

Collective Bargaining Highlights

April 2009

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

AGREEMENTS SETTLED IN APRIL

- ▶ In April, 47 collective agreements were ratified, each covering 200 or more employees. These agreements covered 46,536 employees, 84% of whom were in the public sector (39,134).
- ▶ The overall average annual increase in base wage rates in April was 2.7%, down slightly from 2.8% reported in the previous month. In the public sector, 32 agreements were settled for an average annual wage increase of 2.8%, down from 2.9% in March. In the private sector, 15 agreements were settled with an average annual wage increase of 2%, a decrease from 2.2% reported last month.
- ▶ Major settlements in April included three 36-month agreements between York University and the Canadian Union of Public Employees (CUPE), covering 3,200 graduate teaching and research assistants, and contract faculty. Each agreement provides an average annual wage increase of 3%. Carleton University and Carleton University Academic Staff Association (CUASA), representing 812 librarians and academic staff, settled a one-year agreement for a wage increase of 3.1%. District school boards and the Elementary Teachers' Federation of Ontario (ETFO) settled 20 agreements, covering 24,215 permanent and occasional elementary teachers. The four-year agreements provide average annual wage increases ranging between 2.5% to 3.9%. The City of Ottawa and the Firefighters' Association settled a 36-month agreement, providing 926 firefighters with an average annual wage increase of 3.3% over two years and wage parity with Ottawa police agreement in the final year. In the utilities sector, Ontario Power Generation reached two agreements with CUPE, representing 7,705 nuclear and non-nuclear employees. Each three-year agreement includes an average annual wage increase of 3%.

ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Farley Windows and Teamsters (296 employees)
Average Annual Wage Increase: 1.4% over three years

IN THIS ISSUE

	page
Agreements Settled in April	1
Also Settled in the Previous Month	1
Wage Settlements - By Industry	1
April Settlements	2-3
Selected Settlement Summaries	4-5
Major Negotiations Underway	6
Consumer Price Index	6

WAGE SETTLEMENTS - BY INDUSTRY

	APRIL			ANNUAL		
	Agreements	Employees	Average Annual Increase	Year-to-date 2009	2008	2007
			%	%	%	%
All Settlements	47	46,536	2.7	2.5	2.7	3.0
Public Sector	32	39,134	2.8	2.5	3.1	3.1
Private Sector	15	7,402	2.0	2.0	2.0	2.9
Industries						
Primary	1	390	3.4	3.4	4.1	2.7
Manufacturing	8	3,479	1.7	1.8	1.2	2.4
Construction	-	-	-	-	3.4	3.2
Trade and Finance	-	-	-	1.9	2.1	1.9
Transportation, Communications & Utilities	8	10,574	2.8	2.6	2.9	3.2
Public Administration	2	1,612	2.6	1.9	3.1	2.9
Education & Related Services	24	28,227	2.8	3.3	3.1	3.4
Health & Welfare Services	2	830	2.7	2.7	3.0	3.0
Other Services	2	1,424	2.1	2.2	2.6	3.0

APRIL SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Sifto Canada Corp (Goderich Mine)	Communications Energy Paperwks	3.4	4.1	390	36	2012-03-31
Manufacturing						
Cargill Canada (2005) GP	Food & Commercial Workers	2.3	2.2	440	48	2012-12-31
Cooper-Standard Automotive (Canada)	Cdn Auto Workers	0.0	0.0	279	36	2012-04-30
Daimler Buses North America	Cdn Auto Workers	2.2 ¹	2.1	350	36	2012-03-31
Kraft Canada (Lakeshore Bakery)	Bakery Tobacco & Grain Millers	2.3	2.4	700	48	2013-04-30
Maple Leaf Consumer Foods	Food & Commercial Workers	1.4 ¹	0.0	360	36	2012-01-31
Maple Leaf Foods (Maple Leaf Poultry)	Food & Commercial Workers	1.8 ²	0.0	650	48	2012-09-23
Mobile Climate Control	Food & Commercial Workers	1.4 ¹	0.0	300	36	2012-03-29
Pepsi Bottling Group	Teamsters	1.4	0.0	400	36	2012-02-28
Transportation, Communications & Utilities						
DHL Express Canada	Cdn Auto Workers	2.3	2.5	1,080	53	2013-03-31
Electrical Safety Authority	Cdn Public Empls	3.0	3.0	350	24	2011-03-31
Nav Canada (Air Traffic Control)	Cdn Auto Workers	2.3	2.0	469	24	2011-03-31
Ontario Educational Communications Authority (TV Ontario)	Communications Energy Paperwks	2.5	2.5	260	48	2012-06-30
Ontario Power Generation (non-nuclear)	Cdn Public Empls	3.0 *	3.0	2,397	36	2012-03-31
Ontario Power Generation (nuclear)	Cdn Public Empls	3.0 *	3.0	5,308	36	2012-03-31
Reliance Comfort (South-West/Central Districts)	Communications Energy Paperwks	1.8	2.0	320	39	2012-03-31
Union Gas (hourly unit)	Communications Energy Paperwks	2.8	2.5	390	36	2011-12-31
Public Administration						
National Research Council of Canada (Technical) (TO)	Research Council Employees	1.7	2.3	686	48	2011-03-31
City of Ottawa (firefighters)	Ont Firefighters	3.3 ³	3.2	926	24	2011-12-31
Education & Related Services						
Bluewater DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	586	48	2012-08-31
Carleton University (academic staff/librarians)	Carleton Univ Academic Staff	3.1 ⁴	3.1	812	12	2010-04-30
Durham DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	2,954	48	2012-08-31
Durham DSB (elementary occasional)	Elem Teachers Fed Ont	3.1	2.0	1,014	48	2012-08-31

* Including COLA clauses and/or COLA estimates

¹ Excluding special/market adjustments for skilled trades/specific classifications

² Two-tier wage schedule

³ Wage parity with Ottawa police agreement in the final year

⁴ Including pay equity and market adjustments

APRIL 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
Education & Related Services (cont'd)						
Greater Essex County DSB (elementary occasional)	Elem Teachers Fed Ont	3.9	2.0	380	48	2012-08-31
Halton DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	2,000	48	2012-08-31
Halton DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	1,068	48	2012-08-31
Hastings and Prince Edward DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	300	48	2012-08-31
Hastings and Prince Edward DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	610	48	2012-08-31
Kawartha Pine Ridge DSB (elementary occasional)	Elem Teachers Fed Ont	3.6	2.0	590	48	2012-08-31
Keewatin-Patricia DSB (elementary occasional)	Elem Teachers Fed Ont	3.9	2.0	212	48	2012-08-31
Keewatin-Patricia DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	240	48	2012-08-31
Lakehead DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	200	48	2012-08-31
Lambton Kent DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	920	48	2012-08-31
Limestone DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	840	48	2012-08-31
Limestone DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	250	48	2012-08-31
Ottawa-Carleton DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	3,300	48	2012-08-31
Peel DSB (elementary occasional)	Elem Teachers Fed Ont	3.5	2.0	2,500	48	2012-08-31
Upper Grand DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	1,362	48	2012-08-31
Upper Grand DSB (elementary occasional)	Elem Teachers Fed Ont	3.3	0.0	385	48	2012-08-31
York Region DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	4,504	48	2012-08-31
York University (Unit 1) (graduate teaching assistants)	Cdn Public Empls	3.0	3.0	1,750	36	2011-08-31
York University (Unit 2) (contract faculty)	Cdn Public Empls	3.0	3.0	950	36	2011-08-31
York University (Unit 3) (graduate research assistants)	Cdn Public Empls	3.0	3.0	500	36	2011-08-31
Health & Welfare Services						
Ottawa Children's Aid Society (prof)	Ont Public Service Empls	2.7	3.0	330	36	2011-12-31
Perley Rideau Veterans' Health Centre (service/RPN)	Cdn Public Empls	2.8	2.7	500	36	2009-09-28
Other Services						
Cara Operations (airport services div)	Teamsters	1.6 ⁵	0.1	924	36	2012-03-31
Toronto Community Housing Corp	Cdn Public Empls	3.0	3.0	500	36	2011-12-31

* Including COLA clauses and/or COLA estimates

¹ Excluding special/market adjustments for skilled trades/specific classifications

² Two-tier wage schedule

³ Wage parity with Ottawa police agreement in the final year

⁴ Including pay equity and market adjustments

⁵ Restructuring of wage schedule

SELECTED SETTLEMENT SUMMARIES *

Kraft Canada Inc. (Lakeshore Bakery) and Bakery, Confectionery, Tobacco Workers & Grain Millers International Union, Local 426 (700 employees)

a four-year renewal agreement, effective May 1, 2009, expiring April 30, 2013

- general wage increases of \$0.50 in each of the first three years, and \$0.55 in the final year; signing bonus for eligible employees
- improvements to life insurance, pension plan provisions, and health care benefits

Ontario Power Generation Inc. and Canadian Union of Public Employees, Local 1000 (7,705 nuclear and non-nuclear employees)

two, three-year renewal agreements, effective April 1, 2009, expiring March 31, 2012

- wage increases of 3% in each year
- improvements to health care benefits, and various leaves
- increases to pension contributions
- modifications to grievance procedure and arbitration provision

City of Ottawa and Ottawa Professional Fire Fighters' Association (926 employees)

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

- wage increases of 2.2% on January 1, 2009, 1% on August 1, 2009, 2.25% on January 1, 2010, 1% on August 1, 2010; for the calendar year 2011 a 1st class Firefighter is to receive the same across-the-board economic wage increases that are provided to the Ottawa 1st class Constable and on the same effective dates
- improvements to health care benefits
- amendments to vacation and sick leave provisions
- increase in automobile allowance
- Letter of Understanding regarding a joint Recommendation Committee to develop a revised promotion system

Perley Rideau Veterans' Health Centre and Canadian Union of Public Employees, Local 870 (500 RPNs and service employees)

a three-year renewal agreement, effective September 29, 2006, expiring September 28, 2009

- wage increases of 2.75% in the first year, 3% in the second year, 2.6% in the third year
- increased standby pay, shift and weekend premiums, and vacation entitlement
- improvements to health care benefits, and separation allowance
- modifications to the voluntary exit option, uniform allowance, and various leaves

* Based on available information

SELECTED SETTLEMENT SUMMARIES *

York University and Canadian Union of Public Employees, Local 3903 (1,750 graduate teaching assistants [unit 1], 950 contract faculty [unit 2], and 500 graduate research assistants [unit 3])

a three 36-month renewal agreements, effective September 1, 2008, expiring August 31, 2011

- general wage increases of 3% in each year
- improvements to health care benefits, various funds, and paid leave provisions
- continuation of tuition protection
- enhanced job security for contract faculty
- new employment equity language, including language relating to the development of an employment equity plan, surveys, and a new self identification provision for Unit 2

Upper Grand District School Board and Elementary Teachers' Federation of Ontario (1,362 teachers)

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

- wage increases of 2% in each of the first and second years and 3% in each of the third and final years
- improvements to extended health and dental plans benefits
- modification to staffing and class size allocation as per PDT agreement; teacher preparation time to increase to 240 minutes over a five-day week by end of fourth year
- maximum supervision time will be 80 minutes within each period of five instructional days
- The "Instructional Day" shall not exceed 300 minutes commencing with the start of instruction, and ending with the students' dismissal from school for the day exclusive of recess and lunch/nutrition breaks. Opening exercises are included as part of the Instructional Day

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	24,000	Various dates
Various School Boards	Various unions	Various locations	55,400	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	49,800	Various dates
Police Services Boards	Police Associations	Various locations	8,500	Various dates
Hospitals	Various unions	Various locations	25,700	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	34,700	Various dates
Universities	Various unions	Various locations	7,300	Various dates
Construction	Various unions	Province-wide	9,300	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	9,000	Various dates
Liquor Control Board of Ontario	OPSEU	Province-wide	5,400	2009-03-31
Canada Post Corp	Various unions	Canada-wide	3,000	Various dates
National Steel Car	USW	Hamilton	2,200	2009-04-05
Air Canada	Various unions	Canada-wide	5,600	Various dates
Bell Canada (clerical and associated)	CEP	Canada-wide	6,700	2009-05-31
Cara Operations Ltd (Various Swiss Chalet Franchises)	UFCW	various locations	3,000	2009-05-31
Inco Ltd (Vale Inco)	USW	Sudbury	3,000	2009-05-31
Bombardier Inc	CAW	Toronto	2,300	2009-06-22
A & P Canada (Food Basics)	CAW	Various Locations	1,100	2009-06-03

As of April 30 2009, there were 238 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>FEB 2009</u>	<u>MAR 2009</u>	<u>APR 2009</u>
Canada	2.0	2.1	2.4	1.0	1.4	1.2	0.4
Ontario	1.8	1.8	2.3	1.3	1.5	1.8	0.6
Toronto	1.6	1.9	2.4	1.5	1.7	2.1	0.8
Ottawa-Gatineau (Ont. part)	1.7	1.9	2.2	1.6	1.8	2.1	0.9
Thunder Bay	1.5	1.0	2.2	1.4	1.8	1.9	0.6

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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