



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

**AN ANALYSIS OF WAGES AND SALARIES
EXTRACTED FROM COLLECTIVE AGREEMENTS
REGISTERED IN 2015**

2015

COPYRIGHT

All rights reserved. No part of this publication may be re-produced, stored on a retrieval system or transmitted, in any form by means electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of the Director, Office of Economic and Industrial Research.

Warning: The performance of an un-authorized act in relation to a copyright work may result in both civil claim for *damages and criminal prosecution*.

For information on this publication, contact:

Director, Office of Economic and Industrial Research

Industrial Court of Trinidad and Tobago

Cor. Queen & St. Vincent Streets

Port of Spain

Trinidad & Tobago, W.I.

Tel: 1-868-225-4288 ext 2304

Fax: 1-868-623-6179

Website: www.industrialcourt.org.tt

TABLE OF CONTENTS

	PAGE
SECTION 1: INTRODUCTION/SUMMARY	1
SECTION 2: LIST OF COLLECTIVE AGREEMENTS REGISTERED IN 2015	6
SECTION 3: ANALYSIS OF PERCENTAGE INCREASES IN PAY AS PER REGISTERED COLLECTIVE AGREEMENTS, 2015	16
SECTION 4: ACTUAL PERCENTAGE INCREASE IN PAY BY SUB-SECTOR	21
SECTION 5: SCHEDULE OF PAY PER SUB SECTOR AND JOB CLASSIFICATION	42
• Assembly Type and Related Industries	43
▪ Central and Local Government	49
▪ Chemicals and Non-Metallic Minerals	64
▪ Construction	93
▪ Distribution	105
▪ Educational and Cultural Community Services	124
▪ Finance, Insurance, Real Estate and Business Services	136
▪ Food, Beverage and Tobacco	168
▪ Food Processors and Drink	171
▪ Hotels and Guest Houses	195
▪ Miscellaneous Manufacturing	198
▪ Personal Services	202
▪ Petroleum and Other Mining Industries	207
▪ Printing, Publishing and Paper Converters	231
▪ Transportation, Communication and Storage	234
▪ Wood and Related Products	262

SECTION 1:
INTRODUCTION/SUMMARY

ANALYSIS OF DATA AND TRENDS

During the year 2015, one hundred and five (105) Collective Agreements were registered at the Industrial Court. One hundred and three (103) of these registered Collective Agreements were negotiated for three (3) year bargaining periods spanning 2000-2018, while two (2) Collective Agreements spanned a four (4) year period. An analysis of these registered Collective Agreements revealed that the highest pay increase of twenty-six percent (**26%**) was recorded in the *Distribution Sub-Sector* for one company in the *Food Industry*. This increase represented negotiations for the bargaining period 2011 – 2013 on behalf of monthly paid employees in two bargaining units.

A comparison of the Collective Agreements of 2013-2014 revealed that in **2013**, the highest pay increase of twenty percent (**20%**) was negotiated on behalf of hourly rated workers for the bargaining period 2013-2016 for one company in *Assembly Type and Related Industries*. However, in **2014**, the highest pay increase fell marginally to nineteen percent (**19%**) and was negotiated on behalf of monthly paid workers for one company in the *Thrift and Other Financial, Institutions, Credit Unions Industry* for the bargaining period 2010-2012. Therefore, after trending downwards over the three (3) year period 2012-2014, the total percentage of negotiated settlement in pay increases climbed significantly in 2015.

Table 1.1: The highest pay increases for Collective Agreements registered in 2015:

Sub-sector	Bargaining Period	Average Percentage Pay Increase (%)	Total Number of Collective Agreements ¹	Bargaining Unit
Distribution	2011-2013	26	1	Monthly
Food Processors and Drink	2014-2017	20	1	Hourly, Daily, Weekly
Finance, Insurance, Real Estate and Business Services	2012-2015	18	1	Hourly, Weekly
Construction	2014-2016	18	1	Hourly, Weekly
Transportation, Communication and Storage	2013-2016	16	2	Monthly

¹ The total number of Collective Agreements within the respective bargaining period.

Furthermore, as shown in **Table 1.2**, the lowest percentage increases for 2015 were negotiated in two (2) sub-sectors *Personal Services* and *Petroleum & Other Mining Industries*. This was comparable to the lowest pay settlement of 0%, 5% and 6% for three (3) year bargaining period for Collective Agreements registered in 2014 for *Finance*, *Insurance*, *Real Estate Business Services* and *Construction subs-sectors*, respectively.

Table 1.2: The lowest pay increases for Collective Agreements registered in 2015:

Sub-sector	Bargaining Period	Average Percentage Pay Increase (%)	Total Number of Collective Agreements ²	Bargaining Unit
Personal Services	2000 - 2002	5	1	Monthly
Petroleum and Other Mining Industries*	2009 - 2012	7	3	Hourly, Weekly and Monthly
Petroleum and Other Mining Industries*	2012 - 2014	8	1	Weekly

**The Petroleum & Other Mining Industries Sector recorded two low average percentage pay increases over the bargaining periods 2009 – 2012 and 2012 – 2014.*

The modal percentage pay increase for Collective Agreements registered in **2015** was **12%**. Thirteen (13) or 12.4% of the firms from several industries negotiated 12% for a three (3) year bargaining period on behalf of monthly and hourly rated workers. However, compared to Collective Agreements registered in **2015**, the modal increase for Collective Agreements registered in **2013** and **2014** was **15%** and **9%**, respectively.

The following is an analysis of percentage increases in wages and salaries extracted from Collective Agreement at the Industrial Court in the year 2015.

² The total number of Collective Agreements within the respective bargaining period.

METHODOLOGY

The companies with collective agreements registered in 2015 were categorized by Sub-Sector/ Industry and further grouped by bargaining period.

There is a presentation of the raw data as follows:

- a. By percentage increases
- b. By jobs and their actual increases

The percentage increases were analyzed as follows:

- a. Average of Yearly Increases
- b. Total Average of Yearly Increases
- c. Median of Yearly Increase
- d. Range of Yearly Increases

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

The industries are as follows:

- a. Assembly Type and Related Industries
- b. Central and Local Government
- c. Chemicals and Non-Metallic Minerals
- d. Construction
- e. Distribution
- f. Educational and Cultural Community Services
- g. Finance, Insurance, Real Estate and Business Services
- h. Food, Beverage and Tobacco
- i. Food Processors and Drink
- j. Hotels and Guest Houses

- k. Miscellaneous Manufacturing
- l. Personal Services
- m. Petroleum and Other Mining Industries
- n. Printing, Publishing & Paper Converters
- o. Transportation, Communications and Storage
- p. Wood and Related Products

**Office of Economic and Industrial Research
Industrial Court of Trinidad and Tobago**

March 2016