

# Collective Bargaining Highlights

July 2009

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

## AGREEMENTS SETTLED IN JULY

- ▶ In July, 28 collective agreements were ratified, each covering 200 or more employees. These agreements covered 51,848 employees, 75% of whom were in the public sector (38,846), with the majority in public administration (34,246).
- ▶ The overall average annual increase in base wage rates in July was 1.7%, a slight increase from 1.6% reported in the previous month. In the public sector, 17 agreements were settled for an average annual wage increase of 2.1%, down from 2.5% in June. In the private sector, 11 agreements were settled for an average annual wage increase of 0.5%, a decrease from 1.3% in June.
- ▶ Major settlements in July included five 36-month agreements between the City of Toronto and the Canadian Union of Public Employees (CUPE), covering 28,800 employees. Each agreement provides an average annual wage increase of 2%. CUPE also settled two agreements with the City of Windsor. The settlements cover 1,870 employees and provide average annual wage increases of 1.6% over 48 months. York Regional Police Services Board and York Regional Police Association settled two 12-month agreements. The agreements, covering 1,350 uniform officers and 491 civilian employees, include annual wage increases of 3.8%. VHA Home Health Care and the Service Employees International Union reached a settlement providing 1,100 employees with an average annual wage increase of 1.7% over three years.

## ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Essex County Community Living and CUPE (450 employees)  
*Average Annual Wage Increase: 3% over two years*
- ▶ Windsor Community Living and CUPE (370 employees)  
*Average Annual Wage Increase: 2.2% over two years*
- ▶ City of Ottawa and the Civic Institute of Professional Personnel (CIPP) (1,642 employees)  
*Average Annual Wage Increase: 2.6% over three years*

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## WAGE SETTLEMENTS — BY INDUSTRY

	JULY			ANNUAL		
	Agreements	Employees	Average Annual	Year-to-date		2007
			Increase	2009	2008	
			%	%	%	%
<b>All Settlements</b>	<b>28</b>	<b>51,848</b>	<b>1.7</b>	<b>2.2</b>	<b>2.7</b>	<b>3.0</b>
Public Sector	17	38,846	2.1	2.5	3.1	3.1
Private Sector	11	13,002	0.5	1.2	2.0	2.9
<b>Industries</b>						
Primary	-	-	-	3.4	4.1	2.7
Manufacturing	5	1,908	0.6	0.7	1.2	2.3
Construction	-	-	-	-	3.4	3.2
Trade and Finance	1	250	2.0	1.9	2.1	1.9
Transportation, Communications & Utilities	4	10,625	0.3	1.6	2.9	3.2
Public Administration	12	34,246	2.2	2.0	3.1	2.9
Education & Related Services	2	800	0.0	3.0	3.1	3.4
Health & Social Services	3	3,800	2.2	2.7	3.0	3.0
Other Services	1	219	7.8	2.3	2.6	3.0

## JULY SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
<b>Manufacturing</b>						
Automodular	Cdn Auto Workers	1.2	0.0	445	24	2011-06-18
CTV Globemedia Publishing (Globe and Mail Div) (editorial)	Communications Energy Paperwks	1.4	0.0	313	60	2014-06-30
Lear Canada (Ajax Plant)	Cdn Auto Workers	0.0 <sup>1</sup>	0.0	350	12	2011-04-30
Lear Canada (Ajax Plant)	Cdn Auto Workers	0.6 <sup>*</sup>	0.0	350	36	2014-04-30
Lear Canada (Kitchener Plant)	Cdn Auto Workers	0.0 <sup>2</sup>	0.0	450	29	2011-12-31
<b>Trade and Finance</b>						
Toromont Industries	Cdn Auto Workers	2.0 <sup>3</sup>	1.0	250	36	2012-06-30
<b>Transportation, Communications &amp; Utilities</b>						
Air Canada	Air Canada Pilots Assn	0.0	0.0	2,017	21	2011-03-31
Air Canada (flight attendants)	Cdn Public Empls	0.0	0.0	3,632	21	2011-03-31
Air Canada (maintenance and related)	Machinists	0.0	0.0	2,976	21	2011-03-31
Bell Technical Solutions	Communications Energy Paperwks	1.5	0.0	2,000	60	2014-05-06
<b>Public Administration</b>						
Halton Regional Police Services Board (civilians)	Police Association	3.1	3.1	230	36	2011-12-31
Halton Regional Police Services Board (uniform)	Police Association	3.1	3.1	587	36	2011-12-31
City of Mississauga (fire and emergency services)	Intl Fire Fighters	3.0	3.0	700	12	2009-12-31
City of Ottawa (recreational staff) (part-time)	Cdn Public Empls	2.6	2.5	2118	36	2011-12-31
City of Toronto (inside)	Cdn Public Empls	2.0	1.8	10,900	36	2011-12-31
City of Toronto (outside)	Cdn Public Empls	2.0	1.8	5,800	36	2011-12-31
City of Toronto (Unit B) (part-time)	Cdn Public Empls	2.0	1.8	1,200	36	2011-12-31
City of Toronto (recreation) (part-time)	Cdn Public Empls	2.0	1.8	9,000	36	2011-12-31
City of Windsor (inside)	Cdn Public Empls	1.6	1.0	1,508	48	2012-12-31
City of Windsor (outside)	Cdn Public Empls	1.6	1.0	362	48	2012-12-31
York Regional Police Services Board (civilians)	Police Association	3.8	3.8	491	12	2009-12-31
York Regional Police Services Board (uniform)	Police Association	3.8	3.8	1,350	12	2009-12-31
<b>Education &amp; Related Services</b>						
University of Guelph (Unit 2) (lecturers)	Cdn Public Empls	0.0	0.0	200	12	2010-08-31
University of Guelph (Unit 1) (teaching and service assistants)	Cdn Public Empls	0.0	0.0	600	12	2010-08-31
<b>Health &amp; Social Services</b>						
City of Toronto (Homes for the Aged LTC Homes/Services) (part-time)	Cdn Public Empls	2.0	1.8	1,900	36	2011-12-31
VHA Home Health Care	Service Employees Intl	1.7	1.0	1,100	36	2011-03-31
136178 Ontario Inc. (Westmount, Wynfield, Woodhaven, Waterford)	Labourers	3.6	6.7	800	36	2011-12-31
<b>Other Services</b>						
Richtree Market Restaurants (Brookfield Place)	Service Employees Intl	7.8 <sup>4</sup>	15.0	219	36	2012-01-05

\* COLA clause frozen for the term of the agreement

<sup>1</sup> Extension agreement

<sup>2</sup> Early renewal agreement

<sup>3</sup> Two-tier wage schedule

<sup>4</sup> Wage restructuring

## SELECTED SETTLEMENT SUMMARIES\*

### **City of Toronto and Canadian Union of Public Employees, Local 416 (5,800 outside employees) and Local 79 (10,900 full-time inside employees, 9,000 part-time recreation workers, 1,200 part-time Unit B employees)**

*four 36-month renewal agreements, effective January 1, 2009, expiring December 31, 2011, settled following work stoppages*

- general wage increases of 1.75% in the first year, 2% in the second year, 2.25% in the third year
- implementation of a new Illness or Injury (Short-Term Disability) Plan for eligible employees
- improvements to health care benefits
- modifications to the Group Life Insurance and Long Term Disability plans for eligible employees
- increases to shift bonus/premium pay provisions for eligible employees
- adjustments to post-65 benefits for active employees
- conversion of current hourly premium to a new premium structure for Toronto EMS Special Teams

### **City of Toronto Homes for the Aged (Long Term Care Homes & Services) and Canadian Union of Public Employees, Local 79 (1,900 part-time employees)**

*a 36-month renewal agreement, effective January 1, 2009, expiring December 31, 2011*

- general wage increases of 1.75% in the first year, 2% in the second year, 2.25% in the third year
- implementation of a new Illness or Injury (Short-Term Disability) Plan for eligible employees
- improvements to health care benefits
- modifications to the Group Life Insurance and Long Term Disability Plans
- increases to shift bonus/premium pay provisions for eligible employees
- adjustments to post-65 benefits for active employees

### **City of Windsor and Canadian Union of Public Employees, Locals 543 and 82 (1,508 inside and 362 outside employees)**

*two 48-month renewal agreements, effective January 1, 2009, expiring December 31, 2012, settled following work stoppages*

- general wage increases of 1% on August 1, 2009, 1.5% on January 1, 2010, 1.8% on January 1, 2011, and 2% on January 1, 2012; incentive payments for eligible employees
- implementation of a New Retiree Group Plan for eligible employees
- improvements to dental care plan and bereavement leave clause
- modifications to job security provisions

### **York Regional Police Services Board and York Regional Police Association (1,350 uniform and 491 civilian employees)**

*two 12-month renewal agreements, effective January 1, 2009, expiring December 31, 2009*

- wage increases of 2.21% on January 1, 2009, and 1.545% on July 1, 2009
- changes in salary structure for Sergeants, Detectives, Staff Sergeants and Detective Sergeants
- improvements to health care benefits plan
- amendments to survivor and retiree benefits, annual vacation, and various leaves of absence provisions
- enhanced meal allowances and travel time provisions
- increases in civilian service pay and various premiums

\* Based on available information

## MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	12,400	Various dates
Various School Boards	Various unions	Various locations	5,800	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	9,600	Various dates
Police Services Boards	Police Associations	Various locations	4,800	Various dates
Hospitals	Various unions	Various locations	67,600	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	29,700	Various dates
Universities	Various unions	Various locations	10,000	Various dates
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	Ottawa	2,200	2008-03-31
Liquor Control Board of Ontario	OPSEU	Province-wide	5,400	2009-03-31
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
Vale Inco	USW	Sudbury	3,000	2009-05-31
A & P Canada	Various unions	Various locations	11,700	Various dates
College Compensation and Appointments Council (academic staff)	OPSEU	Province-wide	8,750	2009-08-31
Pulp and Paper	Various unions	Various locations	4,200	Various dates

As of July 31, 2009, there were 176 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>MAY 2009</u>	<u>JUNE 2009</u>	<u>JULY 2009</u>
Canada	2.0	2.1	2.4	0.4	0.1	-0.3	-0.9
Ontario	1.8	1.8	2.3	0.6	0.4	0.0	-1.2
Toronto	1.6	1.9	2.4	0.8	0.5	0.2	-1.1
Ottawa-Gatineau (Ont. part)	1.7	1.9	2.2	0.9	0.5	0.2	-1.0
Thunder Bay	1.5	1.0	2.2	0.6	0.3	0.0	-1.6

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 the 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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