

Collective Bargaining Highlights

December 2005

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

AGREEMENTS SETTLED IN DECEMBER

- ▶ In December 2005, 31 collective agreements were ratified, each covering 200 or more employees. These agreements covered 24,840 employees, 80% of whom were in the public sector (19,901), with the majority in transportation, communications and utilities (8,040), public administration (7,391), followed by education and related services (3,789).
- ▶ The overall average annual increase in base wage rates in December was 3%, up from 2.6% reported in the previous month. In the public sector, 18 agreements were settled for an average annual wage increase of 3.1%, up from 2.8% last month. In the private sector, 13 agreements were settled with an average annual wage increase of 2.3%, also up from 2% in the previous month.
- ▶ Major settlements in December included two five-year agreements between Ontario Power Generation and the Society of Energy Professionals, covering 3,000 employees, for average annual wage increases of 3%. Toronto Hydro-Electric System and CUPE settled two three-year agreements, covering 1,209 employees, for average annual wage increases of 3.3%. The Toronto Police Services Board and the Toronto Police Association reached three 36-month agreements providing 7,391 uniform and civilian employees with average annual wage increases of 3.3%. The City of Ottawa (transit) and the ATU-Intl settled a three-year agreement, covering 2,250 employees, for an average annual increase of 3%.

ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Hydro One Inc (professional, supervisors) and the Society of Energy Professionals (992 employees)
Average Annual Wage Increase: 3% over 36 months
- ▶ Upper Grand District School Board (secondary occasional) and the Ontario Secondary School Teachers' Federation (247 employees)
Average Annual Wage Increase: 2.6% over 48 months

IN THIS ISSUE

	page
Agreements Settled in December	1
Wage Settlements – by Industry	1
December Settlements	2
Selected Settlement Summaries	3
Consumer Price Index	4
Fourth Quarter 2005 Summary	4
Wage Adjustments	4
Major Negotiations Underway	9
Negotiations	9
Upcoming Bargaining	9
Work Stoppages	11

WAGE SETTLEMENTS — BY INDUSTRY

	DECEMBER			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>2005</u> %	<u>2004</u> %	<u>2003</u> %
All Settlements	31	24,840	3.0	2.7	2.8	3.1
Public Sector	18	19,901	3.1	2.7	3.1	3.5
Private Sector	13	4,939	2.3	2.4	2.6	1.9
Industries						
Primary	-	-	-	2.5	2.1	2.5
Manufacturing	10	3,473	1.9	2.5	2.6	2.7
Construction	-	-	-	3.5	3.1	2.8
Trade and Finance	3	1,466	3.3	2.3	1.9	1.4
Transportation, Communications & Utilities	7	8,040	3.1	2.9	1.4	1.9
Public Administration	3	7,391	3.3	2.6	2.8	3.1
Education & Related Services	6	3,789	2.9	2.8	3.6	3.8
Health & Social Services	2	681	2.3	2.9	2.8	3.3
Other Services	-	-	-	2.1	2.8	2.5

DECEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Alexandria Sash and Door Co (Moulure Alexandria Moulding)	Service Employees Intl	0.0 ¹	0.0	375	36	2008-12-09
Cargill Canada (2005) GP	Food & Commercial Workers	1.6	1.7	465	36	2008-12-31
GE Security Canada (Owen Sound)	United Steelworkers	3.0	3.0	208	36	2008-09-30
Guelph Products Collins and Aikman	Cdn Auto Workers	2.5*	0.0	805	36	2009-01-31
Hamilton Specialty Bar	United Steelworkers	1.9* ⁴	0.5	310	39	2009-03-31
Nestlé Canada	Teamsters	2.0*	2.0	350	36	2008-12-31
Polywheels Manufacturing	Cdn Auto Workers	4.9	6.5	250	36	2009-02-20
St Clair Technologies	United Auto Workers	1.7*	0.0	200	36	2008-10-31
Waterloo Furniture Components (Manitou)	United Steelworkers	1.0	1.0	250	36	2009-01-31
Weston Bakeries	United Steelworkers	1.1	0.0	260	24	2007-11-15
Trade and Finance						
DaimlerChrysler Canada (Parts Distribution Centre)	Cdn Auto Workers	2.7*	1.4	316	36	2008-12-11
Pharma Plus Drugmarts	Cdn Auto Workers	2.9 ¹	3.2	450	36	2008-06-04
Sobeys (Distribution Centre)	Cdn Auto Workers	3.8	5.5	700	36	2009-02-28
Transportation, Communications & Utilities						
Canada Post (postal operations supervisory)	Postal Officials	3.3* ³	5.0	1,358	48	2009-03-31
Ontario Power Generation (non-nuclear)	Energy Prof Society	3.0* ¹	3.0	900	60	2010-12-31
Ontario Power Generation (nuclear)	Energy Prof Society	3.0* ¹	3.0	2,100	60	2010-12-31
City of Ottawa (transit)	Amalgamated Transit (ATU-INTL)	3.0 ³	3.0	2,250	36	2008-03-31
Toronto Hydro-Electric System (inside)	Cdn Public Empls	3.3*	3.5	480	36	2009-01-31
Toronto Hydro-Electric System (outside)	Cdn Public Empls	3.3*	3.5	749	36	2009-01-31
Transit Windsor (drivers, office)	Amalgamated Transit (ATU-INTL)	4.1 ³	3.0	203	48	2009-09-30
Public Administration						
Toronto Police Services Board (uniform officers)	Police Association	3.3	3.7	5,149	36	2007-12-31
Toronto Police Services Board (unit A, civilians)	Police Association	3.3	3.7	841	36	2007-12-31
Toronto Police Services Board (unit C, civilians)	Police Association	3.3	3.7	1,401	36	2007-12-31
Education & Related Services						
Durham Catholic DSB (occasional)	Ont English Catholic Teachers	2.0 ^{1,2}	2.0	290	24	2006-08-31
Limestone DSB (elementary occasional)	Elem Teachers Fed Ont	4.0 ¹	3.3	269	48	2008-08-31
Peel DSB (elementary occasional)	Elem Teachers Fed Ont	2.6* ⁴	2.0	1,700	48	2008-08-31
Trent University (unit 2, teaching assistants)	Cdn Public Empls	3.0 ¹	3.0	247	36	2008-08-31
Upper Grand DSB (educational assistants, special program personnel)	Ont Secondary School Teachers	3.0	3.0	383	36	2007-08-31
Waterloo Region DSB (elementary occasional)	Elem Teachers Fed Ont	3.6	2.0	900	48	2008-08-31
Health & Social Services						
Grand River Hospital (service, RPNs, tech, trades, full-time)	Cdn Auto Workers	2.3 ³	2.0	328	36	2009-03-31
Grand River Hospital (service, RPNs, tech, trades, part-time)	Cdn Auto Workers	2.3 ³	2.0	353	36	2009-03-31

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

² Excluding retroactive adjustments

³ Special adjustments

⁴ Conditional wage adjustments

Ontario Power Generation Inc. and The Society of Energy Professionals (2,100 nuclear and 900 non-nuclear employees)

two, five-year renewal agreements effective January 1, 2006, expiring December 31, 2010

- wage settlement includes increases of 3% in each year, lump sum payments of \$2,000 in the first year for eligible employees, COLA triggered at 3% during the third, fourth, and fifth years; wage restructuring to a band system effective January 2007; employees hired on or after January 1, 2006 will be placed on the new wage schedules
- improvements to health care benefits and changes to pension plan contributions
- modifications to shift work

Toronto Police Services Board and Toronto Police Association (7,391 uniform and civilian employees)

three, 36-month renewal agreements effective January 1, 2005, expiring December 31, 2007

- general wage increases of 3.75% in the first year, 3.1% in the second year, and 3% in the third year
- improved health and welfare benefits, leaves of absence, and benefits for surviving spouses and dependents for uniform and civilian employees
- increases in service and standby pay; establishment of a Joint Committee to examine issues concerning temporary employees and part-timers for civilian employees
- improvements to plainclothes duties assignments and increases in various expense allowances for uniform employees

Canada Post and Association of Postal Officials of Canada (1,358 Ontario-based employees)

a four-year renewal agreement effective April 1, 2005, expiring March 31, 2009

- general wage increases of 2.4% in the first and second years, and 2.5% in the third and fourth years; in addition, market adjustments of 0.6% on April 1, 2005, 2% on October 1, 2005, and 0.6% on April 1, 2006
- introduction of an individual incentive plan
- changes in the severance accrual clause

Grand River Hospital and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 302 (681 R.P.N.s, service, technical, and trades employees)

four, 36-month renewal agreements effective April 1, 2006, expiring March 31, 2009

- wage settlement includes general wage increases of 2% in both the first and second years, and 3% in the final year, with special adjustments for specific classifications
- increased shift, weekend, and stand-by premiums
- improved vacation, health and welfare benefits, leaves of absence, and safety footwear and uniforms' allowances for eligible employees

Guelph Products Collins and Aikman and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 1917 (805 employees)

a three-year renewal agreement effective February 1, 2006, expiring January 31, 2009

- wage adjustments include a ratification bonus of \$500 for full-time employees, COLA float of \$1.28 of which \$0.64 will be added to base rates in the first year, and \$0.32 will be added in both the second and third years
- improvements to life insurance, pension, health care benefits, and vacation provisions for eligible employees
- increases in safety shoes and tool allowances for eligible employees

* Based on available information

During the fourth quarter of 2005, 104 agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 91,009 employees, 60% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in education, related services (20,004), followed by transportation equipment (19,221), health, welfare services (10,313), and local government (9,991) (Table 3).

Wage Adjustments

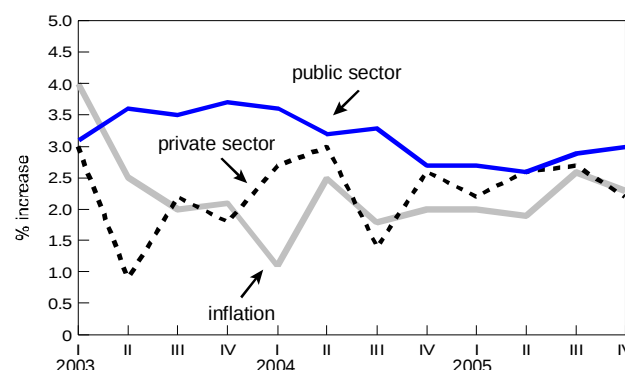
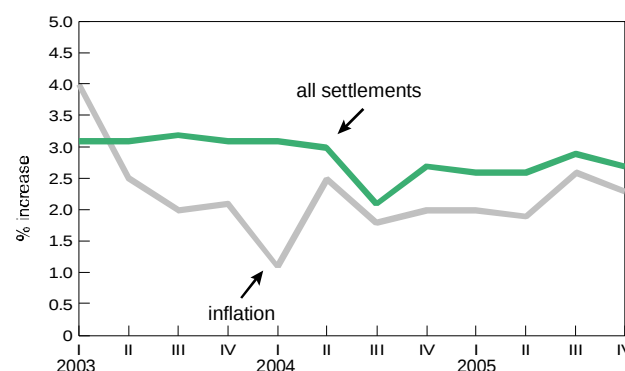
Fourth quarter settlements provided an overall average annual wage increase of 2.7%, down from 2.9% in the previous quarter. In the private sector, the average annual wage increase was 2.2% compared to 2.7% in the previous quarter. Public sector wage increases were reported at 3% compared to 2.9% in the previous quarter. During the fourth quarter, average annual wage increases were mainly affected by settlements in education and related services (3.1%), transportation equipment (2.7%), and health and welfare services (2.5%) (Tables 1-3).

In the fourth quarter of 2005, approximately 46% of all employees received wage increase between 2% and 2.9%, while almost 39% received wage increases ranging from 3% to 3.9%. In the public sector, nearly 60% of employees received increases ranging from 3% and 3.9%, compared to only 8% in the private sector. Thirty-four percent of public sector employees received wage increases ranging between 2% and 2.9% compared to 64% of private sector employees.

The majority of all employees (57%) were covered by three-year agreements. Approximately 40% of public sector employees and 82% of private sector employees were covered by three-year agreements, while only 30% of public sector employees and 11% of private sector employees were covered by four-year agreements. In the manufacturing sector, three-year agreements continue to be the most common, covering 96% of employees. In the non-manufacturing sector, 42% of employees were covered by three-year agreements, compared to 30% 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)

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>OCT 2005</u>	<u>NOV 2005</u>	<u>DEC 2005</u>
Canada	2.2	2.8	1.9	2.2	2.6	2.0	2.2
Ontario	2.0	2.7	1.9	2.2	2.5	2.0	2.1
Toronto	2.1	3.0	1.7	1.8	2.3	1.9	2.1
Ottawa-Gatineau (Ont. part)	2.2	2.5	1.9	2.3	2.6	2.1	2.3
Thunder Bay	1.5	2.3	1.3	1.7	1.9	1.4	1.7

Source: Statistics Canada

Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private), Fourth Quarter 2004 to Fourth 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>
Fourth Quarter 2004									
All agreements	90	61,728	2.7	17	8,273	2.5	73	53,455	2.7
Public sector	47	38,707	2.7	-	-	-	47	38,707	2.7
Private sector	43	23,021	2.6	17	8,273	2.5	26	14,748	2.7
First Quarter 2005									
All agreements	121	118,166	2.6	12	8,742	3.1	109	109,424	2.5
Public sector	85	91,888	2.7	3	5,572	3.1	82	86,316	2.6
Private sector	36	26,278	2.2	9	3,170	3.0	27	23,108	2.1
Second Quarter 2005									
All agreements	228	260,997	2.6	112	137,909	2.6	116	123,088	2.6
Public sector	179	233,643	2.6	96	126,221	2.6	83	107,422	2.6
Private sector	49	27,354	2.6	16	11,688	2.7	33	15,666	2.5
Third Quarter 2005									
All agreements	144	174,579	2.9	28	41,321	2.7	116	133,258	2.9
Public sector	115	133,687	2.9	18	14,783	2.7	97	118,904	2.9
Private sector	29	40,892	2.7	10	26,538	2.7	19	14,354	2.6
Fourth Quarter 2005									
All agreements	104	91,009	2.7	35	39,691	2.8	69	51,318	2.6
Public sector	63	54,485	3.0	19	16,825	3.0	44	37,660	3.0
Private sector	41	36,524	2.2	16	22,866	2.6	25	13,658	1.6

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Fourth Quarter 2004 to Fourth 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>
Fourth Quarter 2004									
All agreements	90	61,728	2.7	17	8,273	2.5	73	53,455	2.7
Manufacturing	33	11,813	2.5	16	6,500	2.6	17	5,313	2.3
Non-manufacturing	51	44,635	2.7	1	1,773	2.2	50	42,862	2.7
Construction	6	5,280	3.0	-	-	-	6	5,280	3.0
First Quarter 2005									
All agreements	121	118,166	2.6	12	8,742	3.1	109	109,424	2.5
Manufacturing	17	7,119	2.2	6	1,904	2.9	11	5,215	1.9
Non-manufacturing	103	110,647	2.6	6	6,838	3.1	97	103,809	2.6
Construction	1	400	3.2	-	-	-	1	400	3.2
Second Quarter 2005									
All agreements	228	260,997	2.6	112	137,909	2.6	116	123,088	2.6
Manufacturing	28	11,487	2.4	14	5,290	2.5	14	6,197	2.3
Non-manufacturing	199	249,110	2.6	98	132,619	2.6	101	116,491	2.6
Construction	1	400	3.2	-	-	-	1	400	3.2
Third Quarter 2005									
All agreements	144	174,579	2.9	28	41,321	2.7	116	133,258	2.9
Manufacturing	22	31,061	2.6	10	26,538	2.7	12	4,523	2.2
Non-manufacturing	121	143,168	2.9	18	14,783	2.7	103	128,385	2.9
Construction	1	350	4.2	-	-	-	1	350	4.2
Fourth Quarter 2005									
All agreements	104	91,009	2.7	35	39,691	2.8	69	51,318	2.6
Manufacturing	25	25,536	2.5	10	20,952	2.6	15	4,584	1.8
Non-manufacturing	79	65,473	2.8	25	18,739	2.9	54	46,734	2.7
Construction	-	-	-	-	-	-	-	-	-

Table 3: Average Annual Increases in Base Wage Rates by Industry, Fourth 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	104	91,009	2.7	35	39,691	2.8	69	51,318	2.6
Manufacturing	25	25,536	2.5	10	20,952	2.6	15	4,584	1.8
Food, Beverage	4	1,395	1.8	1	350	2.0	3	1,045	1.8
Rubber, Plastics	1	250	4.9	-	-	-	1	250	4.9
Textile	2	668	1.4	1	351	2.3	1	317	0.4
Knitting Mills	1	300	2.5	-	-	-	1	300	2.5
Wood	1	375	0.0	-	-	-	1	375	0.0
Printing, Publishing	1	450	2.6	-	-	-	1	450	2.6
Primary Metals	4	1,170	1.5	2	730	1.4	2	440	1.7
Fabricated Metals	3	844	2.1	-	-	-	3	844	2.1
Machinery	1	300	3.2	1	300	3.2	-	-	-
Transportation Equipment	5	19,221	2.7	5	19,221	2.7	-	-	-
Electrical Products	1	208	3.0	-	-	-	1	208	3.0
Chemicals	1	355	0.0	-	-	-	1	355	0.0
Non-manufacturing	79	65,473	2.8	25	18,739	2.9	54	46,734	2.7
Mining, Quarrying	2	823	2.5	2	823	2.5	-	-	-
Transportation	5	4,717	2.5	1	300	2.5	4	4,417	2.5
Communications	2	4,727	2.7	1	1,358	3.3	1	3,369	2.5
Electric, Gas, Water	5	5,221	3.1	4	4,229	3.1	1	992	3.0
Wholesale Trade	4	1,504	2.8	2	551	1.5	2	953	3.5
Retail Trade	5	2,195	1.6	1	240	0.0	4	1,955	1.8
Education, Related Services	31	20,004	3.1	13	9,588	3.0	18	10,416	3.3
Health, Welfare Services	14	10,313	2.5	1	1,650	3.0	13	8,663	2.4
Management Services	1	1,100	0.8	-	-	-	1	1,100	0.8
Accommodation, Food Services	2	3,875	1.5	-	-	-	2	3,875	1.5
Federal Government	2	1,003	2.5	-	-	-	2	1,003	2.5
Local Government	6	9,991	3.2	-	-	-	6	9,991	3.2
Construction	-	-	-	-	-	-	-	-	-

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, Fourth 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	104	91,009	2.7	63	54,485	3.0	41	36,524	2.2
One-year agreements	1	1,191	0.0	-	-	-	1	1,191	0.0
Two-year agreements	16	10,284	2.8	15	10,024	2.8	1	260	1.1
Three-year agreements	55	51,682	2.8	22	21,869	3.2	33	29,813	2.5
Four-year agreements	26	20,158	2.6	23	16,223	2.9	3	3,935	1.5
Five-year agreements	4	6,689	2.7	3	6,369	2.7	1	320	2.4
Six-year agreements	-	-	-	-	-	-	-	-	-
Seven-year agreements	1	235	0.0	-	-	-	1	235	0.0
Eight-year agreements	1	770	0.0	-	-	-	1	770	0.0
	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	25	25,536	2.5	79	65,473	2.8	-	-	-
One-year agreements	-	-	-	1	1,191	0.0	-	-	-
Two-year agreements	1	260	1.1	15	10,024	2.8	-	-	-
Three-year agreements	22	24,506	2.5	33	27,176	3.1	-	-	-
Four-year agreements	1	450	2.6	25	19,708	2.6	-	-	-
Five-year agreements	1	320	2.4	3	6,369	2.7	-	-	-
Six-year agreements	-	-	-	-	-	-	-	-	-
Seven-year agreements	-	-	-	1	235	0.0	-	-	-
Eight-year agreements	-	-	-	1	770	0.0	-	-	-

Negotiations

In the fourth quarter of 2005, the average duration of negotiations for public sector agreements was 7.3 months compared to 3.1 months for private sector agreements (Table 5).

Of all settlements reached during the fourth quarter, 44 agreements involving 29% of employees were settled directly by the parties, compared to 50 agreements involving 62% of employees that were reached through conciliation or mediation. Four agreements covering approximately 3% of employees were settled by arbitration, and six agreements involving 6.5% of employees were reached following work stoppages (Table 6).

Upcoming Bargaining

Major negotiations continuing into the first quarter of 2006 involve municipalities, federal government, pulp and paper, school boards, College Compensation and Appointments Council (academic), University of Toronto, and the Ontario Provincial Police.

Major agreements scheduled to expire in the first quarter 2006 will include hospitals (Ontario Nurses Association and OPSEU), Ontario Power Generation (CUPE), and the Ontario Government (AMAPCEO).

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	41,000	Various dates
Various Municipalities	Various unions	Various locations	29,000	Various dates
Hospitals	Various unions	Various locations	75,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	42,000	Various dates
Pulp & Paper	Various unions	Various locations	1,200	Various dates
Ontario Government	Various unions	Province-wide	8,600	Various dates
University of Toronto (teaching assistants, casual, library support)	Various unions	Toronto	4,400	Various dates
Maple Leaf Sports & Entertainment	Teamsters	Toronto	1,125	2005-06-30
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
Group 4 Falck Canada	UFCW	Durham Region	2,500	2005-11-30
Ontario Provincial Police (uniform & civilian)	OPP	Province-wide	7,680	2005-12-31
Ontario Power Generation	CUPE	Province-wide	7,900	2006-03-31
Cara Operations Ltd. (Airport Services)	Teamsters	Mississauga	1,200	2006-01-16
Freightliner Canada Ltd. (Sterling Truck)	CAW	St. Thomas	1,040	2006-03-08

As of December 31, 2005, there were 211 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Fourth 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	104	91,009	63	54,485	41	36,524
1 – 3 months	46	41,864	19	11,535	27	30,329
4 – 6 months	28	18,248	18	13,653	10	4,595
7 – 9 months	10	5,527	6	3,927	4	1,600
10 – 12 months	9	13,418	9	13,418	-	-
13 months and over	11	11,952	11	11,952	-	-
Average Duration of Negotiations						
	<i>months</i>					
TOTAL	5.7					
Public sector	7.3					
Private sector	3.1					

Table 6: Stage of Settlement by Sector, Fourth 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	104	91,009	63	54,485	41	36,524
Direct bargaining	44	26,102	33	20,734	11	5,368
Conciliation	15	9,095	7	6,433	8	2,662
Post-conciliation bargaining	14	30,355	6	8,048	8	22,307
Mediation	13	5,860	4	1,590	9	4,270
Post-mediation bargaining	8	10,747	7	10,431	1	316
Arbitration	4	2,888	4	2,888	-	-
Work stoppage	6	5,962	2	4,361	4	1,601

Work Stoppages

During 2005, 76 work stoppages under Ontario jurisdiction were reported, down from 99 in 2004. Work stoppages during 2005 involved 12,239 employees and resulted in 403,210 persons-day lost, down from 20,952 employees and 486,840 persons-day lost reported in 2004. In 2005, 35 work stoppages were

reported in the manufacturing sector, a decrease from 39 during 2004. The non-manufacturing sector reported 40 work stoppages in 2005, compared to 56 in 2004 (Table 7). During 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, 2004 and 2005

	Work Stoppages		Person-Days Lost	
	<u>2004</u>	<u>2005</u>	<u>2004</u>	<u>2005</u>
ALL INDUSTRIES	99	76	486,840	403,210
Manufacturing	39	35	209,740	146,490
Non-manufacturing	56	40	197,950	256,700
Construction	4	1	79,150	20
Various industries	-	-	-	-

As of December 31, 2005, 11 work stoppages, covering a total of 770 employees, were carried over to January 2006. (Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1984 to 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*	76	12,239	161	403,210	32.9	45	0.03

* 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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