

# Collective Bargaining Highlights

February 2007

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

## AGREEMENTS SETTLED IN FEBRUARY

- In February, 28 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 14,821 employees, 51% of whom were in the public sector (7,490), with the majority in health and social services (4,500), followed by education & related services (2,505).
- The overall average annual increase in base wage rates in February was 2.7%, down from 2.9% reported in the previous month. In the public sector, 11 agreements were settled for an average annual wage increase of 3.1%, up slightly from 3% in the last month. In the private sector, 17 agreements were settled with an average annual wage increase of 2.4% compared to 2.8% in January.
- Major settlements in February included a three-year agreement between Falconbridge (Xstrata Nickel) and the CAW, providing 1,029 employees with an average annual wage increase of 2.8% including COLA fold-in. General Electric Canada and the CAW settled a three-year agreement for an average annual wage increase of 2.3%, including COLA fold-in, for 850 employees in three locals. York University and its Faculty Association reached a three-year agreement for 1,400 faculty and library members. The settlement provided an average annual wage increase of 3.3%. In health care, five three-year agreements were reached between CUPE and the University Health Network (Toronto General and Toronto Western). The agreements provided 1,500 RPNs, service, trades, and office employees with average annual wage increases of 2.8%. Hamilton Health Sciences and CUPE also reached a three-year agreement for 3,000 RPNs, service, technical, office, and professional employees for an average annual wage increase of 2.8%.

## ALSO SETTLED IN THE PREVIOUS MONTH

- The Corporation of the City of London (Fire Department) and the Ontario Firefighters' Association (371 employees)

*Average Annual Wage Increase: 3.5% over four years*

## IN THIS ISSUE

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

## WAGE SETTLEMENTS — BY INDUSTRY

|                                            | FEBRUARY   |               |                | ANNUAL       |            |            |
|--------------------------------------------|------------|---------------|----------------|--------------|------------|------------|
|                                            | Agreements | Employees     | Average Annual | Year-to-date |            |            |
|                                            |            |               | Increase       | 2007         | 2006       | 2005       |
|                                            |            |               | %              | %            | %          | %          |
| <b>All Settlements</b>                     | <b>28</b>  | <b>14,821</b> | <b>2.7</b>     | <b>2.8</b>   | <b>2.5</b> | <b>2.7</b> |
| Public Sector                              | 11         | 7,490         | 3.1            | 3.0          | 3.0        | 2.7        |
| Private Sector                             | 17         | 7,331         | 2.4            | 2.6          | 1.7        | 2.4        |
| <b>Industries</b>                          |            |               |                |              |            |            |
| Primary                                    | 2          | 1,244         | 2.7            | 2.7          | 3.1        | 2.5        |
| Manufacturing                              | 7          | 2,782         | 2.2            | 2.0          | 2.2        | 2.4        |
| Construction                               | -          | -             | -              | -            | 3.9        | 3.5        |
| Trade and Finance                          | 2          | 1,200         | 1.7            | 2.2          | 1.1        | 2.3        |
| Transportation, Communications & Utilities | 1          | 275           | 3.0            | 3.1          | 2.8        | 2.9        |
| Public Administration                      | 2          | 485           | 2.9            | 3.2          | 2.9        | 2.6        |
| Education & Related Services               | 3          | 2,505         | 3.6            | 3.3          | 3.1        | 2.7        |
| Health & Social Services                   | 6          | 4,500         | 2.8            | 2.7          | 2.8        | 2.9        |
| Other Services                             | 5          | 14,823        | 3.0            | 3.0          | 2.3        | 2.1        |

## FEBRUARY SETTLEMENTS

| Employer                                                                 | Union                           | Average Annual Wage Incr. % | 1 <sup>st</sup> 12 months % | Approx. Number of Empls. (Ontario) | Duration of Wage Schedule (months) | Agmt. Expiry Date |
|--------------------------------------------------------------------------|---------------------------------|-----------------------------|-----------------------------|------------------------------------|------------------------------------|-------------------|
| <b>Primary</b>                                                           |                                 |                             |                             |                                    |                                    |                   |
| Falconbridge Ltd (Xstrata Nickel)                                        | Cdn Auto Workers                | 2.8 *                       | 2.5                         | 1,029                              | 36                                 | 2010-01-31        |
| Falconbridge Ltd (Xstrata Nickel) (office)                               | United Steelworkers             | 2.4 *                       | 3.0                         | 215                                | 36                                 | 2010-02-28        |
| <b>Manufacturing</b>                                                     |                                 |                             |                             |                                    |                                    |                   |
| Amhil Enterprises                                                        | UNITE-HERE                      | 2.5                         | 2.5                         | 383                                | 36                                 | 2009-09-30        |
| Dofasco Automotive Components                                            | Cdn Auto Workers                | 0.7 *                       | 0.0                         | 398                                | 36                                 | 2010-03-31        |
| General Electric Canada                                                  | Cdn Auto Workers                | 2.3 *                       | 1.1                         | 850                                | 36                                 | 2010-02-15        |
| Hitachi Construction Truck Manufacturing                                 | Cdn Auto Workers                | 2.3                         | 2.5                         | 298                                | 36                                 | 2010-02-23        |
| Parmalat Dairy & Bakery (Black Diamond Cheese)                           | Communications Energy Paperwrks | 2.5 *                       | 2.5                         | 400                                | 60                                 | 2012-02-28        |
| Pilkington Glass of Canada                                               | United Steelworkers             | 1.7 * <sup>1</sup>          | 2.6                         | 250                                | 36                                 | 2010-01-31        |
| Tectrol                                                                  | Electrical Workers (IBEW)       | 3.6                         | 4.0                         | 210                                | 36                                 | 2009-12-31        |
| <b>Trade and Finance</b>                                                 |                                 |                             |                             |                                    |                                    |                   |
| A & P Canada (distribution)                                              | Cdn Auto Workers                | 1.7                         | 1.7                         | 900                                | 36                                 | 2009-10-17        |
| Canada Safeway (Thunder Bay)                                             | Food & Commercial Workers       | 1.8 <sup>1</sup>            | 1.9                         | 300                                | 36                                 | 2009-10-17        |
| <b>Transportation, Communications &amp; Utilities</b>                    |                                 |                             |                             |                                    |                                    |                   |
| Nav Canada                                                               | Professional Institute          | 3.0 <sup>2</sup>            | 3.0                         | 275                                | 12                                 | 2008-04-30        |
| <b>Public Administration</b>                                             |                                 |                             |                             |                                    |                                    |                   |
| Alcohol and Gaming Commission of Ontario                                 | Ont Public Service Empls        | 2.9                         | 2.5                         | 215                                | 48                                 | 2010-12-31        |
| Kitchener City Corp (outside)                                            | Cdn Public Empls                | 3.0                         | 3.0                         | 270                                | 36                                 | 2010-02-06        |
| <b>Education &amp; Related Services</b>                                  |                                 |                             |                             |                                    |                                    |                   |
| Grand Erie District School Board (educational assistants)                | Cdn Public Empls                | 3.1                         | 2.5                         | 350                                | 24                                 | 2008-08-31        |
| University of Toronto (sessional lecturers, unit 3)                      | Cdn Public Empls                | 4.2 <sup>3</sup>            | 4.8                         | 755                                | 36                                 | 2009-08-31        |
| York University (faculty, librarians)                                    | York University Faculty Assn    | 3.3                         | 3.0                         | 1,400                              | 36                                 | 2009-04-30        |
| <b>Health &amp; Social Services</b>                                      |                                 |                             |                             |                                    |                                    |                   |
| Hamilton Health Sciences (RPN, office, serv, tech, prof)                 | Cdn Public Empls                | 2.8                         | 2.7                         | 3,000                              | 36                                 | 2009-09-28        |
| University Health Network (Toronto General) (service, trades, full-time) | Cdn Public Empls                | 2.8                         | 2.8                         | 448                                | 36                                 | 2009-09-28        |
| University Health Network (Toronto General) (service, trades, part-time) | Cdn Public Empls                | 2.8                         | 2.8                         | 314                                | 36                                 | 2009-09-28        |
| University Health Network (Toronto Western) (clerical, full-time)        | Cdn Public Empls                | 2.8                         | 2.8                         | 210                                | 36                                 | 2009-09-28        |
| University Health Network (Toronto Western) (RPN, service, full-time)    | Cdn Public Empls                | 2.8                         | 2.8                         | 327                                | 36                                 | 2009-09-28        |
| University Health Network (Toronto Western) (RPN, service, part-time)    | Cdn Public Empls                | 2.8                         | 2.8                         | 201                                | 36                                 | 2009-09-28        |
| <b>Other Services</b>                                                    |                                 |                             |                             |                                    |                                    |                   |
| Delta Chelsea Hotel                                                      | UNITE-HERE                      | 3.2                         | 3.0                         | 550                                | 48                                 | 2010-01-31        |
| Metropolitan Hotel                                                       | UNITE-HERE                      | 3.1                         | 3.0                         | 254                                | 48                                 | 2010-01-31        |
| New Horizon System Solutions (professional, supervisory)                 | Energy Prof Society             | 3.0                         | 3.0                         | 326                                | 36                                 | 2009-12-31        |
| Ontario Public Service Employees Union                                   | Ont Public Service Staff        | 3.0                         | 3.0                         | 273                                | 36                                 | 2009-06-30        |
| Woodbine Entertainment Group (food & beverage service)                   | UNITE-HERE                      | 2.7                         | 2.7                         | 420                                | 36                                 | 2009-12-31        |

\* Including COLA clauses and/or COLA estimates

<sup>1</sup> Two-tier wage schedule

<sup>2</sup> Extension for one year

<sup>3</sup> Including market adjustments

### **Falconbridge Ltd. (Xstrata Nickel Div) and Sudbury Mine, Mill and Smelter Workers' Union (CAW-Canada), Local 598 (1,029 employees)**

*a three-year renewal agreement effective February 1, 2007, expiring January 31, 2010*

- wage settlement includes a total COLA fold-in of \$1.09 during the term of the previous agreement (of which \$0.31 is folded-in the last quarter), wage increases of \$0.60 in the first year and \$0.20 in the second and third years; an \$8,000 continuity allowance for full time (active) employees
- improvements to benefits such as sickness and accident, long-term disability, group life, AD & D, vision and hearing care, PSA blood test and drug coverage to include Viagra
- improvements to basic pension plan for active and retired employees and a one time payment of \$500 for retiree/surviving spouse who receives less than \$500 a month
- \$25,000 allocated annually for Medication Awareness and Accident Prevention Programs
- increased contribution to the Local Union Educational and Union's Social Justice Funds

### **A&P Canada Co. and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 414 (900 warehouse employees)**

*a three-year renewal agreement effective October 15, 2006, expiring October 17, 2009*

- wage increases of \$0.25 per hour in each year
- increases to dental and pension plans
- a three-month early retirement window to include continued major medical benefits coverage to any employee (including their spouse) until the employee reaches 65 years of age

### **York University and York University Faculty Association (1,400 faculty and library staff)**

*a three-year renewal agreement effective May 1, 2006, expiring April 30, 2009*

- wage increases include 3% in the first year and 3.5% in both the second and third years
- increases to Progress-through-the-Ranks and Professional Expense Reimbursement clauses
- reduction in teaching workload effective May 1, 2008
- improvements to benefits such as vision care, orthodontics, and hearing aid coverage, retiree benefits, and leave and research funds
- new retirement provision enabling members to continue full time after the age of 65 with continued benefits and pay increases

### **General Electric Canada Inc. and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Locals 252, 524, and 2228 (850 employees)**

*a three-year renewal agreement effective February 16, 2007, expiring February 15, 2010*

- wage settlement includes a total COLA fold-in of \$1.02 during the term of the previous agreement and variable cents increases based on classification
- improvements to pension and early retirement plans, as well as voluntary retirement packages
- improvements to dental, extended medical, and drug plans
- increase to safety footwear
- introduction of a new legal services plan for all employees and their dependents (active and retired)

### **Hamilton Health Sciences and Canadian Union of Public Employees, Local 4800 (3,000 R.P.N.s, service, technical, office and professional employees)**

*a three-year renewal agreement, effective September 29, 2006, expiring September 28, 2009*

- general wage increases of 2.75% in the first year, 3% in the second year, and 2.6% in the final year
- increases in standby pay, overtime, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits, job security and various leave provisions

### **University Health Network (Toronto General and Toronto Western Hospitals) and Canadian Union of Public Employees, Local 5001 (1,500 R.P.N.s, service, trades, and office employees)**

*a settlement involving five three-year renewal agreements effective September 29, 2006, expiring September 28, 2009*

- general wage increases of 2.75% in the first year, 3% in the second year, and 2.6% in the final year
- increases in standby pay, overtime, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits, job security and various leave provisions

\* Based on available information

## MAJOR NEGOTIATIONS UNDERWAY

| Employer                                          | Union                  | Location          | Approx.<br>Number<br>Empls.<br>(Ontario) | Expiry Date   |
|---------------------------------------------------|------------------------|-------------------|------------------------------------------|---------------|
| Federal Government                                | Various unions         | Canada-wide       | 4,200                                    | Various dates |
| Various School Boards                             | Various unions         | Various locations | 10,000                                   | Various dates |
| Various Municipalities                            | Various unions         | Various locations | 36,700                                   | Various dates |
| Hospitals                                         | Various unions         | Various locations | 21,700                                   | Various dates |
| Nursing Homes/Homes for the Aged                  | Various unions         | Various locations | 38,000                                   | Various dates |
| Ontario Government                                | AMAPCEO                | Province-wide     | 7,000                                    | 2006-03-31    |
| 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    |
| Maple Leaf Foods                                  | UFCW                   | Burlington        | 1,100                                    | 2007-03-31    |
| Construction (ICI & non-ICI)                      | Various unions         | Province-wide     | 138,000                                  | 2007-04-30    |

As of February 28, 2007, there were 154 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<br/>year-to-date</u> | <u>DEC<br/>2006</u> | <u>JAN<br/>2007</u> | <u>FEB<br/>2007</u> |
|-----------------------------|-------------|-------------|-------------|------------------------------|---------------------|---------------------|---------------------|
| Canada                      | 1.9         | 2.2         | 2.0         | 1.6                          | 1.6                 | 1.2                 | 2.0                 |
| Ontario                     | 1.9         | 2.2         | 1.8         | 1.0                          | 1.1                 | 0.3                 | 1.6                 |
| Toronto                     | 1.7         | 1.8         | 1.6         | 0.9                          | 1.0                 | 0.3                 | 1.5                 |
| Ottawa-Gatineau (Ont. part) | 1.9         | 2.3         | 1.7         | 1.0                          | 1.1                 | 0.4                 | 1.7                 |
| Thunder Bay                 | 1.3         | 1.7         | 1.5         | 0.3                          | 0.6                 | -0.4                | 0.9                 |

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.

The Collective Bargaining Highlights may be reproduced and circulated freely. However, the Collective Bargaining Information Services should be acknowledged as the source.

This document is available on the Ministry of Labour Web site at [http://www.labour.gov.on.ca/english/lr/pubs\\_type.html](http://www.labour.gov.on.ca/english/lr/pubs_type.html). For further information on this report or other services, please contact us at [ocbi@ontario.ca](mailto:ocbi@ontario.ca) or call 416-326-1260.