

Collective Bargaining Highlights

August 2005

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

AGREEMENTS SETTLED IN AUGUST

- In August 2005, 20 collective agreements were ratified, each covering 200 or more employees. Of the 21,402 employees covered by these agreements, 90% (19,257) were from the public sector. By industry, settlements in public administration and education and related services covered the largest number of employees at 7,115 and 6,170 respectively.
- The overall average annual increase in base rates in August was 2.8%, unchanged from the previous month. In the public sector, 14 agreements were settled for an average annual wage increase of 2.8%, down slightly from 2.9% in July. In the private sector, six agreements were settled for an average annual wage increase of 3.1%, up from 2.6% in the previous month.
- Major settlements in August included a four-year agreement between the Canada Customs and Revenue Agency and the Professional Institute of the Public Service of Canada, providing 6,035 employees in Ontario with an average annual wage increase of 2.4%. The Liquor Control Board of Ontario and the Ontario Public Service Employees Union reached a four-year agreement covering 5,400 employees for an average annual wage increase of 3%.

In education and related services, Ryerson University reached a three-year settlement with its faculty association. The settlement covered 673 employees and provided an average annual wage increase of 3.1%. York University and the United Steelworkers settled their agreement, providing 1,400 support staff with an average annual wage increase of 3.1% over three years. The Toronto Catholic District School Board and the Canadian Union of Public Employees settled two one-year agreements, covering 2,040 employees, for an average annual wage increase of 2%.

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WAGE SETTLEMENTS — BY INDUSTRY

	AUGUST			ANNUAL		
	Agreements	Employees	Average Annual	Year-to-date		
			Increase	2005	2004	2003
			%	%	%	%
All Settlements	20	21,402	2.8	2.6	2.8	3.1
Public Sector	14	19,257	2.8	2.6	3.1	3.5
Private Sector	6	2,145	3.1	2.5	2.6	1.9
Industries						
Primary	-	-	-	2.5	2.1	2.5
Manufacturing	5	1,539	3.1	2.3	2.6	2.7
Construction	-	-	-	3.2	3.1	2.8
Trade and Finance	1	5,400	3.0	2.3	1.9	1.4
Transportation, Communications & Utilities	1	606	3.0	3.0	1.3	1.9
Public Administration	4	7,115	2.6	2.5	2.8	3.1
Education & Related Services	7	6,170	2.7	2.7	3.6	3.8
Health & Social Services	2	572	2.8	2.8	2.8	3.3
Other Services	-	-	-	2.8	2.8	2.5

AUGUST SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
D D M Plastics	Machinists	2.7 *	2.2	400	36	2008-07-31
Mirolin Industries	United Steelworkers	3.1	3.0	240	36	2008-06-30
O-I Canada (Toronto Plant)	Cdn Auto Workers	2.3 *	2.0	375	36	2008-06-19
P and H Foods (Poultry Processing Plant)	Food & Commercial Workers	3.0	3.0	318	36	2008-06-01
Siemens VDO Automotive (Engine Actuators & Emissions Management)	Cdn Auto Workers	5.4 *	1.6	206	36	2008-08-21
Trade and Finance						
Liquor Control Board of Ontario	Ont Public Service Empls	3.0	3.0	5,400	48	2009-03-31
Transportation, Communications & Utilities						
Nav Canada (Air Traffic Control)	Cdn Auto Workers	3.0	3.0	606	48	2009-03-31
Public Administration						
Canada Customs and Revenue Agency (CCRA) (audit, financial, scientific-AFS)	Professional Institute	2.4	2.5	6,035	48	2007-12-21
Management and Training Corp Canada	Ont Public Service Empls	2.4	2.0	215	48	2008-12-31
Waterloo Regional Police Services Board (civilians)	Police Association	3.7	4.3	240	24	2006-12-31
Waterloo Regional Police Services Board (uniform)	Police Association	3.7 ¹	4.3	625	24	2006-12-31
Education & Related Services						
Ryerson University Faculty	Ryerson Faculty Assn	3.1	3.0	673	36	2008-06-30
Toronto Catholic District School Board (educational support)	Cdn Public Empls	2.0	2.0	1,260	12	2005-08-31
Toronto Catholic District School Board (office, clerical, technical)	Cdn Public Empls	2.0	2.0	780	12	2005-08-31
University of Guelph (support staff)	United Steelworkers	3.0	3.2	950	36	2008-04-30
Wilfrid Laurier University	Wilfrid Laurier Staff Assn	3.0	3.1	400	36	2008-06-30
York Catholic District School Board (occasional teachers)	Ont English Catholic Teachers	3.3 ^{*2}	2.4	707	48	2008-08-31
York University (office, unit 1)	York University Staff Assn	3.1	3.0	1,400	36	2008-07-31
Health & Social Services						
Bridgepoint Health (service, office, RPN)	Cdn Public Empls	2.8	2.5	300	36	2004-09-28
University Health Network Princess Margaret (service, RPN)	Service Employees Intl	2.8	3.0	272	24	2006-10-10

* Including COLA clauses and/or COLA estimates

¹ Excluding special adjustments

² Conditional wage adjustments

The Liquor Control Board of Ontario and Ontario Public Service Employees Union (5,400 employees)

a four-year agreement effective April 1, 2005, expiring March 31, 2009

- general wage increases of 3% in each year
- improvements to health care benefits
- letter of understanding regarding job protection for permanent full-time employees
- casual employees will qualify as seasonal after working 700 hours in any consecutive 26-week period

University of Guelph and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) (950 support staff employees)

a three-year renewal agreement effective May 1, 2005, expiring April 30, 2008

- general wage increase of 3.25% in the first year, 3% in the second year, and 2.75% in the third year
- improvements to job protection language; Labour/Management Committee to review concerns
- new language to maintain a work environment that is free from harassment
- improvements to pension formula and leave of absence provisions

Waterloo Regional Police Services Board and Waterloo Regional Police Association (625 uniform employees)

a two-year renewal agreement effective January 1, 2005, expiring December 21, 2006

- general wage increase of 4.25% in the first year and 3.25% in the second year
- improvements to shift premium
- new provisions regarding on-call duty and the supply of tailored body armour
- accumulated sick leave payout will not apply to members hired after date of ratification

Canada Customs and Revenue Agency and Professional Institute of the Public Service of Canada (6,035 Ontario-based employees)

a four-year renewal agreement effective December 22, 2003, expiring December 21, 2007

- general wage increase of 2.5% in the first year, 2.25% in the second year, 2.4% in the third year, and 2.5% in the fourth year
- marriage leave provision deleted and five days of annual leave on a one-time basis provided
- amendments to terminal allowances
- increases in overtime meal allowances

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	12,000	Various dates
Various School Boards	Various unions	Various locations	56,000	Various dates
Various Municipalities	Various unions	Various locations	36,000	Various dates
Hospitals	Various unions	Various locations	73,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	25,000	Various dates
Canadian Broadcasting Corp	Various unions	Canada-wide	2,800	2004-03-31
Pulp & Paper	Various unions	Various locations	2,500	Various dates
Ontario Government	Various unions	Province-wide	1,600	Various dates
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
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
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)	CUPE	Toronto	2,000	2005-08-31
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 August 31, 2005, there were 259 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>JUNE 2005</u>	<u>JULY 2005</u>	<u>AUG 2005</u>
Canada	2.2	2.8	1.8	2.1	1.7	2.0	2.6
Ontario	2.0	2.7	1.9	2.1	1.9	1.9	2.7
Toronto	2.1	3.0	1.7	1.6	1.6	1.7	2.4
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	2.1	1.9	1.9	2.8
Thunder Bay	1.5	2.3	1.3	1.6	1.4	1.3	2.1

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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