

# Collective Bargaining Highlights

April 2006

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

## AGREEMENTS SETTLED IN APRIL

- ▶ In April, 25 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 18,163 employees, 73% of whom were in the public sector (13,214) with the majority in education and related services (7,094).
- ▶ The overall average annual increase in base wage rates in April was 3%, up from 2.8% reported in the previous month. In the public sector, 15 agreements were settled for an average annual wage increase of 3.2%, also up from 2.9% in March. In the private sector, 10 agreements were settled with an average annual wage increase of 2.4%, a slight decrease from 2.5% in the previous month.
- ▶ Major settlements in April included a three-year agreement between National Steel Car Ltd. and the United Steelworkers representing 2,166 employees. The agreement provides an average annual wage increase of 2% including COLA. Kellogg Canada Inc. and the Bakery, Tobacco & Grain Millers reached a 36-month agreement covering 540 employees for an average annual wage increase of 3% including COLA. The University of Guelph and CUPE settled a three-year agreement providing 1,049 teaching and service assistants with a 3.5% average annual wage increase. The Municipal Property Assessment Corp. and OPSEU representing 1,350 employees settled

a four-year agreement for an average annual wage increase of 2.9%. St. Joseph's Health Care London and the CAW reached a 36-month agreement covering 1,150 employees. The settlement provided an average annual wage increase of 2.5%. The Ottawa Hospital and OPSEU representing 2,100 employees settled a two-year agreement for an average annual wage increase of 3%.

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## WAGE SETTLEMENTS — BY INDUSTRY

	APRIL		ANNUAL			
	Agreements	Employees	Average Annual Increase %	Year-to-date 2006 %	2005 %	2004 %
<b>All Settlements</b>	<b>25</b>	<b>18,163</b>	<b>3.0</b>	<b>2.7</b>	<b>2.7</b>	<b>2.8</b>
Public Sector	15	13,214	3.2	3.0	2.7	3.1
Private Sector	10	4,949	2.4	2.0	2.4	2.6
<b>Industries</b>						
Primary	-	-	-	1.5	2.5	2.1
Manufacturing	8	4,415	2.4	2.3	2.4	2.6
Construction	-	-	-	-	3.5	3.1
Trade and Finance	1	267	2.8	1.9	2.3	1.9
Transportation, Communications & Utilities	1	267	2.4	2.9	2.9	1.4
Public Administration	2	1,610	2.9	2.9	2.6	2.8
Education & Related Services	8	7,094	3.6	3.1	2.7	3.6
Health & Social Services	5	4,510	2.7	2.7	2.9	2.8
Other Services	-	-	-	1.1	2.1	2.8

## APRIL SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
<b>Manufacturing</b>						
Dimplex North America (Cambridge div)	United Steelworkers	3.1	3.2	200	36	2009-04-22
Dura Automotive Systems (Cable Operations)	Machinists	2.0 *	2.0	230	36	2009-06-30
Invar Manufacturing (Linamar Holdings div)	Machinists	3.1 <sup>1</sup>	3.0	359	48	2010-03-14
Kellogg Canada	Bakery Tobacco & Grain Millers	3.0 *	3.0	540	36	2009-04-04
National Steel Car	United Steelworkers	2.0 *	1.0	2,166	36	2009-04-05
Orion Bus Industries (div of DaimlerChrysler)	Cdn Auto Workers	2.9	3.0	281	36	2009-03-31
Pepsi Bottling Group	Teamsters	2.8	2.7	380	36	2009-02-28
Welded Tube of Canada	United Steelworkers	2.5	2.5	259	24	2007-11-30
<b>Trade and Finance</b>						
Pepsico Foods Canada (Quaker Trenton plant)	Quaker Oats Empls Union	2.8 <sup>1</sup>	4.4	267	36	2009-03-31
<b>Transportation, Communications &amp; Utilities</b>						
Nav Canada (electronics unit)	Electrical Workers	2.4	2.3	267	48	2009-08-31
<b>Public Administration</b>						
Belleville City Corp (inside, outside)	Cdn Public Empls	2.9 <sup>1</sup>	3.0	260	36	2008-03-31
Municipal Property Assessment Corp	Ont Public Service Empls	2.9	2.8	1,350	48	2009-12-31
<b>Education &amp; Related Services</b>						
Grand Erie DSB (elementary occasional)	Elem Teachers Fed Ont	3.5	2.0	400	48	2008-08-31
Halton DSB (elementary occasional)	Elem Teachers Fed Ont	4.9	2.7	800	48	2008-08-31
Hamilton-Wentworth Catholic DSB (occasional teachers)	Ont English Catholic Teachers	3.3	2.0	347	48	2008-08-31
Hamilton-Wentworth DSB (elementary occasional)	Elem Teachers Fed Ont	3.1	2.0	600	48	2008-08-31
Ottawa-Carleton DSB (elementary occasional)	Elem Teachers Fed Ont	3.0	2.5	2,000	48	2008-08-31
Simcoe County DSB (elementary occasional)	Elem Teachers Fed Ont	4.4	1.9	898	48	2008-08-31
University of Guelph (teaching and service assistants, unit#1)	Cdn Public Empls	3.5	3.8	1,049	36	2008-08-31
University of Ottawa (academic staff, librarians)	University Professors	3.5 <sup>*2,3</sup>	4.2	1,000	36	2008-04-30
<b>Health &amp; Social Services</b>						
Ottawa Hospital (paramedical, prof)	Ont Public Service Empls	3.0	3.0	2,100	24	2007-03-31
Ottawa-Carleton Association for Developmental Disabilities	Cdn Public Empls	1.5	1.5	300	12	2007-03-31
Scarborough Hospital (office)	Ont Public Service Empls	2.5	3.0	431	24	2007-03-31
St Josephs Health Care London (St Joseph's, Parkwood, Mt Hope LTC)	Cdn Auto Workers	2.5	3.0	1,150	36	2009-03-31
Windsor Regional Hospital (service)	Cdn Auto Workers	2.5	2.5	529	24	2007-03-31

\* Including COLA clauses and/or COLA estimates

<sup>1</sup> Wage restructuring

<sup>2</sup> Including special wage adjustments

<sup>3</sup> Wage re-opener in the final year of a 48-month agreement

**National Steel Car Ltd. and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 7135 (2,166 employees)**

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*a three-year renewal agreement effective April 6, 2006, expiring April 5, 2009*

- wage adjustments include a COLA fold-in of \$0.09, wage increases of \$0.20 in the first year, \$0.35 in the second year, and \$0.45 in the third year, with COLA triggered at \$0.25 each year
- improvements to life insurance, dental, health care and weekly indemnity benefits
- increases in shift premium, tool and meal allowances
- letter of understanding regarding video surveillance for the purposes of employee safety and deterrence of theft and vandalism only

**Kellogg Canada Inc. and Bakery, Confectionery, Tobacco Workers & Grain Millers International Union, Local 154-G (540 employees)**

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*a three-year renewal agreement effective April 10, 2006, expiring April 4, 2009*

- wage increases of 3% in each year with COLA triggered in the second year
- improvements to pension, life insurance, and health care plans
- increases in shift premium and safety shoes allowance

**University of Guelph and Canadian Union of Public Employees, Local 3913 (1,049 teaching and service assistants [unit 1])**

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

- wage increases of 3.75% in the first year, 3.5% in the second year, and 3.25% in the third year; lump sum payments for eligible employees
- increases to the supplemental benefits plan for eligible employees
- new article to allow review of assigned duties and hours of work
- improvements to paid parental/pregnancy leave

**Municipal Property Assessment Corporation and Ontario Public Service Employees Union (1,350 employees)**

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

- general wage increases of 2.75% in each of the first two years and 3% in both the third and fourth years
- improvements to bereavement leave and health care benefits
- new article to discuss and minimize the impact of technological change at the Union-Management Committee

**St. Joseph's Health Care London and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 27 (1,150 employees)**

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*a three-year renewal agreement effective April 1, 2006, expiring March 31, 2009*

- general wage increases of 3% in the first year, 2.5% in the second year, and 2% in the third year
- increases in standby pay, shift and weekend premiums, and vacation leave for eligible employees
- improvements to health care benefits for eligible active employees and retirees
- increased uniform and safety shoes allowances

**Ottawa Hospital and Ontario Public Service Employees Union, Local 464 (2,100 paramedical and professional employees)**

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*a two-year renewal agreement effective April 1, 2005, expiring March 31, 2007*

- general wage increases of 3% in each year
- increases in standby pay, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits and various leaves

\* Based on available information

## MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	16,000	Various dates
Various School Boards	Various unions	Various locations	16,100	Various dates
Various Municipalities	Various unions	Various locations	22,000	Various dates
Hospitals	Various unions	Various locations	72,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	23,000	Various dates
Pulp & Paper	Various unions	Various locations	1,200	Various dates
Ontario Government	Various unions	Province-wide	8,600	Various dates
Maple Leaf Sports & Entertainment	Teamsters	Toronto	1,125	2005-06-30
College Compensation and Appointments Council (academic)	OPSEU	Province-wide	8,500	2005-08-31
Ontario Provincial Police (uniform & civilian)	OPP	Province-wide	7,680	2005-12-31
Loblaws Supermarkets Ltd.	UFCW	Various locations	16,000	Various dates
York University	University Professors	Toronto	1,193	2006-04-30
Inco Ltd.	United Steelworkers	Sudbury	3,400	2006-05-31
McMaster University (non-academic)	McMaster Staff Assn	Province-wide	1,785	2006-06-15
Bombardier Inc	CAW	Toronto	1,800	2006-06-22
Professional Assn of Cdn Theatres (PACT)	Actors Equity	Province-wide	2,700	2006-06-25
University of Western Ontario	Various unions	Various locations	2,400	2006-06-30
Zehrmart Ltd.	UFCW	Various locations	8,800	2006-07-01
Stelco Inc.	United Steelworkers	Hamilton	4,000	2006-07-31

As of April 30, 2006, there were 267 agreements, each covering 200 or more employees, that have expired and not been renewed.

## CONSUMER PRICE INDEX (1992 = 100)

(Percentage change from year earlier)

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006 year-to-date</u>	<u>FEB 2006</u>	<u>MAR 2006</u>	<u>APR 2006</u>
Canada	2.8	1.9	2.2	2.4	2.2	2.2	2.4
Ontario	2.7	1.9	2.2	2.4	2.0	2.3	2.3
Toronto	3.0	1.7	1.8	2.3	2.0	2.0	2.3
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	2.3	1.9	2.1	2.4
Thunder Bay	2.3	1.3	1.7	2.1	1.7	1.9	2.1

Source: Statistics Canada

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 the 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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