

Collective Bargaining Highlights

October 2005

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

AGREEMENTS SETTLED IN OCTOBER

- In October 2005, 25 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 39,387 employees, 61% of whom were in the private sector (24,064) with the majority in manufacturing (18,606).
- The overall average annual increase in base rates in October was 2.6%, down slightly from 2.9% reported in the previous month. In the public sector, 15 agreements were settled for an average annual wage increase of 3%, unchanged from September. In the private sector, 10 agreements were settled with an average annual wage increase of 2.4%, down from 2.7% in the previous month.
- Major settlements in October included a three-year agreement between General Motors of Canada Ltd. and the CAW, which provided 17,200 employees with an average annual wage increase of 2.7%, including COLA. The Canadian Broadcasting Corporation and the Communications Workers of America reached a five-year agreement covering 3,369 employees for an average annual wage increase of 2.5%. Hamilton Health Sciences and CUPE reached a two-year settlement covering 3,000 employees for a 2.8% average annual wage increase. In the food services sector, Cara Operations Ltd. and the various independent franchises of Swiss Chalet reached a four-year settlement with UFCW for an average annual wage increase of 1.1%.

ALSO SETTLED IN THE PREVIOUS MONTH

- City of Niagara Falls and CUPE, Local 133 (310 office and outside employees)

Average Annual Wage Increase: 3.25% over three years

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WAGE SETTLEMENTS — BY INDUSTRY

	OCTOBER			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date</u> <u>2005</u> %	<u>2004</u> %	<u>2003</u> %
All Settlements	25	39,387	2.6	2.7	2.8	3.1
Public Sector	15	15,323	3.0	2.7	3.1	3.5
Private Sector	10	24,064	2.4	2.5	2.6	1.9
Industries						
Primary	1	613	2.1	2.3	2.1	2.5
Manufacturing	5	18,606	2.6	2.6	2.6	2.7
Construction	-	-	-	3.5	3.1	2.8
Trade and Finance	2	745	2.9	2.4	1.9	1.4
Transportation, Communications & Utilities	3	5,242	2.4	2.9	1.3	1.9
Public Administration	3	2,780	2.9	2.6	2.8	3.1
Education & Related Services	6	3,998	3.3	2.7	3.6	3.8
Health & Social Services	4	4,403	2.8	2.9	2.8	3.3
Other Services	1	3,000	1.1	2.0	2.8	2.5

OCTOBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Falconbridge (Kidd Metallurgical div)	Cdn Auto Workers	2.1 *	2.0	613	36	2008-09-30
Manufacturing						
Babcock & Wilcox Canada	United Steelworkers	2.7	3.0	380	36	2008-08-31
Collins & Aikman Canada (Automotive div)	Cdn Auto Workers	2.3 *	1.3	351	36	2008-10-24
General Motors of Canada	Cdn Auto Workers	2.7 *	1.4	17,200	36	2008-09-20
Invista Canada (Maitland site)	Communications Energy Paperwks	0.0	0.0	355	36	2008-04-30
Maple Leaf Consumer Foods (Bartor Road)	Food & Commercial Workers	2.4	0.0	320	60	2009-01-14
Trade and Finance						
Ottawa District Your Independent Grocers (YIGS)	Food & Commercial Workers	3.0	3.2	485	48	2009-03-29
Sysco Serca Food Services of Ontario (Toronto)	Teamsters	2.6	4.9	260	36	2008-10-07
Transportation, Communications & Utilities						
Canadian Broadcasting Corp (program production, admin)	Communications Workers (AMER)	2.5 ¹	2.5	3,369	60	2009-03-31
DHL Express Canada	Cdn Auto Workers	0.8	0.0	1,100	36	2008-10-31
City of Mississauga (Transit div)	Amalgamated Transit (ATU-Intl)	4.2	4.4	773	36	2008-09-30
Public Administration						
City of Brampton (outside, office)	Cdn Public Empls	3.1	3.0	400	48	2009-03-31
City of Ottawa (part-time recreational)	Cdn Public Empls	3.0	3.0	2,000	36	2006-12-31
Treasury Board of Canada (electronics group)	Electrical Workers	2.4	2.2	380	36	2007-08-31
Education & Related Services						
Conseil de district des écoles catholiques du Sud-Ouest (elementary, secondary)	Enseignants Franco-Ontariens	3.1 ^{2,3}	2.5	478	24	2008-08-31
Laurentian University of Sudbury (academic staff)	University Professors	7.7 ¹	8.2	440	36	2008-06-30
Peel District School Board (secondary occasional)	Ont Secondary School Teachers	2.6 ^{2,3}	2.0	700	48	2008-08-31
Toronto District School Board (secondary occasional)	Ont Secondary School Teachers	2.6 ^{2,3}	2.0	1,500	48	2008-08-31
University of Guelph (trades, services, maintenance)	Cdn Public Empls	3.4	3.4	280	24	2007-04-30
Upper Canada District School Board (elementary occasional)	Elem Teachers Fed Ont	2.9 ^{2,3}	2.5	600	48	2008-08-31
Health & Social Services						
Albright Gardens Homes (Albright Manor) (service, RPN)	Christian Labour Assn	2.7 ¹	2.0	208	36	2007-08-31
Hamilton Health Sciences (RPN, office, service, technical, professional)	Cdn Public Empls	2.8	3.1	3,000	24	2006-09-28
London Health Sciences Centre (office)	Cdn Office Prof Empls (COPE)	3.0	3.0	345	24	2006-03-31
Sisters of Charity of Ottawa Health Service (service, RPN)	Cdn Public Empls	2.8	3.0	850	24	2007-03-31
Other Services						
Cara and Various Independent Franchises (Swiss Chalet)	Food & Commercial Workers	1.1	1.0	3,000	48	2009-05-31

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

² Excluding retroactive adjustments

³ Conditional wage adjustments

General Motors of Canada Ltd. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various locals (17,200 employees)

a three-year renewal agreement effective September 21, 2005, expiring September 20, 2008

- wage increases of \$0.45 in the first year, \$0.30 in both the second and third years, and COLA fold-in of \$1.62 with a \$0.05 float; special adjustments for skilled trades; and an annual 'Special Payment' of \$1, 700 for eligible employees
- improvements to pension (including Retirement Allowance), and legal services plans for eligible employees
- increases to health care, insurance, and child care benefits
- improved job and income security program
- increases to employee purchase and auto insurance discount plan

Falconbridge Ltd. (Kidd Metallurgical division) and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 599 (613 employees)

a three-year renewal agreement effective October 1, 2005, expiring September 30, 2008, settled after a work stoppage

- wage settlement includes increases of 2% in the first and second years, and 1% in the third year; a COLA fold-in of \$0.34 and a signing bonus of \$1,500
- improvements to group life insurance and accidental death and dismemberment insurance benefits
- letter of commitment regarding benefits package

Cara Operations Ltd. and Various Independent Franchises (Swiss Chalet) and United Food and Commercial Workers, Local 206 (3,000 employees)

a four-year renewal agreement effective June 1, 2005, expiring May 31, 2009

- general wage increases of 1.5% in the first, second and third years, and 2 % in the fourth year; current 3 month rate becomes the new start rate on date of ratification
- new language regarding hours of work and work schedules

Canadian Broadcasting Corporation and Communications Workers of America (3,369 Ontario-based employees)

a five-year renewal agreement effective April 1, 2004, expiring March 31, 2009

- wage adjustment includes a signing bonus of \$1,000, wage increases of 2.5% in the first and second year, 2.1% in the third year, 2.5% in the fourth year, and 3% in the fifth year
- employer agrees that the total number of contract employees will not exceed an amount equal to 9.5 percent of the permanent workforce plus 80 positions
- a one-time opportunity for contract employees with four or more years of continuous service to convert to permanent status
- improvements to the technological change clause and to the introduction of new work methods and practices clause

City of Ottawa and The Canadian Union of Public Employees, Local 503 (2,000 part-time recreational staff)

a 36-month arbitrated renewal agreement effective January 1, 2004, expiring December 31, 2006

- wage increases of 3% in the first, second and third years
- improvements to vacation leave
- increased automobile expense allowance to 42.7 cents per kilometer

Hamilton Health Sciences and Canadian Union of Public Employees, Local 4800 (3,000 R.P.N.s, service, technical, office and professional 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

* 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	50,000	Various dates
Various Municipalities	Various unions	Various locations	23,000	Various dates
Hospitals	Various unions	Various locations	22,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	21,000	Various dates
Pulp & Paper	Various unions	Various locations	1,500	Various dates
Ontario Government	Various unions	Province-wide	1,600	Various dates
Canada Post	Postal Officials	Canada-wide	2,800	2005-03-31
Ottawa-Carleton Regional Transit Commission	ATU-INTL	Ottawa	1,900	2005-03-31
University of Toronto (teaching assistants, casual, library support)	Various unions	Toronto	4,400	Various dates
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)	OPSEU	Province-wide	8,500	2005-08-31
No Frills Franchise Stores	CAW	Toronto	1,200	2005-09-14
Group 4 Falck Canada	UFCW	Durham Region	2,500	2005-11-30
Ontario Provincial Police (uniform & civilian)	OPP	Province-wide	7,680	2005-12-31
Ontario Power Generation (Nuclear & Non-nuclear)	Energy Prof Society	Province-wide	3,000	2005-12-31
Cara Operations Ltd. (Airport Services)	Teamsters	Mississauga	1,200	2006-01-16

As of October 31, 2005, there were 219 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>AUG 2005</u>	<u>SEP 2005</u>	<u>OCT 2005</u>
Canada	2.2	2.8	1.9	2.3	2.6	3.4	2.6
Ontario	2.0	2.7	1.9	2.2	2.7	3.3	2.5
Toronto	2.1	3.0	1.7	1.8	2.4	2.7	2.3
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	2.3	2.8	3.5	2.6
Thunder Bay	1.5	2.3	1.3	1.7	2.1	2.7	1.9

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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