

Collective Bargaining Highlights

June 2005

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

AGREEMENTS SETTLED IN JUNE

- In June, 111 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 147,511 employees, 97% of whom were in the public sector (142,946), with the majority in education and related services (92,559), followed by public administration (46,081).
- The overall average annual increase in base wage rates in June was 2.6%, unchanged from the previous month. In the public sector, 102 agreements were settled for an average annual wage increase of 2.6%, also unchanged from last month. In the private sector, nine agreements were settled with an average annual wage increase of 2.2% compared to 2.5% in May.
- Major settlements in June included two four-year agreements between the Ontario Government and OPSEU covering 38,959 unified unit and 5,372 correctional unit employees for an average annual wage increase of 2.4%. In health care, a 24-month arbitration award was issued for 40 participating hospitals and OPSEU representing 6,274 paramedical, technical, and professional employees. The award provided an average annual wage increase of 3%. In education, a total of 46 district school

boards settled with 88,350 elementary, secondary, and occasional teachers (providing average annual wage increases ranging from 2.6% to 3.4%), and with 4,209 support staff (providing average annual wage increases ranging from 2% to 3.5%).

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WAGE SETTLEMENTS — BY INDUSTRY

	JUNE			ANNUAL		
	Agreements	Employees	Average Annual Increase %	Year-to-date 2005 %	2004 %	2003 %
All Settlements	111	147,511	2.6	2.6	2.8	3.1
Public Sector	102	142,946	2.6	2.6	3.2	3.5
Private Sector	9	4,565	2.2	2.4	2.6	1.9
Industries						
Primary	-	-	-	2.5	2.1	2.5
Manufacturing	4	2,012	2.0	2.3	2.6	2.7
Construction	-	-	-	3.2	3.1	2.8
Trade and Finance	1	912	1.5	2.1	1.9	1.4
Transportation, Communications & Utilities	3	1,311	3.1	3.1	1.3	1.9
Public Administration	6	46,081	2.5	2.4	2.8	3.1
Education & Related Services	83	92,559	2.6	2.7	3.7	3.8
Health & Social Services	13	4,306	3.2	2.8	2.8	3.3
Other Services	1	330	2.5	2.8	2.8	2.5

JUNE SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Fasco Motors	Cdn Auto Workers	2.9 *	0.9	212	36	2008-05-31
J M Schneider (Kitchener Plant)	Schneider Employees Assn	1.9	2.0	1,200	60	2010-05-31
Woodbridge Foam (189 Queen St, Plant)	Cdn Auto Workers	2.0 *	1.5	300	36	2008-05-30
Woodbridge Foam (8214 Kipling Ave, Plant)	Cdn Auto Workers	1.6 *	0.7	300	36	2008-05-30
Trade and Finance						
Great Atlantic & Pacific Co Cda (Sav-A-Centre)	Cdn Auto Workers	1.5	1.2	912	36	2007-10-13
Transportation, Communications & Utilities						
Canadian National Railway (Agreement # 1.2)	Teamsters	3.4	3.0	700	60	2008-12-31
TST Overland Express (freight)	Teamsters	2.5 *	5.1	398	60	2010-03-23
Waste Management of Canada (Wentworth Residential Hauling Div)	Teamsters	3.2	6.1	213	58	2010-03-31
Public Administration						
Greater Sudbury City (inside)	Cdn Public Empls	3.1	3.2	800	60	2010-03-31
Greater Sudbury City (outside)	Cdn Public Empls	3.1	3.3	450	60	2010-03-31
Ontario Government (correctional unit)	Ont Public Service Empls	2.4	2.0	5,372	48	2008-12-31
Ontario Government (unified unit)	Ont Public Service Empls	2.4	2.0	38,959	48	2008-12-31
Provincial Schools Authority	Provincial Schools Teachers	2.6 ^{1,2}	2.0	230	48	2008-08-31
Windsor City Corp (outside)	Cdn Public Empls	3.0	3.0	270	48	2008-12-31
Education & Related Services						
Algoma DSB (elementary)	Elem Teachers Fed Ont	2.6 ^{1,2}	2.0	436	48	2008-08-31
Algoma DSB (secondary)	Ont Secondary School Teachers	2.6 ^{1,2}	2.0	337	48	2008-08-31
Algonquin and Lakeshore Catholic DSB (elementary, secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	750	48	2008-08-31
Algonquin and Lakeshore Catholic DSB (occasional)	Ont English Catholic Teachers	2.6 ¹	2.0	250	48	2008-08-31
Avon Maitland DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	615	48	2008-08-31
Avon Maitland DSB (office, tech, ed assistants)	Ont Secondary School Teachers	3.0	3.0	650	36	2007-08-31
Avon Maitland DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	450	48	2008-08-31
Bluewater DSB (educational assistants)	Ont Secondary School Teachers	2.7	3.0	306	36	2007-08-31
Bluewater DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	660	48	2008-08-31
Bluewater DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	500	48	2008-08-31
Brant Haldimand-Norfolk Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	405	48	2008-08-31
Brant Haldimand-Norfolk Catholic DSB (secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	228	48	2008-08-31

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* Including COLA clauses and/or COLA estimates

¹ Conditional wage adjustments

² Exclude retroactive adjustments

³ Wage restructuring

JUNE SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services (cont'd)						
DSB Ontario North East (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	275	48	2008-08-31
Dufferin Peel Catholic DSB (ed resource workers)	Dufferin-Peel Ed Resource Wkrs	2.0	4.0	505	24	2006-09-30
Dufferin Peel Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ¹	2.0	3,026	48	2008-08-31
Dufferin Peel Catholic DSB (secondary)	Ont English Catholic Teachers	2.6 ¹	2.0	1,930	48	2008-08-31
Durham Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	929	48	2008-08-31
Durham Catholic DSB (secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	529	48	2008-08-31
Durham DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	2,315	48	2008-08-31
Durham DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	1,407	48	2008-08-31
Durham DSB (secondary occasional)	Ont Secondary School Teachers	2.6 ¹	2.0	524	48	2008-08-31
Eastern Ontario Catholic DSB (elementary, secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	843	48	2008-08-31
Grand Erie DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	1,020	48	2008-08-31
Grand Erie DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	686	48	2008-08-31
Greater Essex County DSB (elementary)	Elem Teachers Fed Ont	3.4	2.0	1,382	36	2004-08-31
Greater Essex County DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	724	48	2008-08-31
Halton Catholic DSB (educational assistants)	Cdn Public Empls	2.6 ¹	2.0	366	48	2008-08-31
Halton Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	887	48	2008-08-31
Halton Catholic DSB (secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	500	48	2008-08-31
Halton DSB (elementary)	Elem Teachers Fed Ont	2.6 ^{1,2}	2.0	1,952	48	2008-08-31
Halton DSB (secondary)	Ont Secondary School Teachers	2.6 ^{1,2}	2.0	953	48	2008-08-31
Hamilton-Wentworth Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	1,089	48	2008-08-31
Hamilton-Wentworth Catholic DSB (secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	601	48	2008-08-31
Hamilton-Wentworth DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	2,007	48	2008-08-31
Hamilton-Wentworth DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	1,228	48	2008-08-31
Hastings And Prince Edward DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	639	48	2008-08-31
Kawartha Pine Ridge DSB (elementary)	Elem Teachers Fed Ont	2.6 ^{1,3}	2.0	1,434	48	2008-08-31
Kawartha Pine Ridge DSB (secondary)	Ont Secondary School Teachers	2.6 ^{1,3}	2.0	786	48	2008-08-31
Keewatin-Patricia DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	250	48	2008-08-31
Keewatin-Patricia DSB (office, clerical, library, educational assistant)	Ont Secondary School Teachers	3.5	5.1	232	48	2008-08-31
Lakehead DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	411	48	2008-08-31

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² Exclude retroactive adjustments

³ Wage restructuring

JUNE SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services (cont'd)						
Lakehead DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	295	48	2008-08-31
Lambton Kent DSB (elementary)	Elem Teachers Fed Ont	2.6 ^{1,2}	2.0	882	48	2008-08-31
Lambton Kent DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	654	48	2008-08-31
Limestone DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	800	48	2008-08-31
London District Catholic SB (elementary, secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	1,286	48	2008-08-31
London District Catholic SB (occasional teachers)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	365	48	2008-08-31
Near North DSB (elementary)	Elem Teachers Fed Ont	2.6 ^{1,2}	2.0	492	48	2008-08-31
Near North DSB (secondary)	Ont Secondary School Teachers	2.6 ^{1,2}	2.0	300	48	2008-08-31
Niagara Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	872	48	2008-08-31
Niagara Catholic DSB (secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	527	48	2008-08-31
Niagara DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	1,481	48	2008-08-31
Niagara DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	955	48	2008-08-31
Ottawa-Carleton Catholic DSB (elementary, secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	2,400	48	2008-08-31
Ottawa-Carleton Catholic DSB (occasional teachers)	Ont English Catholic Teachers	3.0	2.0	1,100	48	2008-08-31
Ottawa-Carleton DSB (ed support prof)	Ont Secondary School Teachers	3.0	3.0	800	36	2007-08-31
Ottawa-Carleton DSB (educational assistants)	Ont Secondary School Teachers	3.0	3.0	650	36	2007-08-31
Ottawa-Carleton DSB (elementary)	Elem Teachers Fed Ont	2.6 ^{1,2,3}	2.0	2,696	48	2008-08-31
Ottawa-Carleton DSB (plant support staff)	Ont Secondary School Teachers	3.0 ³	3.0	700	36	2007-08-31
Ottawa-Carleton DSB (secondary)	Ont Secondary School Teachers	2.6 ^{1,3}	2.0	1,660	48	2008-08-31
Peel DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	5,350	48	2008-08-31
Rainbow DSB (elementary)	Elem Teachers Fed Ont	2.6 ^{1,2}	2.0	600	48	2008-08-31
Renfrew County Catholic DSB (elementary, secondary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	319	48	2008-08-31
Renfrew County DSB (elementary)	Elem Teachers Fed Ont	2.6 ^{1,2}	2.0	406	48	2008-08-31
Renfrew County DSB (secondary)	Ont Secondary School Teachers	2.6 ^{1,2}	2.0	293	48	2008-08-31
Simcoe County DSB (secondary occasional)	Ont Secondary School Teachers	2.6 ¹	2.0	327	48	2008-08-31
Simcoe Muskoka Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	800	48	2008-08-31
Simcoe Muskoka Catholic DSB (secondary)	Ont English Catholic Teachers	3.1 ^{1,3}	2.5	415	24	2008-08-31
St Clair Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	422	48	2008-08-31
Sudbury Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	257	48	2008-08-31
Thames Valley DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	3,100	48	2008-08-31

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³ Wage restructuring

JUNE SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services (cont'd)						
Thames Valley DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	2,000	48	2008-08-31
Toronto Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	3,780	48	2008-08-31
Toronto DSB (elementary)	Elem Teachers Fed Ont	2.6 ¹	2.0	10,940	48	2008-08-31
Trillium Lakelands DSB (secondary)	Ont Secondary School Teachers	2.6 ^{1,2}	2.0	423	48	2008-08-31
Upper Canada DSB (elementary)	Elem Teachers Fed Ont	2.5 ^{1,2}	2.0	1,124	48	2008-08-31
Upper Canada DSB (secondary)	Ont Secondary School Teachers	2.6 ^{1,2}	2.0	891	48	2008-08-31
Upper Grand DSB (secondary)	Ont Secondary School Teachers	2.6 ¹	2.0	750	48	2008-08-31
Waterloo Region DSB (secondary, occasional)	Ont Secondary School Teachers	2.6 ¹	2.0	1,212	48	2008-08-31
Wellington Catholic DSB (elementary, secondary)	Ont English Catholic Teachers	3.0 ¹	4.0	490	48	2008-08-31
Windsor-Essex Catholic DSB (elementary)	Ont English Catholic Teachers	2.6 ^{1,2}	2.0	850	48	2008-08-31
Windsor-Essex Catholic DSB (secondary)	Ont English Catholic Teachers	3.1 ¹	2.5	578	24	2008-08-31
York Catholic DSB (elementary, secondary)	Ont English Catholic Teachers	2.6 ¹	2.0	3,300	48	2008-08-31
Health & Social Services						
Chatham-Kent Health Alliance (paramedical, prof)	Ont Public Service Empls	3.0	3.0	211	24	2006-03-31
Extendicare (Canada) (ONA Master Agrt)	Ont Nurses Assn	5.0 ³	3.0	400	24	2006-06-30
Grey Bruce Health Services (paramedical, prof)	Ont Public Service Empls	3.0	3.0	285	24	2006-03-31
Kingston General Hospital (paramedical)	Ont Public Service Empls	3.0	3.0	405	24	2006-03-31
Lakeridge Health (paramedical)	Ont Public Service Empls	3.0	3.0	273	24	2006-03-31
London Health Sciences Centre (paramedical lab unit)	Ont Public Service Empls	3.0	3.0	345	24	2006-03-31
Mount Sinai Hospital (paramedical)	Ont Public Service Empls	3.0	3.0	252	24	2006-03-31
Niagara Health System (paramedical, prof)	Ont Public Service Empls	3.0	3.0	487	24	2006-03-31
Peterborough Regional Health Centre (paramedical, professional)	Ont Public Service Empls	3.0	3.0	297	24	2006-03-31
Quinte Healthcare (paramedical, prof)	Ont Public Service Empls	3.0	3.0	217	24	2006-03-31
Rouge Valley Health System (paramedical, prof)	Ont Public Service Empls	3.0	3.0	508	24	2006-03-31
St Joseph's Villa (service, RPN)	Cdn Public Empls	2.9	3.5	300	36	2008-07-02
Thunder Bay Regional Health Sciences Centre (paramedical, prof)	Ont Public Service Empls	3.0	3.0	326	24	2006-03-31
Other Services						
Legacy Hotels (Fairmont Chateau Laurier)	Cdn Auto Workers	2.5	2.5	330	36	2007-12-31

* Including COLA clauses and/or COLA estimates

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³ Wage restructuring

Ontario Government and Ontario Public Service Employees Union (38,959 unified and 5,372 correctional employees)

two, four-year renewal agreements effective January 1, 2005, expiring December 31, 2008

- general wage increases of 2% in the first year, 2.25% in the second year, 2.5% in the third year, and 3% in the final year; special wage adjustments for certain classifications in the unified unit and an additional step added to certain classifications in the correctional unit; pay equity adjustments for certain classifications
- new drug card for all employees who receive benefits and improvements to vision care coverage
- develop and implement a gender-neutral classification system and pay equity plan for each bargaining unit
- improvements to job security and redeployment provisions
- extension of Factor 80 early retirement provisions for surplus employees
- more than 1,400 “unclassified” workers employed by the Court Services Division will be converted to flexible part-time employees granting them the same rights and benefits of classified employees
- legal indemnification for correctional employees found not guilty of criminal charges or who face civil actions
- elimination of separation pay for surplus employees

Participating Nursing Homes and Ontario Nurses' Association, various locals

an arbitration award issued for 124 nursing homes involving a total of 79 renewal agreements covering 1,782 employees effective various dates in 2004, expiring on June 30, 2006

- general wage increases of 3% in the first year and 2.5% in the second year; classification and salary grid adjustments for eligible employees, and elimination of start rate on grid effective July 1, 2005
- improvements to health and welfare benefits
- increases in responsibility pay, life insurance, and vacation for eligible employees

Participating Hospitals and Ontario Public Service Employees Union, various locals(11 agreements covering 3,606 employees)

an arbitration award issued for 40 hospitals involving a total of 44 two-year renewal agreements covering 6,274 paramedical, technical and professional employees effective April 1, 2004, expiring March 31, 2006

- general wage increases of 3% in each year
- increases in standby pay, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits and various leaves

Ottawa-Carleton District School Board and Ontario Secondary School Teachers' Federation (1,660 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, 1% on February 1, 2007, 1.8% on September 1, 2007, and 1.4% on February 1, 2008; conditional wage adjustments in the third and fourth years, subject to provincial revenues and Ontario CPI
- improvements to vision care and pregnancy/parental leave provisions
- modification to workload assignment; class size maxima and teacher aggregate audit to be performed weekly for the first six weeks starting at the end of the first week of school in September and the last week of January and biweekly for the remainder of each semester
- a letter of understanding for a teacher and support staff development account

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* Based on available information

Toronto Catholic District School Board and Ontario English Catholic Teachers' Association (3,780 elementary teachers)

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

- wage increases of 2% in the first and second years, 2.5% in the third year, 3% in the fourth year, and 0.7% on August 31, 2008; conditional wage adjustments in the third and fourth years, subject to provincial revenues and Ontario CPI
- improvements to health care and pregnancy/parental leave provisions
- modification to staffing and class size allocation as per government legislation; teacher preparation time to increase to 200 minutes by the end of the fourth year
- increases in annual allowances for eligible employees
- letters of intent regarding workload and staffing issues and a Joint Committee to establish class caps for special education by September 2006

Toronto District School Board and Elementary Teachers' Federation of Ontario (10,940 elementary 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, 1% on February 1, 2007, 1.8% on September 1, 2007, and 1.4% on February 1, 2008; conditional wage adjustments in the third and fourth years, subject to provincial revenues and Ontario CPI
- improvements to vision and dental care plans
- teacher preparation time to increase to 200 minutes by the end of the fourth year; maximum supervision of 100 minutes per week effective September 2005 and 80 minutes per week as of September 2006
- establishment of a Joint Benefit Review Committee to review Board benefit plans and to provide recommendation
- yearly review of the Teacher Performance Appraisal Process

J. M. Schneider Inc. and The Schneider Employees' Association (1,200 employees)

a 60-month renewal agreement effective June 1, 2005, expiring May 31, 2010

- general wage increases of \$0.35 in each year and lump sum payments for eligible employees
- increases to vision care, hearing aids, and dental coverage, as well as group life insurance plan
- emergency leave and maternity, adoption and parental leave provisions in accordance with the requirements of the Employment Standards Act
- reimbursement of medical and license fees for eligible employees

Great Atlantic & Pacific Co. Ltd. (Sav-A-Centre) and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 414 (912 full and part-time employees)

a three-year renewal agreement, effective October 11, 2004, expiring October 13, 2007

- general wage increases of \$0.20 in the first year, \$0.25 in the second year and \$0.30 in the final year
- increases to night shift in charge premiums from \$0.65 cents to \$1.00
- increases to pension benefits for both full and part-time employees
- new early retirement incentive
- improvements to health benefits for full-time employees, such as physiotherapy, eye exams, and orthotics
- optional drug card to be used at A&P Drug Marts only for full and part-time employees

During the second quarter of 2005, 215 collective agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 254,645 employees, 90% of whom were in the public sector (Table 1). By industry, the majority of employees were in education and related services (139,719), followed by provincial government (54,861), health and welfare services (16,608), and transportation (11,638) (Table 3).

Wage Adjustments

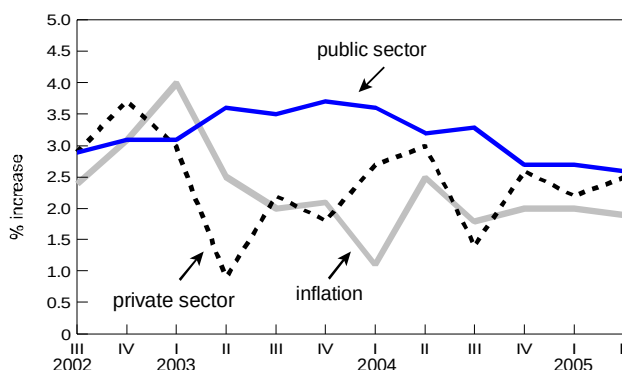
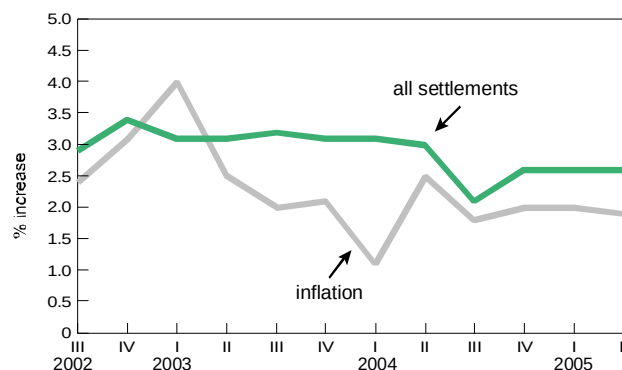
Second quarter settlements provided an overall average annual wage increase of 2.6%, unchanged from the previous quarter. In the private sector, the average annual wage increase rose to 2.5% from 2.2%, compared to public sector wage increases that declined slightly to 2.6% from 2.7% in the first quarter. During the second quarter of 2005, average annual wage increases were affected by settlements in provincial government (2.4%), education and related services (2.6%), health and welfare services (2.8%), and transportation (3%) (Tables 1-3).

In the second quarter, approximately 82% of all employees received wage increases ranging between 2% and 2.9%, compared to 14% who received increases ranging between 3% and 3.9%. In the public sector, 85% of employees were covered by agreements with average annual wage increases of 2% to 2.9%. In the private sector, 51% of employees received wage increases ranging between 2% and 2.9% and 27% of employees received increases between 3% and 3.9%.

Of all employees, 66% were covered by four-year agreements. Approximately 71% of public sector employees and 13% of private sector employees were covered by four-year agreements, compared to 67% of private sector employees and 12% of public sector employees covered by three-year agreements. In the manufacturing sector, 59% of employees were covered by three-year agreements, in the non-manufacturing sector, 68% of employees were covered by four-year agreements (Table 4).

Wage Trends - Last Three Years

Average Annual Increase in Base Wage Rates



CONSUMER PRICE INDEX (1992 = 100)

(Percentage change from year earlier)

	2002	2003	2004	2005 year-to-date	APR 2005	MAY 2005	JUNE 2005
Canada	2.2	2.8	1.8	2.0	2.4	1.6	1.7
Ontario	2.0	2.7	1.9	2.0	2.3	1.5	1.9
Toronto	2.1	3.0	1.7	1.5	1.9	1.3	1.6
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	2.0	2.4	1.4	1.9
Thunder Bay	1.5	2.3	1.3	1.5	1.8	0.9	1.4

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
Second Quarter 2004 to Second Quarter 2005**

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Second Quarter 2004									
All agreements	128	135,503	3.0	13	6,601	2.2	115	128,902	3.1
Public sector	44	23,349	3.2	1	270	3.0	43	23,079	3.2
Private sector	84	112,154	3.0	12	6,331	2.2	72	105,823	3.0
Third Quarter 2004									
All agreements	81	68,277	2.1	10	15,066	3.2	71	53,211	1.8
Public sector	43	26,637	3.3	-	-	-	43	26,637	3.3
Private sector	38	41,640	1.4	10	15,066	3.2	28	26,574	0.4
Fourth Quarter 2004									
All agreements	87	59,403	2.6	16	7,913	2.5	71	51,490	2.7
Public sector	46	38,242	2.7	-	-	-	46	38,242	2.7
Private sector	41	21,161	2.6	16	7,913	2.5	25	13,248	2.6
First Quarter 2005									
All agreements	114	115,376	2.6	10	8,111	3.1	104	107,265	2.5
Public sector	80	89,838	2.7	2	5,281	3.1	78	84,557	2.6
Private sector	34	25,538	2.2	8	2,830	3.0	26	22,708	2.1
Second Quarter 2005									
All agreements	215	254,645	2.6	108	134,526	2.6	107	120,119	2.6
Public sector	169	229,453	2.6	92	122,838	2.6	77	106,615	2.6
Private sector	46	25,192	2.5	16	11,688	2.7	30	13,504	2.4

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Second Quarter 2004 to Second Quarter 2005

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Second Quarter 2004									
All agreements	128	135,503	3.0	13	6,601	2.2	115	128,902	3.1
Manufacturing	27	12,334	2.5	12	6,331	2.2	15	6,003	2.8
Non-manufacturing	60	38,899	2.9	1	270	3.0	59	38,629	2.9
Construction	41	84,270	3.2	-	-	-	41	84,270	3.2
Third Quarter 2004									
All agreements	81	68,277	2.1	10	15,066	3.2	71	53,211	1.8
Manufacturing	15	9,070	3.3	6	6,511	3.5	9	2,559	2.8
Non-manufacturing	59	53,627	1.9	4	8,555	2.9	55	45,072	1.7
Construction	7	5,580	2.8	-	-	-	7	5,580	2.8
Fourth Quarter 2004									
All agreements	87	59,403	2.6	16	7,913	2.5	71	51,490	2.7
Manufacturing	32	11,453	2.5	15	6,140	2.6	17	5,313	2.3
Non-manufacturing	50	44,170	2.7	1	1,773	2.2	49	42,397	2.7
Construction	5	3,780	3.0	-	-	-	5	3,780	3.0
First Quarter 2005									
All agreements	114	115,376	2.6	10	8,111	3.1	104	107,265	2.5
Manufacturing	16	6,779	2.1	5	1,564	3.0	11	5,215	1.9
Non-manufacturing	98	108,597	2.6	5	6,547	3.1	93	102,050	2.6
Construction									
Second Quarter 2005									
All agreements	215	254,645	2.6	108	134,526	2.6	107	120,119	2.6
Manufacturing	28	11,487	2.4	14	5,290	2.5	14	6,197	2.3
Non-manufacturing	186	242,758	2.6	94	129,236	2.6	92	113,522	2.6
Construction	1	400	3.2	-	-	-	1	400	3.2

Table 3: Average Annual Increases in Base Wage Rates by Industry, Second Quarter 2005

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL INDUSTRIES TOTAL	215	254,645	2.6	108	134,526	2.6	107	120,119	2.6
Manufacturing	28	11,487	2.4	14	5,290	2.5	14	6,197	2.3
Food, Beverage	7	3,826	2.4	1	380	2.8	6	3,446	2.4
Rubber, Plastics	2	600	1.8	2	600	1.8	-	-	-
Furniture, Fixtures	1	394	4.0	-	-	-	1	394	4.0
Paper	2	816	1.9	-	-	-	2	816	1.9
Printing, Publishing	3	1,355	2.2	3	1,355	2.2	-	-	-
Primary Metals	1	240	2.5	-	-	-	1	240	2.5
Fabricated Metals	2	574	2.9	-	-	-	2	574	2.9
Machinery	1	375	3.6	1	375	3.6	-	-	-
Transportation Equipment	5	2,091	1.9	4	1,607	2.4	1	484	0.0
Electrical Products	2	423	3.0	2	423	3.0	-	-	-
Non-metallic Minerals	1	550	3.3	1	550	3.3	-	-	-
Other Manufacturing	1	243	2.2	-	-	-	1	243	2.2
Non-manufacturing	186	242,758	2.6	94	129,236	2.6	92	113,522	2.6
Forestry	1	420	2.5	-	-	-	1	420	2.5
Transportation	8	11,638	3.0	1	398	2.5	7	11,240	3.0
Electric, Gas, Water	2	511	3.1	-	-	-	2	511	3.1
Wholesale Trade	4	1,671	2.6	-	-	-	4	1,671	2.6
Retail Trade	3	7,392	2.6	1	6,000	2.9	2	1,392	1.3
Education, Related Services	118	139,719	2.6	90	121,508	2.6	28	18,211	2.8
Health, Welfare Services	30	16,608	2.8	-	-	-	30	16,608	2.8
Management Services	1	366	3.0	-	-	-	1	366	3.0
Accommodation, Food Services	2	580	2.7	-	-	-	2	580	2.7
Federal Government	4	4,976	2.4	-	-	-	4	4,976	2.4
Provincial Government	5	54,861	2.4	1	230	2.6	4	54,631	2.4
Local Government	8	4,016	3.0	1	1,100	3.0	7	2,916	3.0
Construction	1	400	3.2	-	-	-	1	400	3.2

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, Second Quarter 2005

	All Agreements			Public Sector			Private Sector		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	215	254,645	2.6	169	229,453	2.6	46	25,192	2.5
One-year agreements	-	-	-	-	-	-	-	-	-
Two-year agreements	34	21,285	2.6	31	20,378	2.6	3	907	2.8
Three-year agreements	54	45,180	2.7	26	28,227	2.8	28	16,953	2.5
Four-year agreements	114	166,860	2.5	106	163,465	2.5	8	3,395	2.4
Five-year agreements	12	20,920	2.7	6	17,383	2.7	6	3,537	2.5
Six-year agreements	1	400	3.2	-	-	-	1	400	3.2
	Manufacturing			Non-manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	28	11,487	2.4	186	242,758	2.6	1	400	3.2
One-year agreements	-	-	-	-	-	-	-	-	-
Two-year agreements	1	243	2.2	33	21,042	2.6	-	-	-
Three-year agreements	19	6,763	2.4	35	38,417	2.7	-	-	-
Four-year agreements	6	2,675	2.4	108	164,185	2.5	-	-	-
Five-year agreements	2	1,806	2.1	10	19,114	2.7	-	-	-
Six-year agreements	-	-	-	-	-	-	1	400	3.2

Negotiations

On average, private sector agreements were settled within four months from the start of negotiations, compared to 8.4 months in the public sector (Table 5).

Of all settlements reached during the second quarter, 74 agreements covering 26% of employees were settled directly by the parties, compared to 118 agreements covering 69% of employees reached through conciliation or mediation. Nineteen agreements were settled in arbitration while four agreements were reached following work stoppages.

In the public sector, 68% of employees reached settlements through conciliation or mediation compared to 27% of employees that settled by direct bargaining. In the private sector, 77% of employees reached agreements through conciliation or mediation, 18% settled by direct bargaining and approximately 2% settled following work stoppages (Table 6).

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2005 include the federal government, various school boards (support and occasional units), University of Toronto (teaching assistants, casual, staff appointed, library support), various municipalities, hospitals, nursing homes and homes for the aged, the Canadian Broadcasting Corp., the Council of Academic Hospitals of Ontario, Maple Leaf Sports & Entertainment Ltd, Cara and Various Independent Franchises (Swiss Chalet), and the Liquor Control Board of Ontario.

Major agreements scheduled to expire during the third quarter of 2005 include the College Compensation and Appointments Council, York University, DaimlerChrysler, Ford, and General Motors.

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	68,356	Various dates
Various Municipalities	Various unions	Various locations	45,000	Various dates
Hospitals	Various unions	Various locations	74,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	28,000	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	1,600	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	OPSEU	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	Various dates
Bell Canada (clerical & associated)	Cdn Telecommunications Empls	Province-wide	7,200	2005-05-31
Cara and Various Independent Franchises (Swiss Chalet)	UFCW	Various locations	4,000	2005-05-31
Maple Leaf Sports & Entertainment	Teamsters	Toronto	1,125	2005-06-30
York University (teaching assistants & office)	Various unions	Toronto	2,500	Various dates
College Compensation and Appointments Council (academic & support)	OPSEU	Province-wide	15,000	2005-08-31
No Frills Franchise Stores	CAW	Toronto	1,200	2005-09-14
General Motors	CAW	Various locations	17,200	2005-09-20
Ford	CAW	Various locations	14,000	2005-09-20
DaimlerChrysler	CAW	Various locations	12,000	2005-09-20

As of June 30, 2005, there were 326 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Second Quarter 2005

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	215	254,645	169	229,453	46	25,192
1 – 3 months	48	39,591	17	20,592	31	18,999
4 – 6 months	40	72,898	29	68,945	11	3,953
7 – 9 months	65	59,436	65	59,436	-	-
10 – 12 months	47	52,328	46	51,908	1	420
13 months and over	15	30,392	12	28,572	3	1,820
Average Duration of Negotiations						
	<i>months</i>					
TOTAL	7.5					
Public sector	8.4					
Private sector	4.0					

Table 6: Stage of Settlement by Sector, Second Quarter 2005

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	215	254,645	169	229,453	46	25,192
Direct bargaining	74	66,958	66	62,524	8	4,434
Conciliation	16	51,525	12	49,662	4	1,863
Post-conciliation bargaining	25	17,356	15	13,355	10	4,001
Mediation	72	90,529	54	77,512	18	13,017
Post-mediation bargaining	5	16,345	3	15,765	2	580
Arbitration	19	10,798	17	10,012	2	786
Work stoppage	4	1,134	2	623	2	511

Work Stoppages

During the first six months of 2005, 43 work stoppages under Ontario jurisdiction were reported, down from 57 reported in the same period in 2004. In terms of the number of employees and person days lost, work stoppages for the first six months of 2005 involved 8,173 employees and resulted in 203,100 person-days lost, down from 13,540 employees and 255,990 person-days lost reported for the same period last year.

From January to June 2005, 19 work stoppages were reported in the manufacturing sector, compared to 18 reported during the same period in 2004. In comparison, the non-manufacturing sector reported 23 work stoppages during the first six months of 2005, a decrease from 37 reported during the same period last year. (Table 7). During the first six months of 2005, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Person-days Lost, January – June 2004 and 2005

	Work Stoppages		Person-Days Lost	
	<u>Jan - Jun 2004</u>	<u>Jan - Jun 2005</u>	<u>Jan - Jun 2004</u>	<u>Jan - Jun 2005</u>
ALL INDUSTRIES	57	43	255,990	203,100
Manufacturing	18	19	78,670	41,240
Non-manufacturing	37	23	141,320	161,840
Construction	2	1	36,000	20
Various industries	-	-	-	-

As of June 30, 2005, 13 work stoppages, covering a total of 3,154 employees, were carried over to July 2005.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1984 to June 2005

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1984	209	79,586	381	1,414,340	17.8	39	0.15
1985	302	72,723	241	1,232,170	16.9	31	0.12
1986	232	62,751	270	940,620	15.0	30	0.09
1987	246	64,339	262	1,108,870	17.2	27	0.10
1988	180	62,082	345	1,362,150	21.9	35	0.12
1989	190	45,679	240	868,630	19.0	35	0.08
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004*	101	21,157	209	486,840	23.0	36	0.03
2005** (Jan-Jun)	43	8,173	190	203,100	24.9	40	0.03

* revised

** preliminary

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 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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