

Collective Bargaining Highlights

February 2010



At A Glance

Average Annual Wage Increase

	Jan	Feb
	%	%
Private Sector	0.0	2.0
Public Sector	2.2	2.0
All Settlements	1.9	2.0

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Agreements Settled in February

In February, 16 collective agreements were ratified, each covering 200 or more employees. These agreements covered 17,682 employees, 74% of whom were in the public sector, with the majority in education and related services.

The overall average annual increase in base wage rates in February was 2%, up slightly from 1.9% in January. In the public sector, eight agreements were settled for an average annual wage increase of 2%, compared to five public sector agreements with annual wage increases averaging 2.2% in January. In the private sector, eight agreements were also settled for an average annual wage increase of 2%, compared to one agreement with no wage increase reported last month.

Major settlements in February included a three-year agreement between the College Compensation and Appointments Council and the Ontario Public Service Employees Union (OPSEU). The agreement covering 10,500 academic staff provides an average annual wage increase of 1.9%. Maple Leaf Foods (Maple Leaf Consumer Foods) and the United Food and Commercial Workers Union (UFCW-Canada), representing 1,275 employees, settled a four-year agreement for an average annual wage increase of 1.9%. Xstrata Canada Corp (Xstrata Nickel) and the Canadian Auto Workers (CAW-Canada) reached a three-year agreement covering 1,093 employees for an average annual wage increase of 1.9% including COLA. In health care, the CAW-Canada negotiated three-year agreements with both Sault Area Hospital and Norfolk General Hospital, providing 550 and 233 employees respectively with average annual wage increases of 2%. Windsor Regional Hospital also settled an agreement with the CAW-Canada, representing 561 employees. The 12-month agreement includes an annual wage increase of 2%.

Wage Settlements - February

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	8	4,628	2.0
Public Sector	8	13,054	2.0
All Settlements	16	17,682	2.0

Average Annual Increase, Current Three Years

	Year-to-date 2010 %	2009 %	2008 %
Private Sector	1.8	1.3	2.0
Public Sector	2.0	2.4	3.1
All Settlements	2.0	2.1	2.7

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Primary	1	1,093	1.9
Manufacturing	3	2,275	1.6
Construction	2	650	2.7
Trade & Finance	1	330	2.7
Public Administration	2	560	2.2
Education & Related Services	2	10,750	1.9
Health & Social Services	4	1,744	2.5
Other Services	1	280	1.9
All Settlements	16	17,682	2.0

Average Annual Increase by Industry, Current Three Years

	Year-to-date 2010 %	2009 %	2008 %
Primary	1.9	3.4	4.1
Manufacturing	1.5	0.7	1.2
Construction	2.7	2.5	3.4
Trade & Finance	2.7	1.6	2.1
Transportation, Communications & Utilities	-	1.8	2.9
Public Administration	2.1	2.0	3.1
Education & Related Services	1.9	3.0	3.1
Health & Social Services	2.4	2.4	3.0
Other Services	1.9	2.2	2.6
All Settlements	2.0	2.1	2.7

February Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Xstrata Canada Corp (Xstrata Nickel)	Cdn Auto Workers	1.9*	0.0	1,093	36	2013-01-31
Manufacturing						
Invista (Canada)	Kingston Nylon Wkrs - (Ind)	1.0	0.9	800	36	2013-01-27
Maple Leaf Foods (Maple Leaf Consumer Foods)	Food & Commercial Workers	1.9	0.0	1,275	48	2014-03-31
Tectrol	Electrical Workers (IBEW)	2.4	2.3	200	36	2012-12-31
Construction						
London and District Construction Association (sewer & watermain, curb, gutter, sidewalk)	Intl Operating Engineers	2.7	2.8	450	36	2012-12-31
London and District Construction Association (sewer & watermain, curb, gutter, sidewalk)	Labourers	2.8	2.8	200	36	2012-12-31
Trade & Finance						
Ontario Teachers Pension Plan Board	Ont Public Service Empls	2.7	2.5	330	48	2013-12-31
Public Administration						
Greater Sudbury Police Services Board (uniform)	Police Association	3.0	3.1	255	36	2011-12-31
House of Commons (operational group)	Public Service Alliance	1.5	1.5	305	36	2011-04-20
Education & Related Services						
College Compensation and Appointments Council (academic staff)	Ont Public Service Empls	1.9	1.8	10,500	36	2012-08-31
Hamilton Public Library Board	Cdn Public Empls	3.0 ¹	3.0	250	24	2012-12-31
Health & Social Services						
Norfolk General Hospital (hospital/nursing home) (service, RPN)	Cdn Auto Workers	2.0	2.0	233	36	2012-03-31
Ottawa-Carleton Association for Persons with Developmental Disabilities	Cdn Public Empls	4.2	4.2	400	12	2010-03-31
Sault Area Hospital (service, trades, technical, RPN)	Cdn Auto Workers	2.0	2.0	550	36	2012-10-10
Windsor Regional Hospital (service)	Cdn Auto Workers	2.0	2.0	561	12	2010-03-31
Other Services						
Progistix-Solutions	Communications Energy Paperworkers	1.9	1.5	280	48	2014-12-31

* Including COLA clauses and/or COLA estimates

¹ Wage adjustments in 2011 and 2012 to match those negotiated by the City with CUPE, Local 5167

Selected Settlement Summaries

(Based on available information)

Xstrata Canada Corp (Xstrata Nickel) and Sudbury Mine, Mill and Smelter Workers' Union (CAW-Canada), Local 598 (1,093 employees)

a three-year renewal agreement, effective February 1, 2010, expiring January 31, 2013

- wage settlement includes a total COLA fold-in of \$1.08 during the term of the previous agreement (of which \$0.27 is folded-in the last quarter) and wage increases of \$0.20 in the third year, in addition to a signing bonus of \$2,500 for all active and laid-off employees
- improvements to vision care plan, AD&D, and life insurance benefits, as well as basic pension plans for employees with 30 years or more service
- family day added as a recognized holiday
- increased orthotic insole coverage for eligible employees
- retirement incentive of \$10,000 for eligible employees
- company will provide funding for Medication Awareness and Accident Prevention Program and contribute to the Local Educational Funds

Invista (Canada) Co. and Kingston Independent Nylon Workers Union (800 employees)

a three-year agreement, effective January 28, 2010, expiring January 27, 2013

- wage settlement includes a signing bonus of \$500 for all employees, lump sum payment of \$1,000 in the first year for above market employees (in lieu of an increase) and wage increases ranging from \$0.10 to \$0.30 in the first and second years and from \$0.15 to \$0.40 in the third year depending on employees' classification
- modification to probationary period from 90 consecutive days to 180 consecutive days
- increased safety shoe allowance

Maple Leaf Foods Inc. (Maple Leaf Consumer Foods Division) and United Food and Commercial Workers Union, Local 175 (1,275 employees)

a four-year renewal agreement, effective April 1, 2010, expiring March 31, 2014

- wage settlement includes a lump sum payment of \$550 for all active employees and wage increases of \$0.30 in the second year, \$0.35 in the third year, and \$0.40 in the fourth year; modification to job classes
- increased vision care benefits and boot allowance, as well as employer's contribution to CCWIPP Stabilization Fund

College Compensation and Appointments Council and Ontario Public Service Employees Union (10,500 academic staff)

a three-year renewal agreement, effective September 1, 2009, expiring August 31, 2012

- wage increases of 1.75% in the first year, and 2% in each of the second and third years
- improvements to health care benefits and supplemental life insurance plan
- modification to workload arrangements
- new article relating to protection against bullying and psychological harassment

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	3,800	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	18,600	Various dates
Police Services Boards	Police Associations	Various locations	9,600	Various dates
Hospitals	Various unions	Various locations	46,500	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	48,650	Various dates
Universities	Various unions	Various locations	3,800	Various dates
Vale Inco	USW	Sudbury	3,000	2009-05-31
Pulp and Paper	Various unions	Various locations	6,400	Various dates
Construction (ICI)	Various unions	Province-wide	79,700	2010-04-30
Construction (Non-ICI)	Various unions	Various locations	56,000	Various dates

As of February 28, there were 207 agreements, each covering 200 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2007	2008	2009	Year-to-date 2010	December 2009	January 2010	February 2010
Canada	2.1	2.4	0.3	1.7	1.3	1.9	1.6
Ontario	1.8	2.3	0.4	1.8	1.2	1.9	1.8
Toronto	1.9	2.4	0.5	1.7	0.8	1.8	1.7
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	1.9	1.2	1.9	1.9
Thunder Bay	1.0	2.2	0.1	1.2	0.3	1.3	1.1

* 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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