

Collective Bargaining Highlights

February 2009

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

AGREEMENTS SETTLED IN FEBRUARY

- ▶ In February, 23 collective agreements were ratified, each covering 200 or more employees. These agreements covered 69,513 employees, 99% of whom were in the public sector (68,729), with the majority in public administration (52,233).
- ▶ The overall average annual increase in base wage rates in February was 2.4%, an increase from 2.3% reported in the previous month. In the public sector, 21 agreements were settled for an average annual wage increase of 2.4%, an increase from 2.3% in January. In the private sector, two agreements were settled for an average annual wage increase of 2.1%, an increase from 1.7% in the previous month.
- ▶ Major settlements in February included a four-year agreement between the Government of Ontario and the Ontario Public Service Employees Union (OPSEU), providing 33,785 employees (unified unit) with an average annual wage increase of 1.9%. The Government of Ontario also settled two agreements with the Ontario Provincial Police Association, representing 5,600 uniform and 2,600 civilian employees for average annual wage increases of 2.2%. In the federal government sector, the Treasury Board of Canada and the Canadian Association of Professional Employees (CAPE) negotiated two 48-month agreements, covering 8,046 Ontario-based employees. Each four-year agreement includes an average annual wage increase of 1.7%. The Public Service Alliance of Canada (PSAC) settled two agreements with Statistical Survey Operations, covering 1,165 Ontario-based employees, and one agreement each with the Canadian Food Inspection Agency covering 1,469 Ontario-based employees, and Parks Canada

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ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Nestle Canada and Teamsters (275 employees)

Average Annual Wage Increase: 2% over three years

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WAGE SETTLEMENTS - BY INDUSTRY

	FEBRUARY			ANNUAL		
	Agreements	Employees	Average Annual Increase %	Year-to-date 2009 %	2008 %	2007 %
All Settlements	23	69,513	2.4	2.4	2.7	3.0
Public Sector	21	68,729	2.4	2.4	3.1	3.1
Private Sector	2	784	2.1	1.9	2.0	2.9
Industries						
Primary	-	-	-	-	4.1	2.7
Manufacturing	1	303	1.8	2.0	1.2	2.4
Construction	-	-	-	-	3.4	3.2
Trade and Finance	-	-	-	-	2.1	1.9
Transportation, Communications & Utilities	-	-	-	2.3	2.9	3.2
Public Administration	7	52,233	1.9	1.8	3.1	2.9
Education & Related Services	10	14,136	4.2	3.5	3.1	3.4
Health & Welfare Services	2	1,195	2.9	2.7	3.0	3.0
Other Services	3	1,646	1.9	2.0	2.6	3.0

FEBRUARY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Maple Leaf Consumer Foods (Maple Leaf Meats)	Food & Commercial Workers	1.8	1.3	303	24	2011-01-14
Public Administration						
Canadian Food Inspection Agency	Public Service Alliance	1.7	2.3	1,469	48	2011-12-31
Ontario Government Provincial Police (civilian)	Ont Provincial Police	2.2	2.3	2,600	36	2011-12-31
Ontario Government Provincial Police (uniform)	Ont Provincial Police	2.2	2.3	5,600	36	2011-12-31
Ontario Government (unified unit)	Ont Public Service Empls	1.9	1.8	33,785	48	2012-12-31
Parks Canada Agency	Public Service Alliance	1.7	2.3	733	48	2011-08-04
Treasury Board of Canada (economics & social science)	Cdn Assn Prof Empl	1.7	2.3	7,278	48	2011-06-21
Treasury Board of Canada (translation)	Cdn Assn Prof Empl	1.7	2.3	768	48	2011-04-18
Education & Related Services						
Carleton University (teaching assistants, unit 1)	Cdn Public Empls	3.0	3.0	1,700	24	2010-08-31
Grand Erie DSB (occasional)	Ont Secondary School Teachers	3.9	6.5	300	48	2012-08-31
Grand Erie DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	700	48	2012-08-31
Hamilton-Wentworth DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	1,141	48	2012-08-31
Thames Valley DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	1,800	48	2012-08-31
Thames Valley DSB (secondary occasional)	Ont Secondary School Teachers	3.0	3.0	900	48	2012-08-31
Toronto DSB (secondary occasional)	Ont Secondary School Teachers	3.9	6.5	1,700	48	2012-08-31
University of Toronto (teaching assistants, instructors, unit 1)	Cdn Public Empls	6.5 ¹	3.5	4,500	36	2011-04-30
Upper Canada DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	895	48	2012-08-31
Wilfrid Laurier University (academic staff, librarians)	Wilfrid Laurier University Faculty Assn	2.7	3.0	500	36	2011-06-30
Health & Welfare Services						
Circle of Home Care Services (Circle of Care)	Service Employees Intl	2.3	2.3	380	48	2012-03-31
York Central Hospital	Ont Nurses Assn	3.2	3.3	815	35	2011-03-31
Other Services						
Statistical Survey Operations (field interviewers)	Public Service Alliance	1.7	2.3	564	48	2011-11-30
Statistical Survey Operations (regional office interviewers)	Public Service Alliance	1.7	2.3	601	48	2011-11-30
Woodbine Entertainment Group	Cdn Auto Workers	2.3	2.4	481	36	2011-12-31

¹ Including special adjustments

AGREEMENTS SETTLED IN FEBRUARY (CONT'D)

Agency covering 733 Ontario-based employees. Each four-year agreement also provides an average annual wage increase of 1.7%. In the education sector, district school boards and the Ontario Secondary School Teachers' Federation settled seven agreements, covering 7,436 permanent and occasional secondary school

teachers. The four-year agreements provide average annual wage increases ranging between 3% and 3.9%. The University of Toronto and the Canadian Union of Public Employees (CUPE), representing 4,500 Unit 1 employees, reached an agreement for an average annual wage increase of 6.5% over three years.

SELECTED SETTLEMENT SUMMARIES *

Government of Ontario and Ontario Public Service Employees Union (33,785 unified bargaining unit employees)

a four-year renewal agreement, effective January 1, 2009, expiring December 31, 2012

- general wage increases of 1.75% in the first year and 2% in each of the remaining three years; special wage adjustments to specific job classifications
- improvements to health care benefits
- increases to shift premiums, on-call and kilometric rates, and various allowances
- modifications to the Long Term Income Protection plan
- modifications to the recruitment process, seniority accumulation provision, grievance procedure, and bereavement leave for eligible employees
- establishment of an I & IT Enterprise Resources Deployment Centre (ERDC)
- Surplus Factor 80 program extended to December 31, 2012 for eligible employees

Upper Canada District School Board and Ontario Secondary School Teachers' Federation (895 permanent secondary teachers)

a four-year renewal agreement, effective September 1, 2008, expiring August 31, 2012

- wage increases of 3% in each year
- enhanced health care benefits
- modifications to supervision, workload assignments, and staffing language
- Letter of Understanding regarding establishment of a Joint Task Workgroup to examine and report on issues of workplace violence

University of Toronto and Canadian Union of Public Employees, Local 3902 (unit 1) (4,500 teaching assistants, demonstrators, tutors, markers, and instructors)

a three-year renewal agreement, effective May 1, 2008, expiring April 30, 2011

- wage increases of 3% on September 1, 2008, 0.5% on January 1, 2009, 3% on September 1, 2009, 3% on September 1, 2010; special adjustments for specific classifications
- modifications to the health care benefit plan
- Letter of Understanding regarding the establishment of a joint Employment Equity Advisory Committee
- new bullying and personal harassment provision
- modification to leaves of absence provision
- increases in Financial Assistance Fund

Woodbine Entertainment Group and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 2007 (481 employees)

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

- general wage increases of 2.4% in the first year, and 2.3% in both the second and third years; signing bonus for eligible employees
- improvements to health care benefits
- increased life insurance coverage
- Letter of Understanding regarding reduction in available work and voluntary resignation with severance payment packages

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	26,800	Various dates
Various School Boards	Various unions	Various locations	75,200	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	52,500	Various dates
Police Service Boards	Police Associations	Various locations	8,800	Various dates
Hospitals	Various unions	Various locations	25,700	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	36,000	Various dates
Universities	Various unions	Various locations	9,400	Various dates
Construction	Various unions	Province-wide	10,000	Various dates
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	Ottawa	2,200	2008-03-31
Red Cross Community Health Services	SEIU	Various locations	3,000	2008-07-31
Ontario Government	Various unions	Province-wide	14,000	Various dates
Ontario Power Generation	CUPE	Province-wide	6,900	2009-03-31
Liquor Control Board of Ontario	OPSEU	Province-wide	5,400	2009-03-31
Canada Post Corporation	Various unions	Canada-wide	3,000	Various dates
National Steel Car	USW	Hamilton	2,200	2009-04-05

As of February 28, 2009, there were 227 agreements, each covering 200 or more employees, that have expired and not been renewed.

CONSUMER PRICE INDEX (2002=100)

(Percentage change from year earlier)

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009 year-to-date</u>	<u>DEC 2008</u>	<u>JAN 2009</u>	<u>FEB 2009</u>
Canada	2.0	2.1	2.4	1.3	1.2	1.1	1.4
Ontario	1.8	1.8	2.3	1.4	1.5	1.4	1.5
Toronto	1.6	1.9	2.4	1.7	1.7	1.6	1.7
Ottawa-Gatineau (Ont. part.)	1.7	1.9	2.2	1.8	1.7	1.7	1.8
Thunder Bay	1.5	1.0	2.2	1.6	1.9	1.5	1.8

Source: Statistics Canada

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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