

Collective Bargaining Highlights

November 2005

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

AGREEMENTS SETTLED IN NOVEMBER

- In November 2005, 36 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 20,716 employees, 72% of whom were in the public sector (14,853), with the majority in education and related services (9,351), followed by health and social services (4,679).
- The overall average annual increase in base wage rates in November was 2.6%, unchanged from the previous month. In the public sector, 22 agreements were settled for an average annual wage increase of 2.8%, down slightly from 3% last month. In the private sector, 14 agreements were settled for an average annual wage increase of 2%, compared to 2.4% in October.
- Major settlements in November included a three-year agreement between Lear Canada (Whitby) and the CAW covering 736 employees for an average annual wage increase of 2.5% including COLA. York University and CUPE settled three agreements for 2,600 employees in Units 1, 2 and 3, for average annual wage increases of 3% over three years. The York Region District School Board and CUPE settled two four-year agreements, covering 829 maintenance employees (for an average annual wage increase of 3.1%), and 1,481 office and educational assistants (for an average annual wage increase of 3.7%). In health care, the Centre for Addiction and Mental Health and OPSEU reached a three-year agreement covering 1,650 employees, for an average annual wage increase of 3%.

ALSO SETTLED IN THE PREVIOUS MONTH

- LakesideSteel (formerly Stelco, Stelpipe Div) and CAW (420 employees)

Average Annual Wage Increase: 1.1% including COLA over three years

- SKD (Milton Div) and USW (250 employees)

Average Annual Wage Increase: 2.8% over three years

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WAGE SETTLEMENTS — BY INDUSTRY

	NOVEMBER			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	36	20,716	2.6	2.7	2.8	3.1
Public Sector	22	14,853	2.8	2.7	3.1	3.5
Private Sector	14	5,863	2.0	2.5	2.6	1.9
Industries						
Primary	1	210	3.7	2.5	2.1	2.5
Manufacturing	9	3,037	2.2	2.5	2.6	2.7
Construction	-	-	-	3.5	3.1	2.8
Trade and Finance	1	250	2.8	2.4	1.9	1.4
Transportation, Communications & Utilities	2	1,491	0.5	2.8	1.4	1.9
Public Administration	2	823	2.7	2.6	2.8	3.1
Education & Related Services	13	9,351	3.1	2.7	3.6	3.8
Health & Social Services	7	4,679	2.2	2.9	2.8	3.3
Other Services	1	875	3.0	2.1	2.8	2.5

NOVEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Placer Dome (Porcupine Joint Venture)	United Steelworkers	3.7 *	3.0	210	36	2008-10-30
Manufacturing						
Affinia Canada (Sudbury Plant)	United Steelworkers	1.3	1.2	230	36	2008-11-30
Bell Globemedia Publishing (Globe and Mail Div)	Communications Energy Paperwrks	2.6	2.2	450	48	2009-06-30
Bombardier Transportation (Thunder Bay Plant)	Cdn Auto Workers	1.6 *	0.0	280	36	2008-05-31
Bon L Canada (Richmond Hill Plant)	United Steelworkers	2.0	1.0	210	36	2008-10-31
Lear Canada (Interior Systems Div)	UNITE HERE	0.4	0.0	317	36	2008-12-14
Lear Canada (Whitby Plant)	Cdn Auto Workers	2.5 *	0.9	736	36	2008-11-21
Masco Canada (Delta Faucet Canada Div)	United Steelworkers	2.5	2.4	214	36	2008-08-15
McGregor Hosiery Mills	Cdn Auto Workers	2.5	2.6	300	36	2008-10-22
Timken Canada	United Steelworkers	3.2 *	4.1	300	36	2008-11-30
Trade and Finance						
Rogers Broadcasting (The Shopping Channel)	United Steelworkers	2.8	2.8	250	36	2008-11-14
Transportation, Communications & Utilities						
Eastern Canada Car Carriers (Allied Systems)	Teamsters	0.0	0.0	1,191	12	2006-10-31
Upper Lakes Group (unlicensed personnel)	Cdn Auto Workers	2.5 *	2.5	300	36	2008-03-31
Public Administration						
National Research Council of Canada (technical)	Research Council Employees	2.6	2.7	623	24	2007-03-31
Thunder Bay City (TBaytel Craft Unit)	Electrical Workers (IBEW)	3.0	4.0	200	48	2009-03-31
Education & Related Services						
Avon Maitland DSB (elementary occasional)	Elem Teachers Fed Ont	2.6 ¹	2.0	434	48	2008-08-31
Bluewater DSB (elementary occasional)	Elem Teachers Fed Ont	3.6 ¹	2.0	463	48	2008-08-31
Dufferin Peel Catholic DSB (plant)	Cdn Public Empls	2.0	2.0	715	24	2006-09-30
Mississauga Public Library Board (office)	Cdn Public Empls	3.0	3.0	410	36	2008-03-31
Niagara DSB Board (elementary occasional)	Elem Teachers Fed Ont	5.7 ¹	12.7	550	48	2008-08-31
Toronto Catholic DSB (custodial, maintenance)	Cdn Public Empls	2.5 ¹	2.0	750	48	2008-08-31
Toronto DSB (unit A-prof student serv pers)	Ont Secondary School Teachers	2.6 ^{1,2}	2.2	724	48	2008-08-31
Upper Grand DSB (elementary occasional)	Elem Teachers Fed Ont	2.1	0.0	395	48	2008-08-31
York Region DSB (maintenance)	Cdn Public Empls	3.1	2.9	829	48	2009-08-31
York Region DSB (office, ed assistants)	Cdn Public Empls	3.7	3.5	1,481	48	2009-08-31
York University (unit 1) (grad teaching assisants)	Cdn Public Empls	3.0	3.0	1,400	36	2008-08-31
York University (unit 2) (teaching assistants)	Cdn Public Empls	3.0	3.0	800	36	2008-08-31
York University (unit 3) (grad research assistants)	Cdn Public Empls	3.0	3.0	400	36	2008-08-31
Health & Social Services						
Centre for Addiction and Mental Health (CAMH)	Ont Public Service Empls	3.0 ¹	3.0	1,650	36	2008-03-31
Regional Municipality of Durham (Homes for Aged) (service, RPN)	Cdn Public Empls	3.0	3.0	890	48	2008-03-31
Grey Bruce Health Services (office)	Ont Public Service Empls	2.8	3.0	229	24	2006-09-30
Grey Bruce Health Services (service, RPN, tech)	Ont Public Service Empls	2.8	3.0	375	24	2006-09-30
Thunder Bay Regional Health Sciences Ctr (office)	Cdn Office Prof Empls	1.5 ^{2,3}	0.0	300	24	2007-03-31
Toronto Community Care Access Centre (full-time)	Cdn Office Prof Empls	3.0	3.0	235	36	2007-03-31
VHA Home Healthcare	Service Employees Intl	0.0	0.0	1,000	48	2008-03-31
Other Services						
Legacy Hotels (Fairmont Royal York)	UNITE HERE	3.0	3.1	875	36	2008-07-16

* Including COLA clauses and/or COLA estimates

¹ Conditional wage adjustments

² Excluding retroactive adjustments

³ First two years of a four-year agreement

Lear Canada Ltd (Whitby Plant) and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 222 (736 employees)

a three-year renewal agreement effective November 26, 2005, expiring November 21, 2008

- wage settlement includes increases of \$0.25 in the first year, \$0.26 in the second year, and \$0.27 in the third year, and a COLA fold-in of \$1.30 with a \$0.13 float; special adjustments for skilled trades and a signing bonus of \$1,000
- improvements to life insurance, pension, and various health care benefits
- increases in weekend shift premium, tool allowances, and tuition fees for eligible employees
- an additional vacation day for eligible employees with 5 years of service

York University and Canadian Union of Public Employees, Local 3903 (1,400 graduate teaching assistants [unit 1], 800 teaching assistants [unit 2], and 400 graduate research assistants [unit 3])

three, thirty-six month renewal agreements effective September 1, 2005, expiring August 31, 2008

- general wage increases of 3% in each year
- improvements to health care benefits
- increases in the Financial Aid, Ways and Means, Childcare, Professional Development, and UHIP funds for eligible employees
- new funds for eligible employees as well as financial assistance for graduate research assistants

Regional Municipality of Durham (Homes for the Aged) and Canadian Union of Public Employees, Local 132 (890 R.P.N.s and service employees)

a four-year renewal agreement, effective April 1, 2004, expiring March 31, 2008

- general wage increases of 3% in each year
- increases in shift and weekend premiums and vacation leave for eligible employees
- improvements to life insurance provisions, and health care benefits

Centre for Addiction and Mental Health (CAMH) and Ontario Public Service Employees Union, Local 500 (1,650 R.P.N.s, service, office, technical, and professional employees)

a 36-month renewal agreement effective April 1, 2005, expiring March 31, 2008

- general wage increases of 3% in each year
- increases in standby/on-call pay, shift and weekend premiums, transportation allowance, and vacation leave for eligible employees
- modifications to sick leave/disability benefits
- introduction of family medical leave
- modifications to layoff and recall/employment stability provisions
- Letters of Understanding regarding conditional wage re-opener, grievance procedures, employment equity, staff recognition allowance, supplemental vacation days, and benefit premium contribution levels

Legacy Hotels Corp. (Fairmont Royal York Hotel) and UNITE HERE, Local 75 (875 employees)

a three-year renewal agreement effective July 17, 2005, expiring July 16, 2008

- wage increase of 1.5% every six months effective July 17, 2005 for all employees and a special adjustment for non-gratuity earners
- improvement to health and welfare benefits
- improved workload program for room attendants
- establishment of an Equal Opportunity Training Fund
- implementation of a TTC Pass Plan; effective December 2005 part-time employees are entitled to 50% of the allowance granted to full-time employees

* 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	44,000	Various dates
Various Municipalities	Various unions	Various locations	26,000	Various dates
Hospitals	Various unions	Various locations	14,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	23,000	Various dates
Pulp & Paper	Various unions	Various locations	1,200	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
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 November 30, 2005, there were 179 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>SEP 2005</u>	<u>OCT 2005</u>	<u>NOV 2005</u>
Canada	2.2	2.8	1.9	2.2	3.4	2.6	2.0
Ontario	2.0	2.7	1.9	2.2	3.3	2.5	2.0
Toronto	2.1	3.0	1.7	1.8	2.7	2.3	1.9
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	2.3	3.5	2.6	2.1
Thunder Bay	1.5	2.3	1.3	1.7	2.7	1.9	1.4

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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