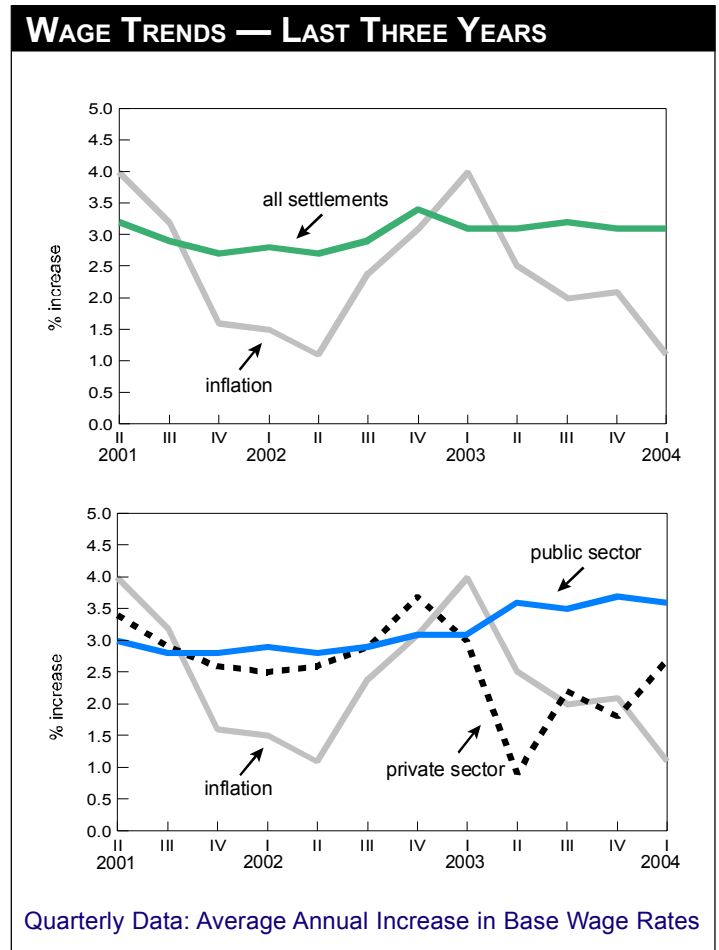


# Collective Bargaining Highlights

May 2004

- In May, 42 collective agreements were ratified, each covering 200 or more employees. These agreements covered 56,484 employees, 84% of whom were in the private sector (47,622), with the majority in construction (39,530).
- The overall average annual increase in base wage rates in May was 3.2%, unchanged from last month. In the public sector, 16 agreements were settled with an average annual wage increase of 3.2%, down from 3.7% in the previous month. In the private sector, 26 agreements were settled with an average annual increase of 3.2%, compared to 3.1% in April.
- Major settlements in May included a three-year agreement reached between Maple Leaf Foods (Maple Leaf Pork) and the UFCW, providing 1,100 employees with an average annual wage increase of 3.1%. In the construction industry, seven Industrial-Commercial-Institutional (ICI) and eight non-ICI agreements were reached, covering 39,530 employees and providing average annual wage increases ranging from 2% to 4.3%. Windsor Casino and 3,500 employees represented by the CAW ratified a four-year agreement following a work stoppage. The agreement provides an average annual wage increase of 3.5%. In the health care sector, a settlement was reached for 77 participating nursing homes, covering 6,831 employees represented by the SEIU. The settlement involved 32 collective agreements and provided average annual wage increases ranging from 3.2% to 3.6% including pay equity.



## WAGE SETTLEMENTS — BY INDUSTRY

	MAY			ANNUAL		
	Agreements	Employees	Average Annual Increase %	Year-to-date 2004 %	2003 %	2002 %
<b>All Settlements</b>	<b>42</b>	<b>56,484</b>	<b>3.2</b>	<b>3.2</b>	<b>3.1</b>	<b>3.0</b>
Public Sector	16	8,862	3.2	3.5	3.5	2.9
Private Sector	26	47,622	3.2	3.0	1.9	3.0
<b>Industries</b>						
Primary	-	-	-	2.1	2.5	1.8
Manufacturing	9	4,102	3.2	2.3	2.7	3.5
Construction	15	39,530	3.2	3.1	2.8	2.9
Trade and Finance	-	-	-	2.5	1.4	2.2
Transportation, Communications & Utilities	-	-	-	3.0	1.9	3.0
Public Administration	2	1,074	2.3	3.2	3.1	2.8
Education & Related Services	4	984	3.1	4.1	3.8	2.9
Health & Social Services	10	6,804	3.3	2.8	3.3	3.0
Other Services	2	3,990	3.8	3.4	2.5	2.8

## MAY 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>						
3M Canada (Ontario Plant)	Cdn Auto Workers	2.9 *	1.1	275	36	2007-05-06
Accucaps Industries	Cdn Auto Workers	3.5 *	0.0	330	36	2007-04-25
Canada Bread Frozen Bakery (Rivermede/Viceroy)	Bakery Tobacco & Grain Millers	2.7	3.7	380	60	2009-01-18
Concord Confections	Bakery Tobacco & Grain Millers	2.8	4.0	315	60	2009-01-31
Fincore Industries	United Steelworkers	4.9 **	9.5	238	36	2007-04-02
H J Heinz of Canada (Plant Unit)	Food & Commercial Workers	3.3 *	2.7	604	36	2007-04-30
La-Z-Boy Canada	Communication Workers (AMER)	2.0	2.0	380	36	2007-03-23
Maple Leaf Foods (Maple Leaf Pork Div)	Food & Commercial Workers	3.1	3.2	1,100	36	2007-03-31
Satisfied Brake Products	Food & Commercial Workers	4.3	4.5	480	36	2007-04-30
<b>Construction</b>						
Carpenters Employer Bargaining Agency (ICI)	Carpenters	3.5	5.0	12,000	36	2007-04-30
Electrical Contractors Assn of Toronto (residential lowrise)	Electrical Workers (IBEW)	4.3	4.3	800	36	2007-04-30
Greater Toronto Residential Carpentry Contractors Assn (residential highrise)	Labourers	3.3	2.7	300	36	2007-04-30
Greater Toronto Sewer and Watermain Contractors Assn	Various unions	3.6	3.7	1,000	36	2007-04-30
Greater Toronto Sewer and Watermain Contractors Assn	Intl Operating Engineers	3.5	3.7	800	36	2007-04-30
Ont Refrigeration/Air Conditioning Contractors (ICI)	Plumbers	3.0	3.7	800	36	2007-04-30
Ont Refrigeration/Air Conditioning Contractors (service)	Plumbers	3.0	3.7	1,500	36	2007-04-30
Ontario Erectors Assn (ICI)	Structural Iron Workers	2.8	2.8	4,000	36	2007-04-30
Ontario Mechanical Contractors Assn (ICI)	Plumbers	2.9	2.9	12,000	36	2007-04-30
Ontario Residential Painting Contractors	Painters	2.0	1.4	300	36	2007-04-30
Operating Engineers Employer Bargaining Agency (ICI)	Intl Operating Engineers	3.5	3.8	3,000	36	2007-04-30
Plasterers Employer Bargaining Agency (ICI)	Plasterers	3.1	3.6	350	36	2007-04-30
Rodmen Employer Bargaining Agency (ICI)	Structural Iron Workers	2.9	2.9	980	36	2007-04-30
Thunder Bay Construction Assn	Carpenters	3.0	3.1	600	36	2007-04-30
Toronto Heavy Construction Assn	Labourers	3.0	3.1	1,100	36	2007-04-30
<b>Public Administration</b>						
Greater Sudbury Police Services Board (uniform)	Police Association	3.6	3.9	234	36	2005-12-31
Niagara Parks Commission (park employees)	Ont Public Service Empls	2.0	1.0	840	36	2006-10-31

*continued on page 3*

\* Including COLA clauses and/or COLA estimates

\*\* Wage restructuring

## MAY 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
<b>Education &amp; Related Services</b>						
Greater Essex County DSB (custodial, maintenance)	Cdn Public Empls	3.0 *	3.0	270	36	2006-08-31
Huron-Superior Catholic DSB (clerical, educational assistants)	Cdn Public Empls	3.0	3.0	255	36	2007-08-31
Lakehead DSB (elementary occasional)	Elem Teachers Fed Ont	3.8 **	3.8	254	12	2004-08-31
London Public Library Board (office and outside)	Cdn Public Empls	2.6	3.0	205	24	2005-12-31
<b>Health &amp; Social Services</b>						
Apans Health Services (Grace Villa Nursing Home) (service, RPN)	Service Employees Intl	3.2	4.3	215	40	2007-04-30
Diversicare I, Partnership (Altamont & others) (service, RPN)	Service Employees Intl	3.2	4.4	704	40	2007-04-30
Extendicare (Canada) (service, RPN FT)	Service Employees Intl	3.2	4.4	859	40	2007-04-30
Extendicare (Canada) (service, RPN PT)	Service Employees Intl	3.2	4.4	617	40	2007-04-30
Humber River Regional Hospital (prof/paramedical)	Ont Public Service Empls	4.8 **	6.3	259	24	2004-03-31
Leisureworld (service, RPN)	Service Employees Intl	3.6	4.9	1,346	40	2007-04-30
Niagara Regional Municipality (senior services) (homes)	Cdn Public Empls	3.0	3.0	750	36	2006-12-31
Perley and Rideau Veterans Health Centre (service, RPN)	Cdn Public Empls	2.8	2.5	557	36	2004-09-28
Toronto Catholic Children's Aid Society	Cdn Public Empls	3.2	3.7	360	36	2007-03-31
Versa-Care CPL (service, RPN)	Service Employees Intl	3.2	4.4	1,137	40	2007-04-30
<b>Other Services</b>						
Securicor Cash Services	Teamsters	5.9	8.5	490	36	2007-04-30
Windsor Casino	Cdn Auto Workers	3.5	4.3	3,500	48	2008-04-03

\* Including COLA clauses and/or COLA estimates

\*\* Wage restructuring

## SELECTED SETTLEMENT SUMMARIES\*

### **Maple Leaf Foods Inc. (Maple Leaf Pork) and United Food and Commercial Workers International Union, Local 175 (1,100 employees)**

*a three-year renewal agreement effective April 1, 2004, expiring March 31, 2007*

- wage increases of \$0.35 in each year; special adjustments for skilled trades and selected groups
- perfect attendance bonus to increase to \$0.75 per hour
- increased contributions to pension and dental plans and improvements to vacation entitlement and seniority language

### **Niagara Regional Municipality, Senior Services Division (Homes) and Canadian Union of Public Employees, Local 1263 (750 service and RPN employees)**

*a three-year renewal agreement effective January 1, 2004, expiring December 31, 2006*

- wage increases of 3% in each year
- increased weekend premium, vacation entitlement for eligible employees, bereavement leave, and enhanced health care benefits for employees and eligible retirees

### **Carpenters' Employer Bargaining Agency (ICI) and Carpenters' District Council of Ontario, United Brotherhood of Carpenters and Joiners of America (12,000 employees)**

*a three-year renewal agreement effective May 1, 2004, expiring April 30, 2007*

- wage increases of \$1.75 in the first year and \$1.00 in both the second and third years, representing a total wage package increase of \$3.75 over the term of the agreement

### **Mechanical Contractors Association Ontario (ICI) and Ontario Pipe Trades Council of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (12,000 employees)**

*a three-year renewal agreement effective May 1, 2004, expiring April 30, 2007*

- wage increases of \$1.10 in both the first and second years and \$1.20 in the third year, representing a total wage package increase of \$3.40 over the life of the agreement

### **Ontario Erectors Association and Ironworkers District Council of Ontario, Various Locals (4,000 employees)**

*a three-year renewal agreement effective May 1, 2004, expiring April 30, 2007*

- wage increases of \$1.10 in both the first and second years and \$1.20 in the third year, representing a total wage package increase of \$3.40 over the life of the agreement; special adjustments for foreman
- increases in board, travel and commuting allowances

### **Windsor Casino Ltd. and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 444 (3,500 full-time and part-time employees)**

*a four-year renewal agreement effective April 1, 2004, expiring April 3, 2008*

- wage settlement includes lump sum payments of \$75 to \$1,500 for eligible employees and wage increases of \$0.50 in the first year, \$0.40 in each of the second, third, and fourth years; additional adjustments for certain classifications
- improvements to health and welfare benefits, bereavement leave, and child care provisions
- increases in safety shoe, tuition fee, and jury duty allowances, as well as an additional floating holiday in each year
- modifications to job security and technological change provisions and the creation of a new Social Justice fund

### **Participating Nursing Homes and Service Employees International Union, Local 1 (6 agreements covering 4,878 service and RPN employees)**

*a jointly bargained 40-month settlement for a total of 32 renewal agreements, involving 77 nursing homes, covering 6,831 employees, effective various dates, expiring in 2007 on various dates*

- average annual wage increases ranging from 3.2% to 3.6% including pay equity, as well as lump sum payments and RPN adjustments for eligible employees
- modifications to include the introduction of paid education leave and weekend premium
- increases in responsibility and uniform allowances, life insurance, health care benefits, and paid vacation and holidays for eligible employees

### **Perley and Rideau Veterans' Health Centre and Canadian Union of Public Employees, Local 870 (557 service and RPN employees)**

*a three-year arbitrated renewal agreement effective September 29, 2001, expiring September 28, 2004*

- wage increases of 2.5% in the first year and 3% in both the second and third years
- increased standby pay, shift and weekend premiums, vacation entitlement for eligible employees, safety footwear allowance, and enhanced health and welfare benefits

\* Based on available information

## MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	58,000	Various dates
Various School Boards	Various unions	Various locations	200,000	Various dates
Various Municipalities	Various unions	Various locations	20,000	Various dates
Hospitals	Various unions	Various locations	72,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	39,000	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	68,500	Various dates
Universities	Various unions	Various locations	14,000	Various dates
Bell Canada (craft, services)	CEP	Canada-wide	4,900	2003-11-30
CN, CP, VIA Rail	Various unions	Canada-wide	5,400	2003-12-31
Bruce Power LP	CUPE	Bruce County	2,750	2003-12-31
A&P (Food Basics)	UFCW	Province-wide	6,000	2004-01-31
National Grocers (Valu Mart)	CAW	Province-wide	1,200	2004-01-31
Ontario Government	AMAPCEO	Province-wide	5,600	2004-03-31
Canadian Broadcasting Corp	Various unions	Canada-wide	2,800	2004-03-31
Pulp & paper	Various unions	Various locations	7,000	2004-04-30
Toronto Star (delivery)	CEP	Various locations	1,900	2004-06-01
Institute of Communications and Advertising/ Assn. of Canadian Advertisers	Cdn TV & Radio Artists	Canada-wide	3,000	2004-06-30
A&P (New Dominion)	CAW	Southern Ontario	4,000	2004-07-10
Algoma Steel	USWA	Sault Ste Marie	2,300	2004-07-31
United Parcel Service Canada	Teamsters	Various locations	1,800	2004-07-31

As of May 31, 2004, there were 315 agreements, each covering 200 or more employees, that have expired and not been renewed.

## CONSUMER PRICE INDEX (1992 = 100)

(Percentage change from year earlier)	2001	2002	2003	2004 year-to-date	MAR 2004	APR 2004	MAY 2004
Canada	2.6	2.2	2.8	1.3	0.7	1.6	2.5
Ontario	3.1	2.0	2.7	1.7	1.1	2.3	2.8
Toronto	3.1	2.1	3.0	1.7	1.2	1.8	2.8
Ottawa	3.2	2.2	2.5	1.7	1.0	2.4	3.0
Thunder Bay	2.8	1.5	2.3	1.0	0.4	1.3	2.2

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.

**The Collective Bargaining Highlights may be reproduced and circulated freely. However, the Collective Bargaining Information Services should be acknowledged as the source.**

**This document is available on the Ministry of Labour Web site at [http://www.gov.on.ca/LAB/english/lr/pubs\\_type.html](http://www.gov.on.ca/LAB/english/lr/pubs_type.html). For further information on this report or other services, please contact us at [ocbi@mol.gov.on.ca](mailto:ocbi@mol.gov.on.ca) or call 416-326-1260. Cette publication est également disponible en français.**

ISSN 1492-4323