

Collective Bargaining Highlights

September 2006

Data for the months of March, June, September and December include quarterly information

AGREEMENTS SETTLED IN SEPTEMBER

- ▶ In September, 15 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 9,659 employees, 77% of whom were in the public sector (7,448) with the majority in education and related services (4,470).
- ▶ The overall average annual increase in base wage rates in September was 2.9%, up from 2.7% reported in the previous month. In the public sector, nine agreements were settled for an average annual increase of 2.9%, compared to 2.8% in August. In the private sector, six agreements were settled for an average annual wage increase of 2.9%, up from 1.4% in the previous month.
- ▶ Major settlements in September included a four-year agreement between Canada Post Corporation and the Canadian Postmasters and Assistants, providing 2,000 employees in Ontario with an average annual wage increase of 2.5%, including COLA. Brink's Canada and Teamsters reached a four-year agreement, covering 750 employees, for an average annual wage increase of 3.2%. University of Ottawa and 1,160 part-time professors settled a three-year agreement for an average annual wage increase of 4.9%.

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WAGE SETTLEMENTS — BY INDUSTRY

	SEPTEMBER			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date</u> <u>2006</u> %	<u>2005</u> %	<u>2004</u> %
All Settlements	15	9,659	2.9	2.8	2.5	2.8
Public Sector	9	7,448	2.9	2.9	2.7	3.1
Private Sector	6	2,211	2.9	2.2	2.4	2.6
Industries						
Primary	-	-	-	3.1	2.5	2.1
Manufacturing	3	960	2.5	2.3	2.4	2.6
Construction	-	-	-	3.9	3.5	3.1
Trade and Finance	-	-	-	1.4	2.3	1.9
Transportation, Communications & Utilities	3	2,501	2.6	2.8	2.9	1.8
Public Administration	-	-	-	3.0	2.6	2.8
Education & Related Services	6	4,470	3.2	3.0	2.7	3.6
Health & Social Services	2	978	2.2	2.7	2.9	2.8
Other Services	1	750	3.2	2.1	2.1	2.8

SEPTEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Fishercast Global Corp	Precision Diecasters Union	4.9 ²	11.5	235	48	2010-03-31
MTD Products	Cdn Auto Workers	1.6	1.9	425	36	2009-09-19
Voortman Cookies	Bakery Tobacco & Grain Millers	2.0	1.7	300	48	2010-06-01
Transportation, Communications & Utilities						
Canada Post Corp (Revenue Postal Operations)	Postmasters & Assistants	2.5 *	2.4	2,000	48	2009-12-31
Canadian Pacific Railway (clerks)	United Steelworkers	3.3	3.0	261	36	2009-12-31
FirstBus Canada (Para Transpo Div)	Amalgamated Transit (ATU-Intl)	3.0	3.0	240	36	2008-12-31
Education & Related Services						
Conseil de district des écoles catholiques du Sud-Ouest (support staff)	Cdn Public Empls	3.5	2.0	250	28	2007-12-31
Laurentian University (office, maintenance, operations)	Laurentian University Staff	3.3	3.3	230	36	2009-06-30
Thames Valley District School Board (custodial, bus drivers, technical)	Cdn Public Empls	2.5 ¹	2.0	786	36	2008-08-31
University of Ottawa (academic staff, part-time)	U Of Ottawa Part-time Professors Assn	4.9	3.8	1,160	36	2007-08-31
University of Toronto (service full-time)	Cdn Public Empls	3.0	3.0	644	24	2008-06-30
Upper Canada District School Board (non-teaching personnel)	Cdn Public Empls	2.3 ³	1.3 ³	1,400	36	2008-08-31
Health & Social Services						
Halton Healthcare Services (service, RPN)	Cdn Public Empls	1.9	2.5	578	16	2006-09-28
Simcoe County Corp (Sunset Simcoe Trillium Manors) (service, RPN)	Service Employees Intl	2.6	2.6	400	48	2007-06-30
Other Services						
Brink's Canada (Armoured Car Operations, Ontario Div)	Teamsters	3.2	3.3	750	48	2010-08-27

* Including COLA clauses and/or COLA estimates

¹ Conditional wage adjustments

² Including wage restructuring and market value adjustments

³ Excluding wage restructuring

University of Toronto and Canadian Union of Public Employees Local 3261 (644 full-time service employees)

a two-year renewal agreement effective July 1, 2006, expiring June 30, 2008

- wage increases of 2.5% on July 1, 2006, 0.5% on January 1, 2007, 2.5% on July 1, 2007, and 0.5% on January 1, 2008; lump sum payments of \$225 and a further \$100 for pension contributions
- new provision to recognize and accommodate employees with disabilities, including those returning to work
- improvements to extended health care plan

Upper Canada District School Board and Canadian Union of Public Employees, Local 5678 (1,400 non-teaching employees)

a three-year renewal agreement effective September 1, 2005, expiring August 31, 2008

- wage restructuring and implementation of a new classification system in the first year providing a general wage increase equivalent to 2%; wage increases of 2.5% in the second year, and 3% in the third year
- improvements to vision care, orthodontics and paramedical services
- introduction of a hearing aid benefit
- increased hours of work from 30 hours per week to 32.5 by August 31, 2008 for educational assistants

Brink's Canada Ltd. (Armoured Car Operations, Ontario Division) and International Brotherhood Of Teamsters, various Locals (750 employees)

a four-year renewal agreement effective August 28, 2006, expiring August 27, 2010

- wage increases for full-time employees of \$0.50 in the first year, \$0.45 in the second year, \$0.50 in the third year, and \$0.55 in the fourth year; additional wage increases for selected categories
- increased employer contributions to the Group Insurance Plan
- increased on-call payment for part-time employees
- improved vacation provision and bereavement leave for eligible employees
- introduction of a safety footwear allowance

Canada Post Corporation (Revenue Postal Operations) and Canadian Postmasters and Assistants Association (2,000 Ontario-based employees)

a four-year renewal agreement effective January 1, 2006, expiring December 31, 2009

- general wage increases of 2.4% in the first and second years, and 2.5% in the third and fourth years; COLA triggered at 6% calculated every quarter and paid in yearly lump-sum
- introduction of a team incentive plan, allowing employees to earn a bonus of 3% of eligible earnings if corporate performance targets are met
- modifications to Extended Health Care and Dental Plan

* Based on available information

During the third quarter of 2006, 89 agreements were ratified, each covering 200 or more employees. These agreements covered 60,818 employees, 87% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in health, welfare services (22,829), followed by federal government (11,291), provincial government (7,700), and education, related services (6,960) (Table 3).

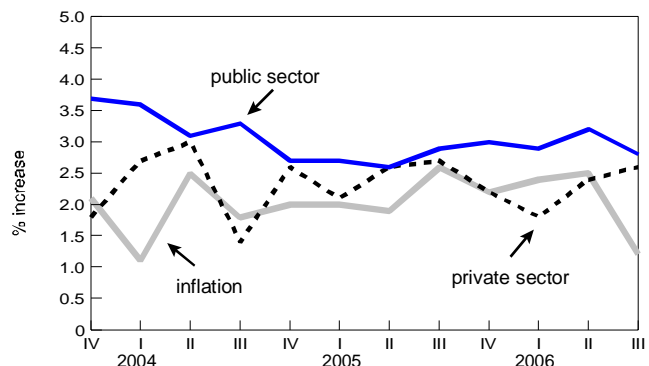
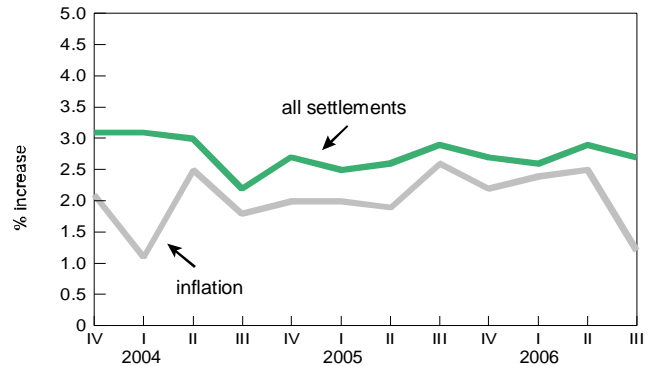
Wage Adjustments

Third quarter settlements provided an overall average annual wage increase of 2.7%, down from 2.9% in the previous quarter. In the private sector, the average annual wage increase was 2.6% compared to 2.4% in the last quarter. Public sector wage increases were reported at 2.8% compared to 3.2% in the previous quarter. During the third quarter 2006, average annual wage increases were mainly affected by settlements in health and welfare services (2.7%), federal government (2.8%), provincial government (3.1%), and education, related services (2.5%) (Tables 1-3).

In the third quarter of 2006, approximately 58% of all employees received wage increases between 2% and 2.9%, while almost 34% received wage increases ranging from 3% to 3.9%. In the public sector, 62% of employees received increases ranging from 2% and 2.9%, compared to 29% in the private sector. Almost half (48%) of private sector employees and 32% of the public sector employees received wage increases ranging between 3% and 3.9%.

The majority of all employees (76%) were covered by three-year agreements. Approximately 79% of public sector employees and 58% of private sector employees were covered by three-year agreements, while almost 9% of public sector employees and 25% of private sector employees were covered by four-year agreements. Three-year agreements continue to be the most common in both manufacturing and non-manufacturing sectors, covering 71% of employees in manufacturing and 77% in non-manufacturing (Table 4).

Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates



CONSUMER PRICE INDEX (1992 = 100)

(Percentage change from year earlier)

	2003	2004	2005	2006 year-to-date	JUL 2006	AUG 2006	SEP 2006
Canada	2.8	1.9	2.2	2.2	2.4	2.1	0.7
Ontario	2.7	1.9	2.2	2.1	1.9	1.5	0.2
Toronto	3.0	1.7	1.8	1.9	1.7	1.3	0.3
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	2.0	2.0	1.4	0.1
Thunder Bay	2.3	1.3	1.7	1.8	1.8	1.3	-0.1

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
Third Quarter 2005 to Third Quarter 2006**

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Third Quarter 2005									
All agreements	149	176,125	2.9	30	41,878	2.7	119	134,247	2.9
Public sector	117	134,475	2.9	18	14,783	2.7	99	119,692	2.9
Private sector	32	41,650	2.7	12	27,095	2.7	20	14,555	2.6
Fourth Quarter 2005									
All agreements	112	93,712	2.7	37	40,269	2.7	75	53,443	2.6
Public sector	68	56,010	3.0	19	16,825	3.0	49	39,185	3.0
Private sector	44	37,702	2.2	18	23,444	2.5	26	14,258	1.6
First Quarter 2006									
All agreements	81	63,521	2.6	22	20,779	2.7	59	42,742	2.6
Public sector	54	47,381	2.9	15	18,120	2.8	39	29,261	3.0
Private sector	27	16,140	1.8	7	2,659	1.7	20	13,481	1.8
Second Quarter 2006									
All agreements	120	78,115	2.9	14	16,601	2.5	106	61,514	3.0
Public sector	72	50,403	3.2	3	3,058	3.0	69	47,345	3.2
Private sector	48	27,712	2.4	11	13,543	2.4	37	14,169	2.4
Third Quarter 2006									
All agreements	89	60,818	2.7	2	2,786	2.5	87	58,032	2.8
Public sector	70	53,081	2.8	2	2,786	2.5	68	50,295	2.8
Private sector	19	7,737	2.6	-	-	-	19	7,737	2.6

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Third Quarter 2005 to Third Quarter 2006

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Third Quarter 2005									
All agreements	149	176,125	2.9	30	41,878	2.7	119	134,247	2.9
Manufacturing	25	31,819	2.6	12	27,095	2.7	13	4,724	2.3
Non-manufacturing	123	143,956	2.9	18	14,783	2.7	105	129,173	2.9
Construction	1	350	4.2	-	-	-	1	350	4.2
Fourth Quarter 2005									
All agreements	112	93,712	2.7	37	40,269	2.7	75	53,443	2.6
Manufacturing	28	26,714	2.5	12	21,530	2.6	16	5,184	1.9
Non-manufacturing	84	66,998	2.8	25	18,739	2.9	59	48,259	2.7
Construction	-	-	-	-	-	-	-	-	-
First Quarter 2006									
All agreements	81	63,521	2.6	22	20,779	2.7	59	42,742	2.6
Manufacturing	18	8,498	2.2	7	2,659	1.7	11	5,839	2.5
Non-manufacturing	63	55,023	2.7	15	18,120	2.8	48	36,903	2.6
Construction	-	-	-	-	-	-	-	-	-
Second Quarter 2006									
All agreements	120	78,115	2.9	14	16,601	2.5	106	61,514	3.0
Manufacturing	30	16,511	2.3	9	9,311	2.3	21	7,200	2.3
Non-manufacturing	89	61,104	3.0	5	7,290	2.7	84	53,814	3.1
Construction	1	500	3.9	-	-	-	1	500	3.9
Third Quarter 2006									
All agreements	89	60,818	2.7	2	2,786	2.5	87	58,032	2.8
Manufacturing	7	2,630	2.4	-	-	-	7	2,630	2.4
Non-manufacturing	82	58,188	2.8	2	2,786	2.5	80	55,402	2.8
Construction	-	-	-	-	-	-	-	-	-

Table 3: Average Annual Increases in Base Wage Rates by Industry, Third Quarter 2006

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL INDUSTRIES TOTAL	89	60,818	2.7	2	2,786	2.5	87	58,032	2.8
Manufacturing	7	2,630	2.4	-	-	-	7	2,630	2.4
Food, Beverage	2	975	2.0	-	-	-	2	975	2.0
Rubber, Plastics	2	669	1.7	-	-	-	2	669	1.7
Machinery	2	660	2.8	-	-	-	2	660	2.8
Transportation Equipment	1	326	4.0	-	-	-	1	326	4.0
Non-manufacturing	82	58,188	2.8	2	2,786	2.5	80	55,402	2.8
Transportation	3	1,151	3.1	-	-	-	3	1,151	3.1
Storage	1	215	3.0	-	-	-	1	215	3.0
Communications	1	2,000	2.5	1	2,000	2.5	-	-	-
Electric, Gas, Water	1	400	3.0	-	-	-	1	400	3.0
Wholesale Trade	1	248	3.0	-	-	-	1	248	3.0
Education, Related Services	10	6,960	2.5	1	786	2.5	9	6,174	2.5
Health, Welfare Services	52	22,829	2.7	-	-	-	52	22,829	2.7
Recreational Services	1	700	2.5	-	-	-	1	700	2.5
Management Services	2	1,110	2.1	-	-	-	2	1,110	2.1
Accommodation, Food Services	3	1,283	3.0	-	-	-	3	1,283	3.0
Federal Government	2	11,291	2.8	-	-	-	2	11,291	2.8
Provincial Government	2	7,700	3.1	-	-	-	2	7,700	3.1
Local Government	3	2,301	2.8	-	-	-	3	2,301	2.8
Construction	-	-	-	-	-	-	-	-	-

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, Third Quarter 2006

	All Agreements			Public Sector			Private Sector		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	89	60,818	2.7	70	53,081	2.8	19	7,737	2.6
One-year agreements	2	5,378	2.4	2	5,378	2.4	-	-	-
Two-year agreements	5	1,863	2.4	3	1,284	3.0	2	579	1.0
Three-year agreements	71	46,392	2.9	60	41,919	2.9	11	4,473	2.6
Four-year agreements	9	6,435	2.2	5	4,500	1.7	4	1,935	3.1
Five-year agreements	2	750	2.9	-	-	-	2	750	2.9
	Manufacturing			Non-manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	7	2,630	2.4	82	58,188	2.8	-	-	-
One-year agreements	-	-	-	2	5,378	2.4	-	-	-
Two-year agreements	1	219	2.5	4	1,644	2.4	-	-	-
Three-year agreements	4	1,876	2.1	67	44,516	2.9	-	-	-
Four-year agreements	2	535	3.3	7	5,900	2.1	-	-	-
Five-year agreements	-	-	-	2	750	2.9	-	-	-

Negotiations

On average, public sector agreements were settled within 3.9 months from the start of negotiations, compared to 4.0 months in the private sector (Table 5).

Of all settlements reached during the third quarter, 17 agreements involving 34% of employees were settled directly by the parties, compared to 66 agreements involving 62% of employees that were reached through conciliation or mediation. Three agreements covering approximately 2% of employees were settled by arbitration and three agreements involving 2.2% of employees were reached following work stoppages.

In the public sector, 32% of employees reached settlements through direct bargaining compared to 67% of employees who reached settlements through conciliation or mediation and 0.8% through arbitration. In the private sector, 46% of employees reached settlements through direct bargaining compared to 27% of employees who reached settlements through conciliation or mediation, 10% through arbitration, and 17% following a work stoppage (Table 6).

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2006 involve municipalities, nursing homes and homes for the aged, hospitals, school boards, universities, the Ontario Government (AMAPCEO), and Great Atlantic and Pacific.

Major agreements scheduled to expire in the fourth quarter 2006 will include City of Hamilton, City of Ottawa, City of Toronto (firefighters), Canadian Film and TV Production, and Bruce Power.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	5,400	Various dates
Various School Boards	Various unions	Various locations	16,000	Various dates
Various Municipalities	Various unions	Various locations	27,900	Various dates
Hospitals	Various unions	Various locations	76,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	26,900	Various dates
Ontario Government	AMAPCEO	Province-wide	7,000	2006-03-31
Loblaws Supermarkets Ltd.	UFCW	Various locations	16,000	Various dates
York University	University Professors	Toronto	1,193	2006-04-30
Zehrmart Ltd.	UFCW	Various locations	8,800	2006-07-01
Carleton University (academic, teaching assistants, sessional lecturers)	Various unions	Ottawa	2,400	Various dates
McMaster University (teaching assistants)	CUPE	Hamilton	2,200	2006-08-31
Great Atlantic & Pacific Co. Canada Ltd.	Various unions	Province-wide	12,000	Various dates
Maple Lodge Farms Ltd.	UFCW	Norval	1,200	2006-10-12
Eastern Canada Car Carriers	Teamsters	Province-wide	1,190	2006-10-31
Bruce Power LP	CUPE	Bruce County	2,480	2006-12-31
Canadian Film and TV Production Assn (performers)	Cdn TV & Radio Artists	Province-wide	4,733	2006-12-31
Canadian Pacific Railway Co.	Teamsters	Province-wide	1,309	2006-12-31

As of September 30, there were 226 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Third Quarter 2006

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	89	60,818	70	53,081	19	7,737
1 – 3 months	66	40,963	56	36,825	10	4,138
4 – 6 months	12	5,317	6	3,191	6	2,126
7 – 9 months	4	2,873	1	1,400	3	1,473
10 – 12 months	3	3,036	3	3,036	-	-
13 months and over	4	8,629	4	8,629	-	-
Average Duration of Negotiations						
<i>months</i>						
TOTAL			3.9			
Public sector			3.9			
Private sector			4.0			

Table 6: Stage of Settlement by Sector, Third Quarter 2006

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	89	60,818	70	53,081	19	7,737
Direct bargaining	17	20,533	9	16,949	8	3,584
Conciliation	9	9,810	5	8,441	4	1,369
Post-conciliation bargaining	1	1,160	1	1,160	-	-
Mediation	55	24,816	53	24,131	2	685
Post-mediation bargaining	1	2,000	1	2,000	-	-
Arbitration	3	1,173	1	400	2	773
Work stoppage	3	1,326	-	-	3	1,326

Work Stoppages

During the first nine months of 2006, 54 work stoppages under Ontario jurisdiction were reported, down from 65 for the same period in 2005. Work stoppages during the first nine months of 2006 involved 27,470 employees and resulted in 330,720 persons-day lost, compared to 10,881 employees and 327,360 persons-day lost reported for the same period last year. From January to September 2006, 27 work stoppages were reported

in the manufacturing sector compared to 29 for the same period in 2005. The non-manufacturing sector reported 27 work stoppages during the first nine months of 2006, down from 35 for the same period last year (Table 7). During the first nine months of 2006, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Person-days Lost, January – September 2005 and 2006

	Work Stoppages		Person-Days Lost	
	Jan - Sep 2006	Jan - Sep 2005	Jan - Sep 2006	Jan - Sep 2005
ALL INDUSTRIES	54	65	330,720	327,360
Manufacturing	27	29	90,040	89,840
Non-manufacturing	27	35	240,680	237,500
Construction	-	1	-	20
Various industries	-	-	-	-

As of September 30, 2006, 9 work stoppages, covering a total of 417 employees, were carried over to October 2006. (Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1985 to September 2006

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1985	302	72,723	241	1,232,170	16.9	31	0.12
1986	232	62,751	270	940,620	15.0	30	0.09
1987	246	64,339	262	1,108,870	17.2	27	0.10
1988	180	62,082	345	1,362,150	21.9	35	0.12
1989	190	45,679	240	868,630	19.0	35	0.08
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005	76	12,239	161	403,210	32.9	45	0.03
2006* (Jan-Sep)	54	27,470	509	330,720	12.0	44	0.03

* preliminary

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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