

Collective Bargaining Highlights

August 2010



At A Glance

Average Annual Wage Increase

	Jul	Aug
	%	%
Private Sector	2.2	2.7
Public Sector	2.8	3.0
All Settlements	2.3	2.8

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Agreements Settled in August

In August, six collective agreements were ratified, each covering 200 or more employees. These agreements covered 2,881 employees, 75% of whom were in the private sector (2,160).

The overall average annual increase in base wage rates in August was 2.8%, compared to 2.3% reported in the previous month. In the public sector, two agreements were settled for an average annual wage increase of 3%, an increase from 2.8% in July. In the private sector, four agreements were settled for an average annual wage increase of 2.7%, an increase from 2.2% reported in the previous month.

Major settlements in August included three non-ICI (Industrial-Commercial-Institutional) agreements. The Electrical Power Systems Construction Association settled agreements with the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (Boilermakers), and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (Plumbers). The Boilermakers agreement covers 700 employees and includes an average annual wage increase of 2.5% over five years. The Plumbers agreement covers 600 employees and includes an average annual wage increase of 2.7% over five years. The National Capital Road Builders Association settled an agreement with the Labourers International Union of North America, providing 600 employees with an average annual wage increase of 3% over three years.

Wage Settlements - August

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	4	2,160	2.7
Public Sector	2	721	3.0
All Settlements	6	2,881	2.8

Average Annual Increase, Current Three Years

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

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	1	260	2.9
Construction	3	1,900	2.7
Transportation, Communications & Utilities	1	406	3.0
Public Administration	1	315	3.0
All Settlements	6	2,881	2.8

Average Annual Increase by Industry, Current Three Years

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

August Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Lanxess (Manufacturing Unit)	Communications Energy Paperworkers	2.9	2.5	260	36	2013-01-31
Construction						
Electrical Power Systems Construction Assn	Boilermakers	2.5	2.9	700	60	2015-04-30
Electrical Power Systems Construction Assn	Plumbers	2.7	3.0	600	60	2015-04-30
National Capital Road Builders Assn	Labourers	3.0	3.1	600	36	2013-04-30
Transportation, Communications & Utilities						
Hydro Ottawa (office/outside)	Electrical Workers	3.0	3.0	406	36	2013-03-31
Public Administration						
City of Vaughan (clerical/technical)	Cdn Public Empls	3.0	3.0	315	36	2013-03-31

Also Settled in July

North American Baking Ltd and CAW-Canada, Local 1285 (300 employees)

Average Annual Wage Increase: 2.4% over three years

Scepter Corp and CAW-Canada, Local 303 (220 employees)

Average Annual Wage Increase: 3.5% over three years

Electrical Power Systems Construction Association (Millwrights) and Carpenters Union, various locals (600 employees)

Average Annual Wage Increase: 2.4% over three years, and years 4-10 as per ICI base percentage increase

Canadian Automatic Sprinkler Association (ICI) and Plumbers Union, Various Locals (2,000 employees)

Average Annual Wage Increase: 2.6% over three years

Selected Settlement Summaries

(Based on available information)

National Capital Road Builders Association and Labourers International Union of North America, Local 527 (600 employees)

part of three 36-month renewal agreements between the Association and Labourers, Operating Engineers and Teamsters covering 760 employees, effective May 1, 2010, expiring April 30, 2013

- total wage package increases between \$3.00 and \$3.30 over the term of the agreement

Electrical Power Systems Construction Association and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (700 employees)

a five-year renewal agreement, effective May 1, 2010, expiring April 30, 2015

- wage increases of \$1.40 in each of the first three years, and \$1.15 in each of the fourth and fifth years, representing a total wage package of \$6.50 over the term of the agreement

Electrical Power Systems Construction Association and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (600 employees)

a five-year renewal agreement, effective May 1, 2010, expiring April 30, 2015

- wage increases of \$1.40 in each of the first three years, and \$1.15 in each of the fourth and fifth years, representing a total wage package of \$6.50 over the term of the agreement

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 Inc.)	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 August 31, 2010, there were 204 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	June 2010	July 2010	August 2010
Canada	2.1	2.4	0.3	1.6	1.0	1.8	1.7
Ontario	1.8	2.3	0.4	2.1	1.6	2.9	2.9
Toronto	1.9	2.4	0.5	2.2	1.8	3.1	3.1
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	2.2	1.7	3.0	2.9
Thunder Bay	1.0	2.2	0.1	1.6	1.0	2.8	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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