

Collective Bargaining Highlights

December 2008

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

AGREEMENTS SETTLED IN DECEMBER

- In December, 28 collective agreements were ratified, each covering 200 or more employees. These agreements covered 34,927 employees, 98% of whom were in the public sector (34,077), with the majority in education and related services (25,106), followed by public administration (8,697).
- The overall average annual increase in base wage rates in December was 3%, down from 3.1% reported in the previous month. In the public sector, 25 agreements were settled for an average annual wage increase of 3.1%, unchanged from last month. In the private sector, three agreements were settled with an average annual wage increase of 1.2%, a decrease from 2.9% reported in November.
- Major settlements in December included a final arbitration award issued for the Toronto Police Services Board and the Toronto Police Association. The three-year award, covering three collective agreements for 5,424 uniform and 2,208 civilian employees, provides average annual wage increases of 3.3%. The University of Toronto settled one agreement with the United Steelworkers (USW) and two agreements with the Canadian Union of Public Employees (CUPE). The USW settlement provided 2,200 casual employees with an average annual wage increase of 3.2% over three years. The CUPE settlements provided 266 part-time library support employees with an average annual wage increase of 3.2% over 36 months, and 346 part-time service employees with an average annual wage increase of 3.3% over two years. District school boards settled 13 agreements covering 20,824 teaching and non-teaching staff. Of the 13 agreements, the Ontario Secondary School Teachers' Federation (OSSTF) settled eight agreements for 4,141 non-teaching employees

and one agreement for 308 secondary teachers. The settlements provided average annual wage increases ranging from 2.7% to 3% over four years. CUPE also settled three agreements for 15,765 non-teaching employees with average annual wage increases of 3% over four years. L'Association des enseignantes et des enseignants franco-ontariens (AEFO) reached a settlement for 610 occasional teachers for an average annual wage increase of 3.9% over 48 months.

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WAGE SETTLEMENTS — BY INDUSTRY

	DECEMBER			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>2008</u> %	<u>2007</u> %	<u>2006</u> %
All Settlements	28	34,927	3.0	2.7	3.0	2.5
Public Sector	25	34,077	3.1	3.1	3.1	3.0
Private Sector	3	850	1.2	2.0	2.9	1.8
Industries						
Primary	-	-	-	4.1	2.7	3.1
Manufacturing	2	609	0.5	1.2	2.4	2.2
Construction	-	-	-	3.4	3.2	3.2
Trade and Finance	-	-	-	2.1	1.9	1.1
Transportation, Communications & Utilities	-	-	-	3.0	3.2	2.7
Public Administration	5	8,697	3.3	3.1	2.9	3.0
Education & Related Services	19	25,106	3.0	3.1	3.4	3.1
Health & Welfare Services	1	274	2.0	3.0	3.0	2.8
Other Services	1	241	3.0	2.6	3.0	2.3

AGREEMENTS SETTLED IN NOVEMBER

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services						
School Boards						
Conseil des écoles catholiques de l'Est Ontarien (educational assistants)	Ont Secondary School Teachers	3.5	4.4	293	48	2012-08-31
Conseil des écoles catholiques de l'Est Ontarien (elementary)	Enseignants Franco-Ontariens	3.0	3.0	553	48	2012-08-31
Conseil des écoles catholiques de l'Est Ontarien (occasional)	Enseignants Franco-Ontariens	4.4	4.9	239	48	2012-08-31
Conseil des écoles catholiques de l'Est Ontarien (secondary)	Enseignants Franco-Ontariens	3.0	3.0	318	48	2012-08-31
Conseil des écoles catholiques de l'Est Ontarien (support)	Cdn Public Empls	3.1	3.5	298	48	2012-08-31
Conseil des écoles catholiques du Nouvel-Ontario (elem/sec)	Enseignants Franco-Ontariens	3.0	3.0	643	48	2012-08-31
Conseil des écoles catholiques du Nouvel-Ontario (support workers)	Ont Secondary School Teachers	3.0	3.0	460	48	2012-08-31
CSD du Centre-Sud-Ouest (elem/sec)	Enseignants Franco-Ontariens	3.0	3.0	638	48	2012-08-31
CSD du Centre-Sud-Ouest (support staff)	Ont Secondary School Teachers	3.0	3.0	424	60	2012-08-31
Limestone DSB (caretaker/maintenance)	Cdn Public Empls	3.0	3.0	201	48	2012-08-31
Limestone DSB (sec/off/cler/ed assist/tech)	Cdn Public Empls	3.0	3.0	533	48	2012-08-31
Northeastern Catholic DSB (elem/sec)	Ont English Catholic Teachers	3.0	3.0	210	48	2012-08-31
Sudbury Catholic DSB (elementary)	Ont English Catholic Teachers	3.0	3.0	304	48	2012-08-31
Toronto DSB (prof student serv pers) (unit A)	Ont Secondary School Teachers	3.0	3.0	724	48	2012-08-31
Toronto DSB (maint/constrctn) (unit E)	Various unions	3.0	3.0	764	48	2012-08-31
Universities						
University of Waterloo (plant and food services)	Cdn Public Empls	3.9	3.9	425	24	2010-04-30

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						
Solo Cup Canada	Teamsters	1.0 ¹	0.0	300	24	2010-11-30
Timken Canada	United Steelworkers	0.0 *	0.0	309	36	2011-11-27
Public Administration						
City of Hamilton (supervisors)	Cdn Public Empls	2.8	3.0	265	36	2010-12-31
Niagara Regional Municipality (office/outside)	Cdn Public Empls	2.7	3.0	800	48	2011-12-31
Toronto Police Services Board (uniform officers)	Police Association	3.3	3.3	5,424	36	2010-12-31
Toronto Police Services Board (civilians) (unit A)	Police Association	3.3	3.3	862	36	2010-12-31
Toronto Police Services Board (civilians) (unit C)	Police Association	3.3	3.3	1,346	36	2010-12-31
Education & Related Services						
Algoma DSB (support staff)	Ont Secondary School Teachers	3.0	3.0	650	48	2012-08-31
Conseil des écoles catholiques du Centre-Est (occasional)	Enseignants Franco-Ontariens	3.9	6.7	610	48	2012-08-31
Conseil des écoles catholiques du Centre-Est (support staff/off/prf/tch)	Ont Secondary School Teachers	3.0	3.0	385	48	2012-08-31
CSD du Grand Nord de l'Ontario (support staff)	Ont Secondary School Teachers	2.7 ²	2.0	237	48	2012-08-31
Near North DSB (ed asst/prof student pers)	Ont Secondary School Teachers	3.0	3.0	217	48	2012-08-31
Mississauga Public Library Board (office)	Cdn Public Empls	3.0	3.0	478	36	2011-03-31
Ottawa-Carleton DSB (ed support/prof)	Ont Secondary School Teachers	3.0	3.0	614	48	2012-08-31
Ottawa-Carleton DSB (educational assistants)	Ont Secondary School Teachers	3.0	3.0	591	48	2012-08-31
Ottawa-Carleton DSB (plant/support staff)	Ont Secondary School Teachers	3.0	3.0	662	48	2012-08-31
Renfrew County DSB (secondary)	Ont Secondary School Teachers	3.0	3.0	308	48	2012-08-31
Toronto DSB (instructors) (unit B)	Cdn Public Empls	3.0	3.0	4,403	48	2012-08-31
Toronto DSB (cler/serv/tech/ed asst) (unit C)	Cdn Public Empls	3.0	3.0	8,793	48	2012-08-31
Toronto DSB (custodial) (unit D)	Cdn Public Empls	3.0	3.0	2,569	48	2012-08-31
University of Guelph (lecturers) (unit 2)	Cdn Public Empls	3.0	3.0	212	12	2009-08-31
University of Guelph (teaching and service assistants) (unit1)	Cdn Public Empls	3.0	3.0	780	12	2009-08-31
University of Toronto (casual unit)	United Steelworkers	3.2	3.4	2,200	36	2011-06-30
University of Toronto Library (support) (part-time)	Cdn Public Empls	3.2	3.5	266	36	2011-06-30
University of Toronto (service) (part-time)	Cdn Public Empls	3.3	3.5	346	24	2010-06-30
Waterloo Region DSB (educational support)	Ont Secondary School Teachers	3.0	3.0	785	48	2012-08-31
Health & Welfare Services						
Waterloo Region Family & Children's Services (social work)	Ont Public Service Empls	2.0	2.0	274	36	2011-03-31
Other Services						
Inergi (professional/supervisory)	Energy Prof Society	3.0	3.0	241	36	2011-12-31

* replaces the COLA clause with an economic conditional wage adjustment based on US and Canadian dollars

¹ two-tier wage schedule

² early renewal agreement

Toronto District School Board and Canadian Union of Public Employees, Local 4400 (15,765 educational assistants, instructors, office, service, and custodial employees)

three, four-year renewal agreements, effective September 1, 2008, expiring August 31, 2012

- general wage increases of 3% in each year
- professional development and training funds provided under the PDT agreement and establishment of a joint committee to develop professional development opportunities and quality of service provided
- introduction of a pay-direct drug card Pilot Project effective September 1, 2010, for one year
- letter of understanding regarding an electronic posting implementation committee

Algoma District School Board and Ontario Secondary School Teachers' Federation (650 educational support staff)

a four-year renewal agreement, effective September 1, 2008, expiring August 31, 2012

- wage increases of 3% in each year
- benefits' enhancement as provided under the PDT agreement will apply to vision care, semi-private hospital accommodation, and orthodontic coverage effective September 1, 2010
- establishment of committees to review and make recommendations for changes regarding specific benefits, and deal with workplace violence
- letter of understanding regarding annual meetings to explore the feasibility of providing Family Day as a paid holiday

University of Guelph and Canadian Union of Public Employees, Local 3913 (780 teaching and service assistants [unit 1] and 212 lecturers [unit 2])

two, 12-month renewal agreements, effective September 1, 2008, expiring August 31, 2009

- wage increase of 3%
- improvements to pregnancy/parental, bereavement, and family responsibility leave provisions
- increased contribution to the supplemental benefits plan

Toronto Police Services Board and Toronto Police Association (5,424 uniform and 2,208 civilian employees covered by three agreements)

part of a final arbitrated award involving a total of six 36-month renewal agreements covering a total of 8,041 uniform and civilian employees, effective January 1, 2008, expiring December 31, 2010

- general wage increase of 9.91% over three years, providing an average annual wage increase of 3.3%; an additional increase of \$0.50 per hour for Communications Operators and Court Officers effective July 1, 2010
- increases in psychology/family counselling and vision care coverage
- an additional day's pay in lieu of Family day for eligible employees during the first year
- a non-cumulative health care spending account will be provided to members past age 65 who retire on an unreduced pension

Regional Municipality of Niagara and Canadian Union of Public Employees, Local 1287 (800 employees)

a four-year renewal agreement, effective January 1, 2008, expiring December 31, 2011

- wage increases of 3% in the first year, 2.5% in each of the second and third years, and 2.75% in the fourth year
- improvement to dental plan and vision care coverage, as well as bereavement leave
- increases in shift and weekend premiums, and safety footwear allowance

* Based on available information

During the fourth quarter of 2008, 200 collective agreements were ratified, each covering 200 or more Ontario-based employees. These agreements covered 173,353 employees, 85% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in education and related services (121,208), management services (11,241), transportation (10,995), followed by construction (10,000) and local government (9,400) (Table 3).

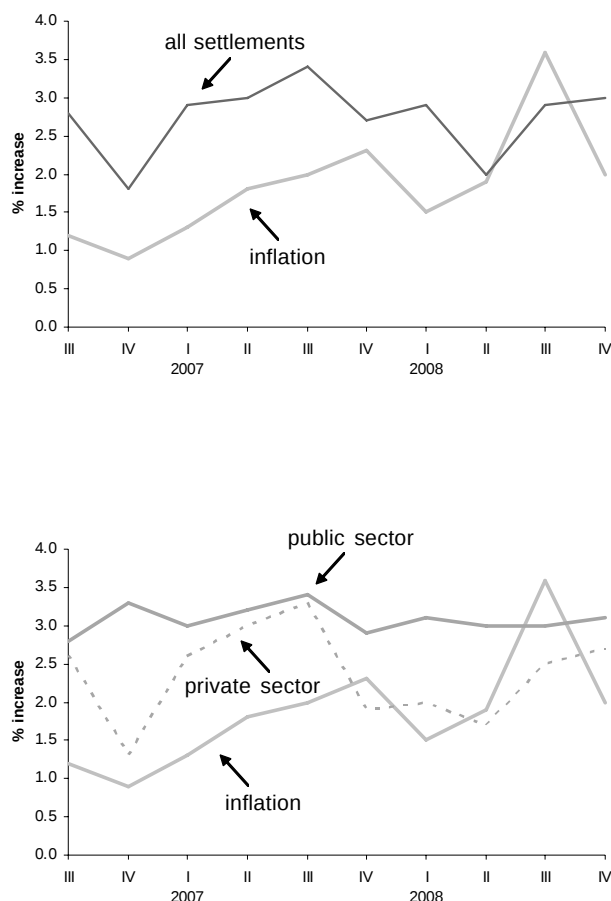
Wage Adjustments

Fourth quarter settlements provided an overall average annual wage increase of 3%, an increase from 2.9% in the previous quarter. In the public sector, the average annual wage increase was 3.1%, a slight increase from 3.0% reported in the last quarter, while the private sector reported an average annual wage increase of 2.7%, an increase from 2.5% in the previous quarter. During the fourth quarter of 2008, average annual wage increases were affected by settlements in education and related services (3.1%), management services (2.5%) transportation (3%), construction (3.4%), and local government (3.2%) (Tables 1-3).

In the fourth quarter of 2008, approximately 87% of all employees received wage increases ranging from 3% to 3.9%, compared to 11% who received increases ranging from 2% to 2.9%. In the public sector, 95% of employees received wage increases ranging from 3% to 3.9%, compared to 41% of private sector employees. In the private sector, 51% of employees received wage increases ranging from 2% to 2.9%, while approximately 3% of employees received no wage increases.

Of the total number of employees who reached an agreement during the fourth quarter of 2008, approximately 62% were covered by four-year agreements, while 33% were covered by three-year agreements. By sector, approximately 73% of public sector employees were covered by four-year agreements, while 22% of public sector employees and 97% of private sector employees were covered by three-year agreements. Three-year agreements continue to be most common in the manufacturing sector, covering 72% of employee, compared to 28% of non-manufacturing employees (Table 4).

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



CONSUMER PRICE INDEX (2002 = 100)

(Percentage change from year earlier)

	2005	2006	2007	2008	OCT 2008	NOV 2008	DEC 2008
Canada	2.2	2.0	2.1	2.4	2.6	2.0	1.2
Ontario	2.2	1.8	1.8	2.3	2.5	2.1	1.5
Toronto	1.8	1.6	1.9	2.4	2.7	2.3	1.7
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	2.2	2.6	2.2	1.7
Thunder Bay	1.7	1.5	1.0	2.2	2.8	2.4	1.9

Source: Statistics Canada

Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private), Fourth Quarter 2007 to Fourth Quarter 2008

	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 2007									
All agreements	48	39,116	2.7	7	2,971	1.1	41	36,145	2.8
Public sector	25	31,533	2.9	-	-	-	25	31,533	2.9
Private sector	23	7,583	1.9	7	2,971	1.1	16	4,612	2.4
First Quarter 2008									
All agreements	108	71,452	2.9	6	2,009	0.8	102	69,443	3.0
Public sector	84	60,031	3.1	-	-	-	84	60,031	3.1
Private sector	24	11,421	2.0	6	2,009	0.8	18	9,412	2.3
Second Quarter 2008									
All agreements	62	98,753	2.0	13	46,372	1.5	49	52,381	2.5
Public sector	26	22,328	3.0	1	3,470	3.0	25	18,858	3.0
Private sector	36	76,425	1.7	12	42,902	1.3	24	33,523	2.2
Third Quarter 2008									
All agreements	47	35,508	2.9	2	1,059	1.8	45	34,449	2.9
Public sector	27	27,191	3.0	-	-	-	27	27,191	3.0
Private sector	20	8,317	2.5	2	1,059	1.8	18	7,258	2.6
Fourth Quarter 2008									
All agreements	200	173,353	3.0	7	2,638	2.1	193	170,715	3.0
Public sector	183	147,089	3.1	-	-	-	183	147,089	3.1
Private sector	17	26,264	2.7	7	2,638	2.1	10	23,626	2.8

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Fourth Quarter 2007 to Fourth Quarter 2008

	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 2007									
All agreements	48	39,116	2.7	7	2,971	1.1	41	36,145	2.8
Manufacturing	15	5,198	1.3	6	2,721	0.8	9	2,477	1.8
Non-manufacturing	31	33,068	2.9	1	250	3.6	30	32,818	2.9
Construction	2	850	3.5	-	-	-	2	850	3.5
First Quarter 2008									
All agreements	108	71,452	2.9	6	2,009	0.8	102	69,443	3.0
Manufacturing	15	6,204	1.0	5	1,759	0.6	10	4,445	1.2
Non-manufacturing	93	65,248	3.1	1	250	2.3	92	64,998	3.1
Construction	-	-	-	-	-	-	-	-	-
Second Quarter 2008									
All agreements	62	98,753	2.0	13	46,372	1.5	49	52,381	2.5
Manufacturing	20	36,828	1.2	10	33,380	1.0	10	3,448	2.6
Non-manufacturing	42	61,925	2.5	3	12,992	2.5	39	48,933	2.5
Construction	-	-	-	-	-	-	-	-	-
Third Quarter 2008									
All agreements	47	35,508	2.9	2	1,059	1.8	45	34,449	2.9
Manufacturing	9	3,307	1.9	2	1,059	1.8	7	2,248	2.0
Non-manufacturing	38	32,201	3.0	-	-	-	38	32,201	3.0
Construction	-	-	-	-	-	-	-	-	-
Fourth Quarter 2008									
All agreements	200	173,353	3.0	7	2,638	2.1	193	170,715	3.0
Manufacturing	9	3,039	1.3	5	1,581	1.5	4	1,458	1.1
Non-manufacturing	190	160,314	3.0	2	1,057	3.0	188	159,257	3.0
Construction	1	10,000	3.4	-	-	-	1	10,000	3.4

Table 3: Average Annual Increases in Base Wage Rates by Industry, Fourth Quarter 2008

	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	200	173,353	3.0	7	2,638	2.1	193	170,715	3.0
Manufacturing	9	3,039	1.3	5	1,581	1.5	4	1,458	1.1
Food, Beverage	1	308	2.3	-	-	-	1	308	2.3
Rubber, Plastics	1	600	0.0	-	-	-	1	600	0.0
Paper	1	300	1.0	-	-	-	1	300	1.0
Primary Metals	2	598	1.9	2	598	1.9	-	-	-
Fabricated Metals	1	212	1.5	1	212	1.5	-	-	-
Machinery	1	309	0.0	1	309	0.0	-	-	-
Transportation Equipment	1	462	2.0	1	462	2.0	-	-	-
Electrical Products	1	250	2.2	-	-	-	1	250	2.2
Non-Manufacturing	190	160,314	3.0	2	1,057	3.0	188	159,257	3.0
Mining, Quarrying	2	909	3.5	1	635	3.2	1	274	4.0
Transportation	5	10,995	3.0	1	422	2.7	4	10,573	3.1
Retail Trade	2	653	2.6	-	-	-	2	653	2.6
Education, Related Services	161	121,208	3.1	-	-	-	161	121,208	3.1
Health, Welfare Services	10	5,528	3.0	-	-	-	10	5,528	3.0
Management Services	2	11,241	2.5	-	-	-	2	11,241	2.5
Federal Government	1	380	1.8	-	-	-	1	380	1.8
Local Government	7	9,400	3.2	-	-	-	7	9,400	3.2
Construction	1	10,000	3.4	-	-	-	1	10,000	3.4

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, Fourth Quarter 2008

	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	200	173,353	3.0	183	147,089	3.1	17	26,264	2.7
One-year agreements	4	3,577	3.2	4	3,577	3.2	-	-	-
Two-year agreements	12	4,133	2.9	10	3,583	3.1	2	550	1.5
Three-year agreements	35	57,819	3.0	21	32,413	3.1	14	25,406	2.8
Four-year agreements	147	107,044	3.1	146	106,736	3.1	1	308	2.3
Five-year agreements	2	780	2.9	2	780	2.9	-	-	-
	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	9	3,039	1.3	190	160,314	3.0	1	10,000	3.4
One-year agreements	-	-	-	4	3,577	3.2	-	-	-
Two-year agreements	2	550	1.5	10	3,583	3.1	-	-	-
Three-year agreements	6	2,181	1.1	28	45,638	3.0	1	10,000	3.4
Four-year agreements	1	308	2.3	146	106,736	3.1	-	-	-
Five-year agreements	-	-	-	2	780	2.9	-	-	-

Negotiations

On average, private sector agreements were settled within 3.8 months from the start of negotiations, compared to 4.3 months in the public sector (Table 5).

Of all settlements reached during the fourth quarter, 157 agreements, covering 56% of employees, were settled directly by the parties, compared to 29 agreements covering 26% of employees that were reached through conciliation or mediation. Nine agreements were reached by arbitration and five agreements were settled following work stoppages.

In the public sector, approximately 64% of employees reached settlements in direct bargaining, while 22% settled through conciliation or mediation. In the private sector, half of the employees reached agreements through conciliation or mediation, 9% settled by direct bargaining, and 40% of employees settled following work stoppages (Table 6).

Upcoming Bargaining

Major negotiations continuing into the first quarter of 2009 include the federal government, municipalities, universities, hospitals, nursing homes and homes for the aged, school boards, Council of Academic Hospitals of Ontario (CAHO), Red Cross Community Health Services (homemakers), Ontario Government, and Police Services Boards.

Major agreements scheduled to expire during the first quarter of 2009 include hospitals, the Liquor Control Board of Ontario, Ontario Power Generation (nuclear/non-nuclear), Canadian Broadcasting Corp., and Canada Post Corp.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	80,000	Various dates
Various School Boards	Various unions	Various locations	115,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	53,000	Various dates
Police Services Boards	Police Associations	Various locations	8,000	Various dates
Hospitals	Various unions	Various locations	30,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	37,400	Various dates
Universities	Various unions	Various locations	12,400	Various dates
Construction	Various unions	Province-wide	10,000	Various dates
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	Ottawa	2,200	2008-03-31
Council of Academic Hospitals of Ontario (CAHO)	Internes & Residents Assn.	Various locations	3,100	2008-06-30
Red Cross Community Health Services (homemakers)	SEIU	Various locations	3,000	2008-07-31
Ontario Government (OPP) (civilians/uniform)	Ontario Provincial Police	Province-wide	7,700	2008-12-31
Ontario Government	Various unions	Province-wide	53,000	Various dates
Ontario Power Generation (nuclear/non-nuclear)	CUPE	Province-wide	6,900	2009-03-31
Liquor Control Board of Ontario	OPSEU	Province-wide	5,400	2009-03-31
Canadian Broadcasting Corp	CWA	Canada-wide	3,300	2009-03-31
Canada Post Corp	Various unions	Canada-wide	3,000	Various dates

As of December 31, 2008, there were 276 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Fourth Quarter 2008

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	200	173,353	183	147,089	17	26,264
1 – 3 months	116	62,032	104	57,966	12	4,066
4 – 6 months	54	51,813	51	50,615	3	1,198
7 – 9 months	15	37,890	14	26,890	1	11,000
10 – 12 months	2	642	2	642	-	-
13 months and over	13	20,976	12	10,976	1	10,000

Average Duration of Negotiations

	<i>months</i>
TOTAL	4.3
Public sector	4.3
Private sector	3.8

Table 6: Stage of Settlement by Sector, Fourth Quarter 2008

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	200	173,353	183	147,089	17	26,264
Direct bargaining	157	97,032	149	94,554	8	2,478
Conciliation	11	17,148	10	6,148	1	11,000
Post-conciliation bargaining	3	1,646	1	910	2	736
Mediation	15	26,799	11	25,384	4	1,415
Arbitration	9	9,806	9	9,806	-	-
Work stoppage	5	20,922	3	10,287	2	10,635

Work Stoppages

During 2008, 64 work stoppages under Ontario jurisdiction were reported, a decrease from 75 reported in 2007. Work stoppages during 2008 involved 19,118 employees and resulted in 281,770 person-days lost, down from 25,257 employees and 389,130 person-days lost reported in 2007.

In 2008, 25 work stoppages were reported in the manufacturing sector, a decrease from 27 last year. The non-manufacturing sector reported 38 work stoppages during 2008 compared to 35 in 2007 (Table 7). During 2008, 0.02% of estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Person-days Lost, 2007 and 2008

	Work Stoppages		Person-Days Lost	
	2008	2007	2008	2007
ALL INDUSTRIES	64	75	281,770	389,130
Manufacturing	25	27	122,280	87,410
Non-manufacturing	38	35	159,460	80,020
Construction	1	13	30	221,700
Various industries	-	-	-	-

As of December 31, 2008, 11 work stoppages, covering a total of 3,696 employees, were carried over to January 2009.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1987 to 2008

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
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	13.0	48	0.03
2007	75	25,257	337	389,130	15.4	39	0.03
2008*	64	19,118	299	281,770	14.7	48	0.02

* 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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