

Collective Bargaining Highlights

January 2006

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

AGREEMENTS SETTLED IN JANUARY

- In January, 19 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 10,036 employees, 67% of whom were in the public sector (6,708) with the majority in education and related services (6,348).
- The overall average annual increase in base wage rates in January was 2.4%, down from 3% reported in the previous month. In the public sector, 12 agreements were settled for an average annual wage increase of 2.8%, also down from 3.1% in December. In the private sector, seven agreements were settled with an average annual wage increase of 1.7%, a decrease from 2.3% in the previous month.
- Major settlements in January included agreements between the Waterloo Region District School Board and Ontario Secondary School Teachers' Federation covering 785 educational support staff, and the Thames Valley District School Board and 1,400 occasional teachers represented by the Elementary Teachers' Federation of Ontario. Each four-year agreement provides an average annual wage increase of 2.6%. Bowater Canadian Forest Products Inc. and United Steelworkers reached a 51-month agreement providing 540 employees with an average annual wage increase of 1.5%.

ALSO SETTLED IN THE PREVIOUS MONTH

- Cooper-Standard Automotive (Canada) Ltd. and CAW (368 employees)
Average Annual Wage Increase: 2.5% including COLA over three years
- Lakehead District School Board and ETFO (225 occasional teachers)
Average Annual Wage Increase: 3% over four years

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WAGE SETTLEMENTS — BY INDUSTRY

	JANUARY			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual</u>	<u>Year-to-date</u>		
			<u>Increase</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>
			%	%	%	%
All Settlements	19	10,036	2.4	2.4	2.7	2.8
Public Sector	12	6,708	2.8	2.8	2.7	3.1
Private Sector	7	3,328	1.7	1.7	2.4	2.6
Industries						
Primary	1	540	1.5	1.5	2.5	2.1
Manufacturing	3	730	1.9	1.9	2.5	2.6
Construction	-	-	-	-	3.5	3.1
Trade and Finance	1	1,500	1.7	1.7	2.3	1.9
Transportation, Communications & Utilities	2	558	1.7	1.7	2.9	1.4
Public Administration	-	-	-	-	2.6	2.8
Education & Related Services	11	6,348	2.8	2.8	2.7	3.6
Health & Social Services	1	360	3.0	3.0	2.9	2.8
Other Services	-	-	-	-	2.1	2.8

JANUARY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Bowater Canadian Forest Products (Thunder Bay Woodlands)	United Steelworkers	1.5	0.0	540	51	2009-11-30
Manufacturing						
Indalex (Indalex Aluminum Solutions div)	United Steelworkers	2.8	2.5	305	24	2008-01-11
Ivaco Rolling Mills Partnership (Melt Shop)	United Steelworkers	1.2 *	0.0	200	40	2009-01-09
Ivaco Rolling Mills Partnership (Rod Mill)	United Steelworkers	1.2 *	0.0	225	40	2009-01-09
Trade and Finance						
No Frills Franchise Stores	Cdn Auto Workers	1.7	2.0	1,500	40	2009-01-28
Transportation, Communications & Utilities						
Cardinal Coach Lines (Ontario)	Teamsters	2.3	2.5	243	60	2010-12-31
Ryder Truck Rental Canada (Integrated Logistics GM Cda)	Cdn Auto Workers	1.3	1.3	315	36	2009-01-12
Education & Related Services						
Dufferin Peel Catholic District School Board (occasional)	Ont English Catholic Teachers	2.3	2.5	1,183	24	2006-08-31
Dufferin Peel Catholic District School Board (professional student services)	Student Services Personnel	2.6	2.0	219	48	2008-08-31
Grand Erie District School Board (occasional)	Ont Secondary School Teachers	2.6	2.0	241	48	2008-08-31
Hastings and Prince Edward District School Board (custodial, office, educational assistants)	Cdn Public Empls	2.6 **	2.0	655	48	2008-08-31
Niagara District School Board (secondary occasional)	Ont Secondary School Teachers	5.7 ***	12.6	300	48	2008-08-31
Peterborough Victoria Northumberland & Clarington Cath DSB (non-teaching)	Cdn Public Empls	2.5	3.0	523	36	2008-08-31
Simcoe Muskoka Catholic District School Board (occasional)	Ont English Catholic Teachers	3.2	4.8	530	48	2008-08-31
St Clair Catholic District School Board (occasional)	Ont English Catholic Teachers	3.9	0.0	275	48	2008-08-31
Thames Valley District School Board (elementary occasional)	Elem Teachers Fed Ont	2.6	2.0	1,400	48	2008-08-31
University of Toronto (library support, part-time)	Cdn Public Empls	3.0	3.0	237	36	2008-06-30
Waterloo Region District School Board (educational support)	Ont Secondary School Teachers	2.6	2.0	785	48	2008-08-31
Health & Social Services						
Windsor Regional Hospital (paramedical, support, prof)	Ont Public Service Empls	3.0 ***	3.0	360	24	2006-03-31

* Including COLA clauses and/or COLA estimates

** Conditional wage adjustments

*** Wage restructuring

Waterloo Region District School Board and Ontario Secondary School Teachers' Federation (785 educational support staff)

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

- wage increases of 2% in both the first and second years, 2.5% in the third year, 3% on September 1, 2007, and 0.73% on August 31, 2008
- improvements to health care benefits
- modifications to group insurance plans

Thames Valley District School Board and Elementary Teachers' Federation of Ontario (1,400 occasional 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
- improved daily in lieu of benefits' payments and sick leave credits for eligible long-term occasional teachers
- enhanced Professional Activity Days provision

Windsor Regional Hospital and Ontario Public Service Employees Union, Local 143 (360 paramedical, support, and professional employees)

a two-year renewal agreement effective April 1, 2004, expiring March 31, 2006

- restructuring of wage schedules
- wage increases include 3% each year for eligible employees
- improved health care benefits
- increases in stand-by pay, shift, and weekend premiums, and vacation leave for eligible employees

Bowater Canadian Forest Products Inc. (Thunder Bay Woodlands) and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 2693 (540 employees)

a 51-month renewal agreement effective September 1, 2005, expiring November 30, 2009

- wage settlement includes increases of 2% in both the second and third years, and 2.5% in the fourth year, in addition to lump sum payments for eligible employees
- implementation of vacation pay credits
- increases to annual safety apparel payments, transportation allowance, life insurance provisions, and weekly indemnity plan
- improved health care benefits

* 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	34,000	Various dates
Various Municipalities	Various unions	Various locations	29,000	Various dates
Hospitals	Various unions	Various locations	76,000	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	8,600	Various dates
University of Toronto (teaching assistants, casual)	Various unions	Toronto	4,200	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
Group 4 Falck Canada	UFCW	Various locations	2,600	2005-11-30
Ontario Provincial Police (uniform & civilian)	OPP	Province-wide	7,680	2005-12-31
Cara Operations Ltd. (Airport Services)	Teamsters	Mississauga	1,200	2006-01-14
Freightliner Canada Ltd. (Sterling Trucks)	CAW	St. Thomas	1,040	2006-03-08
Ontario Power Generation	CUPE	Province-wide	7,900	2006-03-31
National Steel Car Ltd.	USW	Hamilton	1,150	2006-04-05
Loblaws Supermarkets Ltd.	UFCW	Various locations	1,029	2006-04-29
York University	University Professors	Toronto	1,193	2006-04-30

As of January 31, 2006, there were 208 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>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006 year-to-date</u>	<u>NOV 2005</u>	<u>DEC 2005</u>	<u>JAN 2006</u>
Canada	2.8	1.9	2.2	2.8	2.0	2.2	2.8
Ontario	2.7	1.9	2.2	3.0	2.0	2.1	3.0
Toronto	3.0	1.7	1.8	2.8	1.9	2.1	2.8
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	3.0	2.1	2.3	3.0
Thunder Bay	2.3	1.3	1.7	2.7	1.4	1.7	2.7

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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