

Collective Bargaining Highlights

September 2007

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

AGREEMENTS SETTLED IN SEPTEMBER

- In September, 22 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 12,905 employees, 60% of whom were in the public sector (7,774) with the majority in education and related services (6,820).
- The overall average annual increase in base wage rates in September was 3.5%, down slightly from 3.6% reported in the previous month. In the public sector, 14 agreements were settled for an average annual wage increase of 3.9%, up from 3.2% in August. In the private sector, eight agreements were settled with an average annual wage increase of 3%, a decrease from 4% in the previous month.
- Major settlements in September included several three-year agreements ratified by university employees represented by CUPE and the CAW. The University of Windsor negotiated two agreements with CUPE, and one agreement with the CAW. The CUPE settlements, covering a total of 602 employees, and the CAW settlement, covering 288 employees, each provided an average annual wage increase of 3%. Ryerson University and CUPE negotiated three agreements covering a total of 1,740 employees, providing average annual wage increases ranging from 5% to 6.3%. Brock University and CUPE reached a settlement covering 1,300 employees, for an average annual wage increase of 4.5%. Carleton University and CUPE negotiated an agreement covering 700 employees, for an average annual wage increase of 3%.

ALSO SETTLED IN THE PREVIOUS MONTH

- Shade-O-Matic and USW (330 employees)

Hourly wage increase: \$0.60 in each year of a three-year agreement

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WAGE SETTLEMENTS — BY INDUSTRY

	SEPTEMBER			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	12,905	3.5	3.1	2.5	2.7
Public Sector	14	7,774	3.9	3.1	3.0	2.7
Private Sector	8	5,131	3.0	3.0	1.8	2.4
Industries						
Primary	-	-	-	2.7	3.1	2.5
Manufacturing	3	1,510	2.3	2.6	2.2	2.4
Construction	1	750	3.0	3.2	3.2	3.5
Trade and Finance	1	850	1.9	1.9	1.1	2.3
Transportation, Communications & Utilities	1	1,000	3.6	3.2	2.8	2.9
Public Administration	2	447	3.3	3.0	2.9	2.6
Education & Related Services	10	6,820	4.0	3.5	3.1	2.7
Health & Social Services	2	507	3.0	3.0	2.8	2.9
Other Services	2	1,021	4.1	3.1	2.3	2.1

SEPTEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Automodular Assemblies	Cdn Auto Workers	2.2	2.3	420	36	2010-09-26
Cargill Foods (Cargill Div)	Food & Commercial Workers	2.1 *	2.2	690	36	2010-09-23
Good Humor-Breyers	Food & Commercial Workers	2.8	2.9	400	36	2010-08-31
Construction						
Greater Metro Toronto Residential Siding Contractors Assn	Carpenters	3.0	3.0	750	36	2010-04-30
Trade and Finance						
Great Atlantic & Pacific Co Cda (Barn Markets)	Food & Commercial Workers	1.9	2.0	850	48	2010-09-23
Transportation, Communications & Utilities						
Canadian Pacific Railway	Teamsters	3.6	3.0	1,000	60	2011-12-31
Public Administration						
Chatham-Kent Police Services Board (officers and civilians)	Police Association	3.3	3.3	232	12	2006-12-31
Thunder Bay Police Services Board (uniform)	Police Association	3.3	3.2	215	48	2010-12-31
Education & Related Services						
Brock University (course coordinators, instructors)	Cdn Public Empls	4.5	4.5	1,300	36	2010-06-30
Carleton University (office)	Cdn Public Empls	3.0	3.0	700	36	2010-06-30
Dufferin-Peel Catholic District School Board (educational resource wkrs)	Dufferin-Peel Ed Resource Wkrs	2.3 **	2.5	521	36	2009-09-30
Dufferin-Peel Catholic District School Board (occasional teachers)	Ont English Catholic Teachers	3.1	2.5	1,669	24	2008-08-31
Ryerson University (continuing education) (unit 2)	Cdn Public Empls	5.0	6.5	400	36	2010-08-31
Ryerson University (sessional, part-time instructors) (unit 1)	Cdn Public Empls	6.3	6.5	390	36	2010-08-15
Ryerson University (teaching, graduate assistants) (unit 3)	Cdn Public Empls	5.9	5.9	950	36	2010-08-31
University of Windsor (maintenance, service)	Cdn Public Empls	3.0	3.0	394	36	2010-07-31
University of Windsor (office, clerical)	Cdn Auto Workers	3.0 *	3.0	288	36	2010-06-30
University of Windsor (technician, info tech, trades)	Cdn Public Empls	3.0	3.0	208	36	2010-03-31
Health & Social Services						
Fairhaven (service, office, RPN)	Cdn Public Empls	3.0	3.0	200	36	2009-12-31
Rygiel Supports for Community Living	Cdn Public Empls	3.0 *	3.0	307	24	2009-03-31
Other Services						
Great Blue Heron Gaming (Great Blue Heron Charity Casino)	Cdn Auto Workers	4.3	4.2	737	48	2011-08-31
Yellow Pages Group (office)	Cdn Telecommunications Empls	3.5	3.5	284	36	2010-09-30

* Wage restructuring

** Conditional wage adjustment

Carleton University and Canadian Union of Public Employees, Local 2424 (700 employees)

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

- wage increases include 3% each year and lump sum payments for eligible employees
- improvements to health care benefits
- Letter of Understanding establishing a Parity Committee to discuss sick leave for employees age 65 or over

Ryerson University and Canadian Union of Public Employees, Local 3904 (1,740 employees in Units 1, 2 and 3)

three, three-year renewal agreement effective September 2007, expiring August 2010

- average annual wage increases ranging from 5% to 6.3% over three years
- increased compensation for union activities for all three units
- establishment of joint committee on benefits for units 1 and 2
- establishment of professional development reimbursement fund for unit 1 and a general assistance fund for unit 3

Cargill Foods, division of Cargill Ltd. and United Food and Commercial Workers Union, Local 633 (690 employees)

a three-year renewal agreement effective September 24, 2007, expiring September 23, 2010

- wage increases ranging from \$0.20 to \$0.55 per hour correlated to the workers' job level
- improvements to short term disability benefits and pension plan
- increases in meal and boot allowances
- new language provides assurance of full-time status for eligible employees

* Based on available information

During the third quarter of 2007, 62 collective agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 36,012 employees, 59% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in local government (8,013), followed by education and related services (7,985), and transportation (4,156) (Table 3).

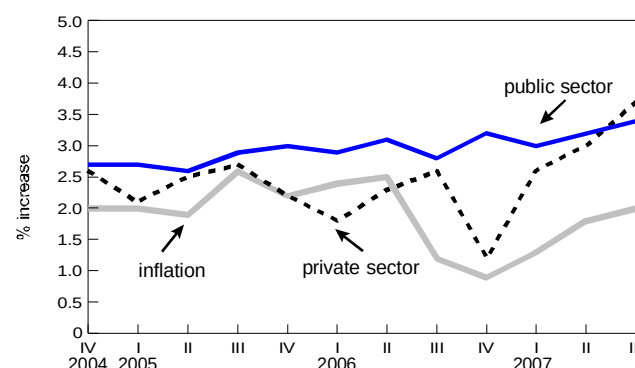
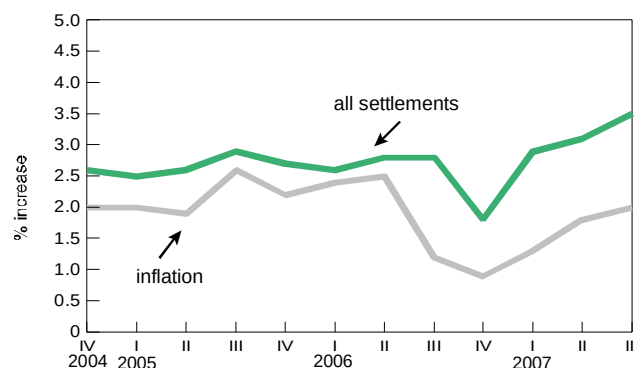
Wage Adjustments

Third quarter settlements provided an overall average annual wage increase of 3.5%, an increase from 3.1% in the previous quarter. In the private sector, the average annual wage increase rose to 3.7% from 3% in the previous quarter. The average annual wage increase for the public sector was 3.4%, compared to 3.2% in the second quarter. During the third quarter of 2007, average annual wage increases were affected by settlements in local government (3.1%), education and related services (3.8%), and transportation (3.1%) (Tables 1-3).

In the third quarter of 2007, approximately 53% of all employees received average annual wage increases ranging from 3% to 3.9%, compared to 17% who received average annual wage increases ranging from 2% to 2.9%. Approximately 28% of private sector employees and 70% of public sector employees were covered by agreements with average annual wage increases ranging from 3% to 3.9%. Slightly over 10% of public sector employees, and 27% of private sector employees received average annual wage increases ranging from 2% to 2.9%.

Of the total number of employees, 62% were covered by three-year agreements. Slightly over half of public sector employees and 79% of private sector employees were covered by three-year agreements, compared to 32% of public sector employees covered by two-year agreements. Three-year agreements continue to be the most common in the manufacturing sector, covering all manufacturing employees, compared to 48% of non-manufacturing employees. All construction workers are covered by 36-month agreements (Table 4).

Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates



CONSUMER PRICE INDEX (2002 = 100)

(Percentage change from year earlier)

	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u> <u>year-to-date</u>	<u>JUL</u> <u>2007</u>	<u>AUG</u> <u>2007</u>	<u>SEP</u> <u>2007</u>
Canada	1.9	2.2	2.0	2.0	2.2	1.7	2.5
Ontario	1.9	2.2	1.8	1.7	1.9	1.6	2.3
Toronto	1.7	1.8	1.6	1.7	2.0	1.9	2.5
Ottawa-Gatineau (Ont. part)	1.9	2.3	1.7	1.7	2.0	1.7	2.4
Thunder Bay	1.3	1.7	1.5	0.9	1.3	1.0	1.6

Source: Statistics Canada

Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private), Third Quarter 2006 to Third Quarter 2007

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Third Quarter 2006									
All agreements	94	65,939	2.8	2	2,786	2.5	92	63,153	2.8
Public sector	73	57,291	2.8	2	2,786	2.5	71	54,505	2.8
Private sector	21	8,648	2.6	-	-	-	21	8,648	2.6
Fourth Quarter 2006									
All agreements	66	80,321	1.8	8	13,567	1.1	58	66,754	2.0
Public sector	34	24,301	3.2	2	722	3.1	32	23,579	3.2
Private sector	32	56,020	1.3	6	12,845	1.0	26	43,175	1.3
First Quarter 2007									
All agreements	132	98,424	2.9	13	9,069	2.3	119	89,355	2.9
Public sector	87	61,890	3.0	-	-	-	87	61,890	3.0
Private sector	45	36,534	2.6	13	9,069	2.3	32	27,465	2.8
Second Quarter 2007									
All agreements	111	167,984	3.1	10	26,270	3.2	101	141,714	3.0
Public sector	42	57,294	3.2	2	21,441	3.5	40	35,853	3.0
Private sector	69	110,690	3.0	8	4,829	2.2	61	105,861	3.0
Third Quarter 2007									
All agreements	62	36,012	3.5	6	4,318	3.8	56	31,694	3.5
Public sector	39	21,317	3.4	-	-	-	39	21,317	3.4
Private sector	23	14,695	3.7	6	4,318	3.8	17	10,377	3.7

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Third Quarter 2006 to Third Quarter 2007

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Third Quarter 2006									
All agreements	94	65,939	2.8	2	2,786	2.5	92	63,153	2.8
Manufacturing	8	3,180	2.4	-	-	-	8	3,180	2.4
Non-manufacturing	86	62,759	2.8	2	2,786	2.5	84	59,973	2.8
Construction	-	-	-	-	-	-	-	-	-
Fourth Quarter 2006									
All agreements	66	80,321	1.8	8	13,567	1.1	58	66,754	2.0
Manufacturing	14	6,575	2.0	4	1,306	2.4	10	5,269	1.9
Non-manufacturing	51	73,246	1.8	4	12,261	1.0	47	60,985	2.0
Construction	1	500	4.1	-	-	-	1	500	4.1
First Quarter 2007									
All agreements	132	98,424	2.9	13	9,069	2.3	119	89,355	2.9
Manufacturing	20	8,628	2.0	9	3,875	1.8	11	4,753	2.2
Non-manufacturing	108	74,096	3.0	4	5,194	2.6	104	68,902	3.0
Construction	4	15,700	2.9	-	-	-	4	15,700	2.9
Second Quarter 2007									
All agreements	111	167,984	3.1	10	26,270	3.2	101	141,714	3.0
Manufacturing	15	7,647	2.5	8	4,829	2.2	7	2,818	3.2
Non-manufacturing	56	92,670	3.0	2	21,441	3.5	54	71,229	2.8
Construction	40	67,667	3.2	-	-	-	40	67,667	3.2
Third Quarter 2007									
All agreements	62	36,012	3.5	6	4,318	3.8	56	31,694	3.5
Manufacturing	12	6,663	3.6	5	4,118	3.9	7	2,545	3.1
Non-manufacturing	46	26,233	3.3	1	200	2.3	45	26,033	3.3
Construction	4	3,116	5.4	-	-	-	4	3,116	5.4

Table 3: Average Annual Increases in Base Wage Rates by Industry, Third Quarter 2007

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL INDUSTRIES	62	36,012	3.5	6	4,318	3.8	56	31,694	3.5
Manufacturing	12	6,663	3.6	5	4,118	3.9	7	2,545	3.1
Food, Beverage	2	1,090	2.4	-	-	-	2	1,090	2.4
Rubber, Plastics	1	230	2.6	-	-	-	1	230	2.6
Textile	1	330	5.1	-	-	-	1	330	5.1
Primary Metals	3	3,485	4.4	2	3,260	4.4	1	225	4.2
Transportation Equipment	3	953	1.9	2	533	1.7	1	420	2.2
Non-Metallic Minerals	1	325	2.2	1	325	2.2	-	-	-
Petroleum, Coal	1	250	4.7	-	-	-	1	250	4.7
Non-manufacturing	46	26,233	3.3	1	200	2.3	45	26,033	3.3
Transportation	7	4,156	3.1	1	200	2.3	6	3,956	3.1
Retail Trade	2	1,070	1.7	-	-	-	2	1,070	1.7
Education, Related Services	12	7,985	3.8	-	-	-	12	7,985	3.8
Health, Welfare Services	11	3,306	3.5	-	-	-	11	3,306	3.5
Recreational Services	1	737	4.3	-	-	-	1	737	4.3
Management Services	1	284	3.5	-	-	-	1	284	3.5
Federal Government	1	682	2.5	-	-	-	1	682	2.5
Local Government	11	8,013	3.1	-	-	-	11	8,013	3.1
Construction	4	3,116	5.4	-	-	-	4	3,116	5.4

**Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector,
Third Quarter 2007**

	All Agreements			Public Sector			Private Sector		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	62	36,012	3.5	39	21,317	3.4	23	14,695	3.7
One-year agreements	5	3,037	2.9	5	3,037	2.9	-	-	-
Two-year agreements	8	6,777	3.1	8	6,777	3.1	-	-	-
Three-year agreements	43	22,396	3.9	24	10,788	3.8	19	11,608	3.9
Four-year agreements	5	2,802	2.9	2	715	3.2	3	2,087	2.8
Five-year agreements	1	1,000	3.6	-	-	-	1	1,000	3.6
	Manufacturing			Non-manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	12	6,663	3.6	46	26,233	3.3	4	3,116	5.4
One-year agreements	-	-	-	5	3,037	2.9	-	-	-
Two-year agreements	-	-	-	8	6,777	3.1	-	-	-
Three-year agreements	12	6,663	3.6	27	12,617	3.6	4	3,116	5.4
Four-year agreements	-	-	-	5	2,802	2.9	-	-	-
Five-year agreements	-	-	-	1	1,000	3.6	-	-	-

Negotiations

On average, agreements in both the private and public sectors were ratified within five months from the start of negotiations (Table 5).

Of all settlements reached during the third quarter of 2007, 21 agreements involving 33% of employees were settled directly by the parties, compared to 31 agreements, covering 49% of employees, reached through conciliation or mediation. Three agreements involving 6% of employees were settled by arbitration, and seven agreements covering 12% of employees were settled following work stoppages.

In the public sector, 31% of employees reached settlements through conciliation or mediation, 53% settled through direct bargaining, 7% settled following work stoppages, and 9% settled by arbitration. In the private sector, 76% of employees reached agreements through conciliation or mediation, 3% settled through direct bargaining, and 21% of employees reached settlements following work stoppages (Table 6).

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2007 involve construction, the federal government, school boards, municipalities, police services boards, hospitals, universities, and nursing homes and homes for the aged. Major agreements scheduled to expire during the fourth quarter include police services boards, the City of Ottawa, Brewers' Retail, and Purolator Courier.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	88,000	Various dates
Various School Boards	Various unions	Various locations	10,600	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	28,300	Various dates
Police Services Boards	Police Associations	Various locations	17,180	Various dates
Hospitals	Various unions	Various locations	17,200	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	32,100	Various dates
Universities	Various unions	Various locations	6,200	Various dates
A & P	Various unions	Various locations	15,700	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	40,400	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
Brewers' Retail	UFCW	Province-wide	6,000	2007-12-31
Purolator Courier	Teamsters	Province-wide	4,300	2007-12-31

As of September 30, 2007, there were 161 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Third Quarter 2007

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	62	36,012	39	21,317	23	14,695
1 – 3 months	30	17,482	18	9,596	12	7,886
4 – 6 months	18	10,143	13	7,484	5	2,659
7 – 9 months	9	4,265	5	1,815	4	2,450
10 – 12 months	4	3,890	2	2,190	2	1,700
13 months and over	1	232	1	232	-	-

Average Duration of Negotiations

	<i>months</i>
TOTAL	4.7
Public sector	4.7
Private sector	4.8

Table 6: Stage of Settlement by Sector, Third Quarter 2007

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	62	36,012	39	21,317	23	14,695
Direct bargaining	21	11,872	19	11,368	2	504
Conciliation	7	3,762	6	2,762	1	1,000
Post-conciliation bargaining	7	2,440	2	675	5	1,765
Mediation	16	10,610	6	3,121	10	7,489
Post-mediation bargaining	1	850	-	-	1	850
Arbitration	3	2,005	3	2,005	-	-
Work stoppage	7	4,473	3	1,386	4	3,087

Work Stoppages

During the first nine months of 2007, 70 work stoppages under Ontario jurisdiction were reported, compared to 54 for the same period in 2006. In terms of the number of employees and person-days lost, work stoppages for the first nine months of 2007 involved 24,731 employees and resulted in 362,470 person-days lost, compared to 27,470 employees and 330,720 person-days lost reported for the same period last year.

From January to September 2007, 24 work stoppages were reported in the manufacturing sector, a decrease from 27 during the same period last year. The non-manufacturing sector reported 33 work stoppages during the first nine months of 2007, an increase from 27 during the same period last year. The construction sector reported 13 work stoppages from January to September 2007 (Table 7). During the first nine months of 2007, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Person-days Lost, January – September 2006 and 2007

	Work Stoppages		Person-Days Lost	
	<u>Jan - Sep 2007</u>	<u>Jan - Sep 2006</u>	<u>Jan - Sep 2007</u>	<u>Jan - Sep 2006</u>
ALL INDUSTRIES	70	54	362,470	330,720
Manufacturing	24	27	65,330	90,040
Non-manufacturing	33	27	75,440	240,680
Construction	13	-	221,700	-
Various industries	-	-	-	-

As of September 30, 2007, 9 work stoppages, covering a total of 540 employees, were carried over to October 2007.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1986 to September 2007

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1986	232	62,751	270	940,620	15.0	30	0.09
1987	246	64,339	262	1,108,870	17.2	27	0.10
1988	180	62,082	345	1,362,150	21.9	35	0.12
1989	190	45,679	240	868,630	19.0	35	0.08
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005	76	12,239	161	403,210	32.9	45	0.03
2006	70	30,240	432	394,600	13.0	48	0.03
2007* (Jan-Sep)	70	24,731	353	362,470	14.7	35	0.03

* preliminary

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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