparison of the highest pay increases in the two (2) previous years showed pay increase settlements in **2013** of twenty per cent (**20%**) in the *Assembly Type and Related Industries* negotiated on behalf of hourly rated workers by one company for a three (3) year bargaining period 2013 -2016. In **2012**, however, the highest pay increase of twenty-five per cent (**25%**) was negotiated on behalf of hourly and weekly rated workers by one company in the *Petroleum and Other Mining Industries* for the bargaining period 2012 - 2014. Thus, over the three (3) year period 2012 - 2014, pay increases negotiated through the bargaining process have tended downward, albeit moderately.

Table 1.1 illustrates other high pay settlements per Collective Agreements registered in 2014:

Percentage Pay Increase	Number Of Companies	% Out Of 64	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
16	One	1.6%	Manufacturing	2007 - 2009	Hourly

<sup>1</sup> A total of sixty-nine (69) Collective Agreements were registered at the Court in 2014. However, five (5) of them negotiated varying percentage pay increases per job position. These were ST CA 4; ST CA 5; ST CA 7; CA 5 and CA 55 and therefore could not be included in the analysis.

## INTRODUCTION/SUMMARY

Percentage Pay Increase	Number Of Companies	% Out Of 64	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
15	Four	6.25%	Distribution Finance, Insurance, Real Estate and Business Services Manufacturing Manufacturers of Iron, Steel, Base Metals and By-Products	2007 - 2010 2003 - 2005 2008 - 2010 2011 - 2014	Monthly Monthly Hourly Hourly
14	Four	6.25%	Manufacturing Manufacturers of Iron, Steel, Base Metals and By-Products	2011 - 2014 2010 - 2013 2008 - 2011	Monthly Hourly, Monthly Hourly
13.5	Two	3.13%	Finance, Insurance, Real Estate and Business Services Personal Services	2012 - 2015 2012 - 2015	Monthly Hourly
12 - 12.5	Four	6.25%	Manufacturing	2010 - 2013	Hourly, Daily, Weekly, Monthly

The modal percentage pay increases for Collective Agreements registered in **2014** was nine per cent (**9%**). Twenty-eight (**28**) or 44% of the firms from several industries negotiated 9% for a three (3) year bargaining period, on behalf of monthly and hourly rated workers. In comparison, for both the years **2013** and **2012**, the modal percentage pay increase per registered Collective Agreements was much higher at fifteen per cent (**15%**).

Furthermore, as shown in **Table 1.2**, for Collective Agreements registered in 2014, the lowest percentage pay increases were negotiated in three (3) sub-sectors, *Finance, Insurance, Real Estate and Business Services Industry; Construction and Distribution*.

## INTRODUCTION/SUMMARY

**Table 1.2: The lowest pay increases recorded per Collective Agreements registered in 2014:**

Percentage Pay Increase	Number Of Companies	% Out Of 64	Sub-Sector	Three (3) Year Bargaining Period	Bargaining Unit
6	Four	6.25%	Construction	2009 - 2012	Hourly
5	One	1.6%	Finance, Insurance, Real Estate and Business Services	2008 - 2011	Monthly
0	Two	3.1%	Finance, Insurance, Real Estate and Business Services Distribution	2009 - 2011	Hourly Rated Estate Police Weekly

By way of comparison, with regard to Collective Agreements registered in both **2013** and **2012**, the lowest pay settlement was five per cent (5%) over a three (3) year bargaining period in the *Distribution* and in the *Transportation, Communication and Storage* sub-sectors respectively. The findings attest to a declining trend in percentage pay increases negotiated through the bargaining process.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreements registered at the Industrial Court in the year 2014.

## METHODOLOGY

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The companies with collective agreements registered in 2014 were categorized by Sub-Sector/ Industry and further grouped by bargaining period.

There is a presentation of data as follows:

- (a) By percentage increases in pay, the outcome of the collective bargaining process.
- (b) By jobs and their actual pay rates per company and respective bargaining period.

The percentage pay increases were analyzed per sub-sector as follows:

- (a) Average yearly percentage increases in pay per bargaining period
- (b) Total average yearly percentage increases in pay
- (c) The range of average yearly percentage increases in pay.
- (d) Median and mode of annual percentage increases in pay.

The International Standard Classification of the Central Statistical Office was used to classify the companies by industries.

The industries are as follows:

- i. Central and Local Government
- ii. Construction
- iii. Distribution
- iv. Educational and Cultural Community Services
- v. Electricity and Water

## INTRODUCTION/SUMMARY

- vi. Finance, Insurance, Real Estate and Business Services
- vii. Manufacturing
- viii. Manufacturers of Iron, Steel, Base Metals and By-Products
- ix. Personal Services
- x. Petroleum and Other Mining Industries
- xi. Transportation, Communication and Storage

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