

Collective Bargaining Highlights

July 2008

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

AGREEMENTS SETTLED IN JULY

- In July, 16 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 13,732 employees, 71% of whom were in the public sector (9,773), with the majority in education and related services (6,165), followed by health and welfare services (2,573)
- The overall average annual increase in base wage rates in July was 2.7%, up from 2.6% reported in the previous month. In the public sector, seven agreements were settled for an average annual wage increase of 2.9%, down slightly from 3.1% in June. In the private sector, nine agreements were settled with an average annual wage increase of 2%, compared to 2.3% in June.
- Major settlements in July included an agreement between A & P Canada (Sav-A-Centre) and the Canadian Auto Workers (CAW), covering 800 employees. The settlement provided an average annual wage increase of 2%. The Ontario English Catholic Teachers' Association (OECTA) settled agreements with the Toronto Catholic DSB (2,000 secondary teachers) and the York Catholic DSB (4,165 secondary and elementary teachers). Each four-year agreement provides an average annual wage increase of 3%. The City of London and the Canadian Union of Public

Employees (CUPE) reached a settlement covering 750 inside workers, for an average annual wage increase of 2.7% over three years. Ontario Lottery and Gaming Corp (OLG) and the CAW, representing 673 employees at the Brantford Casino, reached a three-year agreement following a work stoppage. The settlement included an average annual wage increase of 1.6%. In the health care sector, the Centre for Addiction and Mental Health (CAMH) and the Ontario Public Service Employees Union (OPSEU), representing 1,700 employees, settled a three-year agreement, for an average annual wage increase of 2.9%.

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WAGE SETTLEMENTS — BY INDUSTRY

	JULY			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	16	13,732	2.7	2.4	3.0	2.5
Public Sector	7	9,773	2.9	3.0	3.1	3.0
Private Sector	9	3,959	2.0	1.8	2.9	1.8
Industries						
Primary	-	-	-	5.2	2.7	3.1
Manufacturing	4	1,595	1.9	1.2	2.4	2.2
Construction	-	-	-	-	3.2	3.2
Trade and Finance	2	1,204	1.9	2.0	1.9	1.1
Transportation, Communications & Utilities	1	285	3.2	2.9	3.2	2.7
Public Administration	1	750	2.7	3.0	2.9	2.9
Education & Related Services	2	6,165	3.0	3.1	3.5	3.1
Health & Welfare Services	3	2,573	2.9	3.0	3.0	2.8
Other Services	3	1,160	2.2	2.4	3.0	2.3

JULY 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						
O-I Canada Corp (Toronto Plant)	Cdn Auto Workers	3.0 *	3.0	375	12	2009-06-19
P and H Foods (Poultry Processing Plant)	Food & Commercial Workers	3.0	3.0	300	24	2010-06-01
Pepsico Foods Canada (QTG Canada)	Cdn Auto Workers	2.1	1.5	520	35	2011-06-15
Wescast Industries	Cdn Auto Workers	0.0	0.0	400	36	2011-06-30
Trade and Finance						
A & P Canada (Sav-A-Centre)	Cdn Auto Workers	2.0 ¹	3.0	800	36	2011-07-30
A & P Canada (Food Basics) (Sudbury & North Bay)	Food & Commercial Workers	1.8 ¹	4.0	404	48	2012-06-23
Transportation, Communications & Utilities						
Horizon Utilities Corp	Electrical Workers (IBEW)	3.2	3.3	285	36	2011-05-31
Public Administration						
City of London (Inside)	Cdn Public Empls	2.7	2.8	750	36	2010-12-31
Education & Related Services						
Toronto Catholic District School Board (secondary)	Ont English Catholic Teachers	3.0	3.0	2,000	48	2012-08-31
York Catholic District School Board (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	4,165	48	2012-08-31
Health & Welfare Services						
Centre For Addiction and Mental Health (CAMH)	Ont Public Service Empls	2.9	3.2	1,700	36	2011-03-31
Quinte Health Care (service/RPN)	Cdn Auto Workers	2.8	2.8	453	36	2009-10-10
Villa Colombo Homes for Aged (service/RPN)	Cdn Public Empls	2.7	2.5	420	36	2007-12-31
Other Services						
Aramark Canada Facility Services (Ottawa Hospital)	Cdn Public Empls	2.8	2.7	270	36	2009-12-05
Ontario Lottery and Gaming Corp (OLG-Brantford Casino)	Cdn Auto Workers	1.6	2.7	673	36	2011-05-31
Sheraton Parkway Hotel and Convention Centre	Food & Commercial Workers	3.2	3.1	217	60	2013-04-12

* Including COLA clauses and/or COLA estimates

¹ Two-tier wage schedule

Pepsico Foods Canada Inc. (QTG Canada) and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 1996 (520 employees)

a thirty-five month renewal agreement, effective July 1, 2008, expiring June 15, 2011

- wage increases of 1.5% in the first year, 2% in the second year, and 2.5% in the final year
- improvements to health care benefits and pension plan
- retirees' benefits maintained
- a minimum of twenty-five voluntary severance packages to be implemented during the life of the collective agreement

A & P Canada Inc (Sav-A-Centre) and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 414 (800 full and part-time employees)

a thirty-six month renewal agreement, effective July 27, 2008, expiring July 30, 2011

- wage increases of \$0.25 on July 27, 2008, \$0.25 on both March 31, 2009 and March 31, 2010 and \$0.25 on July 24, 2011 for eligible employees, in addition to lump sum payments
- improvements to health care benefits, such as vision care and chiropractor coverage for eligible employees
- increases to pension benefits and group insurance plan for full-time employees

York Catholic District School Board and Ontario English Catholic Teachers' Association (OECTA) (4,165 elementary and secondary teachers)

a four-year renewal agreement, effective September 1, 2008, expiring August 31, 2012

- wage increases of 3% in each year
- improvements to compassionate leave and special leave provisions
- increases to travel allowance and the reduction of the

probationary period to one year

- modifications to teachers' supervision and preparation time as defined in the Provincial Discussion Table (PDT) agreement
- new language – teacher librarians will not be assigned prep time

Ontario Lottery and Gaming Corp. (OLG-Brantford Casino) and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada) (673 employees)

a three-year renewal agreement following a work stoppage, effective June 1, 2008, expiring May 31, 2011

- wage increases of \$0.35 on April 1, 2008 and \$0.30 on April 1, 2010, in addition to a signing bonus of \$2,225 for full-time employees and \$1,495 for part-time employees
- improvements to vacation leave and travel allowance, reporting and call-in pay provisions for eligible employees
- strengthened language on preserving full-time employment

Centre for Addiction and Mental Health (CAMH) and Ontario Public Service Employees Union, Local 500 (1,700 R.P.N.s, service, office, technical, and professional employees)

a 36-month renewal agreement, effective April 1, 2008, expiring March 31, 2011

- general wage increases of 3.25% in the first year, 3% in the second year, and 2.5% in the final year, with additional increases for specific classifications
- increases in shift, and weekend premiums, and transportation and meal allowances
- improvements to health care benefits and paid holidays
- modifications to various leaves, and sick leave, disability, call-back, standby, and layoff provisions

* 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	214,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	9,700	Various dates
Police Services Boards	Police Associations	Various locations	13,500	Various dates
Hospitals	Various unions	Various locations	17,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	32,000	Various dates
Universities	Various unions	Various locations	27,300	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	33,600	2007-04-30
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	2008-07-31
Red Cross Community Health Services (homemaker services)	SEIU	Various locations	3,000	2008-07-31
College Compensation and Appointments Council (support)	OPSEU	Province-wide	6,500	2008-08-31
DHL Express Canada	CAW	Province-wide	1,100	2008-10-31

As of July 31, 2008, there were 170 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>MAY 2008</u>	<u>JUN 2008</u>	<u>JUL 2008</u>
Canada	2.2	2.0	2.1	2.3	2.2	3.1	3.4
Ontario	2.2	1.8	1.8	2.0	1.8	2.8	3.6
Toronto	1.8	1.6	1.9	2.1	1.9	2.8	3.8
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	1.8	1.7	2.6	3.5
Thunder Bay	1.7	1.5	1.0	1.7	1.7	2.7	3.2

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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