

Collective Bargaining Highlights

July 2010



At A Glance

Average Annual Wage Increase

	Jun	Jul
	%	%
Private Sector	2.4	2.2
Public Sector	2.4	2.8
All Settlements	2.4	2.3

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For further information, contact:
Collective Bargaining Information Services
400 University Avenue, 8th Floor
Toronto ON M7A 1T7
Telephone: 416-326-1260
Facsimile: 416-326-1277
E-mail: cbis@ontario.ca

Agreements Settled in July

In July, 22 collective agreements were ratified, each covering 200 or more employees. These agreements covered 23,170 employees, 82% of whom were in the private sector, with the majority in construction (8,000).

The overall average annual increase in base wage rates in July was 2.3%, compared to 2.4% reported in the previous month. In the public sector, nine agreements were settled for an average annual wage increase of 2.8%, an increase from 2.4% reported in June. In the private sector, 13 agreements were settled for an average annual wage increase of 2.2%, a decrease from 2.4% reported in the previous month.

Major settlements in July included three non-ICI (Industrial-Commercial-Institutional) agreements. The Residential Framing Contractors' Association of Metropolitan Toronto and Vicinity and the Labourers' International Union of North America, representing 5,000 employees, reached a three-year agreement for an average annual wage increase of 2.5%. The Greater Toronto Sewer and Watermain Contractors Association negotiated two agreements with the International Union of Operating Engineers, representing 1,000 employees, and International Brotherhood of Teamsters and Labourers' International Union of North America, representing a combined total of 2,000 employees. Each agreement provides an average annual wage increase of 2% over three years. Vale and the United Steelworkers (USW), representing 2,832 employees, reached a 59-month agreement for an average annual wage increase of 2.3% (including COLA). Essar Steel Algoma settled two agreements with the USW. The agreement covering 2,652 hourly employees provides an average annual wage increase of 2.3% (including COLA) over three years. The four-year agreement provides 574 salaried employees with an average annual wage increase of 1.6% (including COLA). An arbitration award was issued for the renewal of two agreements between the Niagara Regional Police Services Board and the Niagara Region Police Association. The agreements cover 304 civilian and 680 uniform employees, and each agreement includes an average annual wage increase of 3.2% over three years.

Wage Settlements - July

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	13	18,969	2.2
Public Sector	9	4,201	2.8
All Settlements	22	23,170	2.3

Average Annual Increase, Current Three Years

	Jan - Jul 2010 %	2009 %	2008 %
Private Sector	2.3	1.3	2.0
Public Sector	2.2	2.4	3.1
All Settlements	2.3	2.1	2.7

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Primary	1	2,832	2.3
Manufacturing	4	3,731	2.2
Construction	3	8,000	2.3
Trade & Finance	1	300	1.4
Transportation, Communications & Utilities	3	3,834	2.2
Public Administration	5	2,566	3.0
Health & Social Services	3	1,327	2.3
Other Services	2	580	1.6
All Settlements	22	23,170	2.3

Average Annual Increase by Industry, Current Three Years

	Jan - Jul 2010 %	2009 %	2008 %
Primary	2.2	3.4	4.1
Manufacturing	1.4	0.7	1.2
Construction	2.5	1.3	3.2
Trade & Finance	1.5	1.6	2.1
Transportation, Communications & Utilities	1.9	1.8	2.9
Public Administration	2.4	2.0	3.1
Education & Related Services	1.9	3.0	3.1
Health & Social Services	2.4	2.4	3.0
Other Services	2.8	2.2	2.6
All Settlements	2.3	2.1	2.7

July Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Vale	United Steelworkers	2.3*	0.4	2,832	59	2015-05-31
Manufacturing						
Cameco Corp	United Steelworkers	1.7	0.0	225	36	2013-06-30
Essar Steel Algoma (hourly employees)	United Steelworkers	2.3*	0.0	2,652	36	2013-07-31
Essar Steel Algoma (salaried employees)	United Steelworkers	1.6*	0.0	574	48	2014-07-31
Natrel (Agropur) (Don Mills)	Teamsters	2.1	1.6	280	60	2015-03-31
Construction						
Greater Toronto Sewer and Watermain Contractors Assn	Multi-Union	2.0	1.8	2,000	36	2013-04-30
Greater Toronto Sewer and Watermain Contractors Assn	Intl Operating Engineers	2.0	1.7	1,000	36	2013-04-30
Residential Framing Contractors' Assn of Metropolitan Toronto and Vicinity	Labourers	2.5	2.0	5,000	36	2013-04-30
Trade & Finance						
Westfair Foods (Real Canadian Superstores)	Food & Commercial Workers	1.4 ¹	0.0	300	60	2014-03-14
Transportation, Communications & Utilities						
Jazz Air LP (Air Canada Jazz) (flight attendants)	Cdn Flight Attendants	1.4	0.0	284	72	2015-06-30
Powerstream (inside, outside)	Cdn Public Empls	2.9	3.0	308	36	2013-03-31
United Parcel Service Canada	Teamsters	2.2*	1.2	3,242	60	2015-07-31
Public Administration						
Chatham-Kent Police Services Board (officers, civilians)	Police Association	3.0	2.8	230	36	2012-12-31
Durham Regional Municipality Police Services Board (civilians)	Police Association	2.9	3.1	392	24	2011-12-31
Durham Regional Municipality Police Services Board (uniform)	Police Association	2.9	3.1	960	24	2011-12-31
Niagara Regional Police Services Board (civilians)	Police Association	3.2	3.2	304	36	2011-12-31
Niagara Regional Police Services Board (uniform)	Police Association	3.2	3.2	680	36	2011-12-31

Cont'd...

* Including COLA clauses and/or COLA estimates

¹ Two-tier wage schedule

July Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Health & Social Services						
Northeast Mental Health Centre (service, office, tech, RPN, RN)	Ont Public Service Empls	2.5	2.5	460	24	2011-03-31
Peel Regional Municipality (paramedic services)	Ont Public Service Empls	2.5	2.5	417	24	2012-03-31
Quinte Health Care (service, RPN)	Cdn Auto Workers	2.0	2.0	450	36	2012-10-10
Other Services						
G & K Services Canada	Food & Commercial Workers	1.5 ¹	1.5	300	36	2012-12-31
Garda of Canada Security Corp	Food & Commercial Workers	1.7	0.0	280	36	2013-02-27

¹ Two-tier wage schedule

Selected Settlement Summaries

(Based on available information)

Essar Steel Algoma Inc. and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), Local 2251 (2,652 hourly employees)

a three-year renewal agreement, effective August 1, 2010, expiring July 31, 2013

- general wage increases include 1% in the second year and 2.5% in the third year, and cost of living adjustments
- improvements to health care and pension benefits for both active and retired employees
- increases in evening, night, and weekend shift premiums, as well as safety boots allowance
- development of a Defined Contribution Pension Plan, effective January 1, 2011 for all new hires and those existing employees wishing to switch for future service purposes
- letter of understanding regarding contracting out language
- grandmother/grandfather of spouse added to article 15.14.10 (funeral pay)

Niagara Regional Police Services Board and Niagara Region Police Association (680 uniform and 304 civilian employees)

an arbitration award issued for the renewal of two 36-month agreements, effective January 1, 2009, expiring December 31, 2011

- wage increases of 2% on January 1, 2009, 1.2% on July 1, 2009, 2% on January 1, 2010, 1.125% on July 1, 2010, 2% on January 1, 2011 and 1.25% on July 1, 2011
- improvements to extended health care benefits
- modification to pregnancy and parental leave provision
- addition of family day to the list of statutory holidays

Vale and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), Local 6500 (2,832 employees)

a 59-month renewal agreement, effective July 8, 2010, expiring May 31, 2015, settled after a work stoppage

- wage increases of \$0.10 in the first and second years, \$0.15 in the third year, \$0.25 in the fourth year, and \$0.30 in the final year, in addition to annual COLA roll-ins, special return to work payment, and production bonus
- improvements to group term life insurance benefits and AD&D coverage as well as pre-65 monthly pension plan
- one-time special retirement bonus of \$30,000 for employees with 30 or more Years of Employment With Pay (YEWPs), and \$15,000 for those with at least 27 or more but less than 30 YEWPs as of date of ratification
- addition of family day to the list of Recognized Holidays
- probationary period increased from three months to six months
- introduction of a new Defined Contribution pension plan for new employees, effective date of ratification, and an option for current employees to voluntarily join the plan

Residential Framing Contractors' Association of Metropolitan Toronto and Vicinity and Labourers' International Union of North America, Local 183 (5,000 employees)

a three-year renewal agreement, effective May 1, 2010, expiring April 30, 2013

- wage increases of 2% in the first year, 2.5% in the second year, and 3% in the third year for hourly employees

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	16,200	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	14,800	Various dates
Police Services Boards	Police Associations	Various locations	4,200	Various dates
Hospitals	Various unions	Various locations	44,400	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	52,150	Various dates
Universities	Various unions	Various locations	22,800	Various dates
Pulp and Paper	Various unions	Various locations	4,200	Various dates
Construction	Various unions	Various locations	33,100	Various dates
Maple Leaf Consumer Foods (formerly J M Schneider)	Schneider Employees Association	Kitchener	1,200	2010-05-31
Zehrmart	UFCW	Various locations	11,500	2010-07-01
Loblaws Supermarkets	UFCW	Various locations	16,600	Various dates
U.S. Steel Canada (Hamilton Works)	USW	Hamilton	2,000	2010-07-31

As of July 31, 2010, there were 223 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	May 2010	June 2010	July 2010
Canada	2.1	2.4	0.3	1.6	1.4	1.0	1.8
Ontario	1.8	2.3	0.4	2.0	1.9	1.6	2.9
Toronto	1.9	2.4	0.5	2.0	2.1	1.8	3.1
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	2.1	2.1	1.7	3.0
Thunder Bay	1.0	2.2	0.1	1.9	1.4	1.0	2.8

* 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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