

# Collective Bargaining Highlights

April 2008

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

## AGREEMENTS SETTLED IN APRIL

- In April, 13 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 18,883 employees, 56% of whom were in the private sector (10,495).
- The overall average annual increase in base wage rates in April was 2.5%, down from 3% reported in the previous month. In the public sector, six agreements were settled for an average annual wage increase of 3%, down slightly from 3.1% in March. In the private sector, seven agreements were settled with an average annual wage increase of 2.1%, an increase from 1.5% reported last month.
- Major settlements in April included a five-year agreement between Brewers Retail (The Beer Store) and United Food and Commercial Workers (UFCW). The agreement provides 6,000 employees with an average annual wage increase of 2.6%. Hydro One and the Canadian Union of Public Employees (CUPE) reached a three-year agreement, covering 3,470 employees, for an average annual wage increase of 3%. CUPE also settled a three-year agreement with the Workplace Safety and Insurance Board. The agreement, covering 3,300 employees, includes an average annual wage increase of 2.9%. Windsor Casino (Caesars Windsor) and the Canadian Auto Workers (CAW) reached a three-year agreement, providing 3,000

employees with an average annual wage increase of 0.7%. St Michael's Hospital and the Service Employees International Union (SEIU), representing 800 employees, settled a three-year agreement for an average annual wage increase of 2.8%.

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## WAGE SETTLEMENTS — BY INDUSTRY

|                                            | APRIL      |               |                | ANNUAL       |            |            |
|--------------------------------------------|------------|---------------|----------------|--------------|------------|------------|
|                                            | Agreements | Employees     | Average Annual | Year-to-date | 2007       | 2006       |
|                                            |            |               | Increase       | 2008         |            |            |
|                                            |            |               | %              | %            | %          | %          |
| <b>All Settlements</b>                     | <b>13</b>  | <b>18,883</b> | <b>2.5</b>     | <b>2.8</b>   | <b>3.0</b> | <b>2.5</b> |
| Public Sector                              | 6          | 8,388         | 3.0            | 3.1          | 3.1        | 3.0        |
| Private Sector                             | 7          | 10,495        | 2.1            | 2.1          | 2.9        | 1.8        |
| <b>Industries</b>                          |            |               |                |              |            |            |
| Primary                                    | -          | -             | -              | -            | 2.7        | 3.1        |
| Manufacturing                              | 4          | 1,217         | 2.6            | 1.3          | 2.4        | 2.2        |
| Construction                               | -          | -             | -              | -            | 3.2        | 3.2        |
| Trade and Finance                          | 2          | 6,278         | 2.7            | 2.7          | 1.9        | 1.1        |
| Transportation, Communications & Utilities | 2          | 3,753         | 3.0            | 3.2          | 3.2        | 2.7        |
| Public Administration                      | 1          | 3,300         | 2.9            | 3.1          | 2.9        | 2.9        |
| Education & Related Services               | 1          | 325           | 3.7            | 3.1          | 3.5        | 3.1        |
| Health & Welfare Services                  | 2          | 1,010         | 2.8            | 3.1          | 3.0        | 2.8        |
| Other Services                             | 1          | 3,000         | 0.7            | 1.2          | 3.1        | 2.3        |

## APRIL 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>                                             |                                |                             |                             |                                    |                                    |                   |
| Canadian General-Tower                                           | United Steelworkers            | 1.2 *                       | 1.4                         | 425                                | 24                                 | 2010-02-28        |
| Cooper Standard Automotive                                       | Cdn Auto Workers               | 3.6 <sup>1</sup>            | 3.7                         | 320                                | 36                                 | 2011-04-17        |
| Invista (Canada) (Maitland Site)                                 | Communications Energy Paperwks | 2.0 <sup>1</sup>            | 2.0                         | 268                                | 36                                 | 2011-04-30        |
| Suncor Energy Products (refinery)                                | Sunoco Empls Assn              | 4.6                         | 5.0                         | 204                                | 48                                 | 2012-02-28        |
| <b>Trade and Finance</b>                                         |                                |                             |                             |                                    |                                    |                   |
| Brewers Retail (The Beer Store)<br>(distribution, retail)        | Food & Commercial Workers      | 2.6 *                       | 2.5                         | 6,000                              | 60                                 | 2012-12-31        |
| Sysco Food Services of Central Ontario                           | Cdn Auto Workers               | 3.0                         | 3.0                         | 278                                | 36                                 | 2011-03-18        |
| <b>Transportation, Communications &amp; Utilities</b>            |                                |                             |                             |                                    |                                    |                   |
| Hydro One                                                        | Cdn Public Empls               | 3.0 *                       | 3.0                         | 3,470                              | 36                                 | 2011-03-31        |
| Ontario Northland Transportation Commission<br>(Shopcrafts #12)  | Cdn Auto Workers               | 3.0                         | 3.0                         | 283                                | 36                                 | 2010-12-31        |
| <b>Public Administration</b>                                     |                                |                             |                             |                                    |                                    |                   |
| Workplace Safety & Insurance Board                               | Cdn Public Empls               | 2.9                         | 2.8                         | 3,300                              | 36                                 | 2011-03-31        |
| <b>Education &amp; Related Services</b>                          |                                |                             |                             |                                    |                                    |                   |
| Wilfrid Laurier University<br>(academic, librarians) (part-time) | University Professors          | 3.7 <sup>2</sup>            | 4.4                         | 325                                | 36                                 | 2010-08-31        |
| <b>Health &amp; Welfare Services</b>                             |                                |                             |                             |                                    |                                    |                   |
| Albright Gardens Homes<br>(Albright Manor Service, RPN)          | Christian Labour Assn          | 2.8                         | 2.7                         | 210                                | 36                                 | 2010-08-31        |
| St Michael's Hospital<br>(service, maintenance trades)           | Service Employees Intl         | 2.8                         | 2.7                         | 800                                | 36                                 | 2009-09-30        |
| <b>Other Services</b>                                            |                                |                             |                             |                                    |                                    |                   |
| Windsor Casino (Caesars Windsor)                                 | Cdn Auto Workers               | 0.7                         | 0.0                         | 3,000                              | 36                                 | 2011-04-03        |

\* Including COLA clauses and/or COLA estimates

<sup>1</sup> special adjustment for specific classifications

<sup>2</sup> including market adjustment

### **Brewers Retail Inc. (The Beer Store) and United Food and Commercial Workers' Union, Local 12R24 (6,000 employees)**

*a five-year renewal agreement effective January 1, 2008, expiring December 31, 2012*

- wage increases ranging from 2% to 3.5%, depending on classification, as well as lump sum payments for eligible employees
- improvements to health care benefits, life insurance and pension plans, and bereavement provision
- increases in safety boots allowance
- introduction of a Defined Contribution Pension Plan for all employees who are not members of the current Defined Benefit Plan effective January 1, 2009

### **Hydro One Inc. and Canadian Union of Public Employees (Power Workers' Union), Local 1000 (3,470 employees)**

*a three-year renewal agreement effective April 1, 2008, expiring March 31, 2011*

- wage increases of 3% in each year
- improvements to health care benefits and bereavement leave for eligible employees
- increases in travel, weekly and safety footwear and clothing allowances for eligible employees

### **St. Michael's Hospital and Service Employees International Union, Local 1 (800 employees)**

*a three-year renewal agreement effective October 1, 2006, expiring September 30, 2009*

- general wage increases include 2.75% in the first year, 3% in the second year, and 2.6% in the final year; lump sum payment for eligible employees
- increases in standby and overtime pay, responsibility and uniform allowances, shift and weekend premiums and vacation pay for eligible employees
- improvements to health care benefits, and various leaves for eligible employees

### **Windsor Casino Ltd. (Caesars Windsor) and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 444 (3,000 employees)**

*a three-year renewal agreement effective April 4, 2008, expiring April 3, 2011*

- general wage increase of \$0.30 in the final year, and a signing bonus for eligible employees
- increases to Paid Personal Holidays (PPH days) 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       | 81,400                          | Various dates |
| Various School Boards                                                      | Various unions                 | Various locations | 6,200                           | Various dates |
| Various Municipalities<br>(excluding Police Services Boards)               | Various unions                 | Various locations | 15,300                          | Various dates |
| Police Services Boards                                                     | Police Associations            | Various locations | 15,000                          | Various dates |
| Hospitals                                                                  | Various unions                 | Various locations | 21,700                          | Various dates |
| Nursing Homes/Homes for the Aged                                           | Various unions                 | Various locations | 51,400                          | Various dates |
| Universities                                                               | Various unions                 | Various locations | 22,500                          | Various dates |
| A & P                                                                      | Various unions                 | Various locations | 15,900                          | Various dates |
| Construction (ICI & non-ICI)                                               | Various unions                 | Province-wide     | 24,000                          | 2007-04-30    |
| Garda Security (previously Initial Security)                               | USW                            | Province-wide     | 2,000                           | 2007-06-30    |
| Group 4 Securicor (Canada)<br>(previously Group 4 Falck)                   | USW                            | Province-wide     | 4,000                           | 2007-06-30    |
| Securitas Canada                                                           | USW                            | Province-wide     | 2,000                           | 2007-06-30    |
| 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    |
| 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    |
| Council of Academic Hospitals of Ontario (CAHO) Internes & Residents Assn. |                                | Province-wide     | 3,100                           | 2008-06-30    |
| Communications/Advertising Institute &<br>Cdn Advertisers Assn.            | Cdn TV & Radio Artists         | Province-wide     | 11,000                          | 2008-06-30    |

As of April 30, 2008, there were 191 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<br/>year-to-date</u> | <u>FEB<br/>2008</u> | <u>MAR<br/>2008</u> | <u>APR<br/>2008</u> |
|-----------------------------|-------------|-------------|-------------|------------------------------|---------------------|---------------------|---------------------|
| Canada                      | 2.2         | 2.0         | 1.8         | 1.8                          | 1.8                 | 1.4                 | 1.7                 |
| Ontario                     | 2.2         | 1.8         | 1.2         | 1.4                          | 1.5                 | 0.8                 | 1.3                 |
| Toronto                     | 1.8         | 1.6         | 1.2         | 1.6                          | 1.8                 | 1.1                 | 1.3                 |
| Ottawa-Gatineau (Ont. part) | 2.3         | 1.7         | 1.3         | 1.1                          | 1.3                 | 0.5                 | 0.9                 |
| Thunder Bay                 | 1.7         | 1.5         | 0.6         | 1.0                          | 1.0                 | 0.4                 | 1.2                 |

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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