

# Collective Bargaining Highlights

November 2008

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

## AGREEMENTS SETTLED IN NOVEMBER

- ▶ In November, 117 collective agreements were ratified, each covering 200 or more employees. These agreements covered 96,756 employees, 77% of whom were in the public sector (74,039), with the majority in education and related services (72,197).
- ▶ The overall average annual increase in base wage rates in November was 3.1%, up from 3% reported in the previous month. In the public sector, 111 agreements were settled for an average annual wage increase of 3.1%, also up from 3% in October. In the private sector, six agreements were settled for an average annual wage increase of 2.9%, an increase from 1.9% in the previous month.
- ▶ Major settlements in November included an arbitration award covering four Extencicare agreements for 909 employees represented by the Canadian Union of Public Employees (CUPE). The award, covering a total of eight nursing homes, provided an average annual wage increase of 2.8% over two years. Providence Care Centre, (St. Mary's of the Lake Hospital), and the Ontario Public Service Employees Union (OPSEU) reached a settlement covering 600 employees. The 24-month agreement includes an average annual wage increase of 2.9%. In the education sector, district school boards settled 102 agreements covering 70,829 teaching and non-teaching staff. Of the 102 agreements, CUPE, representing 26,453 non-teaching employees, settled 43 agreements varying in duration from 44 to 56 months. The CUPE agreements provide average annual wage increases

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## ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Halton Catholic District School Board and OECTA (694 occasional teachers)  
*Average Annual Wage Increase: 3.1% over four years*
- ▶ Hamilton-Wentworth District School Board and CUPE (426 custodial and maintenance employees)  
*Average Annual Wage Increase: 3% over four years*
- ▶ University of Toronto and CUPE (670 full-time service employees)  
*Average Annual Wage Increase: 3.3% over two years*

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## WAGE SETTLEMENTS — BY INDUSTRY

	NOVEMBER			ANNUAL		
	Agreements	Employees	Average Annual Increase %	Year-to-date 2008 %	2007 %	2006 %
<b>All Settlements</b>	<b>117</b>	<b>96,756</b>	<b>3.1</b>	<b>2.7</b>	<b>3.0</b>	<b>2.5</b>
Public Sector	111	74,039	3.1	3.1	3.1	3.0
Private Sector	6	22,717	2.9	2.0	2.9	1.8
<b>Industries</b>						
Primary	1	635	3.2	4.1	2.7	3.1
Manufacturing	3	1,082	2.1	1.2	2.4	2.2
Construction	1	10,000	3.4	3.4	3.2	3.2
Trade and Finance	-	-	-	2.1	1.9	1.1
Transportation, Communications & Utilities	-	-	-	3.0	3.2	2.7
Public Administration	1	333	3.0	3.0	2.9	3.0
Education & Related Services	105	72,197	3.1	3.1	3.4	3.1
Health & Welfare Services	5	1,509	2.8	3.0	3.0	2.8
Other Services	1	11,000	2.5	2.6	3.0	2.3

## AGREEMENTS SETTLED IN NOVEMBER (CONT'D)

ranging between 2.8% and 3.3%. The Ontario English Catholic Teachers' Association (OECTA) reached 19 agreements, covering 21,980 elementary and secondary teachers, for average annual wage increases of 3% over four years. OECTA

also reached 14 agreements covering 9,107 occasional teachers, for average annual wage increases ranging between 3% and 3.9% over 48 months.

## NOVEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1 <sup>st</sup> 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
<b>Primary</b>						
Xstrata Copper Canada (Kidd Metallurgical site)	Cdn Auto Workers	3.2 *	3.2	635	36	2011-09-30
<b>Manufacturing</b>						
Bombardier Transportation (Thunder Bay plant)	Cdn Auto Workers	2.0 *	0.4	462	36	2011-05-31
Hammond Manufacturing (plant/distribution)	Hammond Mfg Co Empls Assn	2.2	2.2	250	24	2010-11-26
Lakeside Steel	Cdn Auto Workers	2.1 <sup>*2</sup>	0.0	370	36	2011-10-31
<b>Construction</b>						
Labourers Employer Bargaining Agency (ICI)	Labourers	3.4	3.4	10,000	36	2010-04-30
<b>Public Administration</b>						
County of Norfolk (inside/outside)	Cdn Public Empls	3.0 <sup>2</sup>	3.0	333	48	2011-12-31
<b>Education &amp; Related Services</b>						
<b>School Boards</b>						
Algonquin and Lakeshore Catholic DSB (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	846	48	2012-08-31
Algonquin and Lakeshore Catholic DSB (occasional)	Ont English Catholic Teachers	3.9	6.6	269	48	2012-08-31
Algonquin and Lakeshore Catholic DSB (office/plant/drivers)	Cdn Public Empls	3.0	3.0	926	48	2012-08-31
Avon Maitland DSB (office/tech/educational assistants)	Ont Secondary School Teachers	3.0	3.0	400	48	2012-08-31
Brant Haldimand-Norfolk Catholic DSB (office/tech/educational assistants)	Ont Secondary School Teachers	3.0	3.0	222	48	2012-08-31
Brant Haldimand-Norfolk Catholic DSB (occasional)	Ont English Catholic Teachers	3.9	6.6	282	48	2012-08-31
CSD des écoles catholiques du Sud-Ouest (elementary/secondary)	Enseignants Franco-Ontariens	3.0	3.0	580	48	2012-08-31
CSD des écoles catholiques du Sud-Ouest (non-teaching)	Cdn Public Empls	2.8	4.2	356	56	2012-08-31
Conseil des écoles catholiques du Centre-Est (elementary)	Enseignants Franco-Ontariens	3.0	3.0	958	48	2012-08-31

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\* Including COLA clauses and/or COLA estimates

<sup>1</sup> Early renewal agreement

<sup>2</sup> Wage restructuring

## NOVEMBER SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1 <sup>st</sup> 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
<b>Education &amp; Related Services (cont'd)</b>						
<b>School Boards</b>						
Conseil des écoles catholiques du Centre-Est (secondary)	Enseignants Franco-Ontariens	3.0	3.0	389	48	2012-08-31
Conseil des écoles publiques de l'Est de l'Ontario (elementary)	Enseignants Franco-Ontariens	3.0	3.0	529	48	2012-08-31
Conseil des écoles publiques de l'Est de l'Ontario (occasional)	Enseignants Franco-Ontariens	3.8	6.2	523	48	2012-08-31
Conseil des écoles publiques de l'Est de l'Ontario (secondary)	Enseignants Franco-Ontariens	3.0	3.0	308	48	2012-08-31
CSD catholique des Grandes Rivières (elementary/secondary)	Enseignants Franco-Ontariens	3.0	3.0	569	48	2012-08-31
CSD catholique des Grandes Rivières (non-teaching)	Ont Secondary School Teachers	3.0	3.0	494	48	2012-08-31
CSD catholique Franco-Nord (elementary/secondary)	Enseignants Franco-Ontariens	3.0	3.0	267	48	2012-08-31
CSD du Grand Nord de l'Ontario (elementary/secondary)	Enseignants Franco-Ontariens	3.0	3.0	265	48	2012-08-31
Dufferin-Peel Catholic DSB (educational resource)	Dufferin-Peel Ed Resource Wkrs	3.0 <sup>1</sup>	3.0	522	48	2012-08-31
Dufferin-Peel Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	3,163	48	2012-08-31
Dufferin-Peel Catholic DSB (occasional)	Ont English Catholic Teachers	3.5	5.2	1,924	48	2012-08-31
Dufferin-Peel Catholic DSB (office)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	473	48	2012-08-31
Dufferin-Peel Catholic DSB (plant)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	700	48	2012-08-31
Durham Catholic DSB (educational assistants)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	300	48	2012-08-31
Durham Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	860	48	2012-08-31
Durham Catholic DSB (secondary)	Ont English Catholic Teachers	3.0	3.0	570	48	2012-08-31
Durham DSB (custodial)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	484	48	2012-08-31
Durham DSB (educational assistants)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	835	48	2012-08-31
Durham DSB (office/tech)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	357	48	2012-08-31
Eastern Ontario Catholic DSB (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	900	48	2012-08-31
Eastern Ontario Catholic DSB (occasional)	Ont English Catholic Teachers	3.8	6.3	360	48	2012-08-31
Eastern Ontario Catholic DSB (office/tech/plant)	Cdn Public Empls	3.0	3.0	406	48	2012-08-31
Grand Erie DSB (educational assistants)	Cdn Public Empls	3.0	3.0	325	48	2012-08-31
Grand Erie DSB (facility services)	Cdn Public Empls	3.0	3.0	240	48	2012-08-31
Grand Erie DSB (office/tech)	Cdn Public Empls	3.0	3.0	200	48	2012-08-31
Greater Essex County DSB (custodial/maintenance)	Cdn Public Empls	3.0	3.0	295	48	2012-08-31
Greater Essex County DSB (educational support)	Ont Secondary School Teachers	3.5	3.0	323	48	2012-08-31
Greater Essex County DSB (office/tech)	Cdn Public Empls	3.0 <sup>2</sup>	3.0	260	48	2012-08-31

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\* Including COLA clauses and/or COLA estimates

<sup>1</sup> Early renewal agreement

<sup>2</sup> Wage restructuring

## NOVEMBER SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1 <sup>st</sup> 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
<b>Education &amp; Related Services (cont'd)</b>						
<b>School Boards</b>						
Halton Catholic DSB (educational assistants)	Cdn Public Empls	3.0	3.0	493	48	2012-08-31
Halton Catholic DSB (office)	Cdn Public Empls	3.0	3.0	207	48	2012-08-31
Halton Catholic DSB (secondary)	Ont English Catholic Teachers	3.0	3.0	678	48	2012-08-31
Halton DSB (educational assistants)	Halton Ed Asst Assn	3.0	3.0	604	48	2012-08-31
Halton DSB (maintenance)	Cdn Public Empls	3.0	3.0	256	48	2012-08-31
Halton DSB (office/tech)	Ont Secondary School Teachers	3.0	3.0	249	48	2012-08-31
Hamilton-Wentworth Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	1,070	48	2012-08-31
Hamilton-Wentworth Catholic DSB (occasional)	Ont English Catholic Teachers	3.9	6.6	474	48	2012-08-31
Hamilton-Wentworth Catholic DSB (office/professional)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	713	48	2012-08-31
Hamilton-Wentworth Catholic DSB (secondary)	Ont English Catholic Teachers	3.0	3.0	662	48	2012-08-31
Hamilton-Wentworth DSB (office/tech)	Ont Secondary School Teachers	3.0 <sup>1</sup>	3.0	340	48	2012-08-31
Hastings and Prince Edward DSB (custodial/office/educational assistants)	Cdn Public Empls	3.0	3.0	611	48	2012-08-31
Kawartha Pine Ridge DSB (non-teaching)	Cdn Public Empls	3.0	3.0	1,200	48	2012-08-31
Lambton Kent DSB (office/maintenance)	Cdn Public Empls	3.3	3.0	618	44	2012-08-31
London District Catholic School Board (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	1,278	48	2012-08-31
London District Catholic School Board (non-teaching prof support/office/cust/maintenance)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	668	48	2012-08-31
London District Catholic School Board (occasional)	Ont English Catholic Teachers	3.0	3.0	400	48	2012-08-31
Niagara Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	895	48	2012-08-31
Niagara Catholic DSB (maintenance/office/teaching assistants)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	792	48	2012-08-31
Niagara Catholic DSB (occasional)	Ont English Catholic Teachers	3.8	6.3	492	48	2012-08-31
Niagara Catholic DSB (secondary)	Ont English Catholic Teachers	3.0	3.0	563	48	2012-08-31
Niagara DSB (office/tech/instructional support)	Cdn Public Empls	3.2 <sup>1</sup>	3.0	687	45	2012-08-31
Niagara DSB (plant)	Cdn Public Empls	3.2 <sup>1</sup>	3.0	523	45	2012-08-31
Ottawa-Carleton Catholic DSB (office/tech/educational support)	Cdn Public Empls	3.0	3.0	756	48	2012-08-31
Ottawa-Carleton Catholic DSB (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	2,750	48	2012-08-31
Ottawa-Carleton Catholic DSB (occasional)	Ont English Catholic Teachers	3.9	6.5	1,300	48	2012-08-31
Peel DSB (custodial/maintenance)	Cdn Public Empls	3.0	3.0	1,050	48	2012-08-31
Peel DSB (office)	Cdn Public Empls	3.0	3.0	775	48	2012-08-31
Peel DSB (teaching assistants)	Peel Educational Facilitators	3.0	3.0	1,200	48	2012-08-31

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\* Including COLA clauses and/or COLA estimates

<sup>1</sup> Early renewal agreement

<sup>2</sup> Wage restructuring

## NOVEMBER SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1 <sup>st</sup> 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
<b>Education &amp; Related Services (cont'd)</b>						
<b>School Boards</b>						
Peterborough Victoria Northumberland & Clarington Catholic DSB (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	935	48	2012-08-31
Peterborough Victoria Northumberland & Clarington Catholic DSB (non-teaching)	Cdn Public Empls	3.0	3.0	502	48	2012-08-31
Peterborough Victoria Northumberland & Clarington Catholic DSB (occasional)	Ont English Catholic Teachers	3.9	6.6	306	48	2012-08-31
Renfrew County Catholic DSB (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	363	48	2012-08-31
Renfrew County Catholic DSB (occasional)	Ont English Catholic Teachers	3.9	6.6	220	48	2012-08-31
Simcoe County DSB (maintenance)	Cdn Public Empls	3.0	3.0	553	48	2012-08-31
Simcoe County DSB (office/educational assistants)	Ont Public Service Empls	3.0 <sup>1</sup>	3.0	1,633	48	2012-08-31
Simcoe Muskoka Catholic DSB (educational assistants)	Ont Secondary School Teachers	3.0	3.0	368	48	2012-08-31
Simcoe Muskoka Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	800	48	2012-08-31
Simcoe Muskoka Catholic DSB (occasional)	Ont English Catholic Teachers	3.0	3.0	550	48	2012-08-31
St Clair Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	337	48	2012-08-31
St Clair Catholic DSB (occasional)	Ont English Catholic Teachers	3.0	3.0	337	48	2012-08-31
St Clair Catholic DSB (office/maintenance/ed assistants)	Cdn Public Empls	3.3	3.0	542	44	2012-08-31
Thames Valley DSB (custodians/drivers/tech)	Cdn Public Empls	3.0	3.0	679	48	2012-08-31
Thames Valley DSB (office)	Cdn Public Empls	2.9	2.9	396	48	2012-08-31
Toronto Catholic DSB (custodial/maintenance)	Cdn Public Empls	3.0	3.0	822	48	2012-08-31
Toronto Catholic DSB (educational support)	Cdn Public Empls	3.0	3.0	1,293	48	2012-08-31
Toronto Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	3,830	48	2012-08-31
Toronto Catholic DSB (occasional)	Ont English Catholic Teachers	3.8	6.2	1,795	48	2012-08-31
Toronto Catholic DSB (office/tech)	Cdn Public Empls	3.0	3.0	714	48	2012-08-31
Trillium Lakelands DSB (office/tech/ed assistants)	Cdn Public Empls	3.1 <sup>1</sup>	3.0	550	46	2012-08-31
Upper Canada DSB (non-teaching)	Cdn Public Empls	3.0	3.0	1,250	48	2012-08-31
Upper Grand DSB (custodial/maintenance)	Cdn Public Empls	3.0	3.0	250	48	2012-08-31
Upper Grand DSB (ed & special program assistants)	Ont Secondary School Teachers	3.0	3.0	350	48	2012-08-31
Upper Grand DSB (office/tech)	Ont Secondary School Teachers	3.0	3.0	316	48	2012-08-31
Waterloo Catholic DSB (maintenance)	Cdn Auto Workers	3.0 <sup>1</sup>	3.0	206	48	2012-08-31
Waterloo Catholic DSB (office)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	532	48	2012-08-31
Waterloo Region DSB (custodial/maintenance)	Custodial & Maint Assn	3.0	3.0	470	48	2012-08-31
Waterloo Region DSB (ed assistants)	Educational Assistants Assn	3.0	3.0	1,000	48	2012-08-31

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\* Including COLA clauses and/or COLA estimates

<sup>1</sup> Early renewal agreement

<sup>2</sup> Wage restructuring

## NOVEMBER SETTLEMENTS (CONT'D)

Employer	Union	Average Annual Wage Incr. %	1 <sup>st</sup> 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
<b>Education &amp; Related Services (cont'd)</b>						
<b>School Boards</b>						
Windsor-Essex Catholic DSB (educational assistants)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	264	48	2012-08-31
Windsor-Essex Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	912	48	2012-08-31
Windsor-Essex Catholic DSB (occasional)	Ont English Catholic Teachers	3.0	3.0	398	48	2012-08-31
Windsor-Essex Catholic DSB (office/tech)	Cdn Auto Workers	3.0 <sup>1,2</sup>	3.0	204	48	2012-08-31
Windsor-Essex Catholic DSB (secondary)	Ont English Catholic Teachers	3.0	3.0	568	48	2012-08-31
York Region DSB (maintenance)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	900	48	2012-08-31
York Region DSB (office/educational assistants)	Cdn Public Empls	3.0 <sup>1</sup>	3.0	1,700	48	2012-08-31
<b>Universities</b>						
Brock University (office/library support)	Ont Secondary School Teachers	3.1	3.0	238	24	2010-04-30
Ryerson University (faculty/counsellors/librarians)	Ryerson Faculty Assn	4.1 <sup>3</sup>	4.1	730	36	2011-06-30
York University (maintenance/plant)	Cdn Public Empls	3.1	3.0	400	36	2011-08-31
<b>Health &amp; Welfare Services</b>						
Extendicare (Canada) Bayview Villa (service/RPN/RN)	Cdn Public Empls	2.8	2.8	224	24	2008-12-31
Extendicare (Canada) Laurier Manor (service/office/RPN)	Cdn Public Empls	2.8	2.8	222	24	2008-12-31
Extendicare (Canada) Sudbury York (service/RPN)	Cdn Public Empls	2.8	2.8	239	24	2008-12-31
Extendicare (Canada) West End Villa (service/office/RPN)	Cdn Public Empls	2.8	2.8	224	24	2008-12-31
Providence Care Centre, St Marys of The Lake Hospital (mental health services)	Ont Public Service Empls	2.9	2.8	600	24	2010-03-31
<b>Other Services</b>						
Canadian Advertisers Assn & Communication Agencies Institute	Cdn TV & Radio Artists	2.5	5.1	11,000	36	2011-06-30

\* Including COLA clauses and/or COLA estimates

<sup>1</sup> Early renewal agreement

<sup>2</sup> Wage restructuring

<sup>3</sup> Applies to faculty only

**Extendicare (Canada) Inc. and Canadian Union of Public Employees, various Locals (909 employees covered by four agreements)**

*part of an arbitrated award involving a total of nine renewal 24-month agreements covering a total of 1,327 service, office, and nursing employees at eight nursing homes, effective January 1, 2007, expiring December 31, 2008*

- general wage increases of 2.8% in each year, in addition to monetary adjustments for Registered Nurses and Registered Practical Nurses
- modifications and improvements to number of hours off work between shifts, relevant shift and overtime premiums, and life insurance benefits for eligible employees
- modifications to “holidays on day off” provision

**Providence 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, effective April 1, 2008, expiring March 31, 2010*

- general wage increases of 2.8% in the first year, and 3% in the second year, with special adjustments for specific classifications
- modifications and improvements to vacation provisions for eligible employees
- improvements to health care benefits

**Dufferin-Peel Catholic District School Board and Ontario English Catholic Teachers’ Association (OECTA) (1,924 elementary and secondary occasional teachers)**

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

- wage increases of 3% in each year and an increase of 3.5% to the funding benchmark as provided in the Provincial Discussion Table (PDT) agreement
- increased statutory holiday pay to 3.5% in recognition of Family Day
- modified supervision time and workload assignments

**Simcoe County District School Board and Ontario Public Service Employees Union, Local 330 (1,633 office employees and educational assistants)**

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

- general wage increases of 3% in each year
- improvements to group extended health and dental insurance plans
- increased number of Professional Activity Days for educational assistants
- letters of understanding regarding staffing funding enhancements for eligible employees and group benefits and other working conditions

**York Region District School Board and Canadian Union of Public Employees, Local 1734 (1,700 office employees and educational assistants)**

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

- general wage increases of 3% in each year
- improvements to health care benefits and vacation provisions for eligible employees
- amendments to various leaves
- increased staffing as per Provincial Discussion Table (PDT) agreement
- additional funds are provided to enhance group benefits and other working conditions in 2010-2011
- identification of funds for professional development, training, and equipment provided under the PDT agreement
- establishment of two provincial committees to discuss violence in the workplace and a support workers’ advisory group

\* Based on available information

**Toronto Catholic District School Board and Ontario English Catholic Teachers' Association (OECTA) (3,830 elementary teachers)**

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

- general wage increases of 3% in each year
- improvements to health care benefits
- increased mileage rate
- probationary period reduced to one year from two years
- travel time shall be provided for itinerant and FSL teacher
- modification to staffing and class size allocation as per Provincial Discussion Table (PDT) agreement; increased teachers' preparation and planning time to 240 minutes by the end of the fourth year
- teachers shall be available to students 15 minutes prior to the first scheduled class of the day and five minutes prior to the first scheduled class in the afternoon, and such time shall not constitute supervision/on call or instructional time; any assigned supervision duty during the times as outlined above, such as but not limited to bus, hall, and yard duties shall constitute supervision
- establishment of a Joint Benefits Review Committee to receive, review, discuss and recommend changes
- letters of intent to explore and introduce Alternate School Year models, Workplace Accommodations, and to establish a Safe School Committee

**Peel District School Board and the Educational Resource Facilitators of Peel (1,200 teaching assistants)**

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

- general wage increases of 3% in each year
- enhanced benefits to be implemented by September 1, 2011
- increased vacation pay earnings for eligible employees
- improved language regarding various leaves for eligible employees
- effective September 2011, retired teaching assistants with 10 or more years of continuous service may elect to continue to participate in any employee benefit plans until age 65 at their own cost
- modified language regarding supervision time assigned to teaching assistants
- increased allowances for PPI position
- letters of understanding regarding establishment of a Joint Task Group to examine and report on issues of workplace violence in the schools; a one-time Professional Development Allocation fund for professional development and training for support workers, and a Joint Group Benefits and Other Working Conditions Committee to review and determine group benefits and working conditions enhancements
- letter of understanding regarding enhancements arising from other education support workers PDT agreement

\* Based on available information

## MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	80,000	Various dates
Various School Boards	Various unions	Various locations	141,600	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	52,200	Various dates
Police Services Boards	Police Associations	Various locations	17,000	Various dates
Hospitals	Various unions	Various locations	11,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	36,300	Various dates
Universities	Various unions	Various locations	17,000	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
Council of Academic Hospitals of Ontario (CAHO)	Internes & Residents Assn.	Various locations	3,100	2008-06-30
Red Cross Community Health Services (homemaker services)	SEIU	Various locations	3,000	2008-07-31
Ontario Government (OPP) (civilians/uniform)	Ontario Provincial Police	Province-wide	7,700	2008-12-31
Ontario Government (unified/correctional)	OPSEU	Province-wide	44,300	2008-12-31

As of November 30, 2008, there were 260 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>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u> <u>year-to-date</u>	<u>SEP</u> <u>2008</u>	<u>OCT</u> <u>2008</u>	<u>NOV</u> <u>2008</u>
Canada	2.2	2.0	2.1	2.5	3.4	2.6	2.0
Ontario	2.2	1.8	1.8	2.3	3.7	2.5	2.1
Toronto	1.8	1.6	1.9	2.5	3.7	2.7	2.3
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	2.2	3.7	2.6	2.2
Thunder Bay	1.7	1.5	1.0	2.2	3.6	2.8	2.4

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 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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