

Collective Bargaining Highlights

May 2007

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

AGREEMENTS SETTLED IN MAY

- In May, 37 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 42,440 employees, 78% of whom were in the private sector (32,901), with the majority in construction (29,270).
- The overall average annual wage increase in base wage rates in May was 3.1%, unchanged from the month of April. In the public sector, 12 agreements were ratified for an average annual wage increase of 2.8%, down from 3.2% in the previous month. In the private sector, 25 agreements were settled for an average annual wage increase of 3.2%, up from 2.9% reported last month.
- Major settlements in May included a three-year agreement between Lear Corporation (Ajax Plant) and the CAW, providing 544 employees with an average annual wage increase of 2.4%, including COLA. In education and related services, the Dufferin-Peel Catholic District School Board and CUPE reached a three-year settlement providing 675 custodian and trades employees with an average annual wage increase of 2.6%. In the health care sector, a three-year arbitration award was issued for the Participating

Nursing Homes and SEIU. The award provided a 2.8% average annual wage increase to R.P.N. and service employees. Also in health care, a three-year agreement was reached between Sault Area Hospital and the CAW, providing 597 employees with an average annual wage increase of 2.8%.

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WAGE SETTLEMENTS — BY INDUSTRY

	MAY			ANNUAL		
	Agreements	Employees	Average Annual	Year-to-date	2006	2005
			Increase	2007		
			%	%	%	%
All Settlements	37	42,440	3.1	3.0	2.5	2.7
Public Sector	12	9,539	2.8	3.1	3.0	2.7
Private Sector	25	32,901	3.2	2.9	1.7	2.4
Industries						
Primary	-	-	-	2.7	3.1	2.5
Manufacturing	6	2,375	2.0	2.3	2.2	2.4
Construction	15	29,270	3.3	3.1	3.8	3.5
Trade and Finance	1	520	1.5	2.0	1.1	2.3
Transportation, Communications & Utilities	1	260	2.3	3.2	2.8	2.9
Public Administration	2	542	2.6	2.9	2.9	2.6
Education & Related Services	2	1,195	2.3	3.1	3.1	2.7
Health & Social Services	8	7,802	2.8	2.9	2.8	2.9
Other Services	2	476	2.8	3.0	2.3	2.1

MAY 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						
3M Canada (Ontario plant)	Cdn Auto Workers	2.4 *	1.0	274	36	2010-05-02
Flex-N-Gate Canada	Cdn Auto Workers	1.1 *	0.5	220	36	2010-04-28
H J Heinz Co of Canada (plant unit)	Food & Commercial Workers	1.5 *	0.0	624	48	2011-04-30
Kraft Foods Canada	Food & Commercial Workers	3.1	3.2	325	36	2010-05-15
Lear Corp (Ajax plant)	Cdn Auto Workers	2.4 *	0.9	544	36	2010-04-30
Siemens VDO Automotive (London plant)	Cdn Auto Workers	1.4 *	0.0	388	36	2010-05-31
Construction						
Associated Earthmovers of Ontario	Teamsters	3.8	3.9	300	36	2010-04-30
Greater Toronto Sewer and Watermain Contractors Assn	Intl Operating Engineers	4.6	4.9	1,000	36	2010-04-30
Interior Systems Contractors Assn of Ontario	Carpenters	3.3	3.0	2,000	36	2010-04-30
Ont Refrigeration/Air Conditioning Contractors (ICI)	Plumbers	2.8	2.8	800	36	2010-04-30
Ont Refrigeration/Air Conditioning Contractors (service)	Plumbers	2.8	2.8	1,400	36	2010-04-30
Ontario Concrete and Drain Contractors Assn	Multi-union	3.5	3.5	1,000	36	2010-04-30
Ontario Form Work Assn	Multi-union	3.3	3.2	3,000	36	2010-04-30
Ontario Industrial Roofing Contractors Assn (ICI)	Sheet Metal Workers	3.6	3.3	1,500	36	2010-04-30
Ontario Mechanical Contractors Assn (ICI)	Plumbers	3.2	2.7	12,000	36	2010-04-30
Plasterers Employer Bargaining Agency (ICI)	Plasterers	3.5	3.7	400	36	2010-04-30
Thunder Bay Construction Assn	Carpenters	2.9	3.0	570	36	2010-04-30
Toronto Masonry Contractors Assn	Multi-union	3.6	6.5	2,600	36	2010-04-30
Toronto Metropolitan Apartment Builders Assn	Labourers	3.7	3.8	500	36	2010-04-30
Toronto Residential Construction Labour Bureau (low-rise)	Labourers	3.8	4.0	700	36	2010-04-30
Toronto Residential Low-Rise Forming Contractors Assn	Labourers	3.1	2.9	1,500	36	2010-04-30
Trade and Finance						
National Grocers (franchisees)	Cdn Auto Workers	1.5	1.6	520	36	2010-01-31
Transportation, Communications & Utilities						
Canada Transport Group (Meyers Transport)	Cdn Auto Workers	2.3	2.0	260	36	2010-03-31
Public Administration						
Office of Superintendent/Financial Institutions (PEG)	Professional Institute	2.5	2.5	300	24	2008-03-31
Peterborough City Corp (inside)	Cdn Public Empls	2.7	2.5	242	36	2009-12-31
Education & Related Services						
Dufferin-Peel Catholic DSB (plant)	Cdn Public Empls	2.6 **	2.5	675	36	2009-09-30
Hamilton-Wentworth DSB (ed assistants)	Cdn Office Prof Empls	2.0	0.0	520	48	2010-08-31
Health & Social Services						
Central Care Corp (service, RPN)	Service Employees Intl	2.8	2.8	1,200	36	2010-04-30
Diversicare I LP (Altamont, Chelsey Park, Cheltenham, Rockcliffe, et al)	Service Employees Intl	2.8	2.8	837	36	2010-04-30
Extendicare (Canada) (service, RPN, full-time)	Service Employees Intl	2.8	2.8	1,300	36	2010-04-30
Extendicare (Canada) (service, RPN, part-time)	Service Employees Intl	2.8	2.8	1,255	36	2010-04-30
Leisureworld (service, RPN)	Service Employees Intl	2.8	2.8	2,069	36	2010-04-30
Sault Area Hospital (service, trades, RPN, tech)	Cdn Auto Workers	2.8	2.8	597	36	2009-10-10
Shepherd Village (service, RPN)	Service Employees Intl	2.8	2.8	225	36	2009-12-31
Waterloo Regional Municipality (Sunnyside Home) (service, clerical, RPN)	Cdn Auto Workers	4.3	4.3	319	36	2009-12-31
Other Services						
Canadian Press Broadcast News (editorial, business, communication)	Newspaper Guild	2.8	3.0	220	36	2009-12-31
Yellow Pages Group (directory sales reps Ont region)	Cdn Office Prof Empls	2.8	3.0	256	52	2011-09-30

* Including COLA clauses and/or COLA estimates

** Conditional wage adjustment

Lear Corp. (Ajax Plant) and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 1090 (544 employees)

a three-year renewal agreement effective May 1, 2007, expiring April 30, 2010

- wage adjustment includes a COLA fold-in of \$1.62 with a \$0.05 cent float and base wage increases of \$0.25 in each year
- improvements to job security, life insurance and pension provisions, as well as various health care benefits
- increase in safety shoe allowance

Sault Area Hospital and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 1120 (597 R.P.N., service, trades, and technical employees)

a three-year renewal agreement effective October 11, 2006, expiring October 10, 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 overtime, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits, job security provisions and various leave provisions

Participating Nursing Homes and Service Employees International Union, Local 1 (six agreements covering 6,886 R.P.N. and service employees)

part of a central arbitration award issued for 89 Participating Nursing Homes involving 43 three-year renewal agreements covering 10,090 employees, various effective dates, expiring on various dates in 2010

- general wage increases of 2.75% in the first year, 3% in the second year, and 2.6% in the final year, with special adjustments for R.P.N.s
- improvements to health and welfare benefits, as well as vacation leave for eligible employees

Dufferin-Peel Catholic District School Board and Canadian Union of Public Employees, Local 1483 (675 custodian and trades employees)

a three-year renewal agreement effective October 1, 2006, expiring September 30, 2009

- wage increases of 2.5% in the first year, 3% in the second year, 0.7% on September 30, 2008, and a conditional adjustment of 1.5% on October 1, 2008 (if additional provincial funding is provided to fund salaries for support staff)
- improvements to bereavement leave and job security provisions, as well as a new custodial staffing ratio based on square footage
- increases to uniform and shoe allowances, as well as additional vacation days for eligible employees
- establishment of a joint benefits committee to review the current benefit plans, as well as a joint committee to review and revise certain job descriptions if necessary

Mechanical Contractors Association of Ontario and the Ontario Pipe Trades Council of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (12,000 employees)

a three-year renewal agreement effective May 1, 2007, expiring April 30, 2010

- wage increases of \$1.10 in the first year, \$1.40 in the second year and \$1.55 in the third year, representing a total wage package increase of \$4.00 over the life of the agreement; additional increase for name-hired employees
- increases to travel and room and board allowances

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	64,000	Various dates
Various School Boards	Various unions	Various locations	14,400	Various dates
Various Municipalities	Various unions	Various locations	35,400	Various dates
Hospitals	Various unions	Various locations	17,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	55,000	Various dates
No Frills Franchise Stores	UFCW	Province-wide	6,214	2007-01-09
A & P (New Dominion)	CAW	Inter-city	8,000	2007-07-07
Construction (ICI & non-ICI)	Various unions	Province-wide	70,200	2007-04-30
Greater Toronto Transit Authority (GO Transit)	Amalgamated Transit (ATU-Intl)	Province-wide	912	2007-06-01
Communication/Advertising Inst. and Canadian Advertisers	Cdn TV & Radio Artists	Province-wide	4,770	2007-06-30
Security Industry Employers' Bargaining Assn.	United Steelworkers	Province-wide	3,500	2007-06-30
Algoma Steel	United Steelworkers	Sault Ste. Marie	3,000	2007-07-31
University of Ottawa (part-time academic, teaching & research assts.)	Various unions	Ottawa	2,600	2007-08-31

As of May 31, 2007, there were 190 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>MAR 2007</u>	<u>APR 2007</u>	<u>MAY 2007</u>
Canada	1.9	2.2	2.0	2.0	2.3	2.2	2.1
Ontario	1.9	2.2	1.8	1.5	1.8	1.8	1.8
Toronto	1.7	1.8	1.6	1.5	1.7	1.9	2.1
Ottawa-Gatineau (Ont. part)	1.9	2.3	1.7	1.6	2.0	1.9	2.0
Thunder Bay	1.3	1.7	1.5	0.7	1.1	0.9	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.

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