

Collective Bargaining Highlights

March 2007

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

AGREEMENTS SETTLED IN MARCH

- In March, 77 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 70,063 employees, 71% of whom were in the public sector (49,469), with the majority in health and social services (47,958).
- The overall average annual wage increase in base wage rates in March was 2.9%, up from 2.7% reported in the previous month. In the public sector, 64 agreements were ratified for an average annual wage increase of 3%, down slightly from 3.1% reported last month. In the private sector, 13 agreements were settled for an average annual wage increase of 2.8%, up from 2.4% reported in February.
- Major settlements in March included a three-year agreement between Maple Leaf Foods (Pork Division) and the UFCW, providing 1,200 employees with an average annual wage increase of 2.8%. A two-year arbitration award was issued for the Participating Hospitals and ONA. The award provided a 3% average annual increase for nurses, paramedical and professional employees. Also in health care, a one-year agreement was reached between the Ottawa Hospital and OPSEU, providing 2,300 paramedical and professional employees with an average annual wage increase of 3%. Two agreements were settled between the Halton Regional Police Services Board and the Police Association. The settlement provided both uniform and civilian employees with an average annual wage increase of 3.2%.

ALSO SETTLED IN THE PREVIOUS MONTH

- General Electric Canada and the CAW (850 employees)

Average Annual Wage Increase: 2.3% over three years including COLA

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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 2007</u> %	<u>2006</u> %	<u>2005</u> %
All Settlements	77	70,063	2.9	2.9	2.5	2.7
Public Sector	64	49,469	3.0	3.0	3.0	2.7
Private Sector	13	20,594	2.8	2.7	1.7	2.4
Industries						
Primary	-	-	-	2.7	3.1	2.5
Manufacturing	7	3,389	2.7	2.3	2.2	2.4
Construction	3	15,400	2.9	2.9	3.6	3.5
Trade and Finance	-	-	-	2.2	1.1	2.3
Transportation, Communications & Utilities	2	1,563	2.0	2.9	2.8	2.9
Public Administration	2	781	3.2	3.2	2.9	2.6
Education & Related Services	2	517	3.0	3.3	3.1	2.7
Health & Social Services	59	47,958	3.0	3.0	2.8	2.9
Other Services	2	455	2.7	3.0	2.3	2.1

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						
Flex-N-Gate Seeburn (Ventra div)	United Steelworkers	2.0	2.0	327	38	2010-06-01
General Dynamics Land System (Canada Armoured Vehicles)	Cdn Auto Workers	4.0 *	2.5	507	36	2010-03-21
General Electric Canada	Communications Energy Paperwks	2.3 *	1.1	385	36	2010-03-04
Gerdau Ameristeel (Whitby plant)	United Steelworkers	2.0 *	1.2	430	36	2010-02-27
Maple Leaf Foods (pork div)	Food & Commercial Workers	2.8	2.9	1,200	36	2010-03-31
Morbern	United Steelworkers	2.5	2.5	250	24	2009-01-02
Satisfied Brake Products	Food & Commercial Workers	1.9	0.0	290	30	2009-11-12
Construction						
Electrical Trade Bargaining Agency (ICI)	Electrical Workers	2.9	2.6	14,500	36	2010-04-30
London and District Concrete Forming Contractors	Labourers	3.6	3.6	400	36	2010-02-28
Ontario Electrical Contractors Assn (non-ICI linework)	Electrical Workers	2.9	2.6	500	36	2010-04-30
Transportation, Communications & Utilities						
Expertech Network Installation (craft & services)	Communications Energy Paperwks	1.6 *	1.6	1,350	60	2011-11-30
London Hydro	Cdn Public Empls	3.1	3.0	213	36	2009-12-31
Public Administration						
Halton Regional Police Services Bd (civilian)	Police Association	3.2	3.2	222	36	2008-12-31
Halton Regional Police Services Bd (uniform)	Police Association	3.2	3.2	559	36	2008-12-31
Education & Related Services						
University of Toronto (grad assistants)	Cdn Public Empls	3.0	3.0	250	24	2008-08-31
University of Toronto (service part-time)	Cdn Public Empls	3.0	3.0	267	24	2008-06-30
Health & Social Services						
Bluewater Health Lambton Hosps Group (Sarnia, St Joseph's)	Ont Nurses Assn	3.0	3.0	448	24	2008-03-31
Brant Community Healthcare System	Ont Nurses Assn	3.0	3.0	480	24	2008-03-31
Brockville General Hospital	Ont Nurses Assn	3.0	3.0	266	24	2008-03-31
Cambridge Memorial Hospital	Ont Nurses Assn	3.0	3.0	355	24	2008-03-31
Centre for Addiction and Mental Health	Ont Nurses Assn	3.0	3.0	524	24	2008-03-31
Chatham-Kent Health Alliance	Ont Nurses Assn	3.0	3.0	380	24	2008-03-31
Children's Hospital of Eastern Ontario	Ont Nurses Assn	3.0	3.0	612	24	2008-03-31
Cornwall Community Hospital	Ont Nurses Assn	3.0	3.0	331	24	2008-03-31
Grand River Hospital (Kitchener-Waterloo, Freeport)	Ont Nurses Assn	3.0	3.0	931	24	2008-03-31
Grey Bruce Health Services	Ont Nurses Assn	3.0	3.0	548	24	2008-03-31
Guelph General Hospital	Ont Nurses Assn	3.0	3.0	440	24	2008-03-31
Halton Healthcare Services (service, RPN)	Cdn Public Empls	2.8	2.8	578	36	2009-09-28
Hamilton Health Sciences	Ont Nurses Assn	3.0	3.0	2,701	24	2008-03-31
Headwaters Health Care Centre	Ont Nurses Assn	3.0	3.0	216	24	2008-03-31
Hotel-Dieu Grace Hospital	Ont Nurses Assn	3.0	3.0	676	24	2008-03-31
Humber River Regional Hospital	Ont Nurses Assn	3.0	3.0	1,137	24	2008-03-31
Huron Perth Healthcare Alliance (Stratford, Clinton)	Ont Nurses Assn	3.0	3.0	355	24	2008-03-31

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* Including COLA clauses and/or COLA estimates

MARCH 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
Health & Social Services (cont'd)						
Joseph Brant Memorial Hospital	Ont Nurses Assn	3.0	3.0	572	24	2008-03-31
Kingston General Hospital	Ont Nurses Assn	3.0	3.0	1,077	24	2008-03-31
Lakeridge Health	Ont Nurses Assn	3.0	3.0	1,185	24	2008-03-31
London Health Sciences Centre (full-time)	Ont Nurses Assn	3.0	3.0	788	24	2008-03-31
London Health Sciences Centre (part-time)	Ont Nurses Assn	3.0	3.0	819	24	2008-03-31
Montfort Hospital	Ont Nurses Assn	3.0	3.0	350	24	2008-03-31
Mount Sinai Hospital	Ont Nurses Assn	3.0	3.0	1,165	24	2008-03-31
North Bay General Hospital	Ont Nurses Assn	3.0	3.0	354	24	2008-03-31
North York General Hospital	Ont Nurses Assn	3.0	3.0	1,102	24	2008-03-31
Orillia Soldiers Memorial Hospital	Ont Nurses Assn	3.0	3.0	384	24	2008-03-31
Ottawa Hospital (Civic, General, Riverside)	Ont Nurses Assn	3.0	3.0	3,418	24	2008-03-31
Ottawa Hospital (paramedical, prof)	Ont Public Service Empls	3.0	3.0	2,300	12	2008-03-31
Peterborough Regional Health Centre	Ont Nurses Assn	3.0	3.0	694	24	2008-03-31
Providence Healthcare	Ont Nurses Assn	3.0	3.0	259	24	2008-03-31
Queensway-Carleton Hospital	Ont Nurses Assn	3.0	3.0	498	24	2008-03-31
Quinte Healthcare	Ont Nurses Assn	3.0	3.0	536	24	2008-03-31
Ross Memorial Hospital	Ont Nurses Assn	3.0	3.0	246	24	2008-03-31
Rouge Valley Health System (Ajax, Pickering, Centenary)	Ont Nurses Assn	3.0	3.0	827	24	2008-03-31
Royal Ottawa Health Care Group	Ont Nurses Assn	3.0	3.0	248	24	2008-03-31
Royal Victoria Hospital	Ont Nurses Assn	3.0	3.0	748	24	2008-03-31
Sault Area Hospital (Plummer, Sault Ste Marie)	Ont Nurses Assn	3.0	3.0	552	24	2008-03-31
Scarborough Hospital (General, Grace)	Ont Nurses Assn	3.0	3.0	1,339	24	2008-03-31
Sisters of Charity of Ottawa Health Service	Ont Nurses Assn	3.0	3.0	279	24	2008-03-31
Southlake Regional Health Centre	Ont Nurses Assn	3.0	3.0	808	24	2008-03-31
St Thomas-Elgin General Hospital	Ont Nurses Assn	3.0	3.0	282	24	2008-03-31
St Joseph's Care Group	Ont Nurses Assn	3.0	3.0	221	24	2008-03-31
St Joseph's Health Care (Parkwood, St Joseph's, Mt Hope)	Ont Nurses Assn	3.0	3.0	970	24	2008-03-31
St Joseph's Health Centre	Ont Nurses Assn	3.0	3.0	780	24	2008-03-31
St Joseph's Healthcare (St Joseph's)	Ont Nurses Assn	3.0	3.0	1,307	24	2008-03-31
St Mary's General Hospital	Ont Nurses Assn	3.0	3.0	445	24	2008-03-31
St Michael's Hospital	Ont Nurses Assn	3.0	3.0	1,529	24	2008-03-31
Sudbury Regional Hospital	Ont Nurses Assn	3.0	3.0	1,150	24	2008-03-31
Sunnybrook Health Sciences Centre	Ont Nurses Assn	3.0	3.0	2,325	24	2008-03-31
Thunder Bay Regional Health Sciences Centre	Ont Nurses Assn	3.0	3.0	828	24	2008-03-31
Timmins and District Hospital	Ont Nurses Assn	3.0	3.0	252	24	2008-03-31
Toronto East General Hospital	Ont Nurses Assn	3.0	3.0	867	24	2008-03-31
Toronto Rehabilitation Institute	Ont Nurses Assn	3.0	3.0	286	24	2008-03-31
University Health Network (Western, General)	Ont Nurses Assn	3.0	3.0	2,310	24	2008-03-31
West Park Healthcare Centre (West Park)	Ont Nurses Assn	3.0	3.0	419	24	2008-03-31
William Osler Health Centre (Northwest GTA)	Ont Nurses Assn	3.0	3.0	1,491	24	2008-03-31
Windsor Regional Hospital	Ont Nurses Assn	3.0	3.0	767	24	2008-03-31
Woodstock General Hospital	Ont Nurses Assn	3.0	3.0	203	24	2008-03-31
Other Services						
Delta Toronto East Hotel	UNITE-HERE	3.1	3.0	205	48	2010-01-31
Old Mill Inn	UNITE-HERE	2.3	2.0	250	47	2010-01-31

Maple Leaf Foods Ltd. (Maple Leaf Pork Div.) and United Food and Commercial Workers Union, Local 175 (1,200 employees)

a three-year renewal agreement effective April 1, 2007, expiring March 31, 2010

- wage adjustments include a signing bonus of \$250 and wage increases of \$0.35 in each year
- improvements to life insurance and health care benefits, as well as bereavement leave
- increases in boot and tool allowances and replacement vests allowed every 12 months (previously 18 months)
- increased contributions to the pension and dental plans
- reclassification of certain job classes and an enhanced severance package to apply if the facility on Appleby Line closes

Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario and International Brotherhood of Electrical Workers (IBEW), various locals (14,500 employees)

a three-year renewal agreement effective May 1, 2007, expiring April 30, 2010

- total wage package increase of \$3.80 over the term of the agreement
- increases to travel and room and board allowances

Halton Regional Police Services Board and Halton Regional Police Association (559 uniform and 222 civilian employees)

two 36-month renewal agreements effective January 1, 2006, expiring December 31, 2008

- wage increases of 3.16% in each year in addition to special adjustments for certain classifications
- pay equity/job evaluation to take place by July 1, 2008 for the civilian group to more appropriately reflect market conditions for all civilian members
- increases to civilian performance/service pay
- improvements to health care benefits, retiree benefits, and various leave clauses
- increase in the coverage period of survivor benefits from 5 to 10 years where a member is killed as a result of the performance of their duties

The Ottawa Hospital and Ontario Public Service Employees Union, Local 464 (2,300 paramedical and professional employees)

a one-year renewal agreement, effective April 1, 2007, expiring March 31, 2008

- general wage increase of 3%
- increases in weekend premiums and vacation leave for eligible employees
- improvements to health care benefits

Halton Healthcare Services and Canadian Union of Public Employees, Local 815 (578 R.P.N.s and service employees)

a three-year renewal agreement, effective September 29, 2006, expiring September 28, 2009

- general wage increases of 2.75% in the first year, 3% in the second year, and 2.6% in the final year
- increases in standby pay, overtime, shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits, separation allowances, bereavement and education leave provisions

Participating Hospitals and Ontario Nurses' Association, various Locals (57 agreements covering 45,080 employees)

part of a central arbitration award issued for 137 hospitals involving 138 two-year renewal agreements covering 50,542 nurses, paramedical and professional employees, effective April 1, 2006, expiring March 31, 2008

- general wage increases of 3% in each year, in addition to increases to selected wage rates effective April 1, 2007
- increases in standby pay, shift, weekend, and overtime premiums for eligible employees
- improvements to health care benefits and various leave provisions

* Based on available information

FIRST QUARTER 2007 SUMMARY

During the first quarter of 2007, 129 agreements were ratified, each covering 200 or more employees. These agreements covered 97,425 employees, 63% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in health and welfare services (53,320), construction (15,400), education and related services (5,662), followed by electric, gas and water (3,623) (Table 3).

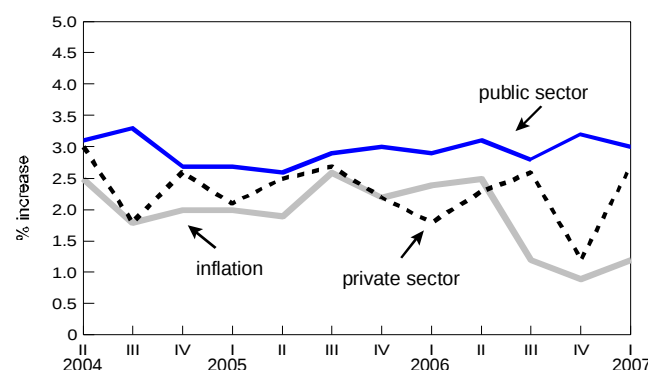
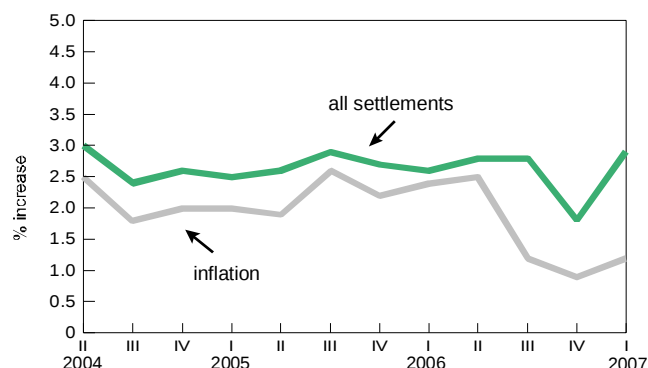
Wage Adjustments

First quarter settlements provided an overall average annual wage increase of 2.9%, up from 1.8% in the previous quarter. In the public sector, the average annual wage increase was 3% compared to 3.2% last quarter, while the private sector reported average annual wage increases of 2.7% compared to 1.2% in the previous quarter. In the manufacturing sector, wage increases averaged 2.3% in the first quarter of 2007 compared to 3% in the non-manufacturing sector. By industry, the lowest increase was reported in the wood sector at 0.9%, while the highest increase was in education and related services at 3.3% (Tables 1-3).

In the first quarter of 2007, approximately 64% of all employees received wage increases between 3% to 3.9% and 30% received increases ranging from 2% to 2.9%. In the public sector, 88% received increases ranging from 3% to 3.9%, compared to 23% in the private sector. Also in the private sector, 65% of employees received wage increases ranging from 2% to 2.9%.

Of the total number of employees who reached an agreement during the first quarter of 2007, 49% were covered by two-year agreements, while 41% were covered by three-year agreements. Approximately 75% of public sector employees were covered by two-year agreements. In the private sector, 83% of employees were covered by agreements of a three-year duration. In the manufacturing sector, 89% of employees were covered by three-year agreements compared to 64% of employees in the non-manufacturing sector who were covered by two-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)

	2004	2005	2006	2007 year-to-date	JAN 2007	FEB 2007	MAR 2007
Canada	1.9	2.2	2.0	1.8	1.2	2.0	2.3
Ontario	1.9	2.2	1.8	1.2	0.3	1.6	1.8
Toronto	1.7	1.8	1.6	1.2	0.3	1.5	1.7
Ottawa-Gatineau (Ont. part)	1.9	2.3	1.7	1.3	0.4	1.7	2.0
Thunder Bay	1.3	1.7	1.5	0.6	-0.4	0.9	1.1

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
First Quarter 2006 to First Quarter 2007**

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
First Quarter 2006									
All agreements	83	64,221	2.6	25	22,906	2.7	58	41,315	2.6
Public sector	55	47,681	2.9	18	20,247	2.8	37	27,434	3.0
Private sector	28	16,540	1.8	7	2,659	1.7	21	13,881	1.9
Second Quarter 2006									
All agreements	126	80,543	2.8	14	16,601	2.5	112	63,942	2.9
Public sector	77	52,588	3.1	3	3,058	3.0	74	49,530	3.1
Private sector	49	27,955	2.3	11	13,543	2.4	38	14,412	2.3
Third Quarter 2006									
All agreements	94	65,939	2.8	2	2,786	2.5	92	63,153	2.8
Public sector	73	57,291	2.8	2	2,786	2.5	71	54,505	2.8
Private sector	21	8,648	2.6	-	-	-	21	8,648	2.6
Fourth Quarter 2006									
All agreements	64	79,209	1.8	8	13,429	1.1	56	65,780	2.0
Public sector	33	23,827	3.2	2	722	3.1	31	23,105	3.2
Private sector	31	55,382	1.2	6	12,707	1.0	25	42,675	1.3
First Quarter 2007									
All agreements	129	97,425	2.9	12	8,739	2.5	117	88,686	2.9
Public sector	86	61,532	3.0	-	-	-	86	61,532	3.0
Private sector	43	35,893	2.7	12	8,739	2.5	31	27,154	2.8

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), First Quarter 2006 to First Quarter 2007

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
First Quarter 2006									
All agreements	83	64,221	2.6	25	22,906	2.7	58	41,315	2.6
Manufacturing	18	8,498	2.2	7	2,659	1.7	11	5,839	2.5
Non-manufacturing	64	55,323	2.7	18	20,247	2.8	46	35,076	2.6
Construction	1	400	3.1	-	-	-	1	400	3.1
Second Quarter 2006									
All agreements	126	80,543	2.8	14	16,601	2.5	112	63,942	2.9
Manufacturing	31	16,754	2.2	9	9,311	2.3	22	7,443	2.2
Non-manufacturing	94	63,289	3.0	5	7,290	2.7	89	55,999	3.0
Construction	1	500	3.9	-	-	-	1	500	3.9
Third Quarter 2006									
All agreements	94	65,939	2.8	2	2,786	2.5	92	63,153	2.8
Manufacturing	8	3,180	2.4	-	-	-	8	3,180	2.4
Non-manufacturing	86	62,759	2.8	2	2,786	2.5	84	59,973	2.8
Construction	-	-	-	-	-	-	-	-	-
Fourth Quarter 2006									
All agreements	64	79,209	1.8	8	13,429	1.1	56	65,780	2.0
Manufacturing	14	6,575	2.0	4	1,306	2.4	10	5,269	1.9
Non-manufacturing	50	72,634	1.8	4	12,123	1.0	46	60,511	2.0
Construction	-	-	-	-	-	-	-	-	-
First Quarter 2007									
All agreements	129	97,425	2.9	12	8,739	2.5	117	88,686	2.9
Manufacturing	19	8,298	2.3	8	3,545	2.3	11	4,753	2.2
Non-manufacturing	107	73,727	3.0	4	5,194	2.6	103	68,533	3.0
Construction	3	15,400	2.9	-	-	-	3	15,400	2.9

Table 3: Average Annual Increases in Base Wage Rates by Industry, First Quarter 2007

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
ALL INDUSTRIES TOTAL	129	97,425	2.9	12	8,739	2.5	117	88,686	2.9
Manufacturing	19	8,298	2.3	8	3,545	2.3	11	4,753	2.2
Food, Beverage	3	1,860	2.4	1	400	2.5	2	1,460	2.3
Rubber, Plastics	1	383	2.5	-	-	-	1	383	2.5
Textile	1	900	2.0	-	-	-	1	900	2.0
Wood	1	275	0.9	-	-	-	1	275	0.9
Primary Metals	2	828	1.4	2	828	1.4	-	-	-
Fabricated Metals	1	327	2.0	-	-	-	1	327	2.0
Machinery	1	298	2.3	-	-	-	1	298	2.3
Transportation Equipment	4	1,482	2.8	2	832	3.2	2	650	2.2
Electrical Products	3	1,445	2.5	2	1,235	2.3	1	210	3.6
Non-metallic Minerals	1	250	1.7	1	250	1.7	-	-	-
Other Manufacturing	1	250	2.5	-	-	-	1	250	2.5
Non-manufacturing	107	73,727	3.0	4	5,194	2.6	103	68,533	3.0
Mining, Quarrying	2	1,244	2.7	2	1,244	2.7	-	-	-
Transportation	4	1,656	3.1	-	-	-	4	1,656	3.1
Communications	1	1,350	1.6	1	1,350	1.6	-	-	-
Electric, Gas, Water	3	3,623	3.2	1	2,600	3.1	2	1,023	3.3
Wholesale Trade	1	629	3.0	-	-	-	1	629	3.0
Retail Trade	2	1,200	1.7	-	-	-	2	1,200	1.7
Real Estate, Insurance Agencies	1	272	3.2	-	-	-	1	272	3.2
Education, Related Services	10	5,662	3.3	-	-	-	10	5,662	3.3
Health, Welfare Services	68	53,320	3.0	-	-	-	68	53,320	3.0
Recreational Services	2	635	2.7	-	-	-	2	635	2.7
Management Services	2	752	3.1	-	-	-	2	752	3.1
Accommodation, Food Services	5	1,474	3.0	-	-	-	5	1,474	3.0
Other Services	1	273	3.0	-	-	-	1	273	3.0
Provincial Government	1	215	2.9	-	-	-	1	215	2.9
Local Government	4	1,422	3.2	-	-	-	4	1,422	3.2
Construction	3	15,400	2.9	-	-	-	3	15,400	2.9

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, First Quarter 2007

	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	129	97,425	2.9	86	61,532	3.0	43	35,893	2.7
One-year agreements	3	2,975	2.9	2	2,700	2.8	1	275	3.0
Two-year agreements	63	47,307	3.0	61	46,247	3.0	2	1,060	2.9
Three-year agreements	48	39,839	2.8	19	10,159	3.1	29	29,680	2.7
Four-year agreements	11	4,853	3.1	4	2,426	3.1	7	2,427	3.1
Five-year agreements	4	2,451	1.9	-	-	-	4	2,451	1.9
	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	19	8,298	2.3	107	73,727	3.0	3	15,400	2.9
One-year agreements	-	-	-	3	2,975	2.9	-	-	-
Two-year agreements	1	250	2.5	62	47,057	3.0	-	-	-
Three-year agreements	16	7,373	2.3	29	17,066	2.9	3	15,400	2.9
Four-year agreements	-	-	-	11	4,853	3.1	-	-	-
Five-year agreements	2	675	1.9	2	1,776	2.0	-	-	-

Negotiations

On average, public sector agreements were ratified within 10.6 months from the start of negotiations compared to 3.1 months in the private sector (Table 5).

Of all settlements reached during the first quarter of 2007, 58 agreements involving 45,451 employees were settled in arbitration, 43 agreements covering 21,007 employees were settled through mediation or conciliation, and 27 agreements for 30,695 employees were settled in direct bargaining. Only one agreement covering 272 employees was reached following a work stoppage.

In the public sector, 74% of employees reached a settlement in arbitration, while 12% settled through mediation or conciliation. In the private sector, 62% of employees reached a settlement in direct bargaining and 38% reached a settlement through mediation or conciliation (Table 6).

Upcoming Bargaining

Major negotiations continuing into the second quarter of 2007 include municipalities, hospitals, nursing homes/homes for the aged, and ICI and non-ICI construction agreements.

Major agreements scheduled to expire in the second quarter of 2007 include various construction agreements, the Greater Toronto Transit Authority (GO Transit), A&P Food Basics, Communication/Advertising Institution and Canadian Advertisers, as well as Federal Government agreements.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	59,400	Various dates
Various School Boards	Various unions	Various locations	8,800	Various dates
Various Municipalities	Various unions	Various locations	36,500	Various dates
Hospitals	Various unions	Various locations	16,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	42,900	Various dates
Eastern Canada Car Carriers	Teamsters	Province-wide	1,191	2006-10-31
Canadian Pacific Railway Co.	Teamsters	Province-wide	1,309	2006-12-31
No Frills Franchise Stores	UFCW	Province-wide	6,214	2007-01-09
Construction (ICI & non-ICI)	Various unions	Province-wide	123,000	2007-04-30
Greater Toronto Transit Authority (GO Transit)	Amalgamated Transit (ATU-Intl)	Province-wide	912	2007-06-01
Communication/Advertising Inst. and Canadian Advertisers	Cdn TV & Radio Artists	Province-wide	4,770	2007-06-30
Security Industry Employers' Bargaining Assn.	United Steelworkers	Province-wide	3,500	2007-06-30

As of March 31, 2007, there were 178 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, First Quarter 2007

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	129	97,425	86	61,532	43	35,893
1 – 3 months	41	35,598	7	3,777	34	31,821
4 – 6 months	23	11,523	17	8,632	6	2,891
7 – 9 months	5	4,031	3	3,400	2	631
13 months and over	60	46,273	59	45,723	1	550

Average Duration of Negotiations

	<i>months</i>
TOTAL	8.1
Public sector	10.6
Private sector	3.1

Table 6: Stage of Settlement by Sector, First Quarter 2007

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	129	97,425	86	61,532	43	35,893
Direct bargaining	27	30,695	12	8,553	15	22,142
Conciliation	16	9,299	6	3,308	10	5,991
Post-conciliation bargaining	11	3,433	6	1,850	5	1,583
Mediation	14	6,875	3	2,098	11	4,777
Post-mediation bargaining	2	1,400	-	-	2	1,400
Arbitration	58	45,451	58	45,451	-	-
Work stoppage	1	272	1	272	-	-

Work Stoppages

During the first quarter of 2007, 28 work stoppages under Ontario jurisdiction were reported compared to 26 reported during the first quarter of 2006. Work stoppages in 2007 involved 3,793 employees and resulted in 45,760 person-days lost, compared to 12,465 employees and 186,120 person-days lost reported for the same period last year. From January to March 2007, 12 work

stoppages were reported in the manufacturing sector, a slight decrease from 13 reported during the same period in 2006. The non-manufacturing sector reported 16 work stoppages in 2007 compared to 13 reported during the first quarter last year. In 2007, 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 2006 and 2007

	Work Stoppages		Person-Days Lost	
	<u>Jan - Mar 2007</u>	<u>Jan - Mar 2006</u>	<u>Jan - Mar 2007</u>	<u>Jan - Mar 2006</u>
ALL INDUSTRIES	28	26	45,760	186,120
Manufacturing	12	13	24,200	42,320
Non-manufacturing	16	13	21,560	143,800
Construction	-	-	-	-
Various industries	-	-	-	-

As of March 31, 2007, 13 work stoppages, covering a total of 2,184 employees, were carried over to April 2007.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1986 to March 2007

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
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
2006	70	30,240	432	394,600	13	48	0.03
2007* (Jan-Mar)	28	3,793	135	45,760	12.1	30	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 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.

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