

Collective Bargaining Highlights

January 2009

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

AGREEMENTS SETTLED IN JANUARY

- ▶ In January, 44 collective agreements were ratified, each covering 200 or more employees. These agreements covered 62,361 employees, 97% of whom were in the public sector (60,592), with the majority in public administration (34,424).
- ▶ The overall average annual increase in base wage rates in January was 2.3%, a decrease from 3% reported in the previous month. In the public sector, 40 agreements were settled for an average annual wage increase of 2.3%, a decrease from 3.1% in December. In the private sector, four agreements were settled for an average annual wage increase of 1.7%, an increase from 1.2% in the previous month.
- ▶ Major settlements in January included three agreements between the Treasury Board of Canada and the Public Service Alliance of Canada (PSAC). The settlements, covering 33,491 Ontario-based employees, provide average annual increases of 1.7 % over four years. The Communications Security Establishment Canada and PSAC, representing 933 employees, also settled a four-year agreement for an average annual increase of 1.7 %. Toronto Hydro and the Canadian Union of Public Employees (CUPE) negotiated two agreements covering 465 inside workers and 800 outside workers. Each five-year agreement includes an average annual wage increase of 3%. The Council of Academic Hospitals of Ontario (CAHO) negotiated a settlement with the Professional Association of Internes and Residents of Ontario (PAIRO). The 36-month agreement, covering 3,300 employees, provides an average annual wage increase of 2.7%.

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ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Treasury Board of Canada (Electronics Group) and IBEW (450 Ontario-based employees)

Average Annual Wage Increase: 1.8% over three years

- ▶ Durham DSB and OSSTF (1,817 permanent secondary school teachers)

Average Annual Wage Increase: 3% over four years

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WAGE SETTLEMENTS — BY INDUSTRY

	JANUARY			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date</u> <u>2009</u> %	<u>2008</u> %	<u>2007</u> %
All Settlements	44	62,361	2.3	2.3	2.7	3.0
Public Sector	40	60,592	2.3	2.3	3.1	3.1
Private Sector	4	1,769	1.7	1.7	2.0	2.9
Industries						
Primary	-	-	-	.	4.1	2.7
Manufacturing	2	870	2.0	2.0	1.2	2.4
Construction	-	-	-	.	3.4	3.2
Trade and Finance	-	-	-	.	2.1	1.9
Transportation, Communications & Utilities	3	1,664	2.3	2.3	3.0	3.2
Public Administration	4	34,424	1.7	1.7	3.1	2.9
Education & Related Services	32	21,018	3.1	3.1	3.1	3.4
Health & Welfare Services	2	3,885	2.6	2.6	3.0	3.0
Other Services	1	500	2.4	2.4	2.6	3.0

AGREEMENTS SETTLED IN JANUARY (CONT'D)

In the education sector, district school boards and the Ontario Secondary School Teachers' Federation settled 31 agreements covering 20,788 permanent and occasional secondary school

teachers. The four-year agreements provide average annual wage increases ranging between 3% and 4.7%.

JANUARY 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						
Hostess Frito-Lay (plant)	United Steelworkers	2.8	2.5	520	36	2012-01-02
Tenneco Canada (Walker Exhausts Div)	United Steelworkers	0.8	0.0	350	36	2012-02-06
Transportation, Communications & Utilities						
Bell Canada (communications/sales)	Communications Energy Paperwkr	0.2	0.0	399	24	2010-12-31
Toronto Hydro (inside)	Cdn Public Empls	3.0 ^{*1}	3.0	465	61	2014-01-31
Toronto Hydro (outside)	Cdn Public Empls	3.0 ^{*1}	3.0	800	61	2014-01-31
Public Administration						
Communications Security Establishment Canada	Public Service Alliance	1.7	2.3	933	48	2012-02-09
Treasury Board of Canada (educ/library science)	Public Service Alliance	1.7	2.3	573	48	2011-06-30
Treasury Board of Canada (operational services)	Public Service Alliance	1.7	2.3	2,975	48	2011-08-04
Treasury Board of Canada (program/admin services T-1)	Public Service Alliance	1.7	2.3	29,943	48	2011-06-20
Education & Related Services						
Algoma DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	337	48	2012-08-31
Avon Maitland DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	480	48	2012-08-31
Avon Maitland DSB (secondary occasional)	Ont Secondary School Teachers	3.5	5.1	200	48	2012-08-31
Bluewater DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	503	48	2012-08-31
Bluewater DSB (secondary occasional)	Ont Secondary School Teachers	3.0	3.0	332	48	2012-08-31
DSB Ontario North East (secondary)	Ont Secondary School Teachers	3.0	3.0	293	48	2012-08-31
Greater Essex County DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	724	48	2012-08-31
Halton DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	1,123	48	2012-08-31
Halton DSB (secondary occasional)	Ont Secondary School Teachers	3.9	6.5	543	48	2012-08-31
Hamilton-Wentworth DSB (secondary occasional)	Ont Secondary School Teachers	3.7	5.6	361	48	2012-08-31
Hastings and Prince Edward DSB (secondary/secondary occasional)	Ont Secondary School Teachers	3.0 ¹	3.0	423	48	2012-08-31
Kawartha Pine Ridge DSB (secondary)	Ont Secondary School Teachers	3.0 ¹	3.0	930	48	2012-08-31

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* Including COLA clauses and/or COLA estimate

¹ Wage restructuring

JANUARY 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)						
Kawartha Pine Ridge DSB (secondary occasional)	Ont Secondary School Teachers	3.6	5.3	330	48	2012-08-31
Keewatin-Patricia DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	212	48	2012-08-31
Lakehead DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	295	48	2012-08-31
Lambton Kent DSB (secondary/secondary occasional)	Ont Secondary School Teachers	3.0	3.0	956	48	2012-08-31
Limestone DSB (secondary/secondary occasional)	Ont Secondary School Teachers	3.0	3.0	800	48	2012-08-31
Near North DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	320	48	2012-08-31
Near North DSB (secondary occasional)	Ont Secondary School Teachers	3.0	3.0	240	48	2012-08-31
Niagara DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	970	48	2012-08-31
Niagara DSB (secondary occasional)	Ont Secondary School Teachers	3.0	3.0	280	48	2012-08-31
Ontario College of Art & Design - Unit 2 (models/class assistants)	Ont Public Service Empls	1.7 ¹	2.0	230	36	2011-05-31
Ottawa-Carleton DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	1,600	48	2012-08-31
Ottawa-Carleton DSB (secondary occasional)	Ont Secondary School Teachers	3.5	5.1	800	48	2012-08-31
Rainbow DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	426	48	2012-08-31
Simcoe County DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	1,282	48	2012-08-31
Simcoe County DSB (secondary occasional)	Ont Secondary School Teachers	4.7	6.4	548	48	2012-08-31
Trillium Lakelands DSB (secondary/secondary occasional)	Ont Secondary School Teachers	3.0	3.0	600	48	2012-08-31
Upper Grand DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	774	48	2012-08-31
Upper Grand DSB (secondary occasional)	Ont Secondary School Teachers	3.9	6.6	258	48	2012-08-31
Waterloo Region DSB (secondary/secondary occasional)	Ont Secondary School Teachers	3.0	3.0	1,212	48	2012-08-31
York Region DSB (secondary/secondary occasional)	Ont Secondary School Teachers	3.0	3.0	2,636	48	2012-08-31
Health & Welfare Services						
Council of Academic Hospitals of Ontario (CAHO)	Internes & Residents Assn	2.7	2.0	3,300	36	2011-06-30
City of Thunder Bay, Homes for the Aged (service/RPN)	Cdn Auto Workers	2.2	2.5	585	36	2010-06-30
Other Services						
Canadian Niagara Hotels Inc	UNITEHERE	2.4	2.4	500	36	2012-01-05

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

Toronto Hydro Corporation (Toronto Hydro-Electric System and Toronto Hydro Energy Services/Toronto Hydro Street Lighting) and Canadian Union of Public Employees, Local 1 (800 outside and 465 inside employees)

two five-year renewal agreements, effective February 1, 2009, expiring January 31, 2014

- wage increases of 3% in each year; COLA clause operative during the last four years of each agreement
- improvements to health care benefits
- increases to meal and mileage allowances
- Letter of Understanding regarding the harmonization of new job classifications

Council of Academic Hospitals of Ontario (CAHO) and Professional Association of Internes and Residents of Ontario (PAIRO) (3,300 residents)

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

- general wage increases of 2% on January 1, 2009, 1% on July 1, 2009, 2% on January 1, 2010, 1% on July 1, 2010, 2% on January 1, 2011
- increased life insurance coverage for specific residents
- modifications to "Home after Handover" provision
- Letter of Understanding regarding post call travel safety

Halton District School Board and Ontario Secondary School Teachers' Federation (1,123 permanent secondary school teachers)

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

- wage increases of 3% in each year; modification to salary grid effective August 31, 2012
- increased vision care benefits effective September 1, 2009
- improvements to various leaves
- modified supervision time and workload assignments
- letter of agreement to discuss further enhancement to benefits that may be made in September 2009 for the balance of the PDT funding enhancement

Hostess Frito-Lay Co. and United Steelworkers (USW), Local 4610 (520 employees)

a three-year renewal agreement, effective January 3, 2009, expiring January 2, 2012

- wage increases of 2.5% in the first year and 3% in each of the second and third years; special adjustments for specific classifications
- increased shift premium
- improved bereavement leave provision
- letter of understanding to explore the viability of a Flex Benefit program for 2010

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	33,400	Various dates
Various School Boards	Various unions	Various locations	76,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	53,000	Various dates
Police Services Boards	Police Associations	Various locations	8,800	Various dates
Hospitals	Various unions	Various locations	27,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	36,000	Various dates
Universities	Various unions	Various locations	11,400	Various dates
Construction	Various unions	Province-wide	10,000	Various dates
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	Ottawa	2,200	2008-03-31
Red Cross Community Health 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	Various unions	Province-wide	53,000	Various dates
Ontario Power Generation	CUPE	Province-wide	6,900	2009-03-31
Liquor Control Board of Ontario	OPSEU	Province-wide	5,400	2009-03-31
Canadian Broadcasting Corp	CWA	Canada-wide	3,300	2009-03-31
Canada Post Corp	Various unions	Canada-wide	3,000	Various dates
National Steel Car	USW	Hamilton	2,200	2009-04-05

As of January 31, 2009, there were 236 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>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009 year-to-date</u>	<u>NOV 2008</u>	<u>DEC 2008</u>	<u>JAN 2009</u>
Canada	2.0	2.1	2.4	1.1	2.0	1.2	1.1
Ontario	1.8	1.8	2.3	1.4	2.1	1.5	1.4
Toronto	1.6	1.9	2.4	1.6	2.3	1.7	1.6
Ottawa-Gatineau (Ont. part)	1.7	1.9	2.2	1.7	2.2	1.7	1.7
Thunder Bay	1.5	1.0	2.2	1.5	2.4	1.9	1.5

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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