

Collective Bargaining Highlights

May 2008

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

AGREEMENTS SETTLED IN MAY

- In May, 20 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 51,964 employees, 90% of whom were in the private sector (46,842), with the majority in the manufacturing sector (32,640).
- The overall average annual increase in base wage rates in May was 1.5%, down from 2.5% reported in the previous month. In the public sector, six agreements were settled for an average annual wage increase of 2.7%, down slightly from 3% in April. In the private sector, 14 agreements were settled with an average annual wage increase of 1.4%, compared to 2.1% in April.
- Major settlements in May included Chrysler (8,800 employees), Ford (7,600 employees), and General Motors (14,000 employees). Each three-year agreement with the Canadian Auto Workers (CAW) provides an average annual wage increase of 1% based on a COLA fold-in. A & P (New Dominion Stores) and the CAW reached a thirty-six month agreement covering 5,000 employees for an average annual wage increase of 1.6%. Bell Canada and the Communications Energy Paperworkers Union (CEP), representing 3,522 Ontario-based craft and services employees, reached a 60-month agreement for an average annual wage increase of 1.9%.

Purolator Courier and the Teamsters settled a four-year agreement providing 4,500 Ontario-based employees with an average annual wage increase of 3.1%. The Treasury Board of Canada reached a two-year agreement with the Association of Canadian Financial Officers covering 1,580 Ontario-based employees, for an average annual wage increase of 2.3%. In the health care sector, a three-year agreement was reached between the CAW and London Health Sciences Centre. The settlement provided 1,100 RPNs, service, technical, and trades employees with an average annual wage increase of 2.8%.

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WAGE SETTLEMENTS — BY INDUSTRY

	MAY			ANNUAL		
	Agreements	Employees	Average Annual	Year-to-date	2007	2006
			Increase	2008		
			%	%	%	%
All Settlements	20	51,964	1.5	2.4	3.0	2.5
Public Sector	6	5,122	2.7	3.0	3.1	3.0
Private Sector	14	46,842	1.4	1.6	2.9	1.8
Industries						
Primary	-	-	-	-	2.7	3.1
Manufacturing	9	32,640	1.1	1.1	2.4	2.2
Construction	-	-	-	-	3.2	3.2
Trade and Finance	3	6,200	1.6	2.3	1.9	1.1
Transportation, Communications & Utilities	2	8,022	2.6	2.9	3.2	2.7
Public Administration	2	2,480	2.6	2.9	2.9	2.9
Education & Related Services	-	-	-	3.1	3.5	3.1
Health & Welfare Services	3	2,391	2.9	3.1	3.0	2.8
Other Services	1	231	3.0	1.3	3.1	2.3

MAY 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						
Cargill (Better Beef)	Food & Commercial Workers	2.0	1.9	800	48	2011-12-31
Chrysler Canada	Cdn Auto Workers	1.0 *	0.0	8,800	36	2011-09-14
Ford Motor Co of Canada	Cdn Auto Workers	1.0 *	0.0	7,600	36	2011-09-14
General Motors of Canada	Cdn Auto Workers	1.0 *	0.0	14,000	36	2011-09-14
Nestle Canada (Confectionery Div)	Cdn Auto Workers	2.8 *	1.8	400	36	2011-04-30
Nexans Canada	Electrical Workers	2.5	2.5	206	36	2011-02-26
Royal Canadian Mint	Public Service Alliance	3.0	3.0	251	36	2010-12-31
Siemens Canada (Siemens Westinghouse Div)	Cdn Auto Workers	2.3 *	0.9	320	36	2011-04-22
Welded Tube of Canada	United Steelworkers	2.8	2.8	263	36	2010-11-30
Trade and Finance						
Fenwick Auto Products, City Wide Auto Transmission (FAPCO)	United Steelworkers	1.7	1.5	800	36	2011-02-28
A & P Canada (New Dominion Stores)	Cdn Auto Workers	1.6 ¹	2.5	5,000	36	2011-05-07
Hudsons Bay Co (The Bay) (Sherway)	Cdn Auto Workers	1.5 ¹	1.5	400	36	2010-12-31
Transportation, Communications & Utilities						
Bell Canada (craft and services)	Communications Energy Paperwks	1.9 *	1.5	3,522	60	2012-11-30
Purolator Courier	Teamsters	3.1	3.0	4,500	48	2011-12-31
Public Administration						
City of Kingston	Cdn Public Empls	3.0	3.5	900	36	2010-12-31
Treasury Board of Canada (financial management)	Financial Officers	2.3	2.3	1,580	24	2009-11-06
Health & Welfare Services						
London Health Sciences Centre (service, RPNs, tech, trades)	Cdn Auto Workers	2.8	2.7	1,100	36	2010-10-10
Niagara Regional Municipality (Senior Services Div) (homes)	Cdn Public Empls	3.0	3.0	900	24	2008-12-31
Windsor Regional Hospital (paramedical, support, prof)	Ont Public Service Empls	3.0	3.0	391	24	2008-03-31
Other Services						
Delta Meadowvale Resort & Conference Centre	Food & Commercial Wrks	3.0	4.5	231	36	2011-05-05

* Including COLA clauses and/or COLA estimates

¹ Two-tier wage schedule

Chrysler Canada Inc. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various locals (8,800 employees)

a three-year renewal agreement, effective September 17, 2008, expiring September 14, 2011

- effective September 22, 2008, \$1.31 of the current \$1.36 COLA will be folded into the base rates, and the \$0.05 COLA remaining will continue as a COLA float. Base rates will be frozen for the duration of the agreement, and COLA suspended for one year. Active employees will receive \$2,200 productivity and quality bonus following ratification
- improvements to workplace training program, health care, life insurance and pension benefits
- increased restructuring allowances for production and trades employees, in addition to vehicle vouchers for both groups
- renewal of special contingency fund to maintain current funding for a number of programs such as legal services, child care and dependent children scholarships
- elimination of the \$25,000 retirement incentive

Ford Motor Co. of Canada Ltd. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various locals (7,600 employees)

a three-year renewal agreement, effective September 17, 2008, expiring September 14, 2011

- effective September 22, 2008, \$1.31 of the current \$1.36 COLA will be folded into the base rates, and the \$0.05 COLA remaining will continue as a COLA float. Base rates will be frozen for the duration of the agreement, and COLA suspended for one year. Active employees will receive \$2,200 productivity and quality bonus following ratification
- improvements to workplace training program, health care, life insurance and pension benefits
- increased restructuring allowances for production and trades employees, in addition to vehicle vouchers for both groups
- renewal of special contingency fund to maintain current funding for a number of programs such as legal services, child care and dependent children scholarships
- Income Security Fund renewed effective September 17, 2008, and elimination of the \$25,000 retirement incentive

General Motors of Canada Ltd. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various locals (14,000 employees)

a three-year renewal agreement, effective September 17, 2008, expiring September 14, 2011

- effective September 22, 2008, \$1.31 of the current \$1.36 COLA will be folded into the base rates, and the \$0.05 COLA remaining will continue as a COLA float. Base rates will be frozen for the duration of the agreement, and COLA suspended for one year. Active employees will receive \$2,200 productivity and quality bonus following ratification
- improvements to workplace training program, health care, life insurance and pension benefits
- increased restructuring allowances for production and trades employees, in addition to vehicle vouchers for both groups
- renewal of special contingency fund to maintain current funding for a number of programs such as legal services, child care and dependent children scholarships
- Income Security Fund renewed effective September 17, 2008, and elimination of the \$25,000 retirement incentive
- closure agreement negotiated for Windsor Transmission Plant

London Health Sciences Centre and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 27 (1,100 RPNs, service, technical, and skilled trades employees)

a three-year renewal agreement, effective October 11, 2007, expiring October 10, 2010

- general wage increases of 2.75% in the first year, 3% in the second year, and 2.75% in the final year
- increases in standby and call back pay, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits, safety shoes and uniform allowances, and various leaves for eligible employees

Niagara Regional Municipality, Senior Services Division (Homes) and Canadian Union of Public Employees, Local 1263 (900 RPNs and service employees)

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

- wage increases of 3% in each year
- improvements to shift premium, and health care benefits 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	80,000	Various dates
Various School Boards	Various unions	Various locations	221,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	13,000	Various dates
Police Services Boards	Police Associations	Various locations	15,000	Various dates
Hospitals	Various unions	Various locations	20,500	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	32,000	Various dates
Universities	Various unions	Various locations	29,000	Various dates
A & P	Various unions	Various locations	7,500	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	34,000	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
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 & Cdn Advertisers Assn.	Cdn TV & Radio Artists	Province-wide	11,000	2008-06-30
Red Cross Community Health Services (homemaker services)	SEIU	Various locations	3,000	2008-07-31

As of May 31, 2008, there were 178 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>MAR 2008</u>	<u>APR 2008</u>	<u>MAY 2008</u>
Canada	2.2	2.0	1.8	1.9	1.4	1.7	2.2
Ontario	2.2	1.8	1.2	1.5	0.8	1.3	1.8
Toronto	1.8	1.6	1.2	1.7	1.1	1.3	1.9
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.3	1.2	0.5	0.9	1.7
Thunder Bay	1.7	1.5	0.6	1.2	0.4	1.2	1.7

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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