

Collective Bargaining Highlights

July 2006

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

AGREEMENTS SETTLED IN JULY

- ▶ In July, 49 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 40,344 employees, 89% of whom were in the public sector (35,772) with the majority in public administration (21,292) followed by health and social services (11,990).
- ▶ The overall average annual increase in base wage rates in July was 2.7%, down from 2.8% reported in the previous month. In the public sector, 39 agreements were settled for an average annual increase of 2.7%, compared to 3.2% in June. In the private sector, 10 agreements were settled for an average annual wage increase of 2.7%, up from 2% in the previous month.
- ▶ Major settlements in July included two three-year agreements between the Ontario Government and the OPP, providing 5,400 uniform and 2,300 civilian employees with an average annual wage increase of 3.1%. York Regional Police Service Board and York Regional Police Association, representing 1,229 uniform and 422 civilian employees, settled two three-year agreements for average annual wage increases of 3.1%. In the health care sector, the Participating Hospitals and CUPE reached a centrally negotiated settlement, providing an average annual wage increase of 2.8%, for 10,720 employees covered by 25 agreements.

ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Canadian Imperial Bank of Commerce (VISA) and United Steelworkers , Local 8300 (772 employees)

Average Annual Wage Increase: 2.6 % over two years
- ▶ University of Western Ontario and University of Western Ontario Staff Association (1,100 support staff)

Average Annual Wage Increase: 3% over four years

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WAGE SETTLEMENTS — BY INDUSTRY

	JULY			ANNUAL		
	Agreements	Employees	Average Annual	Year-to-date		
			Increase	2006	2005	2004
			%	%	%	%
All Settlements	49	40,344	2.7	2.8	2.7	2.8
Public Sector	39	35,772	2.7	3.0	2.7	3.1
Private Sector	10	4,572	2.7	2.2	2.4	2.6
Industries						
Primary	-	-	-	3.1	2.5	2.1
Manufacturing	3	1,451	2.2	2.3	2.4	2.6
Construction	-	-	-	3.9	3.5	3.1
Trade and Finance	1	248	3.0	1.4	2.3	1.9
Transportation, Communications & Utilities	2	1,050	3.0	2.9	2.9	1.4
Public Administration	7	21,292	2.9	3.0	2.6	2.8
Education & Related Services	4	2,490	1.3	3.0	2.7	3.6
Health & Social Services	28	11,990	2.7	2.8	2.9	2.8
Other Services	4	1,823	2.8	2.1	2.1	2.8

JULY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Macdonald Dettwiler Space & Advanced Robotics (engineers and technical)	SPATEA	4.0	4.5	326	36	2008-12-31
Maple Leaf Foods (Maple Leaf Poultry)	Food & Commercial Workers	2.0	2.2	675	36	2008-09-23
NRI Industries	United Steelworkers	1.3	1.0	450	36	2009-06-30
Trade and Finance						
Toromont (CAT)	Cdn Auto Workers	3.0	3.0	248	36	2009-06-30
Transportation, Communications & Utilities						
Greater Toronto Airports Authority	Public Service Alliance	3.0	3.0	650	48	2010-07-31
Union Gas (hourly units)	Communications Energy Paperwrks	3.0	3.0	400	36	2008-12-31
Public Administration						
Ontario Government (uniform)	Ont Provincial Police	3.1	3.3	5,400	36	2008-12-31
Ontario Government (civilian)	Ont Provincial Police	3.1	3.3	2,300	36	2008-12-31
Thunder Bay City Corp (inside, outside)	Cdn Public Empls	2.1	2.1	650	36	2008-12-31
Treasury Board of Canada (computer systems)	Professional Institute	3.1 ¹	2.2	6,491	36	2007-12-22
Treasury Board of Canada (economics & social science)	Cdn Assn Prof Empl	2.5	2.5	4,800	12	2007-06-21
York Regional Police Services Board (civilians)	Police Association	3.1	3.3	422	36	2008-12-31
York Regional Police Services Board (uniform)	Police Association	3.1	3.3	1,229	36	2008-12-31
Education & Related Services						
Art Gallery of Ontario (support and dining services)	Ont Public Service Empls	2.9	2.7	270	48	2009-11-30
Hamilton-Wentworth District School Board (custodial, maintenance)	Cdn Public Empls	2.6	2.5	430	48	2010-08-31
University of Waterloo (plant and food services)	Cdn Public Empls	3.2 ¹	3.2	390	24	2008-04-30
University of Western Ontario (graduate teaching assistants)	Public Service Alliance	0.0	0.0	1,400	48	2010-08-31
Health & Social Services						
Community Living Toronto (residential, vocational, full-time)	Cdn Public Empls	2.0 ^{1,2}	2.0	450	12	2009-03-31
Community Living Toronto (residential, vocational, part-time)	Cdn Public Empls	2.0 ^{1,2}	2.0	550	12	2009-03-31
Queensway-Carleton Hospital (paramedical, professional)	Ont Public Service Empls	2.8	3.0	270	36	2007-03-31
Cornwall Community Hospital (service, tech, RPN)	Cdn Public Empls	2.8	2.8	344	36	2009-09-28
Credit Valley Hospital (service, RPN)	Cdn Public Empls	2.8	2.8	249	36	2009-09-28

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¹ Wage restructuring

² First 12 months of a three-year agreement; conditional wage adjustments in the 2nd & 3rd years

JULY SETTLEMENTS (CONTINUED)

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Health & Social Services (continued)						
Halton Healthcare Services (Georgetown Hospital)	Cdn Public Empls	2.8	2.8	200	36	2009-09-28
Hospital for Sick Children (service, RPN, full-time)	Cdn Public Empls	2.8	2.8	368	36	2009-09-28
Huron Perth Healthcare Alliance (service, office, tech, RPN)	Cdn Public Empls	2.8	2.8	254	36	2009-09-28
Joseph Brant Memorial Hospital (service, office, tech, RPN)	Cdn Public Empls	2.8	2.8	257	36	2009-09-28
Kingston General Hospital (service, office, RPN, full-time)	Cdn Public Empls	2.8	2.8	642	36	2009-09-28
Kingston General Hospital (service, office, RPN, part-time)	Cdn Public Empls	2.8	2.8	321	36	2009-09-28
Lakeridge Health Corp (service, office, RPN)	Cdn Public Empls	2.8	2.8	948	36	2009-09-28
North Bay General Hospital (service, office, tech, RPN)	Cdn Public Empls	2.8	2.8	406	36	2009-09-28
Pembroke Regional Hospital (office, service, paramedical, prof, RPN)	Cdn Public Empls	2.8	2.8	450	36	2009-09-28
Peterborough Regional Health Centre (service, tech, RPN)	Cdn Public Empls	2.8	2.8	374	36	2009-09-28
Providence Healthcare (service, RPN, full-time)	Cdn Public Empls	2.8	2.8	260	36	2009-09-28
Queensway-Carleton Hospital (service, tech, RPN)	Cdn Public Empls	2.8	2.8	231	36	2009-09-28
Ross Memorial Hospital (service, office, RPN)	Cdn Public Empls	2.8	2.8	239	36	2009-09-28
Rouge Valley Health System (service, office, tech, RPN)	Cdn Public Empls	2.8	2.8	819	36	2009-09-28
Scarborough Hospital (service, tech, RPN, full-time)	Cdn Public Empls	2.8	2.8	378	36	2009-09-28
St Joseph's Health Centre (service, RPN, full-time)	Cdn Public Empls	2.8	2.8	250	36	2009-09-28
St Joseph's Healthcare (service, office, tech, RPN)	Cdn Public Empls	2.8	2.8	1,136	36	2009-09-28
St Peter's Hospital (service, office, RPN)	Cdn Public Empls	2.8	2.8	234	36	2009-09-28
Sudbury Regional Hospital (office)	Cdn Public Empls	2.8	2.8	216	36	2009-09-28
Sudbury Regional Hospital (service, RPN)	Cdn Public Empls	2.8	2.8	544	36	2009-09-28
Toronto Rehabilitation Institute (service, RPN)	Cdn Public Empls	2.8	2.8	346	36	2009-09-28
Trillium Health Centre (service, RPN)	Cdn Public Empls	2.8	2.8	536	36	2009-09-28
William Osler Health Centre (Northwest GTA/ service, tech, RPN)	Cdn Public Empls	2.8	2.8	718	36	2009-09-28
Other Services						
Canadian Niagara Hotels	UNITEHERE	3.0	3.0	533	36	2009-01-05
Lakehead Terminal Elevators Association	United Steelworkers	3.0	3.0	215	36	2009-01-31
Westin Harbour Castle Hotel	Food & Commercial Workers	3.0 ¹	3.0	375	60	2011-05-31
Woodbine Entertainment Group (mutuel department/ thoroughbred, standardbred races)	Cdn Racetrack Workers	2.5	2.6	700	36	2008-12-31

¹ Wage restructuring

Participating Hospitals and Canadian Union of Public Employees, various Locals (25 agreements covering 10,720 employees)

part of a centrally bargained Memorandum of Settlement for 56 hospitals covering 79 three-year renewal agreements for 14,070 R.P.N.s, service, office, and technical employees effective September 29, 2006, expiring September 28, 2009

- general wage increases of 2.75% in the first year, 3% in the second year, and 2.6% in the final year
- increases in standby pay, overtime, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits, job security provisions and various leaves

Ontario Government and Ontario Provincial Police Association (5,400 uniform and 2,300 civilian employees)

two, three-year renewal agreements effective January 1, 2006, expiring December 31, 2008

- general wage increases of 3.34% on January 1, 2006, 3% on January 1, 2007, and 3% on January 1, 2008; special wage adjustments for eligible classifications
- Improvements to health care benefits such as paramedical and psychological services, and Accidental Death and Dismemberment Coverage
- new language allowing civilian employees option to receive one week's pay in lieu of five days vacation leave every year
- increased shift premium rates for uniform employees

Woodbine Entertainment Group and Canadian Racetrack Workers Union (700 employees)

a three-year renewal agreement effective January 1, 2006, expiring December 31, 2008, settled after a work stoppage

- wage increases include a lump sum signing bonus of \$250 and an increase of \$0.50 in each year for seniority employees; \$150 and an increase of \$0.40 in each year for non-seniority employees
- improvements to health care benefits and insurance plans

Treasury Board of Canada and Professional Institute of the Public Service of Canada (6,491 Ontario-based computer systems employees)

a three-year renewal agreement effective December 21, 2004, expiring December 22, 2007

- general wage increases of 2.25% in the first year, 2.4% in the second year, \$900 on December 21, 2006, and 2.5% on December 22, 2006
- delete marriage leave provision and provide five additional days of annual leave on a one-time basis
- improvements to the cash-out of compensatory leave
- modification to hours of work to include two fifteen-minute breaks daily
- improvements to contracting out language

University of Western Ontario and Public Service Alliance of Canada (1,400 graduate teaching assistants)

a four-year renewal agreement effective September 1, 2006, expiring August 31, 2010

- one-time payments of \$400 for eligible employees in the first year, \$550 in the second year, \$705 in the third year, and \$865 in the fourth year
- new article on paid maternity leave for eligible employees whose delivery or adoption date falls within four months of the contract expiry date
- increased funding for the GTA Financial Fund and health care plan

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	5,000	Various dates
Various School Boards	Various unions	Various locations	17,000	Various dates
Various Municipalities	Various unions	Various locations	16,500	Various dates
Hospitals	Various unions	Various locations	89,600	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	22,800	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
Professional Assn of Cdn Theatres (PACT)	Actors Equity	Province-wide	2,700	2006-06-25
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

As of July 31, 2006, there were 199 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>MAY 2006</u>	<u>JUNE 2006</u>	<u>JULY 2006</u>
Canada	2.8	1.9	2.2	2.5	2.8	2.5	2.4
Ontario	2.7	1.9	2.2	2.4	2.8	2.4	1.9
Toronto	3.0	1.7	1.8	2.2	2.3	2.2	1.7
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	2.4	2.8	2.5	2.0
Thunder Bay	2.3	1.3	1.7	2.1	2.6	2.1	1.8

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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