

Collective Bargaining Highlights

November 2006

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

AGREEMENTS SETTLED IN NOVEMBER

- ▶ In November, 21 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 17,970 employees, 60% of whom were in the public sector (10,765), with the majority in education and related services (6,566).
- ▶ The overall average annual increase in base wage rates in November was 2.5%, up from 1.2% reported in the previous month. In the public sector, 15 agreements were settled for an average annual wage increase of 3.5%, also up from 2.8% in October. In the private sector, six agreements were settled with an average annual wage increase of 1%, a slight decrease from 1.1% in the previous month.
- ▶ Major settlements in November included Extendicare and 282 employees represented by the Ontario Nurses' Association. The settlement, part of the centrally negotiated settlements for Participating Homes, provided an average annual increase of 3.6%. Hamilton Health Sciences and the Ontario Public Service Employees Union, representing 860 paramedical

employees, settled a three-year agreement, for an average annual wage increase of 3.1%. McMaster University and the Canadian Union of Public Employees settled a three-year agreement covering 2,200 teaching assistants, for an average annual wage increase of 3.8%.

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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>2006</u> %	<u>2005</u> %	<u>2004</u> %
All Settlements	21	17,970	2.5	2.5	2.7	2.8
Public Sector	15	10,765	3.5	3.0	2.7	3.1
Private Sector	6	7,205	1.0	1.7	2.4	2.7
Industries						
Primary	-	-	-	3.1	2.5	2.1
Manufacturing	2	946	0.8	2.3	2.4	2.6
Construction	-	-	-	3.9	3.5	3.1
Trade and Finance	2	5,224	0.9	1.0	2.3	1.9
Transportation, Communications & Utilities	-	-	-	2.8	2.9	1.8
Public Administration	3	2,421	2.7	3.0	2.6	2.8
Education & Related Services	8	6,566	4.0	3.1	2.7	3.6
Health & Social Services	4	1,778	3.1	2.8	2.9	2.8
Other Services	2	1,035	1.7	2.2	2.1	2.8

NOVEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Lear Corp Kitchener	Cdn Auto Workers	0.0	0.0	744	36	2010-12-31
Belden (Canada)	United Steelworkers	3.7 ¹	3.6	202	36	2009-11-06
Trade and Finance						
Fortinos Supermarket	Food & Commercial Workers	0.8	1.9	4,996	56	2011-06-12
HDS Retail North America (Pearson Intl Airport)	Teamsters	3.0	3.0	228	36	2009-10-31
Education & Related Services						
Brant Haldimand-Norfolk Catholic District School Board (educ asst, office)	Ont Secondary School Teachers	2.8	2.5	231	24	2008-08-31
Upper Grand District School Board (office, clerical, technical)	Ont Secondary School Teachers	3.0	3.0	250	36	2007-08-31
Waterloo Catholic District School Board (office)	Cdn Public Empls	3.1 ^{1,3}	4.7	600	40	2008-12-31
Windsor-Essex Catholic District School Board (occasional teachers)	Ont English Catholic Teachers	3.1 ²	2.5	435	24	2008-08-31
Carleton University (academic staff, librarians)	University Professors	5.0	4.8	825	36	2009-04-30
Carleton University (sessional lecturers, unit 2)	Cdn Public Empls	6.0	7.0	525	24	2008-08-31
Carleton University (teaching assistants, unit 1)	Cdn Public Empls	4.0	4.5	1,500	24	2008-08-31
McMaster University (teaching assistants, unit 1)	Cdn Public Empls	3.8	3.8	2,200	36	2009-08-31
Health & Social Services						
Grey Bruce Health Services (office)	Ont Public Service Empls	2.8	2.8	243	36	2009-09-30
Grey Bruce Health Services (service, RPN, Tech)	Ont Public Service Empls	2.8	2.8	393	36	2009-09-30
Hamilton Health Sciences (paramedical)	Ont Public Service Empls	3.1	3.0	860	36	2009-03-31
Extendicare (Canada) (ONA Master Agmt)	Ont Nurses Assn	3.6	3.5	282	36	2009-06-30
Other Services						
Canadian Film and TV Production Assn (writers)	Writers Guild	1.3	1.0	800	36	2008-12-31
KSD Enterprises (Doubletree Intl Plaza Hotel)	UNITE-HERE	3.2	1.5	235	42	2010-01-31
Public Administration						
Treasury Board of Canada (financial management)	Financial Administrators	2.4	2.3	1,472	36	2007-11-06
Niagara Region Police Services Board (civilians)	Police Association	3.1	3.3	302	36	2008-12-31
Niagara Region Police Services Board (uniform)	Police Association	3.1	3.3	647	36	2008-12-31

¹ Wage restructuring

² Conditional wage adjustment

³ Including pay equity and internal equity adjustments

Extendicare (Canada) Inc. and Ontario Nurses' Association (282 employees)

part of a centrally bargained Memorandum of Settlement for Participating Homes, covering a total of 81 three-year renewal agreements for 1,626 Registered Nurses and other professionals, effective July 1, 2006, expiring June 30, 2009

- general wage increase of 10.75% over three years, providing an average annual increase of 3.6%.
- increases in shift and weekend premiums, and vacation leave for eligible employees
- improvements to health care benefits
- enhanced bereavement leave

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

a three-year renewal agreement effective April 1, 2006, expiring March 31, 2009

- general wage increases of 3% in both the first and second years and 3.25% in the third year
- increases in evening, night, and weekend premiums, and vacation leave for eligible employees
- improvements to health care and retirement benefits
- enhanced bereavement leave

McMaster University and Canadian Union of Public Employees, Local 3906 (2,200 teaching assistants)

a three-year renewal agreement effective September 1, 2006, expiring August 31, 2009

- wage increases for graduate students (classification 'A') include 2.4% in the first year, 2.8% in the second year, and 2.7% in the third year; undergraduate students (classification 'B') to receive increases of 3.8% in the first year, 3.9% in the second year, and 3.8% in the third year
- increased funding for union administered benefits plan

Fortino's Supermarket Ltd and United Food and Commercial Workers Union, Local 175 (4,996 full and part-time employees)

a 56-month early renewal agreement, effective Oct 12, 2006, expiring June 12, 2011

- wage increases of \$0.35 on both June 11, 2007 and June 8, 2009, and lump sum payments for eligible employees
- various wage adjustments for employees in progression towards the end rates, including department managers and part-time employees
- modified retiree benefits
- lump sum pension contribution of \$36 million was made under the terms of the CCWIP Plan Pension Stabilization Fund (members include other bargaining units)

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	3,800	Various dates
Various School Boards	Various unions	Various locations	12,400	Various dates
Various Municipalities	Various unions	Various locations	40,000	Various dates
Hospitals	Various unions	Various locations	72,400	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	25,200	Various dates
Ontario Government	AMAPCEO	Province-wide	7,000	2006-03-31
York University	University Professors	Toronto	1,193	2006-04-30
Great Atlantic & Pacific Co. Canada Ltd.	Various unions	Province-wide	12,000	Various dates
Eastern Canada Car Carriers	Teamsters	Province-wide	1,190	2006-10-31
Bruce Power LP	CUPE	Bruce County	2,480	2006-12-31
Canadian Film and TV Production Assn (performers)	Cdn TV & Radio Artists	Province-wide	4,733	2006-12-31
Canadian Pacific Railway Co.	Teamsters	Province-wide	1,309	2006-12-31
No Frills Franchise Stores	UFCW	Province-wide	6,214	2007-01-09
Invista-Canada (formerly Du Pont Canada)	Kingston Nylon Wkrs	Kingston	1,100	2007-01-27
Canada Post	Postal Workers	Canada-wide	20,908	2007-01-31
Xstrata Nickel (formerly Falconbridge)	CAW	Sudbury	1,100	2007-01-31

As of November 30, 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>SEP 2006</u>	<u>OCT 2006</u>	<u>NOV 2006</u>
Canada	2.8	1.9	2.2	2.0	0.7	0.9	1.4
Ontario	2.7	1.9	2.2	1.8	0.2	0.6	1.1
Toronto	3.0	1.7	1.8	1.7	0.3	0.7	1.0
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	1.8	0.1	0.5	0.9
Thunder Bay	2.3	1.3	1.7	1.5	-0.1	0.2	0.6

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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