

Collective Bargaining Highlights

April 2005

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

AGREEMENTS SETTLED IN APRIL

- ▶ In April, 47 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 45,239 employees, 68% of whom were in the public sector (30,976), with the majority in transportation (9,000), followed by public administration (8,314).
- ▶ The overall average annual increase in base wage rates in April was 2.7%, down slightly from 3% reported in the previous month. In the public sector, 25 agreements were settled for an average annual wage increase of 2.7%, also down from 3% in the last month. In the private sector, 22 agreements were settled with an average annual wage increase of 2.7% compared to 2.8% in March.
- ▶ Major settlements in April included two three-year agreements between Toronto Transit Commission and the Amalgamated Transit Union (8,400 employees) and CUPE (400 employees) providing an average annual wage increase of 3%. Brewers Retail and the UFCW, representing 6,000 employees, settled a three-year agreement for an average annual wage increase of 2.9% including COLA. The Toronto Star Newspapers and various unions settled seven three-year agreements providing an average annual wage increase of 2.2% including COLA for 1,457 employees. York Region District School Board and the Elementary Teachers' Federation of Ontario representing 3,974

teachers, reached a four-year agreement providing an average annual wage increase of 2.6%. The University of Ottawa and CUPE reached a three-year agreement for 1,439 teaching assistants and tutors for an average annual wage increase of 3.3%. In public administration, 3,300 employees at the Workplace Safety and Insurance Board, reached a three-year agreement with CUPE, for an average annual wage increase of 2.6%. In health care, Ottawa Hospital and CUPE settled a two-year agreement for 3,000 R.P.N.s and service, technical, office, and trades employees providing an average annual wage increase of 2.8%.

IN THIS ISSUE

	page
Agreements Settled in April	1
Wage Settlements – by Industry	1
April Settlements	2
Selected Settlement Summaries	4
Major Negotiations Underway	6
Consumer Price Index	6

WAGE SETTLEMENTS — BY INDUSTRY

	APRIL			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	47	45,239	2.7	2.6	2.8	3.1
Public Sector	25	30,976	2.7	2.7	3.2	3.5
Private Sector	22	14,263	2.7	2.4	2.6	1.9
Industries						
Primary	1	420	2.5	2.5	2.1	2.5
Manufacturing	14	5,352	2.4	2.3	2.6	2.7
Construction	-	-	-	-	3.1	2.8
Trade and Finance	3	6,610	2.8	2.1	1.9	1.4
Transportation, Communications & Utilities	6	10,538	3.0	3.0	1.3	1.9
Public Administration	6	8,314	2.5	2.4	2.8	3.1
Education & Related Services	7	7,246	2.6	3.2	3.7	3.8
Health & Social Services	8	6,143	2.7	2.7	2.8	3.3
Other Services	2	616	3.0	2.9	2.8	2.5

APRIL SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Weyerhaeuser Canada (Woodlands Operation)	Communications Energy Paperwks	2.5	3.0	420	60	2009-08-31
Manufacturing						
Farley Windows	Teamsters	2.9	3.1	301	48	2009-01-27
Hartmann Canada	IWA - Canada	0.0	0.0	210	36	2008-04-30
Morbern	United Steelworkers	2.2	2.0	243	24	2007-01-02
Nexans Canada	Electrical Workers (IBEW)	3.0 *	3.6	211	36	2008-02-23
Omstead Foods	Food & Commercial Workers	2.8	3.2	350	36	2008-03-31
PPG Canada (Duplate Div)	Cdn Auto Workers	3.3 *	1.8	550	36	2008-03-27
Ridgewood Industries	Food & Commercial Workers	4.0	3.8	394	48	2009-03-31
Royal Canadian Mint	Public Service Alliance	2.8	3.0	273	36	2007-12-31
Siemens Canada (Siemens Westinghouse Div)	Cdn Auto Workers	3.6 *	2.0	375	36	2008-04-22
Thyssenkrupp Fabco	Cdn Auto Workers	0.0	0.0	484	42	2010-06-30
Toronto Star Newspapers (finance, editorial, circ, others)	Communications Energy Paperwks	2.2 *	2.5	900	36	2007-12-31
Toronto Star Newspapers (mailing room)	Teamsters	2.2 *	2.5	230	36	2007-12-31
Toronto Star Newspapers (press & paperhandlers)	Teamsters	2.2 *	2.5	225	36	2007-12-31
Weyerhaeuser Canada (Dryden Pulp and Paper Mill)	Communications Energy Paperwks	2.5	3.2	606	60	2009-08-31
Trade and Finance						
Brewers Retail (warehouses, retail stores)	Food & Commercial Workers	2.9 *	2.8	6,000	36	2007-12-31
Grand and Toy (Vaughan & Don Mills)	United Steelworkers	1.7	0.0	360	36	2008-03-31
Sysco Food Services of Ontario	Cdn Auto Workers	3.6	3.7	250	36	2008-03-18
Transportation, Communications & Utilities						
Canadian National Railway (Eastern Lines trainmen, yardmen)	United Transportation Union	3.0	3.0	820	36	2006-12-31
Electrical Safety Authority	Cdn Public Empls	3.0	3.0	298	24	2007-03-31
Greyhound Canada Transportation (Eastern Div)	Amalgamated Transit (ATU-Intl)	1.7	0.0	420	48	2008-06-30
Ontario Northland Transportation (Track B&B Forces #7.1)	Teamsters	3.0	3.0	200	36	2007-12-31
Toronto Transit Commission	Amalgamated Transit (ATU-Intl)	3.0	2.8	8,400	36	2008-03-31
Toronto Transit Commission (Electrical Div)	Cdn Public Empls	3.0	2.7	400	36	2008-03-31

continued on page 3

* Including COLA clauses and/or COLA estimates

APRIL SETTLEMENTS (CONTINUED)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Public Administration						
Hamilton City (supervisors)	Cdn Public Empls	1.8 **	1.0	218	48	2007-12-31
Kawartha Lakes City (outside)	Cdn Public Empls	3.0	3.0	200	36	2007-12-31
Niagara Regional Municipality (office, outside)	Cdn Public Empls	2.9	3.0	705	36	2007-12-31
Treasury Board of Canada (audit, commerce & purchasing)	Professional Institute	2.4	2.5	3,591	48	2007-06-21
Treasury Board of Canada (foreign service)	Foreign Service Officers	2.4 **	2.5	300	48	2007-06-30
Workplace Safety & Insurance Board	Cdn Public Empls	2.6	2.5	3,300	36	2008-03-31
Education & Related Services						
Grand Erie DSB (office, clerical, technical)	Cdn Public Empls	2.0	2.0	223	24	2006-08-31
Huron-Superior Catholic DSB (elementary, secondary)	Ont English Catholic Teachers	2.4 ***	2.0	375	48	2008-08-31
University of Ottawa (teaching assistants, tutors)	Cdn Public Empls	3.3	4.0	1,439	36	2007-08-31
University of Toronto (part-time service)	Cdn Public Empls	2.5	3.0	257	24	2006-06-30
Windsor-Essex Catholic DSB (occasional teachers)	Ont English Catholic Teachers	2.0 ***	2.0	400	24	2006-08-31
Windsor-Essex Catholic DSB (secondary)	Ont English Catholic Teachers	2.0 ***	2.0	578	24	2006-08-31
York Region District School Board (elementary)	Elem Teachers Fed Ont	2.6	2.0	3,974	48	2008-08-31
Health & Social Services						
Community Living Essex County	Cdn Public Empls	2.5	2.6	280	24	2007-03-31
Community Living Windsor	Cdn Public Empls	2.9	3.2	240	24	2007-03-31
Durham Children's Aid Society	Cdn Public Empls	3.0	3.0	290	36	2008-03-31
Extendicare (Canada) Sudbury York (service, R.P.N.)	Cdn Public Empls	3.1	3.3	230	36	2006-12-31
Extendicare (Canada) West End Villa (service, R.P.N.)	Cdn Public Empls	3.1	3.3	203	36	2006-12-31
London Health Sciences Centre (service, R.P.N., tech, trades)	Cdn Auto Workers	2.3	2.0	1,100	36	2007-10-10
Ottawa Hospital (office, service, R.P.N., tech, trades)	Cdn Public Empls	2.8	3.0	3,000	24	2006-09-28
St Michael's Hospital (service, trades)	Service Employees Intl	2.2	1.5	800	30	2006-09-30
Other Services						
New Horizon Systems Solutions (professional, supervisory)	Energy Prof Society	3.0	3.0	366	24	2006-12-31
Romzap (Sheraton Fallsview & Conference Centre)	Food & Commercial Workers	3.0	3.0	250	36	2008-03-03

** Wage restructuring

*** Excluding retroactive adjustments

London Health Sciences Centre and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 27 (1,100 R.P.N.s, and service, technical, and trades employees)

a three-year renewal agreement, effective October 11, 2004, expiring October 10, 2007

- wage increases of 2% in both the first and second years, and 3% in the third year, in addition to lump sum payments for eligible employees
- increases in standby pay, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits and bereavement leave

Ottawa Hospital and Canadian Union of Public Employees, Local 4000 (3,000 R.P.N.s, and service, technical, office, and trades employees)

a two-year renewal agreement, effective September 29, 2004, expiring September 28, 2006

- wage increases of 1.5% on September 29, 2004, April 1, 2005, and September 29, 2005, and 1% on April 1, 2006, in addition to a transformation allowance paid as lump sums for eligible employees
- increases in standby pay, shift, and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits and bereavement leave

York Region District School Board and Elementary Teachers Federation of Ontario (3,974 elementary school teachers)

a four-year renewal agreement, effective September 1, 2004, expiring August, 31, 2008

- wage increases of 2% in each of the first, second, and third years, and 1% on February 1, and September 1, 2007, and 1.8% on February 1, 2008; wage re-opener in the third and fourth years subject to provincial funding
- improvements to vision care, hearing aids, and dental plan
- teacher preparation time to increase to 200 minutes by the end of the fourth year; maximum of 60 minutes of supervision time per five-day cycle

Extendicare (Canada) Inc. and Canadian Union of Public Employees, various Locals

an arbitration award involving one first agreement and nine renewal 36-month agreements covering 1,166 service, office, and nursing employees at eight nursing homes, effective January 1, 2004, expiring December 31, 2006

- general wage increases of 1.125% on January 1, 2004, and July 1, 2004, and 1.25% on January 1, 2005, July 1, 2005, January 1, 2006, and July 1, 2006, in addition to pay equity payments, and monetary adjustments for R.N.s, R.P.N.s, and other eligible classifications
- introduction of a Responsibility Allowance and weekend premium
- improvements to health care benefits and life insurance

University of Ottawa and Canadian Union of Public Employees, Local 2626 (1,439 teaching assistants and tutors)

a three-year renewal agreement, effective September 1, 2004, expiring August 31, 2007

- wage increases of 4% in the first year and 3% in both the second and third years
- improvements to health benefits, as well as special leave and caregiver leave entitlements for eligible employees
- improvements to job security and workload provisions, and an indexation to tuition fees
- increases in the Financial Aid Fund for students' tuition and childcare, and for international students' University Health Insurance (UHIP) fees

continued on page 5

* Based on available information

Brewers Retail (The Beer Store) and United Food and Commercial Workers International Union, Local 12R24 (6,000 retail and distribution employees)

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

- wage increases of \$0.69 in the first year, \$0.71 in the second year, and \$0.78 in the final year for all regular 200 series employees, including COLA triggered at 7%
- improvements to employer's contribution to the pension plan and early retirement provisions
- improvements to health and dental benefits
- opportunity for part-time employees to move into full-time positions has been enhanced

Workplace Safety and Insurance Board and Canadian Union of Public Employees, Local 1750 (3,300 employees)

a three-year renewal agreement, effective April 1, 2005, expiring March 31, 2008

- wage increases of 2.5% in the first year, 2.6% in the second year, and 2.7% in the final year
- establishment of a permanent workload committee and agreement that the employer must provide "safe and equitable work"
- enhancements to the benefits package, such as vision, laser eye surgery, and paramedical coverage
- additional protection for affected employees
- improvements to vacation, flex-time, lieu-time, travel and hours of work

Toronto Transit Commission and Amalgamated Transit Union, Local 113 (8,400 employees)

a three-year renewal agreement, effective April 1, 2005, expiring March 31, 2008

- wage increases of 2.75% in the first year, 3% in the second year, and 3.25% in the final year, in addition to a \$200 lump sum transit allowance per year and a city clause stating if the City of Toronto settles greater increases with CUPE Locals 79 and 416, the TTC will match the greater amount
- increases to pension contributions and health benefits
- reduction of wage progression from 36 months to 30 months
- increases to clothing and safety footwear allowance

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	15,000	Various dates
Various School Boards	Various unions	Various locations	182,000	Various dates
Various Municipalities	Various unions	Various locations	57,000	Various dates
Hospitals	Various unions	Various locations	82,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	20,000	Various dates
Canadian Broadcasting Corp	Various unions	Canada-wide	2,800	2004-03-31
Pulp & Paper	Various unions	Various locations	2,800	Various dates
Entourage Technology Solutions	CEP	Province-wide	1,400	2004-09-30
Ontario Government	Various unions	Province-wide	45,000	Various dates
Toronto Public Library Board	CUPE	Toronto	2,300	2004-12-31
Canada Post	Postal Officials	Canada-wide	1,456	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
University of Toronto (teaching assistants, casual, staff appointed, library support)	Various unions	Toronto	8,000	Various dates
University of Guelph	Various unions	Guelph	2,000	2005-04-30
Bell Canada (clerical & associated)	Cdn Telephone Empls.	Province-wide	7,200	2005-05-31
Cara and Various Independent Franchises (Swiss Chalet)	UFCW	Province-wide	4,000	2005-05-31
Maple Leaf Sports & Entertainment	Teamsters	Toronto	1,125	2005-06-30
York University (office)	YUSA	Toronto	1,300	2005-07-31

As of April 30, 2005, there were 451 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>FEB 2005</u>	<u>MAR 2005</u>	<u>APR 2005</u>
Canada	2.2	2.8	1.8	2.2	2.1	2.3	2.4
Ontario	2.0	2.7	1.9	2.1	2.2	2.3	2.3
Toronto	2.1	3.0	1.7	1.6	1.4	1.9	1.9
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	2.2	2.2	2.5	2.4
Thunder Bay	1.5	2.3	1.3	1.7	1.7	2.0	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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