

Collective Bargaining Highlights

October 2007

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

AGREEMENTS SETTLED IN OCTOBER

- ▶ In October, 10 agreements were ratified, each covering 200 or more employees. These agreements covered a total of 3,876 employees, 52% of whom were in the private sector (2,024) with the majority in manufacturing (1,489).
- ▶ The overall average annual increase in base wage rates in October was 2.2%, a decrease from 3.5% reported in the previous month. In the public sector, four agreements were settled for an average annual wage increase of 3%, down from 3.9% reported last month. In the private sector, six agreements were settled with an average annual increase of 1.5%, compared to 3% in September.
- ▶ Major settlements in October included a three-year agreement between Dana Canada and the CAW, providing 410 employees with an average annual wage increase of 1.6% based on COLA fold-in and estimates. Providence Continuing Care Centre and OPSEU, representing 600 employees, settled a two-year agreement for an average annual wage increase of 3%. St. Joseph's Health Care (Regional Mental Health Care) and OPSEU reached a two-year settlement covering 600 employees, for an average annual wage increase of 3%. The City of Barrie and CUPE negotiated a three-year agreement, providing 385 office and outside employees with an average annual wage increase of 3.1%.

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WAGE SETTLEMENTS — BY INDUSTRY

	OCTOBER			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date 2007</u> %	<u>2006</u> %	<u>2005</u> %
All Settlements	10	3,876	2.2	3.0	2.5	2.7
Public Sector	4	1,852	3.0	3.1	3.0	2.7
Private Sector	6	2,024	1.5	2.9	1.8	2.4
Industries						
Primary	-	-	-	2.7	3.1	2.5
Manufacturing	4	1,489	1.1	2.6	2.2	2.4
Construction	-	-	-	3.1	3.2	3.5
Trade and Finance	-	-	-	1.9	1.1	2.3
Transportation, Communications & Utilities	-	-	-	3.2	2.7	2.9
Public Administration	1	385	3.1	3.0	2.9	2.6
Education & Related Services	-	-	-	3.5	3.1	2.7
Health & Social Services	3	1,467	3.0	3.0	2.8	2.9
Other Services	2	535	2.5	3.1	2.3	2.1

OCTOBER 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						
Baytech Plastics	UNITE-HERE	1.2 *	0.0	216	36	2010-09-19
Dana Canada Corp (St. Mary's Plant)	Cdn Auto Workers	1.6 *	0.0	410	36	2010-11-05
John Deere (John Deere Welland Works)	Cdn Auto Workers	0.9 * ¹	0.0	657	36	2010-09-30
Norbord Industries (Nexfor Norbord-Cochrane)	United Steelworkers	0.5 ²	-2.3	206	60	2012-05-31
Public Administration						
Barrie City Corp (office, outside)	Cdn Public Empls	3.1	3.0	385	36	2009-12-31
Health & Social Services						
Providence Continuing Care Centre (St. Mary's of the Lake Hosp, Mental Health)	Ont Public Service Empls	3.0	3.0	600	24	2006-03-31
St Joseph's Health Care (Regional Mental Health Care)	Ont Public Service Empls	3.0	3.0	600	24	2007-03-31
Windsor-Essex Children's Aid Society	Cdn Public Empls	3.0	3.0	267	36	2010-03-31
Other Services						
The Westin Prince Hotel	UNITE-HERE	3.1	3.0	235	48	2010-01-31
Vertex Customer Management (Canada)	Cdn Public Empls	2.0	2.0	300	36	2010-09-30

* Including COLA clauses and/or COLA estimates

¹ Two-tier wage schedule

² Wage reduction in the first year

John Deere Welland Works and the National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 275 (657 employees)

a three-year renewal agreement effective October 1, 2007, expiring September 30, 2010

- wage adjustments include \$0.75 per hour worked payable in lump sums in each year of the agreement, in addition to a signing bonus of \$1,500, and COLA fold-in
- all employees are entitled to participate in the profit-sharing plan
- improvements to the pension plan and safety shoe allowance
- new letter of understanding establishing a Skilled Trades Consultation Committee to discuss issues specific to the skilled trades

St. Joseph's Health Care (Regional Mental Health Care) and Ontario Public Service Employees' Union, Local 152 (600 employees)

a two-year renewal agreement incorporating items settled prior to arbitration and issues settled at arbitration, effective April 1, 2005, expiring March 31, 2007

- general wage increases of 3% in each year, with special adjustments for specific classifications
- increases in shift premium, and transportation and standby allowances for eligible employees
- implementation of a Unit leader premium
- improvements to health care benefits and vacation leave for eligible employees

Providence Continuing Care Centre (St. Mary's of the Lake Hospital, Mental Health Services) and Ontario Public Service Employees' Union, Local 431 (600 employees)

a two-year renewal agreement incorporating items settled prior to arbitration and issues settled at arbitration, effective April 1, 2004, expiring March 31, 2006

- general wage increases of 3% in each year, with special adjustments for specific classifications
- increases in shift, weekend, and on-call duty premiums for eligible employees
- improvements to vacation leave for eligible employees

* Based on available information

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	88,000	Various dates
Various School Boards	Various unions	Various locations	10,100	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	27,400	Various dates
Police Services Boards	Police Associations	Various locations	17,180	Various dates
Hospitals	Various unions	Various locations	17,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	31,700	Various dates
Universities	Various unions	Various locations	6,000	Various dates
A & P	Various unions	Various locations	15,700	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	33,800	2007-04-30
Greater Toronto Transit Authority (GO Transit)	Amalgamated Transit (ATU-Intl)	Province-wide	912	2007-06-01
Garda Security (previously Initial Security)	USW	Province-wide	2,000	2007-06-30
Group 4 Securicor (Canada) Ltd. (previously Group 4 Falck)	USW	Province-wide	4,000	2007-06-30
Securitas Canada Ltd.	USW	Province-wide	2,000	2007-06-30
Brewers' Retail	UFCW	Province-wide	6,000	2007-12-31
Purolator Courier	Teamsters	Province-wide	4,300	2007-12-31
Pharma Plus Drugmarts Ltd.	UFCW	Province-wide	2,183	2008-01-04
Winners Merchants Inc.	UNITE-HERE	Province-wide	1,250	2008-01-31

As of October 31, 2007, there were 152 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>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007 year-to-date</u>	<u>AUG 2007</u>	<u>SEP 2007</u>	<u>OCT 2007</u>
Canada	1.9	2.2	2.0	2.1	1.7	2.5	2.4
Ontario	1.9	2.2	1.8	1.7	1.6	2.3	2.3
Toronto	1.7	1.8	1.6	1.8	1.9	2.5	2.5
Ottawa-Gatineau (Ont. part)	1.9	2.3	1.7	1.8	1.7	2.4	2.3
Thunder Bay	1.3	1.7	1.5	1.0	1.0	1.6	1.4

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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