

Collective Bargaining Highlights

February 2008

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

AGREEMENTS SETTLED IN FEBRUARY

- In February, 12 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 8,452 employees, 53% of whom were in the private sector (4,452).
- The overall average annual increase in base wage rates in February was 2.5%, down slightly from 2.6% reported in the previous month. In the public sector, four agreements were settled for an average annual wage increase of 3%, down from 3.2% in January. In the private sector, eight agreements were settled with an average annual wage increase of 1.9%, a decrease from 2.2% reported last month.
- Major settlements in February included a four-year agreement between the City of Hamilton and the Canadian Union of Public Employees (CUPE), providing 2,700 employees with an average annual wage increase of 3%. The Regional Municipality of Waterloo (Grand River Transit) and the Canadian Auto Workers (CAW), representing 490 employees, settled a one-year agreement for a wage increase of 3%. The Regional Municipality of York reached a three-year agreement, covering 580 Long Term Care employees, represented by CUPE, for an average annual

wage increase of 3%. Canadian Pacific Railway and the CAW reached a three-year agreement. The settlement provided 462 Ontario-based shopcraft employees with an average annual wage increase of 3%.

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WAGE SETTLEMENTS — BY INDUSTRY

	FEBRUARY			ANNUAL		
	Agreements	Employees	Average Annual	Year-to-date	2007	2006
			Increase	2008	%	%
			%	%	%	%
All Settlements	12	8,452	2.5	2.5	3.0	2.5
Public Sector	4	4,000	3.0	3.1	3.1	3.0
Private Sector	8	4,452	1.9	2.1	2.9	1.8
Industries						
Primary	-	-	-	-	2.7	3.1
Manufacturing	5	2,065	0.5	1.1	2.4	2.2
Construction	-	-	-	-	3.2	3.2
Trade and Finance	1	1,600	3.2	3.2	1.9	1.1
Transportation, Communications & Utilities	2	952	3.0	3.3	3.2	2.7
Public Administration	2	2,930	3.0	3.0	2.9	2.9
Education & Related Services	-	-	-	2.8	3.5	3.1
Health & Social Services	1	580	3.0	2.9	3.0	2.8
Other Services	1	325	3.1	3.1	3.1	2.3

FEBRUARY 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						
Hammond Power Solutions (plant, warehouse)	Hammond Power Solutions Empls	2.5	2.5	206	24	2009-11-26
Mahle Filter Systems Canada	Cdn Auto Workers	0.0 *	0.0	213	12	2009-03-15
Martinrea International (Kitchener Frame plant)	Cdn Auto Workers	0.0	0.0	1,230	15	2010-07-31
Messier-Dowty	Machinists	2.8	2.7	207	36	2010-09-30
TDS Automotive Canada (Tillsonburg)	United Steelworkers	0.0 *	0.0	209	12	2009-01-31
Trade and Finance						
Winners Merchants Intl LP	UNITE HERE	3.2	3.4	1,600	37	2011-01-31
Transportation, Communications & Utilities						
Canadian Pacific Railway (shopcraft employees)	Cdn Auto Workers	3.0	3.0	462	36	2010-12-31
Regional Municipality of Waterloo (Grand River Transit)	Cdn Auto Workers	3.0 **	3.0	490	12	2008-12-31
Public Administration						
City of Hamilton	Cdn Public Empls	3.0	3.0	2,700	48	2010-12-31
Town of Whitby	Cdn Public Empls	3.4	3.3	230	48	2011-03-31
Health & Social Services						
Regional Municipality of York (LTC unit)	Cdn Public Empls	3.0 **	3.0	580	36	2010-03-31
Other Services						
Cadbridge Services (Canada) (Fairmont Chateau Laurier)	Cdn Auto Workers	3.1	3.0	325	36	2010-12-31

* Including COLA clauses and/or COLA estimates

** Excluding wage adjustments

City of Hamilton and Canadian Union of Public Employees, Local 5167 (2,700 employees)

a four-year renewal agreement effective January 1, 2007, expiring December 31, 2010

- wage increases of 3% in each year
- improvements to health care benefits, income protection plan, vacation and bereavement leave
- increases in shift premiums and tool allowance
- conversion of casual employees to part-time employees effective July 8, 2008

Regional Municipality of Waterloo (Grand River Transit) and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 4304 (490 employees)

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

- general wage increase of 3% and a market adjustment for skilled trades and bus operators
- improvements to health care benefits, allowances for safety footwear, uniforms, tools, and clothing for eligible employees, as well as increases in shift premiums
- establishment of Scheduling Committees to discuss improvement in service and scheduling

Regional Municipality of York (Long Term Care Unit) and Canadian Union of Public Employees, Local 905 (580 employees)

a three-year renewal agreement effective April 1, 2007, expiring March 31, 2010

- wage increases of 3% in each year and a special wage adjustment for specific classifications
- improvements to health care and life insurance benefits
- increases in uniform and clothing allowances, shift and weekend premiums
- introduction of a graduated benefit plan for temporary employees
- introduction of a benefit plan for employees past age 65

Canadian Pacific Railway Company and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 101 (462 Ontario-based employees)

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

- wage increases of 3% in each year, in addition to a special wage adjustment of \$1.79 per hour for skilled trades employees and a lump sum payment for eligible employees
- improvements to health care, disability, and life insurance benefits
- increases in mileage allowances

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	81,400	Various dates
Various School Boards	Various unions	Various locations	6,800	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	17,400	Various dates
Police Services Boards	Police Associations	Various locations	15,000	Various dates
Hospitals	Various unions	Various locations	72,300	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	33,000	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	34,200	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
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 February 29, 2008, there were 166 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>DEC 2007</u>	<u>JAN 2008</u>	<u>FEB 2008</u>
Canada	2.2	2.0	2.1	2.0	2.4	2.2	1.8
Ontario	2.2	1.8	1.8	1.8	2.1	2.1	1.5
Toronto	1.8	1.6	1.9	2.1	2.4	2.3	1.8
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	1.5	2.0	1.8	1.3
Thunder Bay	1.7	1.5	1.0	1.3	1.4	1.6	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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