

Collective Bargaining Highlights

November 2009



At A Glance

Average Annual Wage Increase

	Oct	Nov
	%	%
Private Sector	1.6	0.9
Public Sector	2.1	2.6
All Settlements	2.1	1.5

In This Issue

	page
At A Glance	1
Agreements Settled in November	1
Wage Settlements	2
November Settlements	3-4
Selected Settlement Summaries	5
Major Negotiations Underway	6
Consumer Price Index	6

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Agreements Settled in November

In November, 29 collective agreements were ratified, each covering 200 or more employees. These agreements covered 33,598 employees, 62% of whom were in the private sector. By industry, the majority of employees were in trade and finance (11,100), and manufacturing (8,928).

The overall average annual increase in base wage rates in November was 1.5%, down from 2.1% reported in the previous month. In the public sector, 21 agreements were settled for an average annual wage increase of 2.6%, compared to 2.1% in October. In the private sector, eight agreements were settled for an average annual wage increase of 0.9%, a decrease from 1.6% reported in October.

Major settlements in November included a central arbitration award issued for the Participating Hospitals and the Ontario Public Service Employees Union (OPSEU). The award provided employees with average annual wage increases of 2.5% over two years. Metro Ontario Inc. and the United Food and Commercial Workers Union (UFCW Canada) reached a two-year agreement covering 10,000 employees for an average annual wage increase of 1.4%. Metro Ontario Inc. also settled an agreement with the Canadian Auto Workers (CAW-Canada). The three-year agreement covers 1,100 employees and provides an average annual wage increase of 1.9%. In the manufacturing sector, Ford Motor Co. of Canada and CAW-Canada negotiated an agreement in effect until September 17, 2012. The agreement, covering 7,000 production employees, freezes hourly wage increases, and initiates COLA adjustments in June 2012. In education and related services, McMaster University reached a two-year agreement with the Canadian Union of Public Employees (CUPE), representing 3,175 employees, for an average annual wage increase of 3.3%. The University of Toronto also negotiated an agreement with CUPE, representing 800 employees. The agreement includes an average annual wage increase of 3.1% over 3 years. The Toronto Public Library Board and CUPE reached a three-year agreement, covering 2,400 employees, for an average annual wage increase of 2%.

Wage Settlements - November

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	8	20,978	0.9
Public Sector	21	12,620	2.6
All Settlements	29	33,598	1.5

Average Annual Increase, Current Three Years

	year-to-date 2009 %	2008 %	2007 %
Private Sector	1.2	2.0	2.9
Public Sector	2.4	3.1	3.1
All Settlements	2.2	2.7	3.0

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	5	8,928	0.1
Trade & Finance	2	11,100	1.4
Transportation, Communications & Utilities	1	220	2.0
Education & Related Services	3	6,375	2.8
Health & Social Services	17	6,025	2.5
Other Services	1	950	2.0
All Settlements	29	33,598	1.5

Average Annual Increase by Industry, Current Three Years

	year-to-date 2009 %	2008 %	2007 %
Primary	3.4	4.1	2.7
Manufacturing	0.7	1.2	2.4
Construction	2.5	3.4	3.2
Trade & Finance	1.6	2.1	1.9
Transportation, Communications & Utilities	1.8	2.9	3.2
Public Administration	2.0	3.1	2.9
Education & Related Services	3.0	3.1	3.4
Health & Social Services	2.4	3.0	3.0
Other Services	2.2	2.6	3.0
All Settlements	2.2	2.7	3.0

November Settlements

Employer	Union	Average Annual Wage Incr.	1st 12 months	Approx. Number of Empls.	Duration of Wage Schedule	Agmt. Expiry Date
Manufacturing						
Ford Motor Co of Canada	Cdn Auto Workers	0.0 ¹	0.0	7,000	12	2012-09-17
Guelph Products (Collins and Aikman)	Cdn Auto Workers	0.0*	0.0	276	36	2012-12-31
Johnson Controls LP (Automotive Systems Group)	United Auto Workers	1.1	0.0	295	48	2013-11-07
Maple Lodge Farms	Food & Commercial Workers	0.5 ²	0.0	1,150	36	2012-10-12
Nichirin	Cdn Auto Workers	0.0	0.0	207	12	2011-04-05
Trade & Finance						
Metro Ontario	Cdn Auto Workers	1.9 ³	3.9	1,100	36	2012-06-09
Metro Ontario (groups I & II)	Food & Commercial Workers	1.4 ³	1.4	10,000	24	2011-11-23
Transportation, Communications & Utilities						
Transit Windsor (drivers, office)	Amalgamated Transit (ATU-INTL)	2.0	2.0	220	36	2012-09-30
Education & Related Services						
McMaster University (unit 1)	Cdn Public Empls	3.3	4.1	3,175	24	2011-08-31
Toronto Public Library Board	Cdn Public Empls	2.0	1.7	2,400	36	2011-12-31
University of Toronto (unit 3)	Cdn Public Empls	3.1	3.0	800	36	2012-08-31
Health & Social Services						
Bluewater Health (Lambton Hospitals) (paramedical, professional)	Ont Public Service Empls	2.5	2.5	297	24	2011-03-31
Chatham-Kent Health Alliance (paramedical, professional)	Ont Public Service Empls	2.5	2.5	217	24	2011-03-31
Cornwall Community Hospital (paramedical, professional)	Ont Public Service Empls	2.5	2.5	201	24	2011-03-31
Family and Children's Services Niagara	Cdn Public Empls	2.5	2.3	270	36	2012-03-31
Grey Bruce Health Services (paramedical, professional)	Ont Public Service Empls	2.5	2.5	314	24	2011-03-31
Kingston General Hospital (paramedical)	Ont Public Service Empls	2.5	2.5	428	24	2011-03-31
Lakeridge Health Corp (paramedical)	Ont Public Service Empls	2.5	2.5	325	24	2011-03-31
London Health Sciences Centre (paramedical lab unit)	Ont Public Service Empls	2.5	2.5	463	24	2011-03-31
London Health Sciences Centre (paramedical X-Ray unit)	Ont Public Service Empls	2.5	2.5	208	24	2011-03-31

Cont'd...

November Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr.	1st 12 months	Approx. Number of Empls.	Duration of Wage Schedule	Agmt. Expiry Date
Health & Social Services (Cont'd)						
Mount Sinai Hospital (paramedical)	Ont Public Service Empls	2.5	2.5	259	24	2011-03-31
Niagara Health System (paramedical, professional)	Ont Public Service Empls	2.5	2.5	552	24	2011-03-31
Peterborough Regional Health Centre (paramedical, professional)	Ont Public Service Empls	2.5	2.5	409	24	2011-03-31
Quinte Health Care Corp (paramedical, professional)	Ont Public Service Empls	2.5	2.5	281	24	2011-03-31
Rouge Valley Health System (paramedical, professional)	Ont Public Service Empls	2.5	2.5	497	24	2011-03-31
St Mary's General Hospital (service, office, tech, RPN)	Cdn Auto Workers	2.1	2.1	415	36	2012-03-31
Sudbury Regional Hospital (paramedical, professional)	Ont Public Service Empls	2.5	2.5	499	24	2011-03-31
Thunder Bay Regional Health Sciences Centre (paramedical, professional)	Ont Public Service Empls	2.5	2.5	390	24	2011-03-31
Other Services						
Canadian Film and TV Production Assn (CFTPA Writers)	Writers Guild	2.0	2.0	950	24	2011-12-31

* Including COLA clauses and/or COLA estimates

¹ COLA adjustments initiated June 2012

² Wage restructuring

³ Two-tier wage schedule

Also Settled In October

Sanofi Pasteur Ltd. and CEP, Local 1701 (619 employees)

Average Annual Wage Increase of 2.7% over three years

Selected Settlement Summaries

(Based on available information)

Ford Motor Co. of Canada Ltd. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various locals (7,000 production employees)

an agreement, effective September 15, 2011, expiring September 17, 2012

- base wage rates frozen for the duration of the agreement; current \$0.05 per hour COLA float remains unchanged until June 2012, and COLA adjustments reactivated in June 2012
- modifications to health care benefits and life insurance provisions
- revisions to the retirement allowance, new vehicle discount, tuition refund and dependent children scholarship programs
- the \$1,700 annual special payment eliminated

McMaster University (Unit 1) and Canadian Union of Public Employees, Local 3906 (3,175 employees)

a 24-month renewal agreement, effective September 1, 2009, expiring August 31, 2011, settled following a work stoppage

- wage increases of \$0.85 in the first year and \$0.55 in the second year, in addition to modified classification pay rate requirements
- improvements to dental benefits, personal and bereavement leaves
- modifications to provisions related to health and safety, and CUPE administered and sponsored benefit plans

Participating Hospitals and Ontario Public Service Employees Union, various Locals (15 agreements covering 5,340 employees)

part of a central arbitration award issued for 44 hospitals involving 46 two-year renewal agreements covering 7,967 paramedical and professional employees, effective April 1, 2009, expiring March 31, 2011

- general wage increases of 2.5% in both the first and second years
- increases to standby pay and shift premiums
- modifications to call-back duty provision
- improvements to health care benefits

Maple Lodge Farms Ltd. and United Food and Commercial Workers Union, Local 175 (1,150 employees)

a three-year renewal agreement, effective October 13, 2009, expiring October 12, 2012

- wage increase of \$0.25 per hour on October 13, 2011, in addition to lump sum payments
- modifications to provisions related to dental plan and stabilization fund
- new article recognizing statutory notice and severance entitlements of employees on expiry of their recall rights following lay off
- Letter of Understanding for the transportation group regarding amendments to enhance competitiveness

Toronto Public Library Board and Canadian Union of Public Employees, Local 4948 (2,400 employees)

a three-year renewal agreement, effective January 1, 2009, expiring December 31, 2011

- wage increases of 1.75% in the first year, 2% in the second year, and 2.25% in the third year
- increased shift premiums, tuition reimbursement, and payments to eligible employees for superior duty assignments
- improvements to pregnancy, parental and adoption leaves, and extended health care benefits
- implementation of a new Illness or Injury Plan effective April 1, 2010
- Letter of Understanding regarding new full-time jobs and career path opportunities

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls.	Expiry Date
Federal Government	Various unions	Canada-wide	3,100	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	15,500	Various dates
Police Services Boards	Police Associations	Various locations	10,250	Various dates
Hospitals	Various unions	Various locations	44,400	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	33,800	Various dates
Universities	Various unions	Various locations	2,300	Various dates
Bell Canada (clerical and associated)	CEP	Canada-wide	6,700	2009-05-31
Vale Inco	USW	Sudbury	3,000	2009-05-31
College Compensation and Appointments Council (academic staff)	OPSEU	Province-wide	8,750	2009-08-31
Pulp and Paper	Various unions	Various locations	6,300	Various dates

As of November 30, 2009, there were 174 agreements, each covering 200 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2006	2007	2008	2009 year-to-date	Sep 2009	Oct 2009	Nov 2009
Canada	2.0	2.1	2.4	0.2	-0.9	0.1	1.0
Ontario	1.8	1.8	2.3	0.3	-1.1	0.2	1.0
Toronto	1.6	1.9	2.4	0.4	-1.0	0.3	0.8
Ottawa-Gatineau (Ont. part)	1.7	1.9	2.2	0.5	-1.0	0.4	1.1
Thunder Bay	1.5	1.0	2.2	0.1	-1.6	-0.6	0.1

* Percentage change from previous year
Source: Statistics Canada

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

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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