

Collective Bargaining Highlights

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

March 2005

(revised version)

AGREEMENTS SETTLED IN MARCH

- In March, 70 collective agreements were ratified, each covering 200 or more employees. These agreements covered 37,542 employees, 88% of whom were in the public sector (32,984) with the majority in health and social services (24,840).
- The overall average annual increase in base wage rates in March was 3%, up from 2.2% in the previous month. In the public sector, 58 agreements were settled for an average annual wage increase of 3%, up slightly from 2.8% in the last month. In the private sector, 12 agreements were settled, providing an average annual wage increase of 2.8%, compared to 2% in February.
- Major settlements in March included two 36-month CP Railway agreements, one for 500 shopcraft employees represented by the CAW and the other for 600 track maintenance employees, represented by Teamsters Canada. Both agreements provide an overall average annual wage increase of 3%. Hydro One and 3,864 employees represented by CUPE, reached a three-year settlement providing an average annual wage increase of 3.3% including COLA. McMaster University and 2,200 teaching assistants represented by CUPE settled a 20-month agreement providing an average annual wage increase of 6.1%. In the health

care sector, a total of 49 two-year agreements were reached between the Participating Hospitals and 24,060 hospital employees represented by CUPE and SEIU. The centrally negotiated settlements provided an average annual wage increase of 2.8%.

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WAGE SETTLEMENTS — BY INDUSTRY

	MARCH			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date</u> <u>2005</u> %	<u>2004</u> %	<u>2003</u>
All Settlements	70	37,542	3.0	2.6	2.8	3.1
Public Sector	58	32,984	3.0	2.7	3.2	3.5
Private Sector	12	4,558	2.8	2.2	2.6	1.9
Industries						
Primary	-	-	-	2.7	2.1	2.5
Manufacturing	5	1,684	2.9	2.3	2.6	2.7
Construction	-	-	-	-	3.1	2.8
Trade and Finance	3	805	2.1	1.7	1.9	1.4
Transportation, Communications & Utilities	3	4,964	3.3	3.1	1.3	1.9
Public Administration	2	880	3.1	2.4	2.8	3.1
Education & Related Services	4	3,400	4.7	4.3	3.7	3.8
Health & Social Services	51	24,840	2.8	2.8	2.8	3.3
Other Services	2	969	2.9	2.8	2.8	2.5

MARCH SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Canadian General-Tower	United Steelworkers	2.7 *	2.9	489	36	2008-02-29
Meridian Automotive Systems (Voplex of Canada)	Cdn Auto Workers	1.6	1.3	300	24	2007-02-22
Siemens VDO Automotive	Cdn Auto Workers	4.7 *	3.4	270	36	2008-03-15
Sklar-Peppler Furniture Corp (Sklar Div)	United Steelworkers	1.9	0.0	225	36	2008-02-28
Waterville TG	United Auto Workers	3.6	5.6	400	36	2007-11-25
Trade and Finance						
Green Shield Canada (office)	Cdn Auto Workers	3.5 *	3.0	225	36	2008-02-29
Hudsons Bay (The Bay) (Windsor)	Cdn Auto Workers	1.5	1.5	230	36	2007-12-31
Hudsons Bay (The Bay) (Sherway)	Cdn Auto Workers	1.5	1.5	350	36	2007-12-31
Transportation, Communications & Utilities						
Canadian Pacific Railway	Teamsters	3.0	3.0	600	36	2006-12-31
Canadian Pacific Railway (shopcraft)	Cdn Auto Workers	3.0	3.0	500	36	2007-12-31
Hydro One	Cdn Public Empls	3.3 *	3.5	3,864	36	2008-03-31
Public Administration						
London City Corp (inside)	Cdn Public Empls	3.0	2.9	680	36	2007-12-31
Markham Town Corp (firefighters)	Ont Firefighters	3.6	3.9	200	36	2005-12-31
Education & Related Services						
McMaster University (teaching assistants, part-time, unit 1)	Cdn Public Empls	6.1	10.4	2,200	20	2006-08-31
Simcoe County DSB (maintenance)	Cdn Public Empls	2.4	2.0	404	48	2008-08-31
Simcoe Muskoka Catholic DSB (secondary)	Ont English Catholic Teachers	2.0	2.0	440	24	2006-08-31
Thunder Bay Catholic DSB (elementary)	Ont English Catholic Teachers	2.0	2.0	356	24	2006-08-31
Health & Social Services						
Participating Hospitals (30 agreements)	Cdn Public Empls	2.8	3.0	14,900	24	2006-09-28
Participating Hospitals (19 agreements)	Service Employees Intl	2.8	3.0	9,160	24	2006-10-10
Community Living Guelph Wellington	Cdn Public Empls	2.2	2.3	320	24	2007-03-31
Scarborough Hospital (office, full-time, part-time)	Ont Public Service Empls	3.0	3.0	460	24	2005-03-31
Other Services						
Group 4 Falco (Canada) (Pearson Intl Airport)	Teamsters	2.1	0.0	550	48	2008-08-31
Host Canada Airport (restaurants, lounges)	Food & Commercial Workers	3.9	3.0	419	36	2007-12-11

* Including COLA clauses and/or COLA estimates

Canadian Pacific Railway and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada) Local 101 (500 Ontario-based shopcraft employees)

a three-year renewal agreement, effective January 1, 2005, expiring December 31, 2007

- wage increases of 3% in each year of the agreement, in addition to increases to shift differentials
- improvements to health, dental, and life insurance and disability benefits
- increases to relocation benefits
- improvements to work-rules and productivity

Canadian Pacific Railway and Teamsters Canada (Rail Conference Maintenance of Way Employees Division) (600 Ontario-based track maintenance employees)

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

- wage increases of 3% in each year of the agreement, in addition to increases to shift differentials
- improvements to health, dental, and life insurance and disability benefits
- increases to relocation benefits
- improvements to work-rules and productivity

Hydro One Inc. and Power Workers' Union CUPE Local 1000 (3,864 employees)

a three-year renewal agreement, effective April 1, 2005, expiring March 31, 2008

- wage increases of 3.5% in both the first and second years and 3% in the last year, in addition to a new first time COLA clause in the third year
- increases to vision care and to meal and clothing allowances
- creation of a joint benefits committee to attempt to develop a plan whereby employees may opt out of certain health and medical coverage in return for alternate compensation

McMaster University and Canadian Union of Public Employees, Local 3906 (2,200 teaching assistants)

a 20-month renewal agreement, effective January 1, 2005, expiring August 31, 2006

- wage increases for graduate students (classification 'A') include 2.23% on January 1, 2005 and 2.33% on September 1, 2005; undergraduate students (classification 'B') to receive increases of 5.65% on January 1, 2005 and 4.57% on September 2005
- increased funding toward union administered benefits plan
- \$1,000 lump sum towards TA day
- letter of understanding regarding tuition rates

Participating Hospitals and Canadian Union of Public Employees, various Locals (30 agreements covering 14,900 employees)

a centrally negotiated settlement involving a total of 79 two-year agreements covering 18,300 R.P.N.s, paramedics, and service, technical, and office employees effective September 29, 2004, expiring September 28, 2006

- wage increases of 1.5% on September 29, 2004, April 1, 2005, and September 29, 2005, and 1% on April 1, 2006, in addition to a transformation allowance paid as lump sums for eligible employees
- increases in standby pay, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits and bereavement leave
- letter of understanding to form a joint provincial task force regarding the utilization of R.P.N. skills

Participating Hospitals and Service Employees International Union, Local 1 (19 agreements covering 9,160 employees)

a centrally negotiated settlement involving a total of 64 two-year agreements covering 12,864 R.P.N.s, paramedics, and service, technical, and office employees effective various dates in October 2004, expiring October 10, 2006

- wage increases of 1.5% on October 11, 2004, April 1, 2005, and October 11, 2005, and 1% on April 1, 2006, in addition to a skills recognition allowance paid as lump sums for eligible employees
- increases in standby pay, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits and bereavement leave
- letter of intent to form a joint provincial task force regarding the utilization of R.P.N. skills

City of London and Canadian Union of Public Employees, Local 101 (680 inside employees)

a three-year renewal agreement, effective January 1, 2005, expiring December 31, 2007

- wage increases of 2.9% in the first year and 3% in both the second and third years
- increases to shift premiums
- new benefit entitlement levels for molded orthotics and surgical stockings

* Based on available information

During the first quarter of 2005, 113 collective agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 113,652 employees, 79% of whom were in the public sector (Table 1). By industry, the majority of employees were in public administration (51,887), followed by health and social services (27,889), trade and finance (11,688), and transportation, communications, and utilities (11,028) (Table 3).

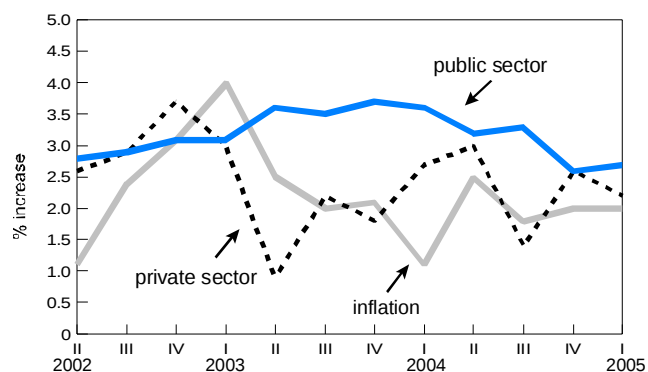
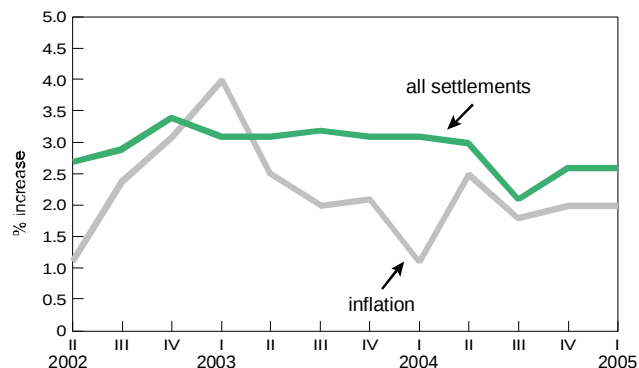
Wage Adjustments

First quarter settlements provided an overall average annual wage increase of 2.6%, unchanged from the previous quarter. Public sector wage increases remained at 2.7%, unchanged from last quarter. In the private sector, the average annual wage increase was 2.2% compared to 2.6% in the last quarter. During the first quarter of 2005, average annual wage increases were affected by settlements in public administration (2.4%), health and social services (2.8%), transportation, communications, and utilities (3.1%), and education and related services (4.3%) (Tables 1-3).

In the first quarter, approximately 74% of all employees received wage increases ranging between 2% and 2.9%, compared to only 13% who received increases ranging between 3% and 3.9%. In the public sector, 88% of employees were covered by agreements with average annual wage increases of 2% to 2.9%. In the private sector, 48% of employees received wage increases ranging between 1% and 1.9% and 39% of employees received increases between 3% and 3.9%.

Of all employees, 48% were covered by four-year agreements. Approximately 58% of public sector employees and 10% of private sector employees were covered by four-year agreements, 33% of public sector employees were covered by two-year agreements and 80% of private sector employees were covered by three-year agreements. In the manufacturing sector, 85% of employees were covered by three-year agreements and 50% of non-manufacturing employees were covered by four-year agreements (Table 4).

Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates



CONSUMER PRICE INDEX (1992 = 100)

(Percentage change from year earlier)

	2002	2003	2004	2005 year-to-date	JAN 2005	FEB 2005	MAR 2005
Canada	2.2	2.8	1.8	2.1	2.0	2.1	2.3
Ontario	2.0	2.7	1.9	2.0	1.6	2.2	2.3
Toronto	2.1	3.0	1.7	1.4	1.0	1.4	1.9
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	2.1	1.7	2.2	2.5
Thunder Bay	1.5	2.3	1.3	1.7	1.3	1.7	2.0

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
First Quarter 2004 to First Quarter 2005**

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
First Quarter 2004									
All agreements	84	70,475	3.1	8	3,783	2.4	76	66,692	3.1
Public sector	41	33,306	3.6	-	-	-	41	33,306	3.6
Private sector	43	37,169	2.7	8	3,783	2.4	35	33,386	2.7
Second Quarter 2004									
All agreements	127	135,233	3.0	13	6,601	2.2	114	128,632	3.1
Public sector	44	23,349	3.2	1	270	3.0	43	23,079	3.2
Private sector	83	111,884	3.0	12	6,331	2.2	71	105,553	3.0
Third Quarter 2004									
All agreements	81	68,277	2.1	10	15,066	3.2	71	53,211	1.8
Public sector	43	26,637	3.3	-	-	-	43	26,637	3.3
Private sector	38	41,640	1.4	10	15,066	3.2	28	26,574	0.4
Fourth Quarter 2004									
All agreements	84	58,613	2.6	16	7,913	2.5	68	50,700	2.7
Public sector	45	37,992	2.7	-	-	-	45	37,992	2.7
Private sector	39	20,621	2.6	16	7,913	2.5	23	12,708	2.6
First Quarter 2005									
All agreements	113	113,652	2.6	10	8,111	3.1	103	105,541	2.5
Public sector	80	89,838	2.7	2	5,281	3.1	78	84,557	2.6
Private sector	33	23,814	2.2	8	2,830	3.0	25	20,984	2.1

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), First Quarter 2004 to First Quarter 2005

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
First Quarter 2004									
All agreements	84	70,475	3.1	8	3,783	2.4	76	66,692	3.1
Manufacturing	18	7,638	2.0	6	2,463	2.6	12	5,175	1.7
Non-manufacturing	60	47,302	3.4	2	1,320	2.0	58	45,982	3.4
Construction	6	15,535	2.8	-	-	-	6	15,535	2.8
Second Quarter 2004									
All agreements	127	135,233	3.0	13	6,601	2.2	114	128,632	3.1
Manufacturing	27	12,334	2.5	12	6,331	2.2	15	6,003	2.8
Non-manufacturing	59	38,629	2.9	1	270	3.0	58	38,359	2.9
Construction	41	84,270	3.2	-	-	-	41	84,270	3.2
Third Quarter 2004									
All agreements	81	68,277	2.1	10	15,066	3.2	71	53,211	1.8
Manufacturing	15	9,070	3.3	6	6,511	3.5	9	2,559	2.8
Non-manufacturing	59	53,627	1.9	4	8,555	2.9	55	45,072	1.7
Construction	7	5,580	2.8	-	-	-	7	5,580	2.8
Fourth Quarter 2004									
All agreements	84	58,613	2.6	16	7,913	2.5	68	50,700	2.7
Manufacturing	30	10,913	2.5	15	6,140	2.6	15	4,773	2.3
Non-manufacturing	49	43,920	2.6	1	1,773	2.2	48	42,147	2.7
Construction	5	3,780	3.0	-	-	-	5	3,780	3.0
First Quarter 2005									
All agreements	113	113,652	2.6	10	8,111	3.1	103	105,541	2.5
Manufacturing	15	5,055	2.3	5	1,564	3.0	10	3,491	2.0
Non-manufacturing	98	108,597	2.6	5	6,547	3.1	93	102,050	2.6
Construction	-	-	-	-	-	-	-	-	-

Table 3: Average Annual Increases in Base Wage Rates by Industry, First Quarter 2005

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL INDUSTRIES TOTAL	113	113,652	2.6	10	8,111	3.1	103	105,541	2.5
Manufacturing	15	5,055	2.3	5	1,564	3.0	10	3,491	2.0
Food, Beverage	2	1,351	1.6	1	293	2.4	1	1,058	1.4
Rubber, Plastics	3	1,116	3.1	1	489	2.7	2	627	3.4
Clothing	1	250	1.5	-	-	-	1	250	1.5
Wood	1	297	3.3	1	297	3.3	-	-	-
Furniture, Fixtures	1	225	1.9	-	-	-	1	225	1.9
Paper	1	220	1.3	-	-	-	1	220	1.3
Fabricated Metals	2	431	3.0	-	-	-	2	431	3.0
Transportation Equipment	3	895	1.5	1	215	2.0	2	680	1.4
Electrical Products	1	270	4.7	1	270	4.7	-	-	-
Non-manufacturing	98	108,597	2.6	5	6,547	3.1	93	102,050	2.6
Mining, Quarrying	1	206	2.7	1	206	2.7	-	-	-
Transportation	8	4,912	3.2	-	-	-	8	4,912	3.2
Communications	1	1,417	2.6	1	1,417	2.6	-	-	-
Electric, Gas, Water	2	4,699	3.3	2	4,699	3.3	-	-	-
Retail Trade	5	11,463	1.7	-	-	-	5	11,463	1.7
Real Estate, Insurance Agencies	1	225	3.5	1	225	3.5	-	-	-
Education, Related Services	7	4,199	4.3	-	-	-	7	4,199	4.3
Health, Welfare Services	60	27,889	2.8	-	-	-	60	27,889	2.8
Management Services	2	911	2.2	-	-	-	2	911	2.2
Accommodation, Food Services	2	789	3.5	-	-	-	2	789	3.5
Federal Government	5	50,517	2.4	-	-	-	5	50,517	2.4
Local Government	4	1,370	3.0	-	-	-	4	1,370	3.0
Construction	-	-	-	-	-	-	-	-	-

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, First Quarter 2005

	All Agreements			Public Sector			Private Sector		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	113	113,652	2.6	80	89,838	2.7	33	23,814	2.2
One-year agreements	1	823	3.0	-	-	-	1	823	3.0
Two-year agreements	60	29,636	3.0	59	29,336	3.0	1	300	1.6
Three-year agreements	38	27,155	2.4	14	8,164	3.2	24	18,991	2.1
Four-year agreements	11	54,783	2.4	7	52,338	2.4	4	2,445	2.9
Five-year agreements	3	1,255	2.4	-	-	-	3	1,255	2.4
	Manufacturing			Non-manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	15	5,055	2.3	98	108,597	2.6	-	-	-
One-year agreements	-	-	-	1	823	3.0	-	-	-
Two-year agreements	1	300	1.6	59	29,336	3.0	-	-	-
Three-year agreements	12	4,319	2.4	26	22,836	2.4	-	-	-
Four-year agreements	1	216	3.0	10	54,567	2.4	-	-	-
Five-year agreements	1	220	1.3	2	1,035	2.7	-	-	-

Negotiations

On average, private sector agreements were settled within four months from the start of negotiations, compared to seven months in the public sector (Table 5).

Of all settlements reached during the first quarter, 49 agreements covering 26% of employees were settled directly by the parties, while 28 agreements covering 11% of employees were reached through post conciliation or post mediation bargaining and 27 agreements covering 19% of employees were reached through conciliation or mediation. Four agreements were settled in arbitration and five agreements were reached following work stoppages.

In the public sector, 54% of employees reached settlements following work stoppages, compared to 23% who settled through direct bargaining. In the private sector, 58% of employees reached agreements through conciliation or mediation, 36% settled through direct bargaining and approximately 3% settled following work stoppages (Table 6).

Upcoming Bargaining

Major negotiations continuing into the second quarter of 2005 include the federal government, various school boards, various municipalities, hospitals, nursing homes and homes for the aged, the Canadian Broadcasting Corp., the Council of Academic Hospitals of Ontario, the Liquor Control Board of Ontario, and the Ontario Government.

Major agreements scheduled to expire during the second quarter of 2005 include the University of Toronto (teaching assistants, casual, and staff appointed), Bell Canada, Cara and Various Independent Franchises (Swiss Chalet), and Maple Leaf Sports & Entertainment Ltd.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	20,000	Various dates
Various School Boards	Various unions	Various locations	192,000	Various dates
Various Municipalities	Various unions	Various locations	58,000	Various dates
Hospitals	Various unions	Various locations	87,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	29,000	Various dates
Canadian Broadcasting Corp	Various unions	Canada-wide	2,800	2004-03-31
Pulp & Paper	Various unions	Various locations	3,800	Various dates
Entourage Technology Solutions	CEP	Province-wide	1,400	2004-09-30
Ontario Government	Various unions	Province-wide	50,400	Various dates
Toronto Public Library Board	CUPE	Toronto	2,300	2004-12-31
Canada Post	Postal Officials	Canada-wide	1,456	2005-03-31
Council of Academic Hospitals of Ontario	Internes & Residents Assn	Various locations	2,400	2005-03-31
Liquor Control Board of Ontario	Ont Liquor Board Empls.	Province-wide	5,000	2005-03-31
Ottawa-Carleton Regional Transit Commission	ATU-INTL	Ottawa	1,900	2005-03-31
University of Toronto (teaching assistants, casual, staff appointed)	Various unions	Toronto	8,000	Various dates
University of Guelph	Various unions	Guelph	2,000	2005-04-30
Bell Canada (clerical & associated)	Cdn Telephone Empls.	Province-wide	7,200	2005-05-31
Cara and Various Independent Franchises (Swiss Chalet)	UFCW	Province-wide	4,000	2005-05-31
Maple Leaf Sports & Entertainment	Teamsters	Toronto	1,125	2005-06-30

As of March 31, 2005, there were 478 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, First Quarter 2005

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	113	113,652	80	89,838	33	23,814
1 – 3 months	28	13,996	7	6,091	21	7,905
4 – 6 months	63	40,858	55	27,918	8	12,940
7 – 9 months	7	3,901	4	2,241	3	1,660
10 – 12 months	4	1,366	4	1,366	-	-
13 months and over	11	53,531	10	52,222	1	1,309
Average Duration of Negotiations						
	<i>months</i>					
TOTAL	6.1					
Public sector	7.0					
Private sector	4.0					

Table 6: Stage of Settlement by Sector, First Quarter 2005

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	113	113,652	80	89,838	33	23,814
Direct bargaining	49	29,583	37	20,961	12	8,622
Conciliation	18	16,557	9	4,539	9	12,018
Post-conciliation bargaining	26	11,687	24	11,266	2	421
Mediation	9	4,715	2	2,880	7	1,835
Post-mediation bargaining	2	605	1	380	1	225
Arbitration	4	1,385	4	1,385	-	-
Work stoppage	5	49,120	3	48,427	2	693

Work Stoppages

During the first quarter of 2005, 24 work stoppages under Ontario jurisdiction were reported, down from 30 reported in the first quarter of 2004. Work stoppages during the first three months of 2005 involved 3,429 employees and resulted in 45,130 person-days lost, compared to 3,174 employees and 52,440 person-days lost reported for the same period in 2004.

In the first quarter of 2005, 14 work stoppages were reported in the manufacturing sector, an increase from nine reported during the same period in 2004. The non-manufacturing sector reported 10 work stoppages in the first quarter of 2005, a decrease from 21 reported in 2004 (Table 7). During the first quarter of 2005, 0.01% of the estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Person-days Lost, January – March 2004 and 2005

	Work Stoppages		Person-Days Lost	
	<u>Jan - Mar 2004</u>	<u>Jan - Mar 2005</u>	<u>Jan - Mar 2004</u>	<u>Jan - Mar 2005</u>
ALL INDUSTRIES	30	24	52,440	45,130
Manufacturing	9	14	24,040	20,680
Non-manufacturing	21	10	28,400	24,450
Construction	-	-	-	-
Various industries	-	-	-	-

As of March 31, 2005, 15 work stoppages, covering a total of 2,512 employees, were carried over to April 2005.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1984 to March 2005

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1984	209	79,586	381	1,414,340	17.8	39	0.15
1985	302	72,723	241	1,232,170	16.9	31	0.12
1986	232	62,751	270	940,620	15.0	30	0.09
1987	246	64,339	262	1,108,870	17.2	27	0.10
1988	180	62,082	345	1,362,150	21.9	35	0.12
1989	190	45,679	240	868,630	19.0	35	0.08
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	101	21,157	209	488,410	23.1	37	0.03
2005* (Jan-Mar)	24	3,429	143	45,130	13.2	33	0.01

* preliminary

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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