



## **Bargaining Update** **May 1<sup>st</sup> 2007**

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### **Overview**

The settlement with the Tilesetters reported in the April 9<sup>th</sup> Update has been ratified.

Last week, a settlement was achieved with the Plumbers and Pipefitters. The settlement framework for the Industrial work featured the following adjustments:

- on the effective date: 4% of the current gross rate
- on October 28<sup>th</sup> 2007: 2.5% of the current gross rate
- on May 4<sup>th</sup> 2008: 3% of the current gross rate
- on November 2<sup>nd</sup> 2008: 2% of the current gross rate
- on May 3<sup>rd</sup> 2009: 4% of the April 2009 gross rate
- on November 1<sup>st</sup> 2009: 2.5% of the April 2009 gross rate
- on May 2<sup>nd</sup> 2010: 3% of the April 2009 gross rate
- on October 31<sup>st</sup> 2010: 2% of the April 2009 gross rate.

The agreement also features:

- adjustments of travel, transportation and rotation allowances of 10% in the first year, and 10% in the third year.
- increase to the shift premiums of 50¢.
- increase to the foremen premiums of \$1.00

For Commercial work, the settlement provided for a narrowing of the gap between Industrial and Commercial base rates through the first two years, with a re-opener for the commercial wage rate, to be settled by arbitration if necessary, for the 3<sup>rd</sup> and 4<sup>th</sup> years.

In the wake of this settlement, terms of settlement were agreed with the Operating Engineers, Electricians, Ironworkers – Structural, Ironworkers – Reinforcing, Millwrights, and Sheeters and Cladders.

In ratification meetings on April 29<sup>th</sup> and 30<sup>th</sup>, however, the Plumbers and Pipefitters voted against the settlement. The impact of this on other ratification processes is yet to be determined.

[**Bold** indicates settled. ***Bold Italics*** indicates settled and ratified.]

Group 1:

Boilermakers  
Elevator Constructors  
**Millwrights**  
Plumbers / Pipefitters  
Sheet Metal

Group 2:

Bricklayers-Refractory  
Insulators  
Painters  
**Sheeters / Cladders**

Group 3:

**Bricklayers-General**  
Cement Masons  
Labourers  
Teamsters

**Electricians**  
**Ironworkers- Structural**  
**Operating Engineers**  
Refrigeration Mechanics  
Sprinkler Fitters

***Glassworkers***  
Lathers / ISM  
**Plasterers**  
***Tile Setters***

Carpenters  
**Ironworkers-Rebar**  
Roofers

### Settlements

**Bricklayers – General:** The parties achieved a memorandum of settlement during the week of March 19<sup>th</sup>. The memorandum featured increases of 5% in each of two years, with the balance of the collective agreement remaining unchanged. This memorandum was ratified on the weekend of March 24<sup>th</sup>. It is the first trade table in the sector to achieve a settlement.

**Glassworkers:** The parties reached a memorandum of settlement, which was ratified on April 4<sup>th</sup>. The new two year agreement will feature increases to the gross journeyman rate of \$5.00 per hour in the first year, and \$2.00 in the second. The rates for first and second year apprentices will increase from 60% to 65%, and 70% to 75%, respectively.

**Tilesetters:** The parties reached a memorandum of settlement on March 22<sup>nd</sup>. This settlement has been ratified. The settlement will bring into effect a four year agreement, with increases of 5%, 5%, 3%, and 3%. There will be adjustments in the rates for starter and experienced helpers.

### Trade Tables

*The following are trade tables for which we have some information. We will add information on other bargaining in future updates as we receive it.*

**Boilermakers:** The Union applied for mediation. The parties met with the mediator for an afternoon on March 20<sup>th</sup>, following which the Union asked the mediator to “write out”. The mediator has done so.

**Bricklayers – Refractory:** The parties plan to continue negotiations during the week of May 7<sup>th</sup>. Few issues are outstanding..

**Carpenters:** Negotiations will continue on May 2<sup>nd</sup> and 4<sup>th</sup>.

**Cement Masons:** An offer for settlement was tabled by the employers on April 29<sup>th</sup>. The terms of settlement have been agreed, and are being drafted for review on May 3<sup>rd</sup>.

**Electricians:** The parties agreed on the terms of a memorandum, similar to those of the Plumbers and Pipefitters in respect to industrial work, with a narrowing of the industrial-commercial gap. Ratification is expected in the coming couple of weeks.

**Elevator Constructors:** The parties met on April 26<sup>th</sup> and 27<sup>th</sup>. The employers tabled a comprehensive offer of settlement. The parties will reconvene on May 8<sup>th</sup>.

**Insulators:** The parties are engaged in negotiations on May 1<sup>st</sup>.

**Interior Systems Mechanics – Lathers:** Notice has been served. No meetings have yet been convened.

**Ironworkers – Reinforcing:** The parties achieved a memorandum of settlement on April 28<sup>th</sup>, with the terms for industrial work patterned on the Plumbers and Pipefitters' settlement terms. Ratification processes will be completed by May 7<sup>th</sup>.

**Ironworkers – Structural:** The parties achieved a memorandum of settlement on April 28<sup>th</sup>, with the terms patterned on the Plumbers and Pipefitters' settlement terms for industrial work. Ratification processes will be completed by May 7<sup>th</sup>.

**Labourers:** The parties have met twice, and will meet next on April 11<sup>th</sup>. They are grappling with some difficult issues in respect to commercial work.

**Millwrights:** The parties achieved a memorandum of settlement on April 30<sup>th</sup>. Ratification is expected to be complete by May 13<sup>th</sup>..

**Operating Engineers - General:** The parties achieved a memorandum of settlement on April 25<sup>th</sup>, with the terms for industrial work patterned on the Plumbers and Pipefitters' settlement terms. The commercial terms will greatly narrow the gap with industrial work through the first year of the agreement, and there is provision for a wage reopener, settled by arbitration if necessary, for commercial wages for the 3<sup>rd</sup> and 4<sup>th</sup> years. Ratification is expected to be complete by May 27<sup>th</sup>.

**Operating Engineers – Crane Rental (Specialty Sector):** Negotiations are continuing on May 1st.

**Painters:** The parties continued negotiations during the week of April 14<sup>th</sup>..

**Plasterers:** The parties have only a few issues respecting commercial work to resolve before signing a memorandum of settlement.

**Plumbers & Pipefitters:** The unions failed to ratify a memorandum of settlement that was achieved on April 24<sup>th</sup>.

**Refrigeration Mechanics:** The parties will reconvene, with the mediator, on April 19<sup>th</sup> and 26<sup>th</sup>. Informal discussions will continue this week.

**Roofers:** Notice has been served, but no meetings have yet taken place or been requested. The employees of two of the four larger contractors, organized by the Carpenters, have applied for and been successful in decertification, leaving relatively little unionized activity in this market.

**Sheet Metal Workers:** Agreement in principle has been achieved, and the terms of a memorandum have been drafted for review by the union committee this week.

**Sheeters, Deckers and Cladders:** The parties achieved a memorandum of settlement on April 27<sup>th</sup>. The terms for industrial work are patterned on the Plumbers and Pipefitters' settlement. The wage pattern for commercial work will be determined at the Sheet Metal table. Ratification is expected to be completed during the week of April 21<sup>st</sup>.

**Sprinkler Fitters:** The parties reportedly met in late April. We do not have a report on the status of these negotiations.

**Teamsters:** Notice to bargain has been served. We are not aware of any meetings that have yet been scheduled.

*Please call either Association office for any clarification or further information, or with information to be included in the next Update. All staff can also be contacted by direct e-mail, or with links through our Internet web site..*