

Collective Bargaining Highlights

February 2005

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

AGREEMENTS SETTLED IN FEBRUARY

- ▶ In February, 26 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 20,412 employees, 78% of whom were in the private sector (15,867), with the majority in retail trade (10,000).
- ▶ The overall average annual increase in base wage rates in February was 2.2%, down slightly from 2.4% reported in the previous month. In the public sector, 11 agreements were settled for an average annual wage increase of 2.8%, up from 2.4% in the last month. In the private sector, 15 agreements were settled with an average annual wage increase of 2% compared to 2.8% in January.
- ▶ Major settlements in February included a three-year agreement between Better Beef Ltd and the UFCW, providing 1,058 employees with an average annual wage increase of 1.4%. A & P (New Dominion stores) and the CAW reached a three-year agreement for 8,500 full and part-time employees, providing an average annual wage increase of 1.5%. Pharma Plus Drugmarts and UFCW settled a three-year agreement for 1,500 employees with an average annual wage increase of 2.4%. Canada Post and PSAC, representing 1,417 Ontario-based employees in 18 support groups reached a 46-month settlement for an average annual wage increase of 2.6%. Bruce Power Inc. and the Society of Energy Professionals

ratified a five-year agreement for 835 employees, providing an average annual wage increase of 3.1%. In health care, Hotel-Dieu Grace Hospital (Windsor) and 665 RPNs, service, office, and engineering employees and biomedical technicians, represented by the CAW, settled four two-year agreements for average annual wage increases of 2.5%. The City of Thunder Bay (homes for the aged) and the CAW ratified a three-year agreement, providing an average annual wage increase of 2.5% for 600 employees.

IN THIS ISSUE

	page
Agreements Settled in February	1
Wage Settlements – by Industry	1
February Settlements	2
Selected Settlement Summaries	3
Major Negotiations Underway	4
Consumer Price Index	4

WAGE SETTLEMENTS — BY INDUSTRY

	FEBRUARY			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	26	20,412	2.2	2.4	2.8	3.1
Public Sector	11	4,545	2.8	2.5	3.2	3.5
Private Sector	15	15,867	2.0	2.1	2.6	1.9
Industries						
Primary	1	206	2.7	2.7	2.1	2.5
Manufacturing	8	2,905	2.0	2.0	2.6	2.7
Construction	-	-	-	-	3.1	2.8
Trade and Finance	2	10,000	1.7	1.7	1.9	1.4
Transportation, Communications & Utilities	7	4,755	3.0	3.0	1.3	1.9
Public Administration	2	490	2.9	2.4	2.8	3.1
Education & Related Services	1	200	2.5	3.0	3.7	3.8
Health & Social Services	5	1,856	2.7	2.8	2.8	3.3
Other Services	-	-	-	2.4	2.8	2.5

FEBRUARY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Canadian Salt (Ojibway Mine)	Cdn Auto Workers	2.7 *	1.5	206	36	2008-02-15
Manufacturing						
Arvinmeritor	Machinists	1.2	0.0	380	36	2008-02-06
Better Beef	Food & Commercial Workers	1.4	1.4	1,058	36	2007-12-31
Collins & Aikman Plastics	United Steelworkers	3.1	3.2	227	36	2007-12-31
Diageo Canada (Amherstburg Plant)	Cdn Auto Workers	2.4 *	0.8	293	36	2008-01-31
Marathon Pulp	Paper Allied-Ind Chem Engy Wkrs	1.3	0.0	220	60	2009-05-01
Stanley Canada (Stanley Works)	Communications Energy Paperwks	3.0	3.2	215	39	2008-01-31
TDS Automotive Canada (Tillsonburg Factory)	United Steelworkers	3.3 *	3.5	297	37	2008-01-31
TRW Automotive (Kelsey-Hayes Canada)	Cdn Auto Workers	2.0 *	0.0	215	36	2008-02-01
Trade and Finance						
Great Atlantic & Pacific Canada (New Dominion stores)	Cdn Auto Workers	1.5	1.2	8,500	36	2007-07-07
Pharma Plus Drugmarts	Food & Commercial Workers	2.4	2.4	1,500	36	2008-01-04
Transportation, Communications & Utilities						
Bruce Power (Bruce Power LP) (professional, supervisory)	Energy Prof Society	3.1 *	3.3	835	60	2009-12-31
Canada Post Corp (18 support groups)	Public Service Alliance	2.6 *	2.4	1,417	46	2008-08-31
Canadian National Railway (agreement 10.1)	United Steelworkers	3.0	3.0	823	12	2004-12-31
Canadian National Railway (agreement 10.1)	United Steelworkers	3.3	3.0	823	36	2007-12-31
Nav Canada	Professional Institute	2.5	3.0	275	36	2007-04-30
Ontario Northland Transportation Comm (shopcrafts #12)	Cdn Auto Workers	3.0	3.0	202	36	2007-12-31
Waterloo Regional Municipality (Grand River Transit)	Cdn Auto Workers	3.9	5.1	380	36	2007-12-31
Public Administration						
Oakville Town Corp (office)	Cdn Public Empls	3.0	3.0	220	36	2007-02-15
Peel Regional Municipality (Ont Works Div) (social services)	Cdn Public Empls	2.8	2.5	270	36	2006-12-31
Education & Related Services						
University of Toronto (graduate assistants)	Cdn Public Empls	2.5	3.0	200	24	2006-08-31
Health & Social Services						
Chatham-Kent Health Alliance (service, RPN, office, tech)	Christian Labour Assn	3.0	3.0	401	36	2007-03-31
Hotel-Dieu Grace Hospital (office)	Cdn Auto Workers	2.5	3.0	250	24	2006-03-31
Hotel-Dieu Grace Hospital (service)	Cdn Auto Workers	2.5	3.0	275	24	2006-03-31
London City Corp (Dearness Home) (service, RPN)	Cdn Auto Workers	3.0	3.0	330	36	2007-06-30
Thunder Bay City Corp (Homes for the Aged) (service, RPN)	Cdn Auto Workers	2.5	2.5	600	36	2007-06-30

* Including COLA clauses and/or COLA estimates

Better Beef Ltd. and United Food and Commercial Workers, Local 175 (1,058 employees)

a three-year renewal agreement effective January 1, 2005, expiring December 31, 2007

- general wage increases of \$0.25 in each year including signing and seniority bonuses
- improvements to pension plan, dental, and vision care coverage

Great Atlantic & Pacific Company of Canada (New Dominion Stores) and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada) Local 414 (8,500 full-time and part-time employees)

a three-year renewal agreement effective July 11, 2004, expiring July 7, 2007

- general wage increases of \$0.20 in the first year, \$0.25 in the second year, and \$0.30 in the final year
- modest pension gains for both full-time and part-time employees
- extended health benefits for full-time employees
- improvements to shift premiums

Pharma Plus Drugmarts and United Food and Commercial Workers, Local 175 (1,500 full-time and part-time employees)

a three-year renewal agreement effective January 5, 2005, expiring January 4, 2008

- wage increases ranging between \$0.90 and \$2.08 per hour over the term of the agreement, depending on the occupation
- improvements to various premiums
- employer contributions to pension plan to increase by \$0.20 per hour
- employer to cover the cost of one eye examination in each 24-month period; improvements to dental plan
- new No Violence clause

Bruce Power Inc. (Bruce Power LP) and The Society of Energy Professionals (835 employees)

a five-year renewal agreement effective January 1, 2005, expiring December 31, 2009

- wage increases of 3.25% in the first and second years and 3% in each of the final three years of the agreement, in addition to a new first time COLA clause
- performance pay plan will be replaced by a Time Based Progression Plan fully funded by Bruce Power, effective January 1, 2007
- improvements to health and dental plans
- new compassionate care leave and employment security clauses

Hotel-Dieu Grace Hospital (Windsor) and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 2458 (665 RPNs, service, office, and engineering employees and biomedical technicians)

four, two-year renewal agreements effective April 1, 2004, expiring March 31, 2006

- general wage increases of 2% each year and 1% Health and Safety increase on October 1, 2004; additional wage adjustments for eligible employees
- increases in shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits for eligible active employees and retirees
- increased bereavement leave

The Corporation of the City of Thunder Bay (Homes for the Aged) and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 229 (600 RPNs and service employees)

a three-year renewal agreement effective July 1, 2004, expiring June 30, 2007

- general wage increases of 2.5% each year
- increases in shift differential payments
- improvements to health care benefits for eligible employees

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	20,000	Various dates
Various School Boards	Various unions	Various locations	192,000	Various dates
Various Municipalities	Various unions	Various locations	52,000	Various dates
Hospitals	Various unions	Various locations	116,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	29,000	Various dates
CN & CP	Various unions	Canada-wide	1,000	Various dates
Canadian Broadcasting Corp	Various unions	Canada-wide	2,800	2004-03-31
Pulp & Paper	Various unions	Various locations	3,800	Various dates
Entourage Technology Solutions	CEP	Province-wide	1,400	2004-09-30
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
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
University of Toronto (teaching assistants)	CUPE	Toronto	2,860	2005-04-30
University of Guelph	Various unions	Guelph	2,000	2005-04-30

As of February 28, 2005, there were 489 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>DEC 2004</u>	<u>JAN 2005</u>	<u>FEB 2005</u>
Canada	2.2	2.8	1.8	2.0	2.1	2.0	2.1
Ontario	2.0	2.7	1.9	1.9	1.9	1.6	2.2
Toronto	2.1	3.0	1.7	1.2	1.1	1.0	1.4
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	1.9	1.8	1.7	2.2
Thunder Bay	1.5	2.3	1.3	1.5	1.4	1.3	1.7

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.

The Collective Bargaining Highlights may be reproduced and circulated freely. However, the Collective Bargaining Information Services should be acknowledged as the source.

This document is available on the Ministry of Labour Web site at http://www.gov.on.ca/lab/english/lr/pubs_type.html. For further information on this report or other services, please contact us at ocbi@mol.gov.on.ca or call 416-326-1260.

Cette publication est également disponible en français.

ISSN 1492-4323