

Collective Bargaining Highlights

December 2007

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

AGREEMENTS SETTLED IN DECEMBER

- In December, 15 collective agreements were ratified, each covering 200 or more employees. These agreements cover a total of 24,395 employees, 92% of whom were in the public sector (22,496) with the majority in public administration (21,496).
- The overall average annual increase in base wage rates in December was 2.7%, down slightly from 2.9% reported in the previous month. In the public sector, nine agreements were settled for an average annual wage increase of 2.8%, down from 3% reported last month. In the private sector, six agreements were settled with an average annual wage increase of 1.5% compared to 2.6% reported in November.
- Major settlements in December included a three-year agreement between Canada Revenue Agency (CRA) and the Public Service Alliance of Canada covering 11,531 employees in Ontario for an average annual wage increase of 2.5%. The Peel Regional Municipality Police Services Board and Peel Regional Police Association settled two four-year agreements providing 1,810 uniform and 700 civilian employees with average annual wage increases of 3.2%. A four-year voluntary arbitration award was issued for the City of Ottawa and the Canadian Union of Public Employees (CUPE), providing 5,800 employees with an average annual wage increase of 3.1%. The City of Ottawa also reached a two-year agreement with 1,450 employees, represented by the Civic Institute of Professional Personnel (PIPS), for an average annual wage increase of 3%.

ALSO SETTLED IN THE PREVIOUS MONTH

- York Regional Municipality and CUPE, Local 905 (1,756 employees)

Average Annual Wage Increase: 3% over three years

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WAGE SETTLEMENTS — BY INDUSTRY

	DECEMBER			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>2007</u> %	<u>2006</u> %	<u>2005</u> %
All Settlements	15	24,395	2.7	3.0	2.5	2.7
Public Sector	9	22,496	2.8	3.1	3.0	2.7
Private Sector	6	1,899	1.5	2.9	1.8	2.4
Industries						
Primary	-	-	-	2.7	3.1	2.5
Manufacturing	5	1,609	1.2	2.5	2.2	2.4
Construction	-	-	-	3.2	3.2	3.5
Trade and Finance	-	-	-	1.9	1.1	2.3
Transportation, Communications & Utilities	1	290	3.4	3.2	2.7	2.9
Public Administration	6	21,496	2.8	2.9	2.9	2.6
Education & Related Services	3	1,000	3.4	3.5	3.1	2.7
Health & Social Services	-	-	-	3.0	2.8	2.9
Other Services	-	-	-	3.1	2.3	2.1

DECEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Henniges Automotive (formerly Gencorp Canada, GDX Automotive)	United Steelworkers	0.0	0.0	700	36	2010-05-31
Indalex (Indalex Aluminum Solutions)	United Steelworkers	1.3	0.0	264	37	2011-01-11
Oak Leaf Confections	Bakery Tobacco & Grain Millers	2.2	2.3	200	36	2010-11-21
Pintys Premium Foods	Food & Commercial Workers	2.4	2.5	200	36	2010-10-31
Weston Bakeries	United Steelworkers	2.7	2.8	245	36	2010-11-15
Transportation, Communications & Utilities						
Canadian National Railway (System Collective Agt 11.1)	Electrical Workers	3.4	3.0	290	60	2012-12-31
Public Administration						
Canada Revenue Agency (Prog & Adm Services)	Public Service Alliance	2.5 ¹	2.5	11,531	36	2010-10-31
City of Ottawa (inside, outside, ambulance)	Cdn Public Empls	3.1 ^{1,2}	3.0	5,800	48	2008-12-31
City of Ottawa (professional, nurses)	Civic Institute Prof Personnel	3.0	3.0	1,450	24	2008-12-31
Peel Regional Municipality Police Services Board (civilians)	Police Association	3.2 ³	3.2	700	48	2010-12-31
Peel Regional Municipality Police Services Board (uniform)	Police Association	3.2 ³	3.2	1,810	48	2010-12-31
City of Thunder Bay (firefighters)	Ont Firefighters	3.6 ⁴	3.7	205	36	2006-12-31
Education & Related Services						
Avon Maitland District School Board (office, technical, educational assists)	Ont Secondary School Teachers	3.7	3.7	400	12	2008-08-31
Bluewater District School Board (educational assistants)	Ont Secondary School Teachers	3.2	3.2	300	12	2008-08-31
Greater Essex County District School Board (custodial, maintenance)	Cdn Public Empls	3.1	3.0	300	24	2008-08-31

¹ Wage restructuring

² Interim awards were issued previously for 2005-2007 wages

³ Conditional wage adjustments on July 1, 2010, retroactive to January 1, 2010

⁴ Partial award issued

Peel Regional Municipality Police Services Board and Peel Regional Police Association (1,810 uniform and 700 civilian employees)

two, four-year renewal agreements, effective January 1, 2007, expiring December 31, 2010

- wage increases of 3.21% in the first year, 3.19% in the second year, 3.12% in the third year, and 3.25% in the final year, with special adjustments for eligible employees
- increases in clothing and uniforms allowances, investigative and shift premiums, and vacation leave for eligible employees
- improvements to health care and retirement benefits, income replacement plans, and various leaves of absence for eligible employees
- new Letters of Understanding re: prior police service outside Canada for purposes of vacation entitlement

The City of Ottawa and Canadian Union of Public Employees, Local 503 (5,800 employees)

a four-year year renewal agreement incorporating items settled prior to voluntary arbitration and issues settled by interim and final voluntary arbitration awards, effective January 1, 2005, expiring December 31, 2008

- wage increases include 3% in each of the first three years, and 3.25% in the final year
- increases in tools, mileage, and protective footwear and clothing allowances
- improvements to shift and overtime premiums, and vacation leave for eligible employees
- improvements to health care benefits, income protection plan, and various leaves of absence for eligible employees

The City of Ottawa and Civic Institute of Professional Personnel (1,450 employees)

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

- wage increases include 3% in each year
- increases in mileage and protective footwear allowances
- improvements to shift differential, responsibility, replacement, on-call and call back premiums, and vacation leave for eligible employees
- improvements to health care benefits, and various leaves of absence for eligible employees

* Based on available information

FOURTH QUARTER 2007 SUMMARY

During the fourth quarter of 2007, 41 collective agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 36,392 employees, 83% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in local government (13,647), followed by federal government (11,531), and education & related services (2,703) (Table 3).

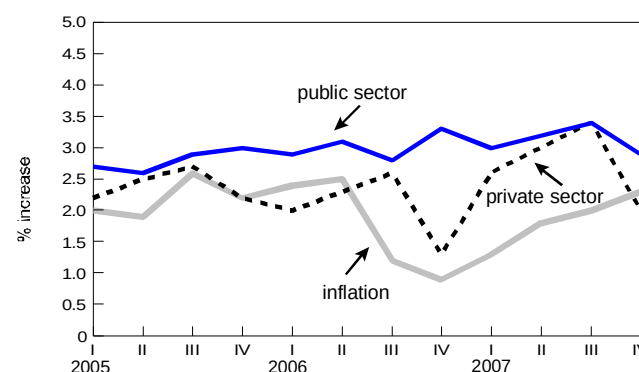
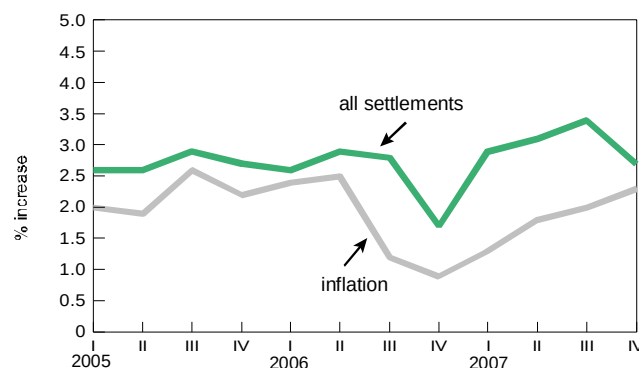
Wage Adjustments

Fourth quarter settlements provided an overall average annual wage increase of 2.7%, a decrease from 3.4% in the previous quarter. In the public sector, the average annual wage increase was 2.9% compared to 3.4% last quarter, while the private sector reported average annual wage increases of 2%, a decrease from 3.4% in the previous quarter. During the fourth quarter of 2007, average annual wage increases were mainly affected by settlements in health & welfare services (3%), local government, (3.1%), and education & related services (3.2%) (Tables 1-3).

In the fourth quarter of 2007, approximately 55% of all employees received average annual wage increases ranging from 3% to 3.9%, and 37% received increases ranging from 2% to 2.9%. In the public sector, 61% of employees received average annual wage increases ranging from 3% to 3.9%, compared to 27% in the private sector. In the private sector, 27% of employees received wage increases ranging from 2% to 2.9%, compared to 39% in the public sector.

Of the total number of employees who reached an agreement during the fourth quarter of 2007, 54% were covered by three-year agreements, while 28% were covered by four-year agreements. Approximately 51% of public sector employees and 70% of private sector employees were covered by three-year agreements, while 30% of public sector employees and 18% of private sector employees were covered by four-year agreements. In the manufacturing sector, 95% of employees were covered by three-year agreements, compared to 50% of non-manufacturing employees (Table 4).

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



CONSUMER PRICE INDEX (2002 = 100)

(Percentage change from year earlier)

	2004	2005	2006	2007 year-to-date	OCT 2007	NOV 2007	DEC 2007
Canada	1.9	2.2	2.0	2.1	2.4	2.5	2.4
Ontario	1.9	2.2	1.8	1.8	2.3	2.4	2.1
Toronto	1.7	1.8	1.6	1.9	2.5	2.5	2.4
Ottawa-Gatineau (Ont. part)	1.9	2.3	1.7	1.9	2.3	2.2	2.0
Thunder Bay	1.3	1.7	1.5	1.0	1.4	1.5	1.4

Source: Statistics Canada

Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private), Fourth Quarter 2006 to Fourth 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>
Fourth Quarter 2006									
All agreements	65	74,321	1.7	8	13,567	1.1	57	60,754	1.9
Public sector	33	18,301	3.3	2	722	3.1	31	17,579	3.3
Private sector	32	56,020	1.3	6	12,845	1.0	26	43,175	1.3
First Quarter 2007									
All agreements	133	98,874	2.9	13	9,069	2.3	120	89,805	2.9
Public sector	88	62,340	3.0	-	-	-	88	62,340	3.0
Private sector	45	36,534	2.6	13	9,069	2.3	32	27,465	2.8
Second Quarter 2007									
All agreements	112	169,284	3.1	10	26,270	3.2	102	143,014	3.0
Public sector	42	57,294	3.2	2	21,441	3.5	40	35,853	3.0
Private sector	70	111,990	3.0	8	4,829	2.2	62	107,161	3.0
Third Quarter 2007									
All agreements	68	39,584	3.4	6	4,318	3.8	62	35,266	3.3
Public sector	40	21,739	3.4	-	-	-	40	21,739	3.4
Private sector	28	17,845	3.4	6	4,318	3.8	22	13,527	3.2
Fourth Quarter 2007									
All agreements	41	36,392	2.7	6	2,620	1.1	35	33,772	2.8
Public sector	23	30,292	2.9	-	-	-	23	30,292	2.9
Private sector	18	6,100	2.0	6	2,620	1.1	12	3,480	2.6

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Fourth Quarter 2006 to Fourth 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>
Fourth Quarter 2006									
All agreements	65	74,321	1.7	8	13,567	1.1	57	60,754	1.9
Manufacturing	14	6,575	2.0	4	1,306	2.4	10	5,269	1.9
Non-manufacturing	50	67,246	1.7	4	12,261	1.0	46	54,985	1.9
Construction	1	500	4.1	-	-	-	1	500	4.1
First Quarter 2007									
All agreements	133	98,874	2.9	13	9,069	2.3	120	89,805	2.9
Manufacturing	20	8,628	2.0	9	3,875	1.8	11	4,753	2.2
Non-manufacturing	109	74,546	3.0	4	5,194	2.6	105	69,352	3.0
Construction	4	15,700	2.9	-	-	-	4	15,700	2.9
Second Quarter 2007									
All agreements	112	169,284	3.1	10	26,270	3.2	102	143,014	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	41	68,967	3.2	-	-	-	41	68,967	3.2
Third Quarter 2007									
All agreements	68	39,584	3.4	6	4,318	3.8	62	35,266	3.3
Manufacturing	12	6,663	3.6	5	4,118	3.9	7	2,545	3.1
Non-manufacturing	48	26,905	3.3	1	200	2.3	47	26,705	3.3
Construction	8	6,016	3.5	-	-	-	8	6,016	3.5
Fourth Quarter 2007									
All agreements	41	36,392	2.7	6	2,620	1.1	35	33,772	2.8
Manufacturing	11	3,965	1.4	5	2,370	0.9	6	1,595	2.1
Non-manufacturing	29	31,827	2.9	1	250	3.6	28	31,577	2.9
Construction	1	600	3.2	-	-	-	1	600	3.2

Table 3: Average Annual Increases in Base Wage Rates by Industry, Fourth 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	41	36,392	2.7	6	2,620	1.1	35	33,772	2.8
Manufacturing	11	3,965	1.4	5	2,370	0.9	6	1,595	2.1
Food, Beverage	4	1,125	2.6	-	-	-	4	1,125	2.6
Rubber, Plastics	2	916	0.3	2	916	0.3	-	-	-
Wood	1	206	0.5	-	-	-	1	206	0.5
Primary Metals	1	264	1.3	-	-	-	1	264	1.3
Fabricated Metals	1	387	1.4	1	387	1.4	-	-	-
Machinery	1	657	0.9	1	657	0.9	-	-	-
Transportation Equipment	1	410	1.6	1	410	1.6	-	-	-
Non-manufacturing	29	31,827	2.9	1	250	3.6	28	31,577	2.9
Transportation	3	1,156	3.2	1	250	3.6	2	906	3.1
Storage	1	210	2.8	-	-	-	1	210	2.8
Education, Related Services	7	2,703	3.2	-	-	-	7	2,703	3.2
Health, Welfare Services	4	1,795	3.0	-	-	-	4	1,795	3.0
Management Services	1	300	2.0	-	-	-	1	300	2.0
Accommodation, Food Services	2	485	3.2	-	-	-	2	485	3.2
Federal Government	1	11,531	2.5	-	-	-	1	11,531	2.5
Local Government	10	13,647	3.1	-	-	-	10	13,647	3.1
Construction	1	600	3.2	-	-	-	1	600	3.2

**Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector,
Fourth 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	41	36,392	2.7	23	30,292	2.9	18	6,100	2.0
One-year agreements	3	1,083	3.3	3	1,083	3.3	-	-	-
Two-year agreements	7	4,941	3.1	7	4,941	3.1	-	-	-
Three-year agreements	21	19,611	2.4	9	15,342	2.6	12	4,269	1.5
Four-year agreements	7	10,011	3.1	4	8,926	3.1	3	1,085	3.3
Five-year agreements	3	746	2.5	-	-	-	3	746	2.5
	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	11	3,965	1.4	29	31,827	2.9	1	600	3.2
One-year agreements	-	-	-	3	1,083	3.3	-	-	-
Two-year agreements	-	-	-	7	4,941	3.1	-	-	-
Three-year agreements	10	3,759	1.4	11	15,852	2.6	-	-	-
Four-year agreements	-	-	-	6	9,411	3.1	1	600	3.2
Five-year agreements	1	206	0.5	2	540	3.3	-	-	-

Negotiations

On average, private sector agreements were settled within 2.7 months from the start of negotiations, compared to 13.2 months in the public sector (Table 5).

Of all settlements reached during the fourth quarter, 14 agreements covering 56% of employees were settled directly by the parties, compared to 21 agreements, covering 21% of employees that were reached through conciliation or mediation. Six agreements involving 23% of employees were settled in arbitration.

In the public sector, 63% of employees reached settlements in direct bargaining, while 28% settled through arbitration. In the private sector, 77% of employees reached agreements through conciliation or mediation and 23% settled through direct bargaining (Table 6).

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2007 include the federal government, various municipalities, police services boards, school boards, hospitals, nursing homes and homes for the aged, various security companies, A & P, Brewers' Retail, Purolator Courier, Better Beef, and Construction (ICI and non-ICI).

Major agreements scheduled to expire during the first quarter of 2008 include Ottawa City Transit, Toronto Transit Commission (TTC), Hydro One, Workplace Safety & Insurance Board, Winners Merchants, and Pharma Plus Drugmarts, as well as hospitals' agreements.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	81,000	Various dates
Various School Boards	Various unions	Various locations	7,600	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	20,000	Various dates
Police Services Boards	Police Associations	Various locations	15,000	Various dates
Hospitals	Various unions	Various locations	72,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	35,600	Various dates
Universities	Various unions	Various locations	5,500	Various dates
A & P	Various unions	Various locations	15,900	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	33,400	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) (previously Group 4 Falck)	USW	Province-wide	4,000	2007-06-30
Securitas Canada	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
Better Beef	UFCW	Guelph	1,100	2007-12-31
Pharma Plus Drugmarts	UFCW	Province-wide	2,180	2008-01-04
Winners Merchants	UNITE HERE	Province-wide	1,250	2008-01-31
Workplace Safety & Insurance Board	CUPE	Toronto	3,300	2008-03-31
Ottawa City Transit	Amalgamated Transit (ATU-Intl)	Ottawa	2,300	2008-03-31
Toronto Transit Commission (TTC)	Various unions	Toronto	8,800	2008-03-31
Hydro One	CUPE	Province-wide	3,800	2008-01-31

As of December 31, 2007, there were 183 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Fourth 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	41	36,392	23	30,292	18	6,100
1 – 3 months	16	6,948	3	2,539	13	4,409
4 – 6 months	9	13,692	5	12,701	4	991
7 – 9 months	5	2,211	4	1,511	1	700
10 – 12 months	5	5,095	5	5,095	-	-
13 months and over	6	8,446	6	8,446	-	-

Average Duration of Negotiations

	<i>months</i>
TOTAL	8.6
Public sector	13.2
Private sector	2.7

Table 6: Stage of Settlement by Sector, Fourth 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	41	36,392	23	30,292	18	6,100
Direct bargaining	14	20,362	10	18,958	4	1,404
Conciliation	6	2,122	2	1,017	4	1,105
Post-conciliation bargaining	2	900	-	-	2	900
Mediation	11	4,156	4	1,671	7	2,485
Post-mediation bargaining	2	406	1	200	1	206
Arbitration	6	8,446	6	8,446	-	-

Work Stoppages

During 2007, 75 work stoppages under Ontario jurisdiction were reported, up from 70 in 2006. Work stoppages during 2007 involved 25,257 employees and resulted in 389,130 person-days lost, down slightly from 30,240 employees and 394,600 person-days lost reported in 2006.

In 2007, 27 work stoppages were reported in the manufacturing sector, a decrease from 38 last year, while the non-manufacturing sector reported 35 work stoppages compared to 32 in 2006. The construction sector reported 13 work stoppages in 2007, which contributed to the increase in the number of work stoppages in 2007 (Table 7). During 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, 2006 and 2007

	Work Stoppages		Person-Days Lost	
	<u>2007</u>	<u>2006</u>	<u>2007</u>	<u>2006</u>
ALL INDUSTRIES	75	70	389,130	394,600
Manufacturing	27	38	87,410	139,130
Non-manufacturing	35	32	80,020	255,470
Construction	13	-	221,700	-
Various industries	-	-	-	-

As of December 31, 2007, 5 work stoppages, covering a total of 309 employees, were carried over to January 2008.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1986 to 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*	75	25,257	337	389,130	15.4	39	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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