

Collective Bargaining Highlights

February 2006

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

AGREEMENTS SETTLED IN FEBRUARY

- In February, 22 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 16,380 employees, 63% of whom were in the public sector (10,281) with the majority in education and related services (9,151).
- The overall average annual increase in base wage rates in February was 2.4%, unchanged from the previous month. In the public sector, 14 agreements were settled for an average annual increase of 3.1%, up slightly from 2.8% last month. In the private sector, eight agreements were settled for an average annual wage increase of 1.3%, compared to 1.7% in January.
- Major settlements in February included a three-year agreement between the University of Toronto and CUPE, providing 3,403 Unit 1 employees with an average annual wage increase of 3%. Cara Operations Airport Services Division and Teamsters, representing 1,138 employees, settled a three-year agreement for an average annual increase of 2%. Simcoe County District School Board and OPSEU, representing 1,193 educational support staff, settled a four-year agreement for an average annual increase of 2.6%. Kawartha Pine Ridge District School Board reached a three-year agreement with CUPE, providing 1,180 non-teaching staff with an average annual wage increase of 2.6%.

ALSO SETTLED IN THE PREVIOUS MONTH

- Treasury Board of Canada and the Professional Institute of the Public Service of Canada (1,089 Ontario-based employees)

Average Annual Wage Increase: 2.5% over 2 years

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WAGE SETTLEMENTS — BY INDUSTRY

	FEBRUARY			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date</u> <u>2006</u> %	<u>2005</u> %	<u>2004</u> %
All Settlements	22	16,380	2.4	2.4	2.7	2.8
Public Sector	14	10,281	3.1	3.0	2.7	3.1
Private Sector	8	6,099	1.3	1.4	2.4	2.6
Industries						
Primary	-	-	-	1.5	2.5	2.1
Manufacturing	4	1,320	2.3	2.1	2.5	2.6
Construction	-	-	-	-	3.5	3.1
Trade and Finance	-	-	-	1.7	2.3	1.9
Transportation, Communications & Utilities	-	-	-	1.7	2.9	1.4
Public Administration	1	270	3.0	3.0	2.6	2.8
Education & Related Services	12	9,151	3.1	3.0	2.7	3.6
Health & Social Services	1	860	3.0	3.0	2.9	2.8
Other Services	4	4,779	1.0	1.0	2.1	2.8

FEBRUARY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Ball Packaging Products Canada Corp	Machinists	1.7 *	1.0	292	36	2009-01-24
Hostess Frito-Lay (plant)	United Steelworkers	3.2	3.0	477	36	2009-01-02
Interforest	United Steelworkers	1.3	1.3	331	36	2009-01-02
Kaiser Aluminum and Chemical of Canada	United Steelworkers	2.5	2.0	220	36	2009-02-28
Public Administration						
Guelph City Corp (works)	Cdn Public Empls	3.0	3.0	270	36	2009-01-31
Education & Related Services						
Algonquin and Lakeshore Catholic DSB (office, ed assistants, plant operations, bus drivers)	Cdn Public Empls	2.6 ²	2.0	609	48	2008-08-31
Greater Essex County DSB (elementary occasional)	Elem Teachers Fed Ont	4.8 ²	5.0	344	48	2008-08-31
Kawartha Pine Ridge DSB (elementary occasional)	Elem Teachers Fed Ont	3.8 ²	2.0	640	48	2008-08-31
Kawartha Pine Ridge DSB (non-teaching)	Cdn Public Empls	2.6	2.0	1,180	36	2008-08-31
Limestone DSB (custodial, maintenance)	Cdn Public Empls	2.6 ²	2.0	210	48	2008-08-31
Limestone DSB (office, educational assistants)	Cdn Public Empls	2.6 ²	2.0	650	48	2008-08-31
Simcoe County DSB (office, educational assistants)	Ont Public Service Empls	2.6 ²	2.0	1,193	48	2008-12-31
Thunder Bay Catholic DSB (occasional teachers)	Ont English Catholic Teachers	3.6 ³	1.8	230	48	2008-08-31
Trent University (academic staff, librarians)	University Professors	7.4	0.0	283	36	2008-06-30
University of Toronto (Unit 1, teaching assistants, instructors)	Cdn Public Empls	3.0 ¹	3.0	3,403	36	2008-04-30
Windsor-Essex Catholic DSB (custodial, maintenance)	Cdn Auto Workers	2.8	2.5	200	36	2008-12-31
Windsor-Essex Catholic DSB (office, clerical, technical)	Cdn Auto Workers	2.8	2.5	209	36	2008-12-31
Health & Social Services						
Hamilton Health Sciences (paramedical)	Ont Public Service Empls	3.0 ¹	3.0	860	24	2006-03-31
Other Services						
Booth Centennial Healthcare (linen services)	Food & Commercial Workers	2.5	1.5	350	36	2007-12-31
Cara Operations (airport services div)	Teamsters	2.0	2.0	1,138	36	2009-01-14
Group 4 Falck Canada	Food & Commercial Workers	0.3	0.9	3,000	37	2008-12-31
Sodexo MS Canada (Queen's University, part-time)	Cdn Public Empls	3.3	3.2	291	36	2008-04-30

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

² Conditional wage adjustments

³ Excluding retroactive adjustments

University of Toronto and Canadian Union of Public Employees, Local 3902 (3,403 teaching assistants [unit 1])

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

- general wage increases of 3% on September 1, 2005, 2.5% on September 1, 2006, 0.5% on January 1, 2007, 2.5% on September 1, 2007, and 0.5% on January 1, 2008
- establishment of a Health Care Spending Account for employees with appointment of 50 hours or more
- improvements to dental plan
- increases in the Financial Assistance Fund

Simcoe County District School Board and Ontario Public Service Employees Union, Local 330 (1,193 educational assistants, office and technical employees)

a four-year renewal agreement effective January 1, 2005, expiring December 31, 2008

- wage increases of 2% in each of the first, second and third years, 1% on September 1, 2007, 1.8% on January 1, 2008, and 1.4% on September 1, 2008; conditional wage adjustments in the third year subject to provincial revenues and the Ontario CPI
- new language providing one additional paid professional activity day for educational assistants in the 2007-2008 and 2008-2009 school years
- increases in dental care benefits
- establishment of a Job Evaluation Committee to review classifications that have a substantial change in responsibilities

Cara Operations Ltd. (Airport Services Division) and International Brotherhood of Teamsters, Local 647 (1,138 employees)

a three-year renewal agreement effective January 15, 2006, expiring January 14, 2009

- wage increases of 2% in each year
- improvements to life insurance benefits
- increases in safety shoe and tool allowances

Hamilton Health Sciences and Ontario Public Service Employees Union, Local 273 (860 paramedical employees)

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

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

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	11,500	Various dates
Various School Boards	Various unions	Various locations	29,000	Various dates
Various Municipalities	Various unions	Various locations	28,700	Various dates
Hospitals	Various unions	Various locations	76,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	21,700	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 (casual)	USW	Toronto	1,300	2005-06-30
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
Ontario Provincial Police (uniform & civilian)	OPP	Province-wide	7,680	2005-12-31
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 February 28, 2006, there were 195 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>DEC 2005</u>	<u>JAN 2006</u>	<u>FEB 2006</u>
Canada	2.8	1.9	2.2	2.5	2.2	2.8	2.2
Ontario	2.7	1.9	2.2	2.5	2.1	3.0	2.0
Toronto	3.0	1.7	1.8	2.4	2.1	2.8	2.0
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	2.5	2.3	3.0	1.9
Thunder Bay	2.3	1.3	1.7	2.2	1.7	2.7	1.7

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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