

Collective Bargaining Highlights

September 2005

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

AGREEMENTS SETTLED IN SEPTEMBER

- In September, 84 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 112,869 employees, 77% of whom were in the public sector (87,153) with the majority in health and social services (50,477).
- The overall average annual increase in base wage rates in September was 2.9%, up slightly from 2.8% reported in the previous month. In the public sector, 77 agreements were settled for an average annual wage increase of 3%, up from 2.8% in August. In the private sector, seven agreements were settled with an average annual wage increase of 2.7%, a decrease from 3.1% in the previous month.
- Major settlements in September included four 48-month agreements between the City of Toronto and CUPE covering 22,920 employees for average annual wage increases of 3.1%. An arbitration award was issued for participating hospitals and ONA representing 44,977 nurses, paramedical and professional employees covered by 55 agreements. The award provided an average annual wage increase of 3% over two years. The Council of Academic Hospitals of Ontario (CAHO) and PAIRO reached a 39-month agreement covering 3,100 residents for an average annual wage increase of 2%. The College

Compensation and Appointments Council and OPSEU settled a three-year agreement covering 6,500 support staff for an average annual wage increase of 3%. In manufacturing, both DaimlerChrysler (11,492 employees) and Ford (12,023 employees) reached three-year agreements with the CAW for average annual wage increases of 2.7%, including COLA.

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WAGE SETTLEMENTS — BY INDUSTRY

	SEPTEMBER			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date 2005</u> %	<u>2004</u> %	<u>2003</u> %
All Settlements	84	112,869	2.9	2.7	2.8	3.1
Public Sector	77	87,153	3.0	2.7	3.1	3.5
Private Sector	7	25,716	2.7	2.5	2.6	1.9
Industries						
Primary	-	-	-	2.5	2.1	2.5
Manufacturing	7	25,716	2.7	2.5	2.6	2.7
Construction	-	-	-	3.5	3.1	2.8
Trade and Finance	-	-	-	2.3	1.9	1.4
Transportation, Communications & Utilities	-	-	-	3.0	1.3	1.9
Public Administration	4	21,130	3.1	2.6	2.8	3.1
Education & Related Services	15	15,546	2.9	2.7	3.6	3.8
Health & Social Services	58	50,477	2.9	2.9	2.8	3.3
Other Services	-	-	-	2.8	2.8	2.5

SEPTEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
DaimlerChrysler Canada	Cdn Auto Workers	2.7 *	1.4	11,262	36	2008-09-20
DaimlerChrysler Canada (office)	Cdn Auto Workers	2.7 *	1.4	230	36	2008-09-20
Domtar (Cornwall Mill)	Communications Energy Paperwks	2.7	3.4	511	60	2009-04-30
Domtar (Ottawa-Hull Mill)	Multi-union	2.6	3.3	370	60	2009-04-30
Ford Canada	Cdn Auto Workers	2.7 *	1.4	12,023	36	2008-09-20
Johnson Controls (Automotive Systems Group)	Cdn Auto Workers	3.7 *	3.0	860	36	2008-08-21
Wescast Industries	Cdn Auto Workers	1.7 * ¹	0.0	460	36	2008-06-30
Public Administration						
City of Brampton (firefighters)	Intl Fire Fighters	3.3 ¹	3.4	360	24	2006-12-31
City of Toronto (inside)	Cdn Public Empls	3.1	2.7	10,600	48	2008-12-31
City of Toronto (part-time, unit B)	Cdn Public Empls	3.1	2.7	1,200	48	2008-12-31
City of Toronto (recreation, part-time)	Cdn Public Empls	3.1	2.7	8,970	48	2008-12-31
Education & Related Services						
Algoma District School Board (support staff)	Ont Secondary School Teachers	3.0	4.7	650	60	2008-08-31
Brant Haldimand-Norfolk Catholic DSB (educ asst, office)	Ont Secondary School Teachers	2.7	2.0	210	36	2006-08-31
College Compensation and Appointments Council (support staff)	Ont Public Service Empls	3.0 ¹	3.0	6,500	36	2008-08-31
Conseil des écoles publiques de l'Est de l'Ontario (elementary)	Enseignants Franco-ontariens	3.1 ³	2.5	468	24	2008-08-31
Conseil des écoles publiques de l'Est de l'Ontario (secondary)	Enseignants Franco-ontariens	3.1 ³	2.5	234	24	2008-08-31
Conseil scolaire de district du Centre-Sud-Ouest (elementary, secondary)	Enseignants Franco-ontariens	3.1 ³	2.5	468	24	2008-08-31
Conseil scolaire de district du Grand Nord de l'Ontario (elementary, secondary)	Enseignants Franco-ontariens	3.1 ³	2.5	257	24	2008-08-31
Dufferin Peel Catholic DSB (office)	Cdn Public Empls	2.0	2.0	440	24	2006-09-30
Lambton Kent DSB (maintenance, office)	Cdn Public Empls	2.8	2.8	888	48	2008-12-31
Lambton Kent DSB (secondary occasional)	Ont Secondary School Teachers	2.8 ³	2.0	257	48	2008-08-31
Niagara Catholic DSB (occasional teachers)	Ont English Catholic Teachers	2.6 ^{2,3}	2.0	374	48	2008-08-31
University of Toronto (staff appointed)	United Steelworkers	3.0 ¹	3.0	3,200	36	2008-06-30
Waterloo Region DSB (custodial, maintenance)	CAMA	2.6 ³	2.0	412	48	2008-08-31
York Catholic DSB (maintenance)	Cdn Public Empls	2.7	2.0	354	36	2008-08-31
York Catholic DSB (office, educational assistants)	Cdn Public Empls	2.7	2.0	834	36	2008-08-31
Health & Social Services						
Participating Hospitals (55 agreements)	Ont Nurses Assn	3.0	3.0	44,977	24	2006-03-31
Council of Academic Hospitals of Ontario (CAHO)	Internes & Residents Assn	2.0	2.0	3,100	39	2008-06-30
Scarborough Hospital (paramedical)	Ont Public Service Empls	3.0	3.0	250	24	2006-03-31
City of Toronto (Homes for the Aged, part-time)	Cdn Public Empls	3.1	2.7	2,150	48	2008-12-31

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

² Excluding retroactive adjustments

³ Conditional wage adjustments

Ford Motor Co. of Canada Ltd. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various Locals (12,023 production workers)

a 36-month renewal agreement effective September 21, 2005, expiring September 20, 2008

- wage increases of \$0.45 in the first year, \$0.30 in both the second and third years, and COLA fold-in of \$1.62 with a \$0.05 float; special adjustment for skilled trades; annual vacation bonus of \$1,700 for eligible employees
- improvements to pension (including Retirement Allowance), and legal services plans for eligible employees
- increases to health care, insurance, and childcare benefits
- improved job and income security program
- increases to employee purchase and auto insurance discount plan

DaimlerChrysler Canada Inc. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various Locals (11,262 production workers and 230 office employees)

two 36-month renewal agreements effective September 21, 2005, expiring September 20, 2008

- wage increases of \$0.45 in the first year, \$0.30 in both the second and third years, and COLA fold-in of \$1.62 with a \$0.05 float; special adjustment for skilled trades; annual Christmas bonus of \$1,700 for eligible employees
- improvements to pension (including Retirement Allowance), and legal services plans for eligible employees
- increases to health care, insurance, and childcare benefits
- improved job and income protection program
- increases to employee purchase and auto insurance discount plan

City of Toronto and Canadian Union of Public Employees, Local 79 (10,600 inside employees, 8,970 part-time recreation workers, 1,200 part-time Unit B employees)

three 48-month renewal agreements effective January 1, 2005, expiring December 31, 2008

- general wage increases of 2.75% in the first year, 3% in the second year, and 3.25% in both the third and fourth years; bonus for eligible Registered Nurses; effective December 31, 2008 harmonization of wage classifications review adjustment of 0.75%
- improvements to job security, lay-off and recall provisions for eligible employees
- contracting out and employment security provision for eligible employees
- improvements to health care benefits and increases to shift bonus

City of Toronto (Homes for the Aged) and Canadian Union of Public Employees, Local 79 (2,150 part-time employees)

a 48-month renewal agreement effective January 1, 2005, expiring December 31, 2008

- general wage increases of 2.75% in the first year, 3% in the second year, and 3.25% in both the third and fourth years; bonus for eligible Registered Nurses; effective December 31, 2008 harmonization of wage classifications review adjustment of 0.75%
- improvements to health care benefits and increases to shift bonus

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* Based on available information

Participating Hospitals and Ontario Nurses' Association

55 agreements covering 44,977 nurses, paramedical and professional employees included in an arbitration award issued for 139 hospitals (involving a total of 137 two-year renewal agreements covering 50,731 nurses, paramedical and professional employees) effective April 1, 2004, expiring March 31, 2006

- general wage increases of 3% in each year; effective January 1, 2006 additional 2% increase for all employees with 25 or more years' experience
- increases in standby pay, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits

College Compensation and Appointments Council and Ontario Public Service Employees Union (6,500 support staff)

a three-year renewal agreement effective September 1, 2005, expiring August 31, 2008

- wage increases of 3% in each year; special allowance for eligible employees
- improvements to health care, and call-back provisions
- new on-call clause
- Letters of Understanding regarding contracting out, review of the classification system, and workplace wellness

University of Toronto and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) (3,200 staff appointed employees)

a three-year renewal agreement effective July 1, 2005, expiring June 30, 2008

- wage increases of 3% in the first year, 2.5% in the second year, 0.5% on January 1, 2007, 2.5% on July 1, 2007, and 0.5% on January 1, 2008
- improvements to pension, vision care coverage, early retirement incentives, and health and safety provisions

Council of Academic Hospitals of Ontario (CAHO) and Professional Association of Internes and Residents of Ontario (PAIRO) (3,100 residents)

a 39-month renewal agreement effective April 1, 2005, expiring June 30, 2008

- general wage increases of 2% in both the first and second years, 2% on July 1, 2007, and 0.5% on April 1, 2008
- modifications to health care benefits, and travel reimbursement
- introduction of a call stipend in lieu of the current practice stipend and meal amount
- establishment of an Electronic Call Schedule Task Force
- Letters of Understanding regarding academic rounds and seminars, maximum call calculations, vision care, and day care program

* Based on available information

During the third quarter of 2005, 138 collective agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 172,329 employees, 77% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in health and welfare services (52,249), followed by education and related services (36,644), local government (30,635), and transportation equipment (25,793) (Table 3).

Wage Adjustments

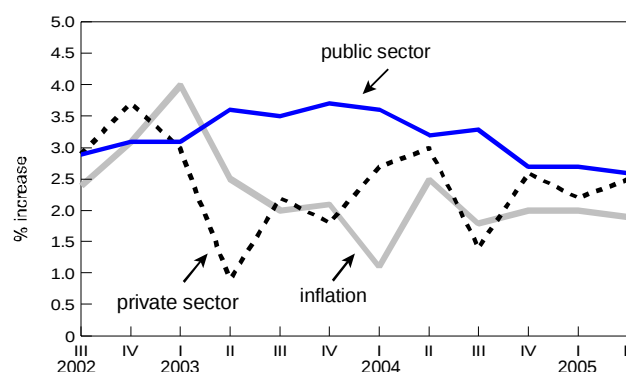
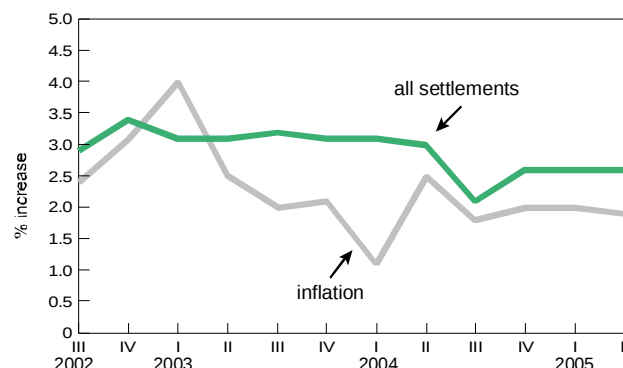
Third quarter settlements provided an overall average annual wage increase of 2.9%, compared to 2.6% in the previous quarter. In the private sector, the average annual wage increase rose to 2.7% from 2.6%, and the average annual public sector wage increase rose to 2.9% from 2.6% during the previous quarter. During the third quarter, average annual wage increases were affected by settlements in health and welfare services (3%), education and related services (2.8%), local government (3.1%), and transportation equipment (2.8%) (Tables 1-3).

In the third quarter, approximately 61% of all employees received wage increases ranging between 3% and 3.9%, compared to 37% who received increases ranging from 2% to 2.9%. In the private sector, approximately 89% of employees received increases ranging from 2% to 2.9%, compared to 78% of public sector employees who received average annual wage increases ranging from 3% to 3.9%. Of all employees, 39% were covered by four-year agreements. Approximately 44% of public sector employees and 23% of private sector employees were covered by four-year agreements, compared to 17% of public sector employees and 70% of private sector employees covered by three-year agreements.

Three-year agreements continue to be most common in the manufacturing sector, covering 90% of employees. In the non-manufacturing sector, 16% of employees were covered by three-year agreements, compared to 47% of employees 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	JULY 2005	AUG 2005	SEP 2005
Canada	2.2	2.8	1.8	2.2	2.0	2.6	3.4
Ontario	2.0	2.7	1.9	2.2	1.9	2.7	3.3
Toronto	2.1	3.0	1.7	1.8	1.7	2.4	2.7
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	2.2	1.9	2.8	3.5
Thunder Bay	1.5	2.3	1.3	1.7	1.3	2.1	2.7

Source: Statistics Canada

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Third Quarter 2004									
All agreements	82	68,497	2.1	11	15,286	3.1	71	53,211	1.8
Public sector	43	26,637	3.3	-	-	-	43	26,637	3.3
Private sector	39	41,860	1.4	11	15,286	3.1	28	26,574	0.4
Fourth Quarter 2004									
All agreements	89	61,343	2.7	17	8,273	2.5	72	53,070	2.7
Public sector	46	38,322	2.7	-	-	-	46	38,322	2.7
Private sector	43	23,021	2.6	17	8,273	2.5	26	14,748	2.7
First Quarter 2005									
All agreements	116	116,145	2.6	10	8,111	3.1	106	108,034	2.5
Public sector	81	90,207	2.7	2	5,281	3.1	79	84,926	2.6
Private sector	35	25,938	2.2	8	2,830	3.0	27	23,108	2.1
Second Quarter 2005									
All agreements	222	258,314	2.6	110	135,195	2.6	112	123,119	2.6
Public sector	173	230,960	2.6	94	123,507	2.6	79	107,453	2.6
Private sector	49	27,354	2.6	16	11,688	2.7	33	15,666	2.5
Third Quarter 2005									
All agreements	138	172,329	2.9	24	39,591	2.7	114	132,738	2.9
Public sector	111	132,057	2.9	15	13,423	2.7	96	118,634	2.9
Private sector	27	40,272	2.7	9	26,168	2.8	18	14,104	2.6

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Third Quarter 2004									
All agreements	82	68,497	2.1	11	15,286	3.1	71	53,211	1.8
Manufacturing	16	9,290	3.3	7	6,731	3.4	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	89	61,343	2.7	17	8,273	2.5	72	53,070	2.7
Manufacturing	33	11,813	2.5	16	6,500	2.6	17	5,313	2.3
Non-manufacturing	50	44,250	2.7	1	1,773	2.2	49	42,477	2.7
Construction	6	5,280	3.0	-	-	-	6	5,280	3.0
First Quarter 2005									
All agreements	116	116,145	2.6	10	8,111	3.1	106	108,034	2.5
Manufacturing	16	6,779	2.1	5	1,564	3.0	11	5,215	1.9
Non-manufacturing	99	108,966	2.6	5	6,547	3.1	94	102,419	2.6
Construction	1	400	3.2	-	-	-	1	400	3.2
Second Quarter 2005									
All agreements	222	258,314	2.6	110	135,195	2.6	112	123,119	2.6
Manufacturing	28	11,487	2.4	14	5,290	2.5	14	6,197	2.3
Non-manufacturing	193	246,427	2.6	96	129,905	2.6	97	116,522	2.6
Construction	1	400	3.2	-	-	-	1	400	3.2
Third Quarter 2005									
All agreements	138	172,329	2.9	24	39,591	2.7	114	132,738	2.9
Manufacturing	20	30,441	2.7	9	26,168	2.8	11	4,273	2.2
Non-manufacturing	117	141,538	2.9	15	13,423	2.7	102	128,115	2.9
Construction	1	350	4.2	-	-	-	1	350	4.2

Table 3: Average Annual Increases in Base Wage Rates by Industry, Third 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	138	172,329	2.9	24	39,591	2.7	114	132,738	2.9
Manufacturing	20	30,441	2.7	9	26,168	2.8	11	4,273	2.2
Food, Beverage	3	1,073	2.2	-	-	-	3	1,073	2.2
Rubber, Plastics	2	474	1.6	-	-	-	2	474	1.6
Paper	4	2,041	2.6	-	-	-	4	2,041	2.6
Printing, Publishing	1	205	2.6	-	-	-	1	205	2.6
Machinery	1	480	1.0	-	-	-	1	480	1.0
Transportation Equipment	8	25,793	2.8	8	25,793	2.8	-	-	-
Non-metallic Minerals	1	375	2.3	1	375	2.3	-	-	-
Non-manufacturing	117	141,538	2.9	15	13,423	2.7	102	128,115	2.9
Transportation	3	1,386	2.6	-	-	-	3	1,386	2.6
Communications	2	8,120	2.8	-	-	-	2	8,120	2.8
Electric, Gas, Water	1	304	3.1	-	-	-	1	304	3.1
Retail Trade	1	5,400	3.0	-	-	-	1	5,400	3.0
Education, Related Services	34	36,644	2.8	15	13,423	2.7	19	23,221	2.9
Health, Welfare Services	62	52,249	3.0	-	-	-	62	52,249	3.0
Personal Services	1	280	2.7	-	-	-	1	280	2.7
Accommodation, Food Services	1	270	2.0	-	-	-	1	270	2.0
Federal Government	1	6,035	2.4	-	-	-	1	6,035	2.4
Provincial Government	1	215	2.4	-	-	-	1	215	2.4
Local Government	10	30,635	3.1	-	-	-	10	30,635	3.1
TOTAL	1	350	4.2	-	-	-	1	350	4.2
Construction	1	350	4.2	-	-	-	1	350	4.2

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, Third 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	138	172,329	2.9	111	132,057	2.9	27	40,272	2.7
One-year agreements	3	2,274	1.8	2	2,040	2.0	1	234	0.0
Two-year agreements	66	48,991	3.0	66	48,991	3.0	-	-	-
Three-year agreements	33	50,561	2.8	17	22,210	2.9	16	28,351	2.7
Four-year agreements	29	67,372	2.9	25	58,166	2.9	4	9,206	2.7
Five-year agreements	7	3,131	2.7	1	650	3.0	6	2,481	2.6
	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	20	30,441	2.7	117	141,538	2.9	1	350	4.2
One-year agreements	1	234	0.0	2	2,040	2.0	-	-	-
Two-year agreements	-	-	-	66	48,991	3.0	-	-	-
Three-year agreements	13	27,451	2.7	19	22,760	2.9	1	350	4.2
Four-year agreements	1	480	1.0	28	66,892	2.9	-	-	-
Five-year agreements	5	2,276	2.6	2	855	2.9	-	-	-

Negotiations

On average, private sector agreements were settled within 5.6 months from the start of negotiations, compared to 10.7 months in the public sector (Table 5).

Of all settlements reached during the third quarter, 33 agreements covering 15% of employees were settled directly by the parties, compared to 56% of employees whose agreements were reached through conciliation or mediation. Fifty-seven agreements covering 27% of employees were settled by arbitration, and three agreements involving 1.4% of employees were reached following work stoppages.

In the public sector, 51% of employees reached settlements through conciliation or mediation, compared to 13% who settled by direct bargaining, and 35% who settled using the arbitration process. In the private sector, 73% of employees reached agreements through conciliation or mediation, 22% settled by direct bargaining, and 5.6% of employees settled following work stoppages (Table 6).

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2005 involve the federal government, school boards, municipalities, hospitals, Nursing Homes and Homes for the Aged, universities, Canadian Broadcasting Corp., pulp and paper, Canada Post, and the College Compensation and Appointments Council (academic).

Major agreements scheduled to expire in the fourth quarter 2005 will include the Ontario Provincial Police (uniform and civilian), and Ontario Power Generation (Nuclear and non-Nuclear).

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	12,000	Various dates
Various School Boards	Various unions	Various locations	53,000	Various dates
Various Municipalities	Various unions	Various locations	26,000	Various dates
Hospitals	Various unions	Various locations	22,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	25,000	Various dates
Canadian Broadcasting Corp	Various unions	Canada-wide	2,800	2004-03-31
Pulp & Paper	Various unions	Various locations	1,500	Various dates
Ontario Government	Various unions	Province-wide	1,600	Various dates
Canada Post	Postal Officials	Canada-wide	2,800	2005-03-31
Ottawa-Carleton Regional Transit Commission	ATU-INTL	Ottawa	1,900	2005-03-31
University of Toronto (teaching assistants, casual, library support)	Various unions	Toronto	4,400	Various dates
Cara and Various Independent Franchises (Swiss Chalet)	UFCW	Various locations	4,000	2005-05-31
Maple Leaf Sports & Entertainment	Teamsters	Toronto	1,125	2005-06-30
York University (teaching assistants)	CUPE	Toronto	2,000	2005-08-31
College Compensation and Appointments Council (academic)	OPSEU	Province-wide	8,500	2005-08-31
No Frills Franchise Stores	CAW	Toronto	1,200	2005-09-14
General Motors	CAW	Various locations	17,200	2005-09-20
Ontario Provincial Police (uniform & civilian)	OPP	Province-wide	7,680	2005-12-31
Ontario Power Generation (Nuclear & non-Nuclear)	Energy Prof Society	Province-wide	3,000	2005-12-31

As of September 30, there were 235 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Third 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	138	172,329	111	132,057	27	40,272
1 – 3 months	33	39,552	20	12,023	13	27,529
4 – 6 months	16	26,001	12	18,345	4	7,656
7 – 9 months	17	40,004	13	38,708	4	1,296
10 – 12 months	7	10,099	5	8,239	2	1,860
13 months and over	65	56,673	61	54,742	4	1,931

Average Duration of Negotiations

	<i>months</i>
TOTAL	9.7
Public sector	10.7
Private sector	5.6

Table 6: Stage of Settlement by Sector, Third 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	138	172,329	111	132,057	27	40,272
Direct bargaining	33	26,527	26	17,789	7	8,738
Conciliation	13	26,987	9	25,672	4	1,315
Post-conciliation bargaining	11	32,940	4	7,632	7	25,308
Mediation	19	35,945	14	34,049	5	1,896
Post-mediation bargaining	2	755	-	-	2	755
Arbitration	57	46,705	57	46,705	-	-
Work stoppage	3	2,470	1	210	2	2,260

Work Stoppages

During the first nine months of 2005, 65 work stoppages under Ontario jurisdiction were reported, down from 78 reported during the same period in 2004. In terms of numbers of employees and person-days lost, work stoppages during the first nine months of 2005 involved 10,881 employees and resulted in 327,410 person-days lost, compared to 18,787 employees and 423,880 person-days lost reported for the same period in 2004.

From January to September 2005, 29 work stoppages were reported in the manufacturing sector, a slight increase from 27 reported during the same period last year. The non-manufacturing sector reported 35 work stoppages for the period January to September 2005, a decrease from 47 reported for the same period in 2004 (Table 7). During the first nine months of 2005, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 8).

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

	Work Stoppages		Person-Days Lost	
	<u>Jan - Sep 2004</u>	<u>Jan - Sep 2005</u>	<u>Jan - Sep 2004</u>	<u>Jan - Sep 2005</u>
ALL INDUSTRIES	78	65	423,880	327,410
Manufacturing	27	29	176,420	89,890
Non-manufacturing	47	35	171,010	237,500
Construction	4	1	76,450	20
Various industries	-	-		-

As of September 30, 2005, 19 work stoppages, covering a total of 1,727 employees, were carried over to October 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 September 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*	99	20,952	212	486,840	23.2	37	0.03
2005** (Jan-Sep)	65	10,881	167	327,410	30.1	38	0.03

* revised

** 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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