

Collective Bargaining Highlights

October 2010



At A Glance

Average Annual Wage Increase

	Sep %	Oct %
Private Sector	2.5	0.7
Public Sector	1.7	2.0
All Settlements	2.8	0.9

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Agreements Settled in October

In October, 19 collective agreements were ratified, each covering 200 or more employees. These agreements covered 32,289 employees, 84% of whom were in the private sector (27,145).

The overall average annual increase in base wage rates in October was 0.9%, a decrease from 2% reported in the previous month. In the public sector, six agreements were settled for an average annual wage increase of 2%, up slightly from 1.7% reported in September. In the private sector 13 agreements were settled for an average annual wage increase of 0.7%, compared to 2.5% reported last month.

Major settlements in October included two five-year agreements between Loblaws (Loblaws Supermarkets, Real Canadian Superstores, and Great Canadian Food Store) and United Food and Commercial Workers Union (UFCW-Can). The agreements covering 14,240 full-time and part-time employees provide average annual wage increases of 0.5%. Zehrmart (Zehrs Markets, Real Canadian Superstores, and Great Canadian Food Store) and 9,800 employees represented by UFCW-Can also settled two five-year agreements. The settlements provided average annual wage increases ranging from 0.5% to 0.8%. In the health sector, a three-year agreement between Ottawa Hospital and the Canadian Union of Public employees (CUPE), covering 3,300 RPNs, office, service, trades and technical employees includes an average annual wage increase of 2%. The Regional Municipality of York negotiated an agreement with CUPE. The agreement, covering 580 long term care employees, provides an average annual wage increase of 2.6% over three years.

Wage Settlements - October

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	13	27,145	0.7
Public Sector	6	5,144	2.0
All Settlements	19	32,289	0.9

Average Annual Increase, Current Three Years

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

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	4	1,146	1.0
Construction	2	1,100	2.6
Trade & Finance	5	24,310	0.6
Transportation, Communications & Utilities	2	589	2.0
Education & Related Services	3	878	1.1
Health & Social Services	3	4,266	2.2
All Settlements	19	32,289	0.9

Average Annual Increase by Industry, Current Three Years

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

October Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Cargill (Cargill Foods)	Food & Commercial Workers	0.0 ¹	0.0	420	12	2011-09-19
Martinrea Fabco Metallic Canada (Ridgetown Div)	Cdn Auto Workers	0.0	0.0	220	36	2013-10-31
Rich Products of Canada	Cdn Auto Workers	2.5	2.5	258	36	2013-11-09
Unilever Canada	Bakery Tobacco & Grain Millers	1.9	2.0	248	60	2015-02-15
Construction						
Electrical Power Systems Construction Assn (Generation Div)	Electrical Workers	2.6 ²	1.4	600	36	2015-04-30
Pipe Line Contractors Assn of Canada (Distribution Pipeline)	Labourers	2.7	2.5	500	36	2013-04-30
Trade & Finance						
Loblaws Supermarkets (Loblaws Supermarkets) (Ottawa)	Food & Commercial Workers	0.5	0.0	1,240	60	2015-04-30
Loblaws Supermarkets (Loblaws Supermarkets, Real Cdn Superstores, Great Cdn Food)	Food & Commercial Workers	0.5	0.0	13,000	60	2015-07-01
Metro Ontario (Distribution Centres) (part-time)	Cdn Auto Workers	2.1	2.7	270	48	2014-09-20
Zehrmart (Zehrs Markets, Real Cdn Superstores, Great Cdn Food) (Essex/Kent)	Food & Commercial Workers	0.8	0.0	1,800	60	2015-07-01
Zehrmart (Zehrs Markets, Real Cdn Superstores, Great Cdn Food)	Food & Commercial Workers	0.5	0.0	8,000	60	2015-07-01
Transportation, Communications & Utilities						
Nav Canada (Electronics Unit)	Electrical Workers	2.2	2.0	235	24	2011-08-31
TST Overland Express (freight)	Teamsters	1.8 ³	2.1	354	48	2014-03-23
Education & Related Services						
McMaster University (operations & maintenance)	Service Employees Intl	2.8	3.8	232	60	2015-09-30
Trent University (support staff)	Ont Public Service Empls	0.0	0.0	363	24	2012-06-30
University of Windsor (office/clerical) (full-time)	Cdn Auto Workers	1.0	0.0	283	36	2013-06-30
Health & Social Services						
Ottawa Hospital (office/service/trades/tech/RPN)	Cdn Public Empls	2.0	2.0	3,300	36	2012-09-28
Windsor Regional Hospital (paramedical/support/prof)	Ont Public Service Empls	2.9	3.2	386	24	2010-03-31
Regional Municipality of York (Long Term Care Unit)	Cdn Public Empls	2.6	2.4	580	36	2013-03-31

¹ One year extension/plant closure agreement

² Wage reopener in the fourth and fifth years as per ICI agreement

³ Including COLA clauses and/or COLA estimates

Selected Settlement Summaries

(Based on available information)

Loblaws Supermarkets Ltd. (Loblaws Supermarkets, Real Canadian Superstores, and Great Canadian Food Store) and United Food and Commercial Workers Union (UFCW-Can), Local 1000A (13,000 full and part-time employees)

*a five-year renewal agreement, effective July 1, 2010,
expiring July 1, 2015*

- wage increases of \$0.25 on both July 3, 2011 and June 30, 2013 applicable to end rates, and lump sum payments for eligible employees; an additional wage increase of \$0.30 on June 29, 2014 for Real Canadian Superstores (RCSS) and Great Canadian Food Store (GCFS) employees
- increased employer contributions towards the Canadian Commercial Pension Plan (CCWIPP)
- two paid personal days for full-time RCSS and GCFS employees
- improvements to health care and dental benefits, as well as vacation leave for part-time RCSS and GCFS employees

Ottawa Hospital and Canadian Union of Public Employees, Local 4000 (3,300 RPNs, office, service, trades, and technical employees)

*a three-year renewal agreement, effective September 29,
2009, expiring September 28, 2012*

- general wage increases of 2% in each year
- increases to shift and weekend premiums
- improvements to vacation and health care benefits
- modifications to standby/transportation, paid holidays, and protective footwear provisions
- implementation of Patient Escort/Transfer article

Zehrmart Ltd. (Zehrs Markets, Real Canadian Superstores, and Great Canadian Food Store) and United Food and Commercial Workers Union (UFCW-Can), Local 1977 (8,000 full and part-time employees)

*a five-year renewal agreement, effective July 1, 2010,
expiring July 1, 2015*

- wage increases of \$0.25 on both July 3, 2011 and June 30, 2013 applicable to end rates, and lump sum payments for eligible employees; an additional wage increase of \$0.30 on June 29, 2014 for Real Canadian Superstores (RCSS) and Great Canadian Food Store (GCFS) employees
- increased employer contributions towards the Canadian Commercial Pension Plan (CCWIPP)
- two paid personal days for full-time RCSS and GCFS employees
- improvements to health care and dental benefits, as well as vacation leave for part-time RCSS and GCFS employees
- improved language relating to scheduling of week-ends hours for eligible employees

Regional Municipality of York (Long Term Care Unit) and Canadian Union of Public Employees, Local 905 (580 employees)

*a three-year renewal agreement, effective April 1, 2010,
expiring March 31, 2013*

- general wage increases of 2.35% on April 1, 2010, 2.35% on April 1, 2011, 2% on April 1, 2012, 1% on October 1, 2012
- improvements to life insurance, health care benefits, and long term disability entitlement provisions for eligible employees
- modifications to standby premium, insurable benefits, and vacation provisions for eligible employees

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	23,900	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	21,200	Various dates
Police Services Boards	Police Associations	Various locations	17,900	Various dates
Hospitals	Various unions	Various locations	41,700	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	44,000	Various dates
Universities	Various unions	Various locations	21,800	Various dates
Pulp and Paper	Various unions	Various locations	4,200	Various dates
U.S. Steel Canada (Hamilton Works)	USW	Hamilton	2,000	2010-07-31
Ontario Power Generation (Nuclear/Non-Nuclear)	Energy Professional Society	Province-wide	3,000	2010-12-31
Bruce Power LP/Bruce Power Inc	Various unions	Province-wide	3,200	2010-12-31
Canada Post Corp. (Urban Unit)	Postal Workers	Province-wide	20,600	2011-01-31
Winners Merchants Intl. LP	UNITE HERE	Province-wide	1,600	2011-01-31

As of October 31, 2010, there were 205 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	August 2010	September 2010	October 2010
Canada	2.1	2.4	0.3	1.7	1.7	1.9	2.4
Ontario	1.8	2.3	0.4	2.3	2.9	2.9	3.4
Toronto	1.9	2.4	0.5	2.4	3.1	3.2	3.2
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	2.4	2.9	3.0	3.3
Thunder Bay	1.0	2.2	0.1	1.9	2.8	2.7	3.4

* 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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