

Collective Bargaining Highlights

August 2006

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

AGREEMENTS SETTLED IN AUGUST

- ▶ In August, 24 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 10,596 employees, 93% of whom were in the public sector (9,861), with the majority in health care.
- ▶ The overall average annual increase in base wage rates in August was 2.7%, unchanged from the previous month. In the public sector, 22 agreements were settled for an average annual wage increase of 2.8%, up slightly from 2.7% last month. In the private sector, two agreements were settled for an average annual wage increase of 1.4% compared to 2.7% in July.
- ▶ Major settlements in August included 22 three-year agreements between the Participating Hospitals and 9,861 employees represented by the Service Employees International Union (SEIU). The centrally negotiated settlement provided an average annual wage increase of 2.8%. FRD Properties Partnership (Four Seasons Hotel Toronto) and the United Food and Commercial Workers Union (UFCW) settled a five-year agreement covering 375 employees for an average annual wage increase of 2.8%.

ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Rubbermaid Canada Inc. and CAW, Local 252 (219 employees)

Average Annual Wage Increase: 2.5% over two years

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WAGE SETTLEMENTS — BY INDUSTRY

	AUGUST			ANNUAL		
	Agreements	Employees	Average Annual Increase %	Year-to-date 2006 %	2005 %	2004 %
All Settlements	24	10,596	2.7	2.8	2.7	2.8
Public Sector	22	9,861	2.8	3.0	2.7	3.1
Private Sector	2	735	1.4	2.2	2.4	2.6
Industries						
Primary	-	-	-	3.1	2.5	2.1
Manufacturing	-	-	-	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	-	-	-	2.9	2.9	1.6
Public Administration	-	-	-	3.0	2.6	2.8
Education & Related Services	-	-	-	3.0	2.7	3.6
Health & Social Services	22	9,861	2.8	2.8	2.9	2.8
Other Services	2	735	1.4	2.1	2.1	2.8

AUGUST SETTLEMENTS

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						
Baycrest Centre for Geriatric Care (Baycrest Hosp) (service, RPN, full-time)	Service Employees Intl	2.8	2.8	426	36	2009-10-10
Baycrest Centre for Geriatric Care (Baycrest Hosp) (service, RPN, part-time)	Service Employees Intl	2.8	2.8	446	36	2009-10-10
Headwaters Health Care Centre (service, tech, RPN)	Service Employees Intl	2.8	2.8	212	36	2009-10-10
Hotel Dieu Shaver Health & Rehabilitation Centre	Service Employees Intl	2.8	2.8	233	36	2009-10-10
Humber River Regional Hospital (service, RPN, full-time)	Service Employees Intl	2.8	2.8	270	36	2009-10-10
Humber River Regional Hospital (service, RPN, part-time)	Service Employees Intl	2.8	2.8	290	36	2009-10-10
Mics Group Of Health Services (service, office, tech, RPN)	Service Employees Intl	2.8	2.8	220	36	2009-10-10
Mount Sinai Hospital (service, full-time)	Service Employees Intl	2.8	2.8	207	36	2009-10-10
Niagara Health System (office)	Service Employees Intl	2.8	2.8	491	36	2009-10-10
Niagara Health System (service, RPN)	Service Employees Intl	2.8	2.8	1,556	36	2009-10-10
North Simcoe Hospital Alliance (service, RPN)	Service Employees Intl	2.8	2.8	213	36	2009-10-10
North York General Hospital (service, office, tech, RPN)	Service Employees Intl	2.8	2.8	1,076	36	2009-10-10
Quinte Healthcare (office)	Service Employees Intl	2.8	2.8	211	36	2009-10-10
Royal Victoria Hospital (service, RPN)	Service Employees Intl	2.8	2.8	462	36	2009-10-10
Southlake Regional Health Centre (service, tech, RPN, part-time)	Service Employees Intl	2.8	2.8	241	36	2009-10-10
Sunnybrook & Womens College Health Sciences Centre (service, tech, RPN)	Service Employees Intl	2.8	2.8	1,686	36	2009-10-10
Thunder Bay Regional Health Sciences Centre (service, tech, RPN, part-time)	Service Employees Intl	2.8	2.8	240	36	2009-10-10
Toronto East General Hospital (service, RPN, full-time)	Service Employees Intl	2.8	2.8	304	36	2009-10-10
Toronto East General Hospital (service, RPN, part-time)	Service Employees Intl	2.8	2.8	309	36	2009-10-10
West Park Healthcare Centre (service, RPN)	Service Employees Intl	2.8	2.8	231	36	2009-10-10
William Osler Health Centre (Northwest GTA) (clerical, full-time)	Service Employees Intl	2.8	2.8	266	36	2009-10-10
William Osler Health Centre (Northwest GTA) (clerical, part-time)	Service Employees Intl	2.8	2.8	271	36	2009-10-10
Other Services						
FRD Properties Partnership (Four Seasons Hotel)	Food & Commercial Workers	2.8 *	2.0	375	60	2011-03-27
Telespectrum (Canada)	United Steelworkers	0.0	0.0	360	24	2008-06-24

* Wage restructuring

Participating Hospitals and Service Employees International Union, Local 1
(22 agreements covering 9,861 employees)

part of a centrally bargained Memorandum of Settlement for 34 hospitals, covering 67 three-year renewal agreements for 13,576 R.P.N.s, service, office, and technical employees, effective October 11, 2006, expiring October 10, 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

FRD Properties Partnership (Four Seasons Hotel Toronto) and United Food and Commercial Workers International Union, Local 333
(375 employees)

a five-year renewal agreement effective March 28, 2006, expiring March 27, 2011

- general wage increases of 2 % on April 2, 2006, and 1.5% every six months effective March 28, 2007; wage restructuring and special adjustments for specific classifications
- increases in health and welfare benefits, night shift premiums, and shoe and night transportation allowances

* 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	76,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	33,000	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

As of August 31, 2006, there were 214 agreements, each covering 200 or more employees, that have expired and not been renewed.

CONSUMER PRICE INDEX (1992 = 100)

(Percentage change from year earlier)	2003	2004	2005	2006 year-to-date	JUNE 2006	JULY 2006	AUG 2006
Canada	2.8	1.9	2.2	2.4	2.5	2.4	2.1
Ontario	2.7	1.9	2.2	2.3	2.4	1.9	1.5
Toronto	3.0	1.7	1.8	2.1	2.2	1.7	1.3
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	2.2	2.5	2.0	1.4
Thunder Bay	2.3	1.3	1.7	2.0	2.1	1.8	1.3

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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