

Collective Bargaining Highlights

May 2009

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

AGREEMENTS SETTLED IN MAY

- ▶ In May, 45 collective agreements were ratified, each covering 200 or more employees. These agreements covered 76,170 employees, 86% of whom were in the public sector (65,220).
- ▶ The overall average annual increase in base wage rates in May was 2.2%, down from 2.7% reported in the previous month. In the public sector, 38 agreements were settled for an average annual wage increase of 2.5%, down from 2.8% in April. In the private sector, seven agreements were settled for an average annual wage increase of 0.5%, a decline from 2% in the previous month.
- ▶ Major settlements in May included an agreement negotiated between the Government of Ontario and the Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO). The three-year settlement, covering 9,798 employees, included an average annual wage increase of 1.9%. An arbitration award was issued for the renewal of two agreements between the Durham Regional Police Services Board and the Durham Regional Police Association. The agreements, covering 973 uniform officers, and 399 civilian employees, include an average annual wage increase of 3.1% over two years. The City of Ottawa and the Canadian Union of Public Employees (CUPE) negotiated a three-year agreement covering 5,930 employees for an average annual wage increase of 2.6%. District school boards and the Elementary Teachers' Federation of Ontario (ETFO) settled 30 four-year agreements covering 39,850 teachers. The 17 agreements covering 27,979 permanent elementary teachers provide average annual wage increases of 2.5%. The 13 agreements covering 11,871 occasional elementary teachers include average annual wage increases ranging from 2.5% to 3.5%. Chrysler Canada and the Canadian Auto Workers

(CAW-Canada) negotiated an agreement in effect until September 17, 2012. The agreement, covering 8,000 production employees, freezes hourly wage increases, and initiates COLA adjustments in June 2012.

ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ International Paper (Shorewood Packaging) and Communications, Energy, Paperworkers (CEP) (200 employees)

Average Annual Wage Increase: 1% over four years

- ▶ Near North DSB and Elementary Teachers' Federation of Ontario (ETFO) (500 permanent elementary teachers)

Average Annual Wage Increase: 2.5% over four years

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WAGE SETTLEMENTS - BY INDUSTRY

	MAY			ANNUAL		
	Agreements	Employees	Average Annual Increase %	Year-to-date 2009 %	2008 %	2007 %
All Settlements	45	76,170	2.2	2.4	2.7	3.0
Public Sector	38	65,220	2.5	2.5	3.1	3.1
Private Sector	7	10,950	0.5	1.4	2.0	2.9
Industries						
Primary	-	-	-	3.4	4.1	2.7
Manufacturing	6	10,465	0.3	0.9	1.2	2.4
Construction	-	-	-	-	3.4	3.2
Trade and Finance	-	-	-	1.9	2.1	1.9
Transportation, Communications & Utilities	-	-	-	2.6	2.9	3.2
Public Administration	5	24,159	2.1	1.9	3.1	2.9
Education & Related Services	31	40,231	2.7	3.0	3.1	3.4
Health & Welfare Services	2	830	2.7	2.7	3.0	3.0
Other Services	1	485	5.1	2.5	2.6	3.0

MAY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Accuride Canada	Cdn Auto Workers	0.0	0.0	383	36	2012-03-12
Algoma Tubes	United Steelworkers (USW)	2.0	0.0	445	60	2014-05-31
Cargill Canada	Food & Commercial Workers	1.5	0.0	800	48	2013-06-01
Chrysler Canada	Cdn Auto Workers	0.0 ¹	0.0	8,000	12	2012-09-17
Cold Springs Farm (Thames Valley Processors)	CNFIU Directly Chartered	1.3	0.0	402	36	2012-03-31
Haley Industries	United Steelworkers (USW)	0.5 ²	0.0	435	36	2012-03-15
Public Administration						
Durham Regional Police Services Board (civilians)	Police Association	3.1	3.1	399	24	2009-12-31
Durham Regional Police Services Board (uniform)	Police Association	3.1	3.1	973	24	2009-12-31
Government of Ontario	AMAPCEO	1.9	1.8	9,798	36	2012-03-31
City of Ottawa (inside/outside/Ambulance)	Cdn Public Empls	2.6	2.5	5,930	36	2011-12-31
Treasury Board of Canada (Computer Systems CS)	Professional Institute	1.8	2.3	7,059	36	2010-12-21
Education & Related Services						
Algoma DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	400	48	2012-08-31
Algoma DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	270	48	2012-08-31
Avon Maitland DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	668	48	2012-08-31
Avon Maitland DSB (elementary occasional)	Elem Teachers Fed Ont	3.0	2.0	442	48	2012-08-31
Bluewater DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	662	48	2012-08-31
DSB Ontario North East (elementary)	Elem Teachers Fed Ont	2.5	2.0	360	48	2012-08-31
DSB Ontario North East (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	360	48	2012-08-31
Grand Erie DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	1,100	48	2012-08-31
Grand Erie DSB (elementary occasional)	Elem Teachers Fed Ont	3.5	2.0	500	48	2012-08-31
Greater Essex County DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	1,460	48	2012-08-31
Hamilton-Wentworth DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	2,000	48	2012-08-31
Hamilton-Wentworth DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	750	48	2012-08-31
Kawartha Pine Ridge DSB (elementary)	Elem Teachers Fed Ont	2.5 ³	2.0	1,399	48	2012-08-31
Lakehead DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	349	48	2012-08-31
Lambton Kent DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	586	48	2012-08-31
Niagara DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	1,500	48	2012-08-31

* Including COLA clauses and/or COLA estimates

¹ COLA adjustments initiated June 2012

² COLA adjustments initiated in final year

³ Wage restructuring

MAY SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services (cont'd)						
Niagara DSB (elementary occasional)	Elem Teachers Fed Ont	3.5	2.0	580	48	2012-08-31
Ottawa-Carleton DSB (elementary occasional)	Elem Teachers Fed Ont	3.0	2.0	1,650	48	2012-08-31
Rainbow DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	641	48	2012-08-31
Rainbow DSB (elementary occasional)	Elem Teachers Fed Ont	2.5	2.0	333	48	2012-08-31
Renfrew County DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	400	48	2012-08-31
Simcoe County DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	2,000	48	2012-08-31
Thames Valley DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	2,850	48	2012-08-31
Thames Valley DSB (elementary occasional)	Elem Teachers Fed Ont	3.0	2.0	1,750	48	2012-08-31
Toronto DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	10,378	48	2012-08-31
Toronto DSB (elementary occasional)	Elem Teachers Fed Ont	3.0 ³	2.0	3,700	48	2012-08-31
Trillium Lakelands DSB (elementary occasional)	Elem Teachers Fed Ont	3.4	2.0	300	48	2012-08-31
Trillium Lakelands DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	762	48	2012-08-31
University of Toronto OISE (Graduate assistants)	Cdn Public Empls	2.9	2.9	381	24	2010-08-31
Upper Canada DSB (elementary)	Elem Teachers Fed Ont	2.5	2.0	1,050	48	2012-08-31
Upper Canada DSB (elementary occasional)	Elem Teachers Fed Ont	2.9	2.0	650	48	2012-08-31
Health & Welfare Services						
CONMED Health Care Group (Maple/Crescent/Millennium/Billings)	Christian Labour Assn	2.7	2.0	480	36	2011-06-30
Windsor Regional Hospital (office)	Electrical Workers (IBEW)	2.6	3.5	350	24	2010-03-31
Other Services						
Nova Services Group (cleaning/maintenance/dietary)	Labourers	5.1	7.9	485	39	2012-06-30

* Including COLA clauses and/or COLA estimates

¹ COLA adjustments initiated June 2012

² COLA adjustments initiated in final year

³ Wage restructuring

ALSO SETTLED IN THE PREVIOUS MONTH (CONT'D)

- ▶ Peel DSB and Elementary Teachers' Federation of Ontario (ETFO) (6,200 permanent elementary teachers)
Average Annual Wage Increase: 2.5% over four years
- ▶ Simcoe County DSB and Elementary Teachers' Federation of Ontario (ETFO) (900 occasional elementary teachers)
Average Annual Wage Increase: 2.5% over four years
- ▶ Waterloo Region DSB and Elementary Teachers' Federation of Ontario (ETFO) (2,500 permanent elementary teachers)
Average Annual Wage Increase: 2.5% over four years
- ▶ Waterloo Region DSB and Elementary Teachers' Federation of Ontario (ETFO) (1,036 occasional elementary teachers)
Average Annual Wage Increase: 3.4% over four years

SELECTED SETTLEMENT SUMMARIES *

Chrysler Canada Inc. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various Locals (8,000 production employees)

an agreement effective September 15, 2011, expiring September 17, 2012

- base wage rates frozen for the duration of the agreement; current \$0.05 per hour COLA float remains unchanged until June 2012, and COLA adjustments reactivated in June 2012
- modifications to health care benefits, and life insurance provisions
- revisions to the new vehicle discount, tuition refund, and dependent children scholarship programs
- the \$1,700 annual Christmas bonus will be diverted to offset the cost of legacy health care benefits

City of Ottawa and Canadian Union of Public Employees, Local 503 (5,930 employees)

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

- wage increases of 2.5% in each of the first and second years, 2.75% in the final year
- improvements to health care benefits
- increases in protection footwear, tool and mileage allowances
- increased vacation pay in first year of temporary employment for eligible employees

Durham Regional Police Services Board and Durham Regional Police Association (973 uniform and 399 civilian employees)

an arbitration award for the renewal of two 24-month agreements, effective January 1, 2008, expiring December 31, 2009

- wage increases of 3.13% in the first year, 3.02% in the second year
- increases in extended health care benefits, the Health Spending Account, and years of service pay for eligible civilian employees

Government of Ontario and Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO) (9,798 employees)

a three-year renewal agreement, effective April 1, 2009, expiring March 31, 2012

- wage increases of 1.75% in the first year, 2% in each of the second and third years
- improvements to health care benefits including long term income protection plan, and provisions related to various leaves, and search for compassionate transfers
- increases in shift premiums
- extension of Surplus Factor 80 Program for eligible employees
- modifications to termination payments and unclassified payment in lieu of benefits provision

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	16,000	Various dates
Various School Boards	Various unions	Various locations	5,800	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	45,000	Various dates
Police Services Boards	Police Associations	Various locations	7,300	Various dates
Hospitals	Various unions	Various locations	25,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	34,600	Various dates
Universities	Various unions	Various locations	11,000	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
Liquor Control Board of Ontario	OPSEU	Province-wide	5,400	2009-03-31
National Steel Car	USW	Hamilton	2,200	2009-04-05
Air Canada	Various unions	Canada-wide	10,000	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	2,800	2009-06-22
A & P Canada (Food Basics)	CAW	Various locations	1,100	2009-06-03
College Compensation and Appointments Council (academic staff)	OPSEU	Province-wide	8,750	2009-08-31

As of May 31 2009, there were 201 agreements, each covering 200 or more employees, that have expired and not been renewed.

CONSUMER PRICE INDEX (2002=100)

(Percentage change from year earlier)

	2006	2007	2008	2009 year-to-date	MAR 2009	APR 2009	MAY 2009
Canada	2.0	2.1	2.4	0.8	1.2	0.4	0.1
Ontario	1.8	1.8	2.3	1.1	1.8	0.6	0.4
Toronto	1.6	1.9	2.4	1.3	2.1	0.8	0.5
Ottawa-Gatineau (Ont. part)	1.7	1.9	2.2	1.4	2.1	0.9	0.5
Thunder Bay	1.5	1.0	2.2	1.2	1.9	0.6	0.3

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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