

# Collective Bargaining Highlights

August 2007

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

## AGREEMENTS SETTLED IN AUGUST

- ▶ In August, 17 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 9,458 employees, 54% of whom were in the public sector (5,153), with the majority in public administration (2,595).
- ▶ The overall average annual wage increase in base wage rates in August was 3.6%, up from 2.9% for the month of July. In the public sector, 12 agreements were ratified for an average annual wage increase of 3.2%, up slightly from 3.1% reported in the previous month. In the private sector, five agreements were settled for an average annual wage increase of 4%, also up from 2.6% reported last month.
- ▶ Major settlements in August included two, three-year agreements between Algoma Steel and the USW, which provided 2,700 hourly and 560 salaried employees with an average annual wage increase of 4.4% including COLA. In health care, the Participating Central Care Nursing Homes and the CAW reached two agreements providing 526 employees with an average annual wage increase of 2.8% over three years. The Hamilton Police Services Board and its Association reached two, three-year agreements providing 749 uniform and 275 civilian employees with an average annual wage increase of 3.2%. The Waterloo Regional Police Services Board and its Association settled two, three-year agreements for 652 uniform and 237 civilian employees. The settlements provided an average annual wage increases of 3.2%, respectively.

## ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Bridgepoint Health and CUPE (350 employees)

*Average Annual Wage Increase: 3% over one year*

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## WAGE SETTLEMENTS — BY INDUSTRY

|                                            | AUGUST            |                  |                                     | ANNUAL                        |                  |                  |
|--------------------------------------------|-------------------|------------------|-------------------------------------|-------------------------------|------------------|------------------|
|                                            | <u>Agreements</u> | <u>Employees</u> | <u>Average Annual Increase</u><br>% | <u>Year-to-date 2007</u><br>% | <u>2006</u><br>% | <u>2005</u><br>% |
| <b>All Settlements</b>                     | <b>17</b>         | <b>9,458</b>     | <b>3.6</b>                          | <b>3.0</b>                    | <b>2.5</b>       | <b>2.7</b>       |
| Public Sector                              | 12                | 5,153            | 3.2                                 | 3.1                           | 3.0              | 2.7              |
| Private Sector                             | 5                 | 4,305            | 4.0                                 | 2.9                           | 1.8              | 2.4              |
| <b>Industries</b>                          |                   |                  |                                     |                               |                  |                  |
| Primary                                    | -                 | -                | -                                   | 2.7                           | 3.1              | 2.5              |
| Manufacturing                              | 4                 | 3,805            | 4.1                                 | 2.6                           | 2.2              | 2.4              |
| Construction                               | 1                 | 500              | 3.4                                 | 3.1                           | 3.2              | 3.5              |
| Trade and Finance                          | -                 | -                | -                                   | 1.9                           | 1.1              | 2.3              |
| Transportation, Communications & Utilities | 2                 | 856              | 3.1                                 | 3.2                           | 2.8              | 2.9              |
| Public Administration                      | 5                 | 2,595            | 3.0                                 | 3.0                           | 2.9              | 2.6              |
| Education & Related Services               | 1                 | 490              | 2.6                                 | 3.1                           | 3.1              | 2.7              |
| Health & Social Services                   | 4                 | 1,212            | 4.1                                 | 3.0                           | 2.8              | 2.9              |
| Other Services                             | -                 | -                | -                                   | 3.0                           | 2.3              | 2.1              |

## AUGUST 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>Manufacturing</b>                                                  |                          |                             |                             |                                    |                                    |                   |
| Algoma Steel (hourly)                                                 | United Steelworkers      | 4.4 *                       | 3.5                         | 2,700                              | 36                                 | 2010-07-31        |
| Algoma Steel (salaried)                                               | United Steelworkers      | 4.4 *                       | 3.5                         | 560                                | 36                                 | 2010-07-31        |
| Mahle Filter Systems (Tilbury Plant)                                  | Cdn Auto Workers         | 1.5 *                       | 0.0                         | 315                                | 36                                 | 2010-08-25        |
| Scepter Corp                                                          | Cdn Auto Workers         | 2.6                         | 3.9                         | 230                                | 36                                 | 2010-06-30        |
| <b>Construction</b>                                                   |                          |                             |                             |                                    |                                    |                   |
| Ontario Utility Contractors Assn                                      | Labourers                | 3.4                         | 2.9                         | 500                                | 36                                 | 2010-04-30        |
| <b>Transportation, Communications &amp; Utilities</b>                 |                          |                             |                             |                                    |                                    |                   |
| Brampton City Corp (transit)                                          | Amalgamated Transit      | 3.1                         | 3.0                         | 500                                | 48                                 | 2011-06-30        |
| Via Rail Canada (off-train)                                           | Cdn Auto Workers         | 3.0                         | 3.0                         | 356                                | 36                                 | 2009-12-31        |
| <b>Public Administration</b>                                          |                          |                             |                             |                                    |                                    |                   |
| Canadian Food Inspection Agency                                       | Public Service Alliance  | 2.5                         | 2.5                         | 682                                | 12                                 | 2007-12-31        |
| Hamilton Police Services Board (civilians)                            | Police Association       | 3.2                         | 3.3                         | 275                                | 36                                 | 2008-12-31        |
| Hamilton Police Services Board (uniform)                              | Police Association       | 3.2                         | 3.3                         | 749                                | 36                                 | 2008-12-31        |
| Waterloo Regional Police Services Board (civilians)                   | Police Association       | 3.2                         | 3.2                         | 237                                | 36                                 | 2009-12-31        |
| Waterloo Regional Police Services Board (uniform)                     | Police Association       | 3.2                         | 3.2                         | 652                                | 36                                 | 2009-12-31        |
| <b>Education &amp; Related Services</b>                               |                          |                             |                             |                                    |                                    |                   |
| Dufferin Peel Catholic District School Board (office)                 | Cdn Public Empls         | 2.6                         | 2.5                         | 490                                | 36                                 | 2009-09-30        |
| <b>Health &amp; Social Services</b>                                   |                          |                             |                             |                                    |                                    |                   |
| Central Care Corp (Carlingview Manor) (service, office, RPN)          | Cdn Auto Workers         | 2.8                         | 2.8                         | 311                                | 36                                 | 2010-06-30        |
| Central Care Corp (Windsor Place) (service, office, RPN)              | Cdn Auto Workers         | 2.8                         | 2.8                         | 215                                | 36                                 | 2010-06-30        |
| Elgin Association for Community Living (full-time, part-time, relief) | Ont Public Service Empls | 5.1**                       | 8.7                         | 236                                | 36                                 | 2010-03-31        |
| London Community Living                                               | Ont Public Service Empls | 5.1**                       | 8.6                         | 450                                | 36                                 | 2010-03-31        |

\* Including COLA clauses and/or COLA estimates

\*\* Job classification adjustments

**Algoma Steel Inc. and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), Locals 2251 and 2724 (2,700 hourly and 560 salaried employees)**

*two, three-year renewal agreements effective August 1, 2007, expiring July 31, 2010*

- general wage increases of 3.5% in each year, in addition to cost of living adjustments and profit sharing for both hourly and salaried employees; lump sum payment of \$500 for salaried employees only
- increases in evening, night and weekend shift premiums
- improvements to health care and pension benefits for both active and retired employees

**City of Brampton and Amalgamated Transit Union, Local 1573 (500 full-time and 40 part-time employees)**

*two, four-year renewal agreements, effective July 1, 2007, expiring June 30, 2011*

- wage increases of 3% in the first three years and 3.5% in the final year; special adjustments for operators and mechanics
- increases to coffee break and meal allowances, as well as shift premium and tool allowances
- improvements to health and dental benefits
- new letter of intent on contracting out

**Waterloo Regional Police Services Board and Waterloo Regional Police Association (652 uniform and 237 civilian employees)**

*two, three-year renewal agreements, effective January 1, 2007, expiring December 31, 2009*

- wage increases of 3.2% in each year; special increases to Staff Sergeant and service pay for both uniform and civilian employees
- new bonus pay for Emergency Response Unit members
- increases to clothing and footwear allowances
- improvements to benefits, dental and vision care plans
- new family leave provision

**Participating Central Care Nursing Homes and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), various locals (two agreements covering 526 R.P.N., service, and office employees)**

*part of a jointly bargained Memorandum of Settlement for 14 Central Care Participating Nursing Homes involving 15 three-year renewal agreements covering 1,987 employees, effective various dates in 2007, expiring on various dates in 2010*

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

**Hamilton Police Services Board and Hamilton Police Association (749 uniform and 275 civilian employees)**

*two, three-year renewal agreements, effective January 1, 2006, expiring December 31, 2008*

- wage increases of 3.31% in the first year, 1.6% on January 1, 2007, 1.535% on July 1, 2007, and 3.16% in the final year; increases to performance pay for both uniform and civilian employees
- improvements to health and dental benefits, including vision coverage
- new joint steering committee on part-time policing
- new committee to study the merit to accommodate sworn members into the Communication Operations
- joint working committees to review the current conflict resolution practices and workload efficiencies

\* 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       | 75,000                                   | Various dates |
| Various School Boards                                                   | Various unions                 | Various locations | 11,700                                   | Various dates |
| Various Municipalities                                                  | Various unions                 | Various locations | 24,000                                   | Various dates |
| Hospitals                                                               | Various unions                 | Various locations | 16,500                                   | Various dates |
| Nursing Homes/Homes for the Aged                                        | Various unions                 | Various locations | 30,000                                   | Various dates |
| A & P                                                                   | Various unions                 | Various locations | 16,800                                   | Various dates |
| Construction (ICI & non-ICI)                                            | Various unions                 | Province-wide     | 42,000                                   | 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.<br>(previously Group 4 Falck)           | USW                            | Province-wide     | 4,000                                    | 2007-06-30    |
| Securitas Canada Ltd.                                                   | USW                            | Province-wide     | 2,000                                    | 2007-06-30    |
| University of Ottawa (PT academic, and<br>teaching/research assistants) | Various unions                 | Ottawa            | 2,600                                    | 2007-08-31    |

As of August 31, 2007, there were 172 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<br/>year-to-date</u> | <u>JUNE<br/>2007</u> | <u>JULY<br/>2007</u> | <u>AUGUST<br/>2007</u> |
|---------------------------------------|-------------|-------------|-------------|------------------------------|----------------------|----------------------|------------------------|
| Canada                                | 1.9         | 2.2         | 2.0         | 2.0                          | 2.2                  | 2.2                  | 1.7                    |
| Ontario                               | 1.9         | 2.2         | 1.8         | 1.6                          | 1.6                  | 1.9                  | 1.6                    |
| Toronto                               | 1.7         | 1.8         | 1.6         | 1.6                          | 1.7                  | 2.0                  | 1.9                    |
| Ottawa-Gatineau (Ont. part)           | 1.9         | 2.3         | 1.7         | 1.7                          | 1.7                  | 2.0                  | 1.7                    |
| Thunder Bay                           | 1.3         | 1.7         | 1.5         | 0.8                          | 0.7                  | 1.3                  | 1.0                    |

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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