

Collective Bargaining Highlights

August 2008

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

AGREEMENTS SETTLED IN AUGUST

- In August, 11 collective agreements were ratified, each covering 200 or more employees. These agreements covered 6,777 employees, 63% of whom were in the public sector (4,291), with the majority in education and related services (3,011).
- The overall average annual increase in base wage rates in August was 2.9%, up from 2.7% reported in the previous month. In the public sector, six agreements were settled for an average annual wage increase of 2.9%, unchanged from last month. In the private sector, five agreements were settled with an average annual wage increase of 2.9%, compared to 2% in July.
- Major settlements in August included an agreement between York Catholic District School Board and the Ontario English Catholic Teachers' Association (OECTA), providing 1,093 occasional teachers with an average annual wage increase of 3%. The University of Guelph and the United Steelworkers (USW) reached a 36-month agreement covering 843 employees for an average annual wage increase of 2%. Wilfrid Laurier University and the Wilfrid Laurier University Staff Association (WLUSA) also reached a settlement covering 475 employees. The three-year agreement includes an average annual wage increase of 3%. The Children's Aid Society of Toronto and the Canadian Union of Public Employees (CUPE) settled a three-year agreement. The settlement covered 900 employees and provided an average annual wage increase of 3.3%. Fairmont Royal York Hotel and UNITE HERE, representing 827 employees, reached a 24-month agreement for an average annual wage increase of 3%.

ALSO SETTLED IN THE PREVIOUS MONTH

- Toronto Catholic District School Board (secondary) and OECTA (2,000 employees)
Average Annual Wage Increase: 3% over four years

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WAGE SETTLEMENTS — BY INDUSTRY

	AUGUST			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	11	6,777	2.9	2.4	3.0	2.5
Public Sector	6	4,291	2.9	3.0	3.1	3.0
Private Sector	5	2,486	2.9	1.8	2.9	1.8
Industries						
Primary	-	-	-	5.2	2.7	3.1
Manufacturing	2	894	1.3	1.2	2.4	2.2
Construction	-	-	-	-	3.2	3.2
Trade and Finance	-	-	-	2.1	1.9	1.1
Transportation, Communications & Utilities	-	-	-	2.9	3.2	2.7
Public Administration	-	-	-	3.0	2.9	2.9
Education & Related Services	4	3,011	2.8	3.0	3.5	3.1
Health & Welfare Services	2	1,280	3.1	3.0	3.0	2.8
Other Services	3	1,592	3.8	2.6	3.0	2.3

AUGUST 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						
Johnson Controls (Automotive Systems Group)	Cdn Auto Workers	1.1 *	0.0	684	36	2011-08-25
Mirolin Industries	United Steelworkers	2.0	2.0	210	36	2011-06-30
Education & Related Services						
Brock University (faculty)	Brock University Faculty Assn	3.5	3.5	600	36	2011-06-30
University of Guelph (support staff)	United Steelworkers	2.0 ¹	0.0	843	36	2011-04-30
Wilfrid Laurier University (staff)	Wilfrid Laurier University Staff Assn	3.0	3.0	475	36	2011-06-30
York Catholic District School Board (occasional teachers)	Ont English Catholic Teachers	3.0	3.0	1,093	48	2012-08-31
Health & Welfare Services						
Holland Christian Homes (service, nurses)	Christian Labour Assn	2.7	3.0	380	36	2011-06-30
Children's Aid Society of Toronto	Cdn Public Empls	3.3	3.0	900	36	2011-03-31
Other Services						
Fairmont Royal York Hotel	UNITE HERE	3.0	3.0	827	24	2010-07-16
Host Intl of Canada (restaurants, lounges)	Food & Commercial Workers	5.1	5.4	500	36	2010-12-11
Ottawa Marriott	UNITE HERE	3.5	3.5	265	48	2012-06-30

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

Johnson Controls Inc. (Automotive Systems Group) and National Automobile, Aerospace, Transportation, and General Workers' Union of Canada (CAW-Canada), Local 222 (684 employees)

a three-year renewal agreement, effective August 22, 2008, expiring August 25, 2011

- wages frozen for the duration of the agreement and COLA suspended for one year; active employees will receive a lump sum payment (\$1,100 quality and productivity recognition payment) following ratification
- improvements to pension, health care and maternity leave benefits
- increased mileage and safety shoe allowances and elimination of the shirt allowance
- language modifications to layoff and recall rights, as well as clarification of skilled trades duties

Children's Aid Society of Toronto and Canadian Union of Public Employees, Local 2316 (900 employees)

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

- general wage increases of 3% in April 2008, 2% in April 2009, 1.25% in October 2009, 2% in April 2010, 1.5% in October 2010
- increases in on-call pay and shift differential premiums for eligible employees
- improvements to health care benefits, travel allowance, various leaves, and Long Service Bonus for eligible employees

University of Guelph and United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), Local 4120 (843 support staff)

a three-year renewal agreement, effective May 1, 2008, expiring April 30, 2011

- wage increases of 3% in both the second and third years, in addition to a lump sum payment for eligible employees in the first year
- implementation of a new level to the wage grid
- improvements to vacation and leave of absence provisions for eligible employees
- increases in shift premiums
- new language to achieve a violence free workplace and new letter of agreement regarding the Joint Job Evaluation Steering Committee to review the job evaluation system
- establishment of a ten year continuous service requirement for all employees hired on or after October 1, 2008 to be eligible for post retirement benefits

Fairmont Royal York Hotel and UNITE HERE, Local 75 (827 employees)

a two-year renewal agreement, effective July 17, 2008, expiring July 16, 2010

- wage increases of 1.5% on July 17, 2008, January 17, 2009, July 17, 2009, and January 17, 2010
- improvements to health and welfare benefits
- improvements to retirement plan and provisions for laid-off employees
- enhanced training partnership between the employer and the union

* 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	213,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	9,400	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	25,100	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	33,600	Various dates
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.	Various locations	3,100	2008-06-30
Communications/Advertising Institute & Cdn Advertisers Assn.	Cdn TV & Radio Artists	Canada-wide	11,000	2008-07-31
Red Cross Community Health Services (Homemakers)	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 August 31, 2008, there were 391 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>JUN 2008</u>	<u>JUL 2008</u>	<u>AUG 2008</u>
Canada	2.2	2.0	2.1	2.4	3.1	3.4	3.5
Ontario	2.2	1.8	1.8	2.2	2.8	3.6	3.5
Toronto	1.8	1.6	1.9	2.3	2.8	3.8	3.7
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	2.0	2.6	3.5	3.5
Thunder Bay	1.7	1.5	1.0	1.9	2.7	3.2	3.3

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 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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