

Collective Bargaining Highlights

January 2008

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

AGREEMENTS SETTLED IN JANUARY

- In January, 10 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 4,507 employees, 57% of whom were in the private sector (2,570).
- The overall average annual increase in base wage rates in January was 2.6%, a slight decrease from 2.7% reported in the previous month. In the public sector, four agreements were settled for an average annual wage increase of 3.2%, an increase from 2.8% in December. In the private sector, six agreements were settled with an average annual wage increase of 2.2%, an increase from 1.5% in the previous month.
- Major settlements in January included an agreement between Toronto Star Newspapers and the Communications, Energy and Paperworkers Union of Canada covering 775 employees. The three-year settlement provided an average annual wage increase of 2%. The Amalgamated Transit Union, representing 1,200 employees, reached a four-year agreement with the Greater Toronto Transit Authority (GO Transit) for an average annual wage increase of 3.4%. Trillium Villa, as part of the participating long-term care nursing homes, reached a

settlement with the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada). The three-year agreement, covering a total of 207 employees provides an average annual wage increase of 2.8%.

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WAGE SETTLEMENTS — BY INDUSTRY

	JANUARY			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date 2008</u> %	<u>2007</u> %	<u>2006</u> %
All Settlements	10	4,507	2.6	2.6	3.0	2.5
Public Sector	4	1,937	3.2	3.2	3.1	3.0
Private Sector	6	2,570	2.2	2.2	2.9	1.8
Industries						
Primary	-	-	-	-	2.7	3.1
Manufacturing	5	1,870	1.7	1.7	2.5	2.2
Construction	-	-	-	-	3.2	3.2
Trade and Finance	-	-	-	-	1.9	1.1
Transportation, Communications & Utilities	2	1,900	3.4	3.4	3.2	2.7
Public Administration	-	-	-	-	2.9	2.9
Education & Related Services	-	-	-	-	3.5	3.1
Health & Social Services	3	737	2.9	2.9	3.0	2.8
Other Services	-	-	-	-	3.1	2.3

JANUARY 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						
Armada Toolworks	Cdn Auto Workers	1.9	0.0	203	36	2010-11-30
Diageo Canada (Amherstburg Plant)	Cdn Auto Workers	0.9 *	0.0	357	36	2011-01-31
Kubota Metal (Fahramet Div)	United Steelworkers	2.7	2.5	270	36	2010-12-31
Toronto Star Newspapers (finance, editorial, circulation, others)	Communications Energy Paperwks	2.0 ¹	2.0	775	36	2010-12-31
Waterville TG	United Auto Workers	0.6	0.0	265	36	2010-11-25
Transportation, Communications & Utilities						
Canadian National Railway (Agreement 10.1)	United Steelworkers	3.4	3.2	700	48	2011-12-31
Greater Toronto Transit Authority (GO Transit)	Amalgamated Transit (ATU-Intl)	3.4 ¹	3.5	1,200	48	2011-06-01
Health & Social Services						
Humber River Regional Hospital (paramedical, professional)	Ont Public Service Empls	3.1	3.0	260	36	2009-03-31
Simcoe County (paramedic services)	Ont Public Service Empls	2.7	2.5	270	39	2009-12-31
Trillium Villa Nursing Home (service, RPN)	Cdn Auto Workers	2.8	2.8	207	36	2010-03-31

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

Toronto Star Newspapers Ltd. and Communications, Energy and Paperworkers Union of Canada, Local 87 (775 employees)

a three-year renewal agreement effective January 1, 2008, expiring December 31, 2010

- general wage increases of 2% in each year; enhanced profit sharing payouts for eligible employees; modifications to selected job classifications
- improvements to health care benefits
- changes to Sunday premium
- increased mileage allowances
- employees hired after ratification will participate in a Defined Matching Contributions savings retirement plan in lieu of the Toronto Star Pension Plan

Greater Toronto Transit Authority (GO Transit) and Amalgamated Transit Union, Local 1587 (1,200 employees)

a four-year renewal agreement effective June 2, 2007, expiring June 1, 2011

- general wage increases of 3% on June 2, 2007, 0.5% on January 12, 2008, 3% on June 14, 2008, 3% on June 13, 2009, 3% on June 12, 2010 and 1% on January 8, 2011
- improvements to health care benefits, and bereavement leave
- increases in allowances for tools, uniforms, and safety shoes and glasses
- improvements to vacation, and on-call, shift, and split premiums
- Letters of agreement regarding classification and job evaluation procedure, and contracting out

Trillium Villa Nursing Home and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (207 employees)

part of the participating long-term care nursing homes jointly bargained 36-month settlement for a total of 24 renewal agreements covering 2,022 service employees, Registered Practical Nurses, and Registered Nurses, at 22 nursing homes effective various dates in 2007, expiring various dates in 2010

- wage increases include 2.75% in the first year, 2.6% in the second year, and 3% in the third year, in addition to R.P.N. and other adjustments for eligible employees
- improvements to various leaves, and weekend premium
- increases in health care benefits, life insurance, and vacation for eligible employees

* Based on available information

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	7,500	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	33,800	Various dates
Universities	Various unions	Various locations	13,200	Various dates
A & P	Various unions	Various locations	15,900	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	34,550	2007-04-30
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	UNITEHERE	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	2008-03-31
Windsor Casino	CAW	Windsor	3,500	2008-04-03

As of January 31, 2008, there were 177 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>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008 year-to-date</u>	<u>NOV 2007</u>	<u>DEC 2007</u>	<u>JAN 2008</u>
Canada	2.2	2.0	2.1	2.2	2.5	2.4	2.2
Ontario	2.2	1.8	1.8	2.1	2.4	2.1	2.1
Toronto	1.8	1.6	1.9	2.3	2.5	2.4	2.3
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	1.8	2.2	2.0	1.8
Thunder Bay	1.7	1.5	1.0	1.6	1.5	1.4	1.6

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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