

Collective Bargaining Highlights

May 2006

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

AGREEMENTS SETTLED IN MAY

- ▶ In May, 48 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 21,635 employees, 60% of whom were in the public sector (13,088), with the majority in health and social services (5,430), followed by education and related services (4,782).
- ▶ The overall average annual increase in base wage rates in May was 2.9%, a slight decrease from 3% reported in the previous month. In the public sector, 32 agreements were settled for an average annual wage increase of 3.1%, also down from 3.2% last month. In the private sector, 16 agreements were settled with an average annual wage increase of 2.7%, an increase from 2.4% in the previous month.
- ▶ Major settlements in May included a three-year agreement between Inco Ltd. and the United Steelworkers, covering 3,132 employees, for an average annual wage increase of 3.4%, including COLA. The City of London and CUPE settled a four-year agreement providing 550 outside employees with an average annual wage increase of 3%. The Metro Toronto Convention Centre and Labourers reached a four-year agreement for 753 employees for an average annual wage increase of 3.2%. Trillium Lakelands DSB ratified two three-year agreements with CUPE and a 48-month agreement with the Elementary Teachers' Federation of Ontario. The agreements provide

236 custodian/maintenance, 781 office and educational assistants, and 400 elementary occasional teachers with average annual wage increases ranging from 2.4% to 2.5%. Durham DSB and ETFO representing 965 occasional teachers settled a 48-month agreement, for an average annual wage increase of 4.3%. In the health care sector, 10 agreements covering 3,362 employees were reached as part of the settlement between Participating Hospitals and OPSEU. The centrally negotiated settlement provided an average annual wage increase of 3.1%.

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WAGE SETTLEMENTS — BY INDUSTRY

	MAY		ANNUAL			
	Agreements	Employees	Average Annual Increase %	Year-to-date 2006 %	2005 %	2004 %
All Settlements	48	21,635	2.9	2.8	2.7	2.8
Public Sector	32	13,088	3.1	3.0	2.7	3.1
Private Sector	16	8,547	2.7	2.2	2.4	2.6
Industries						
Primary	1	3,132	3.4	3.1	2.5	2.1
Manufacturing	11	3,815	2.4	2.4	2.4	2.6
Construction	-	-	-	3.9	3.5	3.1
Trade and Finance	1	563	1.2	1.7	2.3	1.9
Transportation, Communications & Utilities	2	712	2.4	2.9	2.9	1.4
Public Administration	2	800	3.3	2.9	2.6	2.8
Education & Related Services	10	4,782	3.2	3.1	2.7	3.6
Health & Social Services	17	5,430	2.9	2.8	2.9	2.8
Other Services	4	2,401	3.1	1.9	2.1	2.8

MAY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Inco	United Steelworkers	3.4 *	2.5	3,132	36	2009-05-31
Manufacturing						
A & M Cookies Co Canada (Colonial Cookies)	Food & Commercial Workers	0.7 ¹	0.0	372	36	2009-02-28
AGS Automotive Systems (A G Simpson)	Cdn Auto Workers	2.4 *	0.5	397	36	2009-05-15
Amcan Castings (Burlington Div)	United Steelworkers	1.8	0.0	200	36	2009-04-30
Autrans Corp	Cdn Auto Workers	6.5	6.7	230	24	2008-03-31
Beta Brands	Bakery Tobacco & Grain Millers	2.0	2.0	288	36	2009-05-07
Cadbury Adams Canada	Food & Commercial Workers	2.8	3.0	525	36	2008-12-06
Faurecia Automotive Seating Canada	United Steelworkers	2.4 *	2.0	328	38	2009-05-17
Kautex Textron	Cdn Auto Workers	1.5	1.5	490	36	2009-06-24
TDS Automotive Canada	Cdn Auto Workers	5.2	7.1	235	36	2009-05-09
TRW Canada	Thompson Products Empls Assn	1.1 *	0.0	500	36	2009-04-30
Unilever Canada	Bakery Tobacco & Grain Millers	3.1	2.5	250	48	2010-02-15
Trade and Finance						
Great Atlantic & Pacific Co Cda (Northern Ontario)	Food & Commercial Workers	1.2	2.3	563	60	2010-07-09
Transportation, Communications & Utilities						
407 ETR Concession Co	Cdn Auto Workers	1.1	2.0	280	36	2009-01-31
Air Transat (flight attendants)	Cdn Public Empls	3.3	3.0	432	60	2010-10-31
Public Administration						
London City Corp (outside)	Cdn Public Empls	3.0	3.0	550	48	2009-12-31
Ontario Teachers Pension Plan Board	Ont Public Service Empls	4.0	3.0	250	36	2009-12-31
Education & Related Services						
Durham DSB (elementary occasional)	Elem Teachers Fed Ont	4.3	2.0	965	48	2008-08-31
Halton DSB (office, clerical, technical)	Ont Secondary School Teachers	2.7	2.0	235	48	2008-08-31
Halton DSB (secondary occasional)	Ont Secondary School Teachers	2.6	2.0	300	48	2008-08-31
Hamilton-Wentworth DSB (secondary occ)	Ont Secondary School Teachers	3.1	2.0	435	48	2008-08-31
Near North DSB (elementary occasional)	Elem Teachers Fed Ont	5.6	4.4	296	48	2008-08-31
Ottawa-Carleton DSB (secondary occasional)	Ont Secondary School Teachers	3.1	2.5	750	48	2008-08-31
St Clair Catholic DSB (office, maintenance, educational assistants)	Cdn Public Empls	2.5	2.0	384	36	2008-12-31

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* Including COLA clauses and/or COLA estimates

¹ Wage reopener in the second and third years

MAY SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services (cont'd)						
Trillium Lakelands DSB (custodial, maintenance)	Cdn Public Empls	2.5	2.0	236	36	2008-12-31
Trillium Lakelands DSB (elementary occasional)	Elem Teachers Fed Ont	2.4	2.0	400	48	2008-08-31
Trillium Lakelands DSB (office, clerical, technical, educational assistants)	Cdn Public Empls	2.5	2.0	781	36	2008-12-31
Health & Social Services						
Bluewater Health Lambton Hospitals (paramedical, professional)	Ont Public Service Empls	3.0	3.0	294	24	2006-03-31
Chatham-Kent Health Alliance (paramedical, professional)	Ont Public Service Empls	3.1	3.0	202	36	2009-03-31
Community Living Mississauga	Ont Public Service Empls	2.7 ²	5.6	360	24	2007-08-31
Grey Bruce Health Services (paramedical, professional)	Ont Public Service Empls	3.1	3.0	305	36	2009-03-31
Hotel-Dieu Grace Hospital (office)	Cdn Auto Workers	2.3	2.0	207	36	2009-03-31
Hotel-Dieu Grace Hospital (service)	Cdn Auto Workers	2.3	2.0	247	36	2009-03-31
Kingston General Hospital (paramedical)	Ont Public Service Empls	3.1	3.0	331	36	2009-03-31
Lakeridge Health Corp (paramedical)	Ont Public Service Empls	3.1	3.0	318	36	2009-03-31
London Health Sciences Centre (paramedical lab unit)	Ont Public Service Empls	3.1	3.0	334	36	2009-03-31
London-Middlesex Children's Aid Society (professional, support)	Ont Public Service Empls	3.0	3.0	400	36	2009-03-31
Mount Sinai Hospital (paramedical)	Ont Public Service Empls	3.1	3.0	260	36	2009-03-31
Niagara Health System (paramedical, prof)	Ont Public Service Empls	3.1	3.0	526	36	2009-03-31
Providence Continuing Care Centre (St Mary's of The Lake Hosp)	CNFIU Directly Chartered	1.8 ⁴	2.0	260	24	2007-03-31
Quinte Healthcare Corp (paramedical, prof)	Ont Public Service Empls	3.1	3.0	237	36	2009-03-31
Rouge Valley Health System (paramedical, prof)	Ont Public Service Empls	3.1	3.0	497	36	2009-03-31
Thunder Bay Regional Health Sciences Centre (paramedical, professional)	Ont Public Service Empls	3.1	3.0	352	36	2009-03-31
Timmins and District Hospital (office, service, RPN)	United Steelworkers	3.0	3.0	300	24	2007-03-31
Other Services						
Atomic Energy of Canada Ltd (AECL)	Prof Engineers Society	3.1	3.0	673	60	2010-12-31
Metro Toronto Convention Centre Corp	Labourers	3.2	3.4	753	48	2009-12-31
Toronto Community Housing Corp	Cdn Public Empls	3.1 ³	3.0	650	84	2008-12-31
Westin Hotel	Food & Commercial Workers	2.6	2.7	325	36	2009-05-24

² Conditional wage adjustments in the second year

³ Amalgamated wage harmonization/restructuring

⁴ Wage restructuring

Inco Ltd. and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 6500 (3,132 employees)

three-year renewal agreement effective June 1, 2006, expiring May 31, 2009

- wages increases include \$0.60 in the first year, \$0.20 in each of the second and third years, in addition to annual COLA roll-ins, and a signing bonus of \$4,000 for eligible employees
- expanded bereavement and improved pension and vacation leave provisions
- increases in life, accidental death and dismemberment, and weekly indemnity insurance plans, as well as pre-72 widows' annual payments
- guaranteed no layoffs provision
- Language Review Committee to be established to review and update current language in the collective agreement
- an Integration Appendix has been established to set out principles for resolving issues that may arise during integration and intermingling, should Inco acquire Falconbridge Ltd.

The Corporation of the City of London and Canadian Union of Public Employees, Local 107 (550 outside employees)

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

- general wage increases of 3% in each year
- increases in life insurance and health care benefits coverage
- improvements to early retiree benefits

Participating Hospitals and Ontario Public Service Employees Union, various locals

10 agreements covering 3,362 paramedical and professional employees included in a jointly bargained Memorandum of Settlement for 43 hospitals (involving a total of 45 three-year renewal agreements covering 6,588 paramedical and professional employees) effective April 1, 2006, expiring March 31, 2009

- general wage increases of 3% in both the first and second years, and 3.25% in the final year; retention payments for eligible Dietitians
- increases in shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits, job security provisions and various leaves

Metro Toronto Convention Centre Corporation and Labourers' International Union of North America, Local 506 (753 outside employees)

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

- general wage increases of 3.4% in the first year and 3.2% in each of the second, third and fourth years; Event Services will receive an additional \$0.25 an hour
- modification to number of hours of work required to achieve full-time or part-time status
- improvements to health care benefits, and bereavement and vacation leave provisions
- increases in night shift and other premiums' rates, meals, uniforms, safety, and seasonal shoe allowances

* 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	21,000	Various dates
Various Municipalities	Various unions	Various locations	21,000	Various dates
Hospitals	Various unions	Various locations	60,000	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	15,000	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
McMaster University (non-academic, teaching assistants)	Various unions	Province-wide	3,900	Various dates
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
Carleton University (academic, teaching assistants, sessional lecturers)	Various unions	Ottawa	2,400	Various dates

As of May 31, 2006, there were 229 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>MAR 2006</u>	<u>APR 2006</u>	<u>MAY 2006</u>
Canada	2.8	1.9	2.2	2.5	2.2	2.4	2.8
Ontario	2.7	1.9	2.2	2.5	2.3	2.3	2.8
Toronto	3.0	1.7	1.8	2.3	2.0	2.3	2.3
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	2.4	2.1	2.4	2.8
Thunder Bay	2.3	1.3	1.7	2.2	1.9	2.1	2.6

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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