

Collective Bargaining Highlights

October 2008

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

AGREEMENTS SETTLED IN OCTOBER

- In October, 29 collective agreements were ratified, each covering 200 or more employees. These agreements covered 30,606 employees, 95% of whom were in the public sector (28,996), with the majority in education and related services (14,303).
- The overall average annual wage increase in base wage rates in October was 3%, down from 3.2% reported in the previous month. In the public sector, 25 agreements were settled with an average annual wage increase of 3%, down slightly from 3.1% in September. In the private sector, four agreements were settled with an average annual wage increase of 1.9%, a decrease from 3.3% reported last month.
- Major settlements in October included an arbitration award for Toronto Transit Commission (TTC) and Amalgamated Transit Union, representing 8,966 employees. The award provided an average annual wage increase of 3% over three years. The TTC also reached an agreement with the Canadian Union of Public Employees (CUPE). The three-year agreement, covering 479 employees, provides an average annual wage increase of 3%. In the health care sector, Ottawa Hospital and the Ontario Public Service Employees Union (OPSEU) settled a one-year agreement, covering 2,200 employees, for a wage increase of 3.2%. Soins Continus Bruyère Continuing Care and CUPE, representing 890 employees, reached a three-year agreement for an average annual wage increase of 2.8%. In the education sector, district school boards settled 14 agreements covering 7,008 teaching and non-teaching staff.

continued on page 2

ALSO SETTLED IN THE PREVIOUS MONTH

- G4S Security Services (Canada) and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) (450 employees)

Average Annual Wage Increase: 3.3% over four years

- Brant Haldimand-Norfolk Catholic District School Board (secondary) and OECTA (281 employees)

Average Annual Wage Increase: 3% over four years

IN THIS ISSUE

	page
Agreements Settled in October	1-2
Also Settled in the Previous Month	1
Wage Settlements – by Industry	1
October Settlements	2-3
Selected Settlement Summaries	4
Major Negotiations Underway	5
Consumer Price Index	5

WAGE SETTLEMENTS — BY INDUSTRY

	OCTOBER			ANNUAL		
	Agreements	Employees	Average Annual	Year-to-date		2006
			Increase	2008	2007	
			%	%	%	%
All Settlements	29	30,606	3.0	2.5	3.0	2.5
Public Sector	25	28,996	3.0	3.0	3.1	3.0
Private Sector	4	1,610	1.9	1.8	2.9	1.8
Industries						
Primary	1	274	4.0	4.8	2.7	3.1
Manufacturing	2	908	0.8	1.2	2.4	2.2
Construction	-	-	-	-	3.2	3.2
Trade and Finance	1	428	2.9	2.1	1.9	1.1
Transportation, Communications & Utilities	4	10,573	3.1	3.0	3.2	2.7
Public Administration	1	370	3.2	3.0	2.9	3.0
Education & Related Services	16	14,303	3.0	3.0	3.5	3.1
Health & Welfare Services	4	3,750	3.1	3.0	3.0	2.8
Other Services	-	-	-	2.6	3.0	2.3

AGREEMENTS SETTLED IN OCTOBER (CONT'D)

Of the 14 agreements, the Ontario English Catholic Teachers' Association (OECTA), representing 4,351 elementary, secondary and occasional teachers settled eight agreements. Each four-year agreement includes an average annual wage increase of 3%. Five agreements covering 2,078 non-teaching staff were

settled with an average annual wage increase of 3% and one agreement provides an average annual wage increase of 3.5%. The College Compensation and Appointments Council and OPSEU concluded a three-year agreement, providing an average annual wage increase of 3% to 6,453 support staff.

OCTOBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Goldcorp Canada (Porcupine Gold Mines)	United Steelworkers	4.0	4.0	274	36	2011-10-30
Manufacturing						
Cooper-Standard Automotive (Canada)	Cdn Auto Workers	0.0 ⁴	0.0	600	36	2011-09-30
Dare Foods (biscuit div)	Bakery Tobacco & Grain Millers	2.3	2.0 ²	308	48	2012-04-07
Trade and Finance						
Pharma Plus Drugmarts	Cdn Auto Workers	2.9	3.0	428	36	2011-06-04
Transportation, Communications & Utilities						
Mississauga City (transit div)	Amalgamated Transit (ATU-Intl)	3.6 ¹	3.6	910	36	2011-09-30
St Lawrence Seaway Management Corp (operations & maintenance)	Cdn Auto Workers	3.1	3.0	218	36	2011-03-31
Toronto Transit Commission	Amalgamated Transit (ATU-Intl)	3.0	3.0	8,966	36	2011-03-31
Toronto Transit Commission (electrical div)	Cdn Public Empls	3.0	3.0	479	36	2011-03-31
Public Administration						
Durham Regional Municipality (outside)	Cdn Public Empls	3.2	3.2	370	36	2011-03-31
Education & Related services						
Bluewater DSB (educational assistants)	Ont Secondary School Teachers	3.0	3.0	314	48	2012-08-31
Brant Haldimand-Norfolk Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	458	48	2012-08-31

continued on page 3

¹ Including market rate adjustments

² For all positions except warehouse employees

³ Early renewal agreement

⁴ Wage restructuring

OCTOBER SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services (cont'd)						
College Compensation and Appointments Council (support staff)	Ont Public Service Empls	3.0	3.0	6,453	36	2011-08-31
Dufferin-Peel Catholic DSB (professional student services)	Student Services Personnel	3.0	3.0	200	48	2012-08-31
Durham Catholic DSB (occasional teachers)	Ont English Catholic Teachers	3.0	3.0	300	48	2012-08-31
Halton Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	1,137	48	2012-08-31
Hamilton-Wentworth DSB (educational assistants)	Cdn Office Prof Empls	3.5 ³	4.0	579	48	2012-08-31
Huron-Perth Catholic DSB(occasional teachers)	Ont English Catholic Teachers	3.0	3.0	239	48	2012-08-31
Huron-Superior Catholic DSB (occasional teachers)	Ont English Catholic Teachers	3.0	3.0	261	48	2012-08-31
Ottawa-Carleton Catholic DSB (maintenance)	UNITE HERE	3.0	3.0	345	48	2012-08-31
Simcoe Muskoka Catholic DSB (secondary)	Ont English Catholic Teachers	3.0	3.0	538	48	2012-08-31
University Of Windsor (academic staff, librarians)	Windsor University Faculty	3.0	3.0	842	36	2011-06-30
Waterloo Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	870	48	2012-08-31
Waterloo Catholic DSB (secondary)	Ont English Catholic Teachers	3.0	3.0	548	48	2012-08-31
York Catholic DSB (maintenance)	Cdn Public Empls	3.0	3.0	440	48	2012-08-31
York Catholic DSB (office,educational assistants)	Cdn Public Empls	3.0 ⁴	3.0	779	48	2012-08-31

Health & Welfare Services

Homewood Health Centre (RPN, service)	Food & Commercial Workers	2.8	2.7	260	36	2011-07-16
Ottawa Hospital (paramedical,professional,office)	Ont Public Service Empls	3.2	3.2	2,200	12	2009-03-31
Soins Continus Bruyère Continuing Care (RPN, service)	Cdn Public Empls	2.8	2.7	890	36	2010-03-31
York Central Hospital (RPN, service)	Ont Public Service Empls	2.9	2.7	400	24	2009-03-31

¹ Including market rate adjustments

² For all positions except warehouse employees

³ Early renewal agreement

⁴ Wage restructuring

City of Mississauga (Transit Division) and Amalgamated Transit Union, Local 1572 (910 employees)

a three-year renewal agreement, effective October 1, 2008, expiring September 30, 2011

- wage increases, including market rate adjustments, of 3.6 % in the first and second years and 3.7% in the third year
- improvements to health care benefits and various leaves provisions
- increases in dry cleaning, safety boot and tool allowances, as well as training and shift premiums

Toronto Transit Commission and Amalgamated Transit Union, Local 113 (8,966 employees)

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

- wage increases include 3% in each year in addition to an increased skilled trades allowance
- improvements to health care provisions and life insurance benefits coverage for eligible employees
- “GTA clause” providing an additional wage increase for operators if the wage rates at GTA comparators surpass comparable TTC wage rates
- improvements to the existing wage progression schedule, shift premium, travel time entitlements, and clothing and safety vests allowances
- restrictions on the contracting out of bargaining unit work
- introduction of a WSIB top-up provision

Ottawa Hospital and Ontario Public Service Employees Union, Local 464 (2,200 paramedical, professional, and office employees)

a one-year renewal agreement, effective April 1, 2008, expiring March 31, 2009

- general wage increase of 3.25%
- increases in evening, night, and weekend premiums for eligible employees
- improvements to health care benefits and various leaves for eligible employees

College Compensation and Appointments Council and Ontario Public Service Employees Union (6,453 support staff)

a three-year renewal agreement, effective September 1, 2008, expiring August 31, 2011

- general wage increases of 3% in each year, in addition to special allowances for eligible employees
- improvements to health care benefits and life insurance coverage plan
- increases in shift premiums and allowances for protective footwear and prescription eye protection
- new provision regarding a workplace free from bullying/psychological harassment
- letters of understanding pertaining to contracting out and “initiatives/opportunities” bargaining unit positions

University of Windsor and Faculty Association (842 academic staff/librarians)

a three-year renewal agreement, effective July 1, 2008, expiring June 30, 2011

- general wage increases of 3% in each year
- improvements to health care benefits, life insurance, and AD & D provisions
- increases to professional development funds, stipends, car, travel, and relocation allowances
- introduction of a Family Medical Leave 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	210,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	53,000	Various dates
Police Services Boards	Police Associations	Various locations	17,000	Various dates
Hospitals	Various unions	Various locations	11,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	37,000	Various dates
Universities	Various unions	Various locations	19,000	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	20,000	Various dates
Ottawa City (transit)	Amalgamated Transit (ATU-Intl)	Ottawa	2,300	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	2008-06-30
Red Cross Community Health Services (homemaker services)	SEIU	Various locations	3,000	2008-07-31
Ontario Government (OPP) (civilians/uniform)	Ontario Provincial Police	Province-wide	7,700	2008-12-31
Ontario Government (unified/correctional)	OPSEU	Province-wide	44,300	2008-12-31

As of October 31, 2008, there were 353 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>AUG 2008</u>	<u>SEP 2008</u>	<u>OCT 2008</u>
Canada	2.2	2.0	2.1	2.5	3.5	3.4	2.6
Ontario	2.2	1.8	1.8	2.4	3.5	3.7	2.5
Toronto	1.8	1.6	1.9	2.5	3.7	3.7	2.7
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	2.2	3.5	3.7	2.6
Thunder Bay	1.7	1.5	1.0	2.2	3.3	3.6	2.8

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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