

Collective Bargaining Highlights

July 2007

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

AGREEMENTS SETTLED IN JULY

- In July, 19 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 12,562 employees, 64% of whom were in the public sector (7,999) with the majority in public administration (5,612).
- The overall average annual increase in base wage rates in July was 2.9%, down from 3.1% reported in the previous month. In the public sector, 12 agreements were settled for an average annual wage increase of 3.1%, down slightly from 3.2% reported last month. In the private sector, seven agreements were settled with an average annual wage increase of 2.6% compared to 3.1% reported in June.
- Major settlements in July included a two-year agreement between the City of Ottawa and the Canadian Union of Public Employees (CUPE), providing 2,889 part-time recreational and culture employees with an average annual wage increase of 3%. A 12-month arbitration award was issued for the Ottawa Police Services Board and Ottawa Police Association. The award provided a 3% average annual wage increase for both 1,251 uniform and 522 civilian employees. Waterloo Regional Municipality and CUPE settled a three-year agreement for 700 office and public health employees, for an average annual wage increase of 3%. Canadian Pacific Railway and Teamsters reached a three-year agreement following a work stoppage. The settlement provided 700 Ontario-based employees with an average annual wage increase of 3.3%.

ALSO SETTLED IN THE PREVIOUS MONTH

- Canadian Automatic Sprinkler Assn (ICI) and Plumbers (1,300 employees)
Average Annual Wage Increase: 3.6% over three years
- Greater Essex County District School Board (educational support) and OSSTF (336 employees)
Average Annual Wage Increase: 3.1% over two years
- University of Western Ontario (Physical Plant/Thompson Arena) and CUPE (295 employees)
Average Annual Wage Increase: 2.9% over four years
- Oshawa City (Inside) and CUPE (224 employees)
Average Annual Wage Increase: 3% over two years
- Kentwood Park/Maplewood/Rosebridge Manor/Westlake Terrace and UFCW (300 employees)
Average Annual Wage Increase: 2.3% over three years
- Oakwood Retirement Communities (LTC service and R.P.N.s) and SEIU (800 employees)
Average Annual Wage Increase: 2.8% over three years

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WAGE SETTLEMENTS — BY INDUSTRY

	JULY			ANNUAL		
	Agreements	Employees	Average Annual	Year-to-date	2006	2005
			Increase	2007		
			%	%	%	%
All Settlements	19	12,562	2.9	3.0	2.5	2.7
Public Sector	12	7,999	3.1	3.1	3.0	2.7
Private Sector	7	4,563	2.6	2.9	1.8	2.4
Industries						
Primary	-	-	-	2.7	3.1	2.5
Manufacturing	4	1,018	3.2	2.3	2.2	2.4
Construction	1	1,000	2.7	3.1	3.2	3.5
Trade and Finance	1	220	0.7	1.9	1.1	2.3
Transportation, Communications & Utilities	3	2,800	2.8	3.2	2.8	2.9
Public Administration	5	5,612	3.0	2.9	2.9	2.6
Education & Related Services	1	675	3.0	3.1	3.1	2.7
Health & Social Services	4	1,237	3.2	2.9	2.8	2.9
Other Services	-	-	-	3.0	2.3	2.1

JULY 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						
Cameco	United Steelworkers	4.2 ¹	4.0	225	36	2010-06-30
Owens-Illinois (O-I Canada)	United Steelworkers	2.2 *	2.5	325	36	2010-03-01
Petro-Canada (Lubricants Centre)	Communications Energy Paperwkr	4.7 ¹	5.0	250	36	2010-01-31
Wescast Industries (Machining Strathroy)	Cdn Auto Workers	2.0 *	0.0	218	36	2010-02-28
Construction						
National Elevator and Escalator Assn (ICI & non-ICI)	Elevator Constructors	2.7	2.5	1,000	36	2010-04-30
Trade and Finance						
Sears Canada (Fairview)	Cdn Auto Workers	0.7	2.0	220	36	2010-06-30
Transportation, Communications & Utilities						
Canadian National Railway (Eastern Lines) (trainmen, yardmen)	United Transportation Union	3.0	3.0	900	36	2009-12-31
Canadian Pacific Railway	Teamsters	3.3	3.0	700	36	2009-12-31
Eastern Canada Car Carriers (Allied Systems)	Teamsters	2.3 *	2.4	1,200	36	2009-10-31
Public Administration						
Town of Oakville (office)	Cdn Public Empls	3.5	3.5	250	36	2010-02-15
City of Ottawa (part-time recreational staff)	Cdn Public Empls	3.0 ¹	3.0	2,889	24	2008-12-31
Ottawa Police Services Board (civilians)	Police Association	3.0	3.0	522	12	2007-12-31
Ottawa Police Services Board (uniform)	Police Association	3.0	3.0	1,251	12	2007-12-31
Waterloo Regional Municipality (office and public health units)	Cdn Public Empls	3.0	3.0	700	36	2010-06-30
Education & Related Services						
Ottawa Public Library Board	Cdn Public Empls	3.0 ¹	3.0	675	24	2008-12-31
Health & Social Services						
Guelph Wellington Community Living	Cdn Public Empls	3.5 **	3.5	350	24	2009-03-31
Hamilton and District Association for Community Living	Cdn Public Empls	3.0	3.0	212	24	2009-03-31
Oshawa Clarington Community Living	Cdn Public Empls	3.2	3.4	275	24	2009-03-31
Ottawa-Carleton Assn for Developmental Disabilities	Cdn Public Empls	3.2	4.4	400	24	2009-03-31

* Including COLA clauses and/or COLA estimates

** Wages include pay equity

¹ Wage restructuring

City of Ottawa and Canadian Union of Public Employees, Local 503 *(2,889 part-time recreational and culture employees)*

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

- wage increases of 3% in each year, in addition to the implementation of the new rates of pay
- new letter of understanding addressing Market Driven Rates of Pay

Waterloo Regional Municipality and Canadian Union of Public Employees, Local 1883 *(700 office and public health employees)*

a three-year renewal agreement effective July 1, 2007, expiring June 30, 2010

- general wage increase of 3% each year
- increases in shift premiums and meal and mileage allowances
- improvements to health care benefits, vacation, bereavement, and union leave provisions

Canadian Pacific Railway and Teamsters Canada Rail Conference (Maintenance of Way Employees Division) *(700 Ontario-based track maintenance employees)*

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

- wage increases of 3% in the first year, 4% in the second year, and 3% in the final year; additional 1% for each year paid as a semi-annual lump-sum
- improvements to pension plan, as well as benefits such as life insurance and disability, dental, extended health and vision care
- increases to shift differential rates, meals, lodging and expense allowances
- improvements to job security provisions

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	73,300	Various dates
Various School Boards	Various unions	Various locations	12,200	Various dates
Various Municipalities	Various unions	Various locations	26,300	Various dates
Hospitals	Various unions	Various locations	17,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	32,300	Various dates
A & P	Various unions	Various locations	14,800	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	43,400	2007-04-30
Greater Toronto Transit Authority (GO Transit)	Amalgamated Transit (ATU-Intl)	Province-wide	912	2007-06-01
Garda Security (previously Initial Security)	USW	Province-wide	2,000	2007-06-30
Group 4 Securicor (Canada) Ltd. (previously Group 4 Falck)	USW	Province-wide	4,000	2007-06-30
Securitas Canada Ltd.	USW	Province-wide	2,000	2007-06-30
Algoma Steel	USW	Sault Ste. Marie	3,300	2007-07-31
University of Ottawa (PT academic, and teaching/research assistants)	Various unions	Ottawa	2,600	2007-08-31

As of July 31, 2007, there were 170 agreements, each covering 200 or more employees, that have expired and not been renewed.

CONSUMER PRICE INDEX (2002 = 100)

(Percentage change from year earlier)

	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007 year-to-date</u>	<u>MAY 2007</u>	<u>JUNE 2007</u>	<u>JULY 2007</u>
Canada	1.9	2.2	2.0	2.0	2.2	2.2	2.2
Ontario	1.9	2.2	1.8	1.6	1.9	1.6	1.9
Toronto	1.7	1.8	1.6	1.6	2.1	1.7	2.0
Ottawa-Gatineau (Ont. part)	1.9	2.3	1.7	1.7	1.9	1.7	2.0
Thunder Bay	1.3	1.7	1.5	0.8	0.9	0.7	1.3

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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