

Collective Bargaining Highlights

January 2005

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

AGREEMENTS SETTLED IN JANUARY

- In January, 13 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 53,846 employees, 96% of whom were in the public sector (51,710), with the majority in the federal government (50,517).
- The overall average annual increase in base wage rates in January was 2.4%, down slightly from 2.5% last December. In the public sector, nine agreements were settled for an average annual wage increase of 2.4%, compared to 2.6% last month. In the private sector, four agreements were settled, providing an average annual wage increase of 2.8%, up from 2% in December.
- Major settlements in January included a four-year agreement between CP Railway and the Teamsters Canada Railway Conference, providing an average annual wage increase of 3.2% to 1,309 Ontario-based train crew employees. The Treasury Board of Canada and PSAC, representing 49,287 Ontario-based employees from Tables 1, 2, 3, and 5 reached four, four-year settlements, following rotating work stoppages. The agreements provide all groups with an average annual wage increase of 2.4%. Also in the federal government, the Canadian Food Inspection Agency and PSAC reached a four-year agreement for 1,230 Ontario-based employees, providing an average annual wage increase of 2.4%.

ALSO SETTLED IN THE PREVIOUS MONTH

- Crown Metal Packaging Canada LP (Plant 233 and Master Agreement for Plants 244, 246, 250, and 258) and USWA (225 and 239 employees, respectively)

Average Annual Wage Increase: 2.2% including COLA over three years

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WAGE SETTLEMENTS — BY INDUSTRY

	JANUARY			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date 2005</u> %	<u>2004</u> %	<u>2003</u> %
All Settlements	13	53,846	2.4	2.4	2.8	3.1
Public Sector	9	51,710	2.4	2.4	3.2	3.5
Private Sector	4	2,136	2.8	2.8	2.6	1.9
Industries						
Primary	-	-	-	-	2.1	2.5
Manufacturing	2	466	2.2	2.2	2.6	2.7
Construction	-	-	-	-	3.1	2.8
Trade and Finance	-	-	-	-	1.9	1.4
Transportation, Communications & Utilities	1	1,309	3.2	3.2	1.3	1.9
Public Administration	5	50,517	2.4	2.4	2.8	3.1
Education & Related Services	-	-	-	-	3.7	3.8
Health & Social Services	4	1,193	2.9	2.9	2.8	3.3
Other Services	1	361	2.4	2.4	2.8	2.5

JANUARY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Garland Commercial Ranges	Labourers	3.0	3.0	216	48	2008-09-30
Riviera	UNITE HERE	1.5	1.5	250	12	2007-11-30
Transportation, Communications & Utilities						
Canadian Pacific Railway	Teamsters	3.2	2.0	1,309	48	2006-12-31
Public Administration						
Canadian Food Inspection Agency	Public Service Alliance	2.4	2.5	1,230	48	2006-12-31
Treasury Board of Canada (Tbl 5)	Public Service Alliance	2.4	2.5	860	48	2007-06-30
Treasury Board of Canada (Tbl 1)	Public Service Alliance	2.4	2.5	41,656	48	2007-06-20
Treasury Board of Canada (Tbl 2)	Public Service Alliance	2.4	2.5	2,947	48	2007-08-04
Treasury Board of Canada (Tbl 3)	Public Service Alliance	2.4	2.5	3,824	48	2007-06-21
Health & Social Services						
Aurora Resthaven Extended Care/ Convalescent Centre (service, RPN)	Christian Labour Assn	3.2	4.4	244	40	2008-01-31
Halton Healthcare Services (service, RPN)	Cdn Public Empls	3.0 *	3.0	490	24	2005-05-31
Hastings County Corp (Hastings Manor Home for Aged) (service, RPN)	Cdn Public Empls	3.0	3.1	224	36	2006-12-31
Peterborough Regional Health Centre (office)	Ont Public Service Empls	2.2 **	3.0	235	24	2006-03-31
Other Services						
Intertec Security & Investigation	United Steelworkers	2.4	2.2	361	36	2007-09-30

* Further adjustments possible pending central bargaining outcome

** Wages awarded for 24 months only (36-month agreement)

Canadian Pacific Railway and Teamsters Canada Railway Conference (1,309 Ontario-based train crew employees)

a four-year renewal agreement, effective January 1, 2003, expiring December 31, 2006

- wage increases of 2% in the first year, 3% in the second year, 2.5% in the third year, and 3% in the final year, in addition to \$0.50 cents per hour increase for Yard Service employees over two years
- improvements to pension and benefits
- work rule changes that will generate increased productivity
- establishment of a more effective and efficient training program for Trainmen

Canadian Food Inspection Agency and Public Service Alliance of Canada (1,230 Ontario-based employees)

a four-year renewal agreement, effective January 1, 2003, expiring December 31, 2006

- wage increases of 2.5% in the first year, 2.25% in the second year, 2.4% in the third year, and 2.5% in the final year, in addition to wage restructuring for various classifications
- all leave now defined in hours instead of days, except for bereavement leave which is provided on a calendar day basis
- newly negotiated personal and volunteer leaves, as well as a new Travel Status Leave (captive time) providing an employee with 15 hours of leave following 40 nights away from home on employer business and an additional 7.5 hours after each additional 20 nights to a maximum of 37.5 hours of leave
- increases to shift premiums and meal allowances
- part-time employees now become entitled to a salary increment after 12 months

Treasury Board of Canada and Public Service Alliance of Canada (49,287 Ontario-based employees from Tables 1, 2, 3, and 5)

four, 48-month renewal agreements following rotating work stoppages, with varying effective dates in 2003 and expiry dates in 2007

- wage increases of 2.5% in the first year, 2.25% in the second year, 2.4% in the third year, and 2.5% in the final year, representing an average annual wage increase of 2.4%
- existing five days of marriage leave replaced by a one-time five-day leave for all employees
- all leave now defined in hours instead of days, except for bereavement leave which is provided on a calendar day basis
- language on protection for whistleblowers, the creation of a joint union/employer committee to examine the desirability of the employer participating in the funding of the PSAC's Social Justice Fund, and the renewal of the Joint Learning Program
- Table 2: additional wage adjustments of 2.6% to 19% to begin to close the wage gap between employees doing comparable work in the private sector
- Table 5: specific gains such as allowances and professional development

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	43,500	Various dates
Various School Boards	Various unions	Various locations	195,000	Various dates
Various Municipalities	Various unions	Various locations	52,000	Various dates
Hospitals	Various unions	Various locations	118,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	30,000	Various dates
CN & CP	Various unions	Canada-wide	4,700	Various dates
Canadian Broadcasting Corp	Various unions	Canada-wide	2,800	2004-03-31
Pulp & Paper	Various unions	Various locations	3,800	Various dates
A&P (New Dominion)	CAW	Southern Ontario	4,000	2004-07-10
Entourage Technology Solutions	CEP	Province-wide	1,400	2004-09-30
Brewers Retail (warehouses, retail stores)	UFCW	Province-wide	5,200	2004-12-31
Ontario Government	Various unions	Province-wide	50,400	Various dates
Toronto Public Library Board	CUPE	Toronto	2,300	2004-12-31
Canada Post	Postal Officials	Canada-wide	1,456	2005-03-31
Canadian Red Cross Society (Homemakers)	SEIU	Various locations	3,200	2005-03-31
Council of Academic Hospitals of Ontario	Internes & Residents Assn	Various locations	2,400	2005-03-31
Hydro One	CUPE	Province-wide	3,100	2005-03-31
Liquor Control Board of Ontario	Ont Liquor Board Empls.	Province-wide	5,000	2005-03-31
Ottawa-Carleton Regional Transit Commission	ATU-INTL	Ottawa	1,900	2005-03-31
Toronto Transit Commission	ATU-INTL	Toronto	7,800	2005-03-31
Workplace Safety & Insurance Board	CUPE	Toronto	3,400	2005-03-31

As of January 31, 2005, there were 511 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>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005 year-to-date</u>	<u>NOV 2004</u>	<u>DEC 2004</u>	<u>JAN 2005</u>
Canada	2.2	2.8	1.8	2.0	2.4	2.1	2.0
Ontario	2.0	2.7	1.9	1.6	2.2	1.9	1.6
Toronto	2.1	3.0	1.7	1.0	1.5	1.1	1.0
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	1.7	2.1	1.8	1.7
Thunder Bay	1.5	2.3	1.3	1.3	1.7	1.4	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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