

Collective Bargaining Highlights

January 2007

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

AGREEMENTS SETTLED IN JANUARY

- In January, 22 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 11,895 employees, 65% of whom were in the private sector (7,693).
- The overall average annual increase in base wage rates in January was 2.9%, an increase from 1.8% reported in the previous month. In the public sector, 10 agreements were settled for an average annual wage increase of 3%, a slight increase from 2.9% in December. In the private sector, 12 agreements were settled with an average annual wage increase of 2.8%, an increase from 1.5% in the previous month.
- Major settlements in January included an agreement between the University of Western Ontario and the Faculty Association. The settlement provided 1,600 academic staff with an average annual wage increase of 3.1% over four years. Enbridge Gas Distribution and the Communications, Energy and Paperworkers Union of Canada negotiated a two-year agreement covering 810 employees, for an average annual wage increase of 3%. Bruce Power LP/Bruce Power Inc. reached a three-year settlement providing 2,600 employees represented by the Canadian Union of Public Employees with an average annual wage increase of 3.1%.

ALSO SETTLED IN THE PREVIOUS MONTH

- The Corporation of the Town of Markham and the Markham Professional Firefighters' Association (235 employees)

Average Annual Wage Increase: 3.1% over three years

IN THIS ISSUE

	page
Agreements Settled in January	1
Also Settled in the Previous Month	1
Wage Settlements – by Industry	1
January Settlements	2
Selected Settlement Summaries	3
Major Negotiations Underway	4
Consumer Price Index	4

WAGE SETTLEMENTS — BY INDUSTRY

	JANUARY			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date</u> <u>2007</u> %	<u>2006</u> %	<u>2005</u> %
All Settlements	22	11,895	2.9	2.9	2.5	2.7
Public Sector	10	4,202	3.0	3.0	3.0	2.7
Private Sector	12	7,693	2.8	2.8	1.7	2.4
Industries						
Primary	-	-	-	-	3.1	2.5
Manufacturing	4	1,845	1.8	1.8	2.3	2.4
Construction	-	-	-	-	3.9	3.5
Trade and Finance	1	629	3.0	3.0	1.1	2.3
Transportation, Communications & Utilities	5	4,791	3.1	3.1	2.8	2.9
Public Administration	-	-	-	-	3.0	2.6
Education & Related Services	5	2,640	3.1	3.1	3.1	2.7
Health & Social Services	3	862	2.4	2.4	2.8	2.9
Other Services	4	1,128	3.0	3.0	2.2	2.1

JANUARY 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						
Hendrickson Spring (Stratford Operations)	United Steelworkers	2.5	3.0	360	36	2009-11-30
Invista (Canada)	Kingston Nylon Wkrs - (Ind)	2.0	1.9	900	36	2010-01-27
Plastech Engineered Products	Cdn Auto Workers	2.0 *	0.0	325	36	2010-01-15
Smucker Foods of Canada	Food & Commercial Workers	0.0 ²	0.0	260	36	2009-12-31
Trade & Finance						
Sobeys (Milton Retail Support Centre)	Food & Commercial Workers	3.0	3.0	629	36	2010-01-31
Transportation, Communications & Utilities						
Bruce Power LP/Bruce Power	Cdn Public Empls	3.1 *	3.2	2,600	36	2009-12-31
Canadian National Railway (clerical/intermodal)	Cdn Auto Workers	3.2	3.0	489	48	2010-12-31
Canadian National Railway (shopcraft)	Cdn Auto Workers	3.3	3.0	464	48	2010-12-31
Enbridge Gas Distribution	Communications Energy Paperwks	3.0	3.0	810	24	2008-12-31
London Transit Commission	Amalgamated Transit (ATU-INTL)	3.0	3.0	428	36	2009-06-30
Education & Related Services						
Durham Catholic DSB (educational assistants)	Cdn Public Empls	3.1	3.2	300	36	2009-08-31
Durham Catholic DSB (occasional teachers)	Ont English Catholic Teachers	3.5	2.5	300	24	2008-08-31
Durham Catholic DSB (secretarial, clerical, tech)	Cdn Public Empls	3.1	3.2	200	36	2009-08-31
Queen's University	Cdn Public Empls	3.4	3.4	240	48	2010-06-30
University of Western Ontario (academic)	University of Western Ontario Faculty Assn	3.1	3.0	1,600	48	2010-06-30
Health & Social Services						
London Community Living	Ont Public Service Empls	1.9 ³	1.9	400	12	2007-03-31
Sault Area Hospital (office)	Cdn Auto Workers	2.8	2.7	212	36	2009-10-10
University Health Network (Princess Margaret Hosp, service)	Service Employees Intl	2.8	2.8	250	36	2009-10-10
Other Services						
Atomic Energy of Canada (AECL) (nuclear labs)	MULTI-UNION	3.1	3.0	426	60	2011-03-31
Ottawa Congress Centre	United Steelworkers	3.2	3.0	272	36	2009-03-31
Royal Meridien (King Edward Hotel)	UNITE-HERE	3.1 ¹	3.0	215	48	2010-01-31
Woodbine Entertainment Group (property services)	Service Employees Intl	2.7 ¹	2.7	215	36	2009-12-31

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

² Two-Tier wage schedule (full-time employees receive lump sum payments; part-time employees receive wage increases)

³ Including pay equity adjustments

University of Western Ontario and University of Western Ontario Faculty Association (1,600 academic staff)

a four-year renewal agreement effective July 1, 2006, expiring June 30, 2010

- wage increases include 3% in each of the first, second and third years, and 3.25% in the fourth year; wage adjustments for eligible employees
- establishment of Performance-Linked Career Progress and Career Trajectory Funds
- modifications to health and welfare and Normal Retirement Date benefits plans

Enbridge Gas Distribution and Communications, Energy and Paperworkers Union of Canada, Local 975 (810 employees)

a two-year renewal agreement effective January 1, 2007, expiring December 31, 2008

- wage increases include 3% in each year; special adjustments for eligible employees
- improvements to health care, pension, and savings plans
- increases in vacation leave

Bruce Power LP/Bruce Power Inc. and Canadian Union of Public Employees, Local 1000 (2,600 employees)

a three-year renewal agreement effective January 1, 2007, expiring December 31, 2009

- wage increases include 3.25% in the first year, 3.2% in the second year, and 3% in the third year; COLA differential for eligible employees
- improvements to health care plans
- amendments to banked time arrangements, overtime premium, family leave, fitness bonus structure, and Supplementary Unemployment Benefits plan

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	4,940	Various dates
Various School Boards	Various unions	Various locations	10,680	Various dates
Various Municipalities	Various unions	Various locations	43,800	Various dates
Hospitals	Various unions	Various locations	78,550	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	37,160	Various dates
Ontario Government	AMAPCEO	Province-wide	7,000	2006-03-31
York University	University Professors	Toronto	1,193	2006-04-30
Eastern Canada Car Carriers	Teamsters	Province-wide	1,191	2006-10-31
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
Canada Post	Postal Workers	Canada-wide	20,908	2007-01-31
Xstrata Nickel (formerly Falconbridge)	CAW	Sudbury	1,005	2007-01-31
Maple Leaf Foods	UFCW	Burlington	1,100	2007-03-31
Construction (ICI & non-ICI)	Various unions	Province-wide	132,000	2007-04-30

As of January 31, 2007, there were 229 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>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007 year-to-date</u>	<u>NOV 2006</u>	<u>DEC 2006</u>	<u>JAN 2007</u>
Canada	1.9	2.2	2.0	1.2	1.4	1.6	1.2
Ontario	1.9	2.2	1.8	0.3	1.1	1.1	0.3
Toronto	1.7	1.8	1.6	0.3	1.0	1.0	0.3
Ottawa-Gatineau (Ont. part)	1.9	2.3	1.7	0.4	0.9	1.1	0.4
Thunder Bay	1.3	1.7	1.5	-0.4	0.6	0.6	-0.4

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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