

Collective Bargaining Highlights

September 2010



At A Glance

Average Annual Wage Increase

	Aug %	Sep %
Private Sector	2.7	2.5
Public Sector	3.0	1.7
All Settlements	2.8	2.0

In This Issue

	page
At A Glance	1
Agreements Settled in September	1
Wage Settlements	2
September Settlements	3-4
Selected Settlement Summaries	5
Major Negotiations Underway	15
Consumer Price Index	15

For further information, contact:
Collective Bargaining Information Services
400 University Avenue, 8th Floor
Toronto ON M7A 1T7
Telephone: 416-326-1260
Facsimile: 416-326-1277
E-mail: cbis@ontario.ca

Agreements Settled in September

In September, 31 collective agreements were ratified, each covering 200 or more employees. These agreements covered 20,914 employees, 73% of whom were in the public sector (15,214).

The overall average annual increase in base wage rates in September was 2% compared to 2.8% reported in the previous month. In the public sector, 22 agreements were settled for an average annual wage increase of 1.7%, a decrease from 3% in August. In the private sector, nine agreements were settled with an average annual wage increase of 2.5%, a decrease from 2.7% reported in the previous month.

Major settlements in September included a central arbitration award issued for Participating Nursing Homes and Service Employees International Union (SEIU). The award covered two agreements with a 12-month duration and 14 agreements with a 16-month duration. The 12-month agreements include wage increases of 2%, and the 16-month agreements include 1.5% average annual wage increases. An arbitration award was also issued for Extendicare Canada and Canadian Union of Public Employees (CUPE). The award covered four 24-month agreements and provided 1,006 office, service and nursing employees with average annual wage increases of 2.3%. York Regional Municipality and CUPE reached a three-year settlement covering 2,108 inside and outside employees for an average annual wage increase of 2.6%. In manufacturing, Maple Leaf Consumer Foods and Schneider Employees' Association, representing 1,200 employees, settled a 60-month agreement, for an average annual wage increase of 2.6%.

Wage Settlements - September

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	9	5,700	2.5
Public Sector	22	15,214	1.7
All Settlements	31	20,914	2.0

Average Annual Increase, Current Three Years

	Jan - Sep 2010 %	2009 %	2008 %
Private Sector	2.3	1.3	2.0
Public Sector	2.1	2.4	3.1
All Settlements	2.3	2.1	2.7

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	2	1,600	2.4
Construction	5	3,350	2.8
Transportation, Communications & Utilities	1	450	1.0
Public Administration	2	2,391	2.6
Health & Social Services	20	12,823	1.6
Other Services	1	300	2.5
All Settlements	31	20,914	2.0

Average Annual Increase by Industry, Current Three Years

	Jan - Sep 2010 %	2009 %	2008 %
Primary	2.2	3.4	4.1
Manufacturing	1.6	0.7	1.2
Construction	2.5	1.3	3.2
Trade & Finance	1.5	1.6	2.1
Transportation, Communications & Utilities	1.9	1.8	2.9
Public Administration	2.5	2.0	3.1
Education & Related Services	1.9	3.0	3.1
Health & Social Services	1.9	2.4	3.0
Other Services	2.8	2.2	2.6
All Settlements	2.3	2.1	2.7

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						
Maple Leaf Consumer Foods (Kitchener plant)	Schneider Employees Assn	2.6 ^{1,2}	2.7	1,200	60	2015-05-31
Unilever Canada (Good Humor-Breyers division)	Food & Commercial Workers	1.8	2.0	400	36	2013-08-31
Construction						
Electrical Power Systems Construction Assn	Carpenters	2.7	3.1	1,000	36	2020-04-30
Electrical Power Systems Construction Assn (generation)	Labourers	2.7	3.0	700	60	2015-04-30
Electrical Power Systems Construction Assn (transmission)	Labourers	2.7	3.0	350	60	2015-04-30
Electrical Power Systems Construction Assn	Intl Operating Engineers	2.7	2.8	300	36	2015-04-30
Electrical Power Systems Construction Assn	Teamsters	2.9	3.0	1,000	36	2015-04-30
Transportation, Communications & Utilities						
Greyhound Canada Transportation Corp (Eastern division)	Amalgamated Transit (ATU-Intl)	1.0	0.0	450	36	2013-06-30
Public Administration						
Vaughan City Corp (firefighters)	Intl Fire Fighters	3.2	2.7	283	48	2010-12-31
York Regional Municipality (inside, outside, paramedics)	Cdn Public Empls	2.6	2.4	2,108	36	2013-03-31
Health & Social Services						
Apans Health Services (Grace Villa) (service, RPN)	Service Employees Intl	1.5	2.0	268	16	2011-09-15
Chartwell Seniors Housing (Ballycliffe Lodge) (service, RPN)	Service Employees Intl	1.5	2.0	220	16	2011-09-15
Drs Paul and John Reikai Centre (Reikai Centre, Wellesley Central Place)	Service Employees Intl	1.5	2.0	212	16	2011-09-15
Extendicare (Canada) (Bayview Villa) (service, RPN, RN)	Cdn Public Empls	2.3	2.6	241	24	2010-12-31
Extendicare (Canada) (Laurier Manor) (service, RPN, office)	Cdn Public Empls	2.3	2.6	258	24	2010-12-31
Extendicare (Canada) (service, RPN) (full-time)	Service Employees Intl	1.5	2.0	1,032	16	2011-09-15
Extendicare (Canada) (service, RPN) (part-time)	Service Employees Intl	1.5	2.0	2,592	16	2011-09-15
Extendicare (Canada) (Sudbury York) (service, RPN)	Cdn Public Empls	2.3	2.6	262	24	2010-12-31
Extendicare (Canada) (West End Villa) (service, RPN)	Cdn Public Empls	2.3	2.6	245	24	2010-12-31
Heritage Nursing Home (service, RPN)	Service Employees Intl	1.5	2.0	235	16	2011-09-15

Cont'd...

¹ Two-tier wage schedule

² Restructuring of wage schedule

September 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						
Leisureworld (previously Diversicare) (service, RPN)	Service Employees Intl	1.5	2.0	1,417	16	2011-09-15
Leisureworld (service, RPN)	Service Employees Intl	1.5	2.0	2,992	16	2011-09-15
Parkview Home for Aged (service, RPN)	Service Employees Intl	1.5	2.0	213	16	2011-09-15
Responsive Management (O'Neill Centre) (service, office, RPN)	Service Employees Intl	2.0	2.0	252	12	2011-09-30
Revera Long Term Care (Burloak, West Oak, Northridge) (service, RPN)	Service Employees Intl	1.5	2.0	356	16	2011-09-15
Revera Long Term Care (various homes) (service, RPN)	Service Employees Intl	1.5	2.0	987	16	2011-09-15
Revera Long Term Care (Westside Special Care) (service, RPN) (part-time)	Service Employees Intl	1.5	2.0	216	16	2011-09-15
Shepherd Village (service, RPN)	Service Employees Intl	1.5	2.0	405	16	2011-09-15
Specialty Care/Woodhall Park (service, RPN)	Service Employees Intl	2.0	2.0	202	12	2011-12-31
Toronto Aged Men's & Women's Homes (Belmont House) (service, RPN)	Service Employees Intl	1.5	2.0	218	16	2011-09-15
Other Services						
Canadian Standards Assn (CSA)	Cdn Public Empls	2.5	2.0	300	36	2013-06-18

Selected Settlement Summaries

(Based on available information)

Maple Leaf Consumer Foods Inc. and Schneider Employees' Association (1,200 employees)

a 60-month renewal agreement, effective June 1, 2010, expiring May 31, 2015

- general wage increases of \$0.35 in each year for production employees, and \$0.45 in each year for skilled trades
- one-time early retirement incentive for employees hired prior to 1999
- modification to overtime practices
- establishment of a job classification system with a 4-level wage structure based on skill level
- establishment of a new part-time classification to provide flexibility in completing new or non-traditional work

Participating Nursing Homes and Service Employees International Union, Local 1 (16 agreements covering 11,817 RPN and service employees)

part of a central arbitration award issued for 100 Participating Nursing Homes involving 52 renewal agreements covering 15,498 employees, effective on various dates in 2009, 2010 and 2011, expiring on various dates in 2011 and 2012

- general wage increase of 2%, retroactive to the date of commencement of each collective agreement

Regional Municipality of York and Canadian Union of Public Employees, Local 905 (2,108 inside, outside employees and paramedics)

a three-year renewal agreement, effective April 1, 2010, expiring March 31, 2013

- wage increases of 2.35% on April 1, 2010, 2.35% on April 1, 2011, 2% on April 1, 2012, and 1% on October 1, 2012
- members with 20 consecutive years of recognized service who retired on April 1, 2010, or onwards, shall be eligible for a Health Spending Account of \$2,000 per calendar year, to be available for 10 years until the retiree turns 75

Extendicare (Canada) Inc. and Canadian Union of Public Employees, various locals (1,006 employees covered by four agreements)

part of an arbitration award involving 10 renewal agreements covering 1,438 office, service and nursing employees effective January 1, 2009, expiring December 31, 2010

- general wage increases of 2.6% in the first year, and 2% in the second year, in addition to special adjustments for Registered Nurses and Registered Practical Nurses
- improvements to vision care coverage, and vacation leave provision for eligible employees

Third Quarter 2010 Summary

During the third quarter of 2010, 65 collective agreements were ratified, each covering 200 or more Ontario-based employees. These agreements covered 50,621 employees, 60% of whom were in the private sector. By industry, the majority of employees were in construction (15,850), health and social services (13,733), and local government (5,272).

Wage Trends - Last Three Years Average Annual Increase in Base Wage Rates and Consumer Price Index

Sector and CPI	2007	2008			2009				2010			
	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
Private Sector	1.9	2.0	1.7	2.6	2.6	2.2	1.3	1.1	1.2	2.2	2.4	2.3
Public Sector	2.9	3.1	3.0	3.0	3.1	2.5	2.6	2.2	2.3	2.2	2.2	2.0
All Settlements	2.7	2.9	2.0	2.9	3.0	2.4	2.2	1.9	1.8	2.2	2.4	2.2
Consumer Price Index	2.3	1.5	1.9	3.6	2.0	1.6	0.3	-1.1	0.8	1.6	1.9	2.9

Source: Collective Bargaining Information Services and Statistics Canada

Wage Adjustments

Third quarter settlements provided an overall average annual wage increase of 2.2%, compared to 2.4% reported in the previous quarter. In the public sector, the average annual wage increase was 2%, down from 2.2% in the previous quarter. The private sector reported an average annual wage increase of 2.3% compared to 2.4% in the second quarter. During the third quarter of 2010, average annual wage increases were affected by settlements in construction (2.5%), health and social services (1.6%), and local government (2.9%).

In the third quarter of 2010, approximately 61% of all employees received average annual wage increases ranging from 2% to 2.9%, compared to 34% who received average annual wage increases ranging from 1% to 1.9%. In the public sector, 33% of employees were covered by agreements with average annual wage increases ranging from 2% to 2.9%, compared to 80% of private sector employees.

Of the total number of employees, 42% were covered by three-year agreements. Approximately 54% of private sector employees and 25% of public sector employees were covered by 36-month agreements. Three-year agreements continue to be the most common in both manufacturing and construction sectors. In non-manufacturing, 42% of employees were covered by one-year agreements, compared to 23% of employees who were covered by three-year agreements, and 22% of employees who were covered by five-year agreements.

Table 1: Average Annual Increases in Base Wage Rates by Sector (Public and Private), Third Quarter 2009 to Third Quarter 2010

	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>
Third Quarter 2009									
Private Sector	29	26,378	1.1	7	6,442	1.0	22	19,936	1.2
Public Sector	33	61,542	2.2	-	-	-	33	61,542	2.2
All agreements	62	87,920	1.9	7	6,442	1.0	55	81,478	1.9
Fourth Quarter 2009									
Private Sector	28	31,606	1.2	5	8,342	0.1	23	23,264	1.6
Public Sector	70	41,271	2.3	1	1,358	1.9	69	39,913	2.3
All agreements	98	72,877	1.8	6	9,700	0.3	92	63,177	2.0
First Quarter 2010									
Private Sector	32	38,688	2.2	9	3,854	1.7	23	34,834	2.3
Public Sector	22	19,073	2.2	-	-	-	22	19,073	2.2
All agreements	54	57,761	2.2	9	3,854	1.7	45	53,907	2.2
Second Quarter 2010									
Private Sector	69	92,175	2.4	3	1,357	1.3	66	90,818	2.4
Public Sector	20	12,755	2.2	2	2,242	2.2	18	10,513	2.2
All agreements	89	104,930	2.4	5	3,599	1.9	84	101,331	2.4
Third Quarter 2010									
Private Sector	31	30,189	2.3	4	9,300	2.2	27	20,889	2.4
Public Sector	34	20,432	2.0	-	-	-	34	20,432	2.0
All agreements	65	50,621	2.2	4	9,300	2.2	61	41,321	2.2

**Table 2: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), Third Quarter 2009 to Third Quarter 2010**

	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>
Third Quarter 2009									
Manufacturing	11	5,611	0.5	6	4,086	-0.2	5	1,525	2.3
Non-Manufacturing	50	81,714	2.0	1	2,356	3.0	49	79,358	1.9
Construction	1	595	0.0	-	-	-	1	595	0.0
All agreements	62	87,920	1.9	7	6,442	1.0	55	81,478	1.9
Fourth Quarter 2009									
Manufacturing	17	12,767	0.5	4	7,692	0.0	13	5,075	1.3
Non-Manufacturing	81	60,110	2.1	2	2,008	1.6	79	58,102	2.1
All agreements	98	72,877	1.8	6	9,700	0.3	92	63,177	2.0
First Quarter 2010									
Manufacturing	14	5,768	1.6	6	2,288	1.6	8	3,480	1.7
Non-Manufacturing	34	24,843	2.1	3	1,566	1.9	31	23,277	2.1
Construction	6	27,150	2.4	-	-	-	6	27,150	2.4
All agreements	54	57,761	2.2	9	3,854	1.7	45	53,907	2.2
Second Quarter 2010									
Manufacturing	18	5,748	0.8	3	1,357	1.3	15	4,391	0.7
Non-Manufacturing	30	17,416	2.2	2	2,242	2.2	28	15,174	2.2
Construction	41	81,766	2.5	-	-	-	41	81,766	2.5
All agreements	89	104,930	2.4	5	3,599	1.9	84	101,331	2.4
Third Quarter 2010									
Manufacturing	10	6,351	2.3	2	3,226	2.2	8	3,125	2.5
Non-Manufacturing	42	28,420	2.0	2	6,074	2.2	40	22,346	2.0
Construction	13	15,850	2.5	-	-	-	13	15,850	2.5
All agreements	65	50,621	2.2	4	9,300	2.2	61	41,321	2.2

Table 3: Average Annual Increases in Base Wage Rates, Manufacturing, Third Quarter 2010

	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>
Food, Beverage	4	2,180	2.4	-	-	-	4	2,180	2.4
Rubber, Plastics	1	220	3.5	-	-	-	1	220	3.5
Textile	1	240	2.6	-	-	-	1	240	2.6
Primary Metals	3	3,451	2.2	2	3,226	2.2	1	225	1.7
Chemicals	1	260	2.9	-	-	-	1	260	2.9
Total Manufacturing	10	6,351	2.3	2	3,226	2.2	8	3,125	2.5

Table 4: Average Annual Increases in Base Wage Rates, Non-Manufacturing, Third Quarter 2010

	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>
Mining, Quarrying	1	2,832	2.3	1	2,832	2.3	-	-	-
Transportation	5	4,689	2.0	1	3,242	2.2	4	1,447	1.8
Electric, Gas, Water	2	714	3.0	-	-	-	2	714	3.0
Retail Trade	1	300	1.4	-	-	-	1	300	1.4
Health & Social Services	22	13,733	1.6	-	-	-	22	13,733	1.6
Management Services	2	580	2.1	-	-	-	2	580	2.1
Personal Services	1	300	1.5	-	-	-	1	300	1.5
Local Government	8	5,272	2.9	-	-	-	8	5,272	2.9
Total Non-Manufacturing	42	28,420	2.0	2	6,074	2.2	40	22,346	2.0

Table 5: Average Annual Increases in Base Wage Rates, in Construction, Third Quarter 2010

	All agreements			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Construction	13	15,850	2.5	13	15,850	2.5

Table 6: Average Annual Increases in Base Wage Rates, All Industries, Third Quarter 2010

	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>
Manufacturing	10	6,351	2.3	2	3,226	2.2	8	3,125	2.5
Non-manufacturing	42	28,420	2.0	2	6,074	2.2	40	22,346	2.0
Construction	13	15,850	2.5	-	-	-	13	15,850	2.5
All Industries	65	50,621	2.2	4	9,300	2.2	61	41,321	2.2

Table 7: Average Annual Increases in Base Wage Rates by Duration and Sector, Third Quarter 2010

	All Agreements			Private Sector			Public 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>
One-year agreements	16	11,817	1.5	-	-	-	16	11,817	1.5
Two-year agreements	8	3,235	2.6	-	-	-	8	3,235	2.6
Three-year agreements	25	21,324	2.4	16	16,227	2.3	9	5,097	2.7
Four-year agreements	2	857	2.1	1	574	1.6	1	283	3.2
Five-year agreements	11	11,504	2.4	11	11,504	2.4	-	-	-
Six-year agreements	1	284	1.4	1	284	1.4	-	-	-
Ten-year agreements	2	1,600	2.6	2	1,600	2.6	-	-	-
All Agreements	65	50,621	2.2	31	30,189	2.3	34	20,432	2.0

Table 8: Average Annual Increases in Base Wage Rates by Duration (Manufacturing and Non-Manufacturing), Third Quarter 2010

	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>
One-year agreements	-	-	-	16	11,817	1.5	-	-	-
Two-year agreements	-	-	-	8	3,235	2.6	-	-	-
Three-year agreements	7	4,297	2.4	13	6,427	2.5	5	10,600	2.4
Four-year agreements	1	574	1.6	1	283	3.2	-	-	-
Five-year agreements	2	1,480	2.5	3	6,374	2.2	6	3,650	2.7
Six-year agreements	-	-	-	1	284	1.4	-	-	-
Ten-year agreements	-	-	-	-	-	-	2	1,600	2.6
All Agreements	10	6,351	2.3	42	28,420	2.0	13	15,850	2.5

Negotiations

On average, private sector agreements were ratified within 4.5 months from the start of negotiations, compared to 9.1 months in the public sector.

Of all settlements reached during the third quarter of 2010, 34 agreements involving 51% of employees were reached with the assistance of conciliation or mediation, compared to six agreements covering 6% of employees, negotiated directly by the parties. Twenty-four (24) agreements were settled by arbitration, and one agreement was reached following a work stoppage.

In the public sector, approximately 21% of employees reached settlements through conciliation or mediation, and 10% through direct bargaining. In the private sector, 71% of employees reached agreements with the assistance of conciliation or mediation, compared to 3% who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2010 involve the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, and universities. Major agreements scheduled to expire during the fourth quarter include the federal government, municipalities, police services boards including the Toronto Police Services Board, Ontario Power Generation, and Bruce Power.

Table 9: Duration of Negotiations by Sector, Third Quarter 2010

	Total		Private Sector		Public Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
1 – 3 months	17	13,802	14	12,033	3	1,769
4 – 6 months	36	30,526	14	14,740	22	15,786
7 – 9 months	1	296	-	-	1	296
10 – 12 months	2	592	1	284	1	308
13 months and over	9	5,405	2	3,132	7	2,273
Total	65	50,621	31	30,189	34	20,432

Table 10: Average Duration of Negotiations by Sector, Third Quarter 2010

Average Duration of Negotiations	
	<i>months</i>
Private sector	4.5
Public sector	9.1
Total	6.9

Table 11: Stage of Settlement by Sector, Third Quarter 2010

	Total		Private Sector		Public Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
Direct bargaining	6	2,939	2	940	4	1,999
Conciliation	11	10,821	6	7,082	5	3,739
Post-conciliation bargaining	8	6,600	8	6,600	-	-
Mediation	15	8,339	13	7,735	2	604
Arbitration	24	19,090	1	5,000	23	14,090
Work stoppage	1	2,832	1	2,832	-	-
Total	65	50,621	31	30,189	34	20,432

Work Stoppages

During the first nine months of 2010, 47 work stoppages under Ontario jurisdiction were reported, compared to 55 reported for the same period in 2009. Work stoppages during the first nine months involved 8,871 employees and resulted in 618,910 person-days lost, compared to 41,293 employees and 1,195,420 person-days lost reported for the same period last year.

From January to September 2010, 19 work stoppages were reported in the manufacturing sector, a decrease from 21 reported during the same period last year. The non-manufacturing sector reported 27 work stoppages, a decrease from 34 reported during the same period last year. During the first nine months of 2010, 0.06% of the estimated working time in Ontario was lost due to work stoppages.

Table 12: Work Stoppages, January to September, 2009 and 2010

	January - September 2010	January - September 2009
Manufacturing	19	21
Non-manufacturing	27	34
Construction	1	-
All Industries	47	55

Table 13: Person-Days Lost, January to September, 2009 and 2010

	January - September 2010	January - September 2009
Manufacturing	181,680	205,050
Non-manufacturing	435,350	990,370
Construction	1,800	-
All Industries	618,910	1,195,420

As of September 30, 2010, 11 work stoppages, covering a total of 1,102 employees, were carried over to October 2010.
 (Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 14: Work Stoppages under Ontario Jurisdiction, 1988 to September 2010

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
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
2009	64	42,573	665	1,549,560	36.4	71	0.11
2010* (Jan-Sep)	47	8,871	189	618,910	69.8	65	0.06

* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	23,700	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	21,400	Various dates
Police Services Boards	Police Associations	Various locations	17,,900	Various dates
Hospitals	Various unions	Various locations	44,650	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	44,100	Various dates
Universities	Various unions	Various locations	22,800	Various dates
Pulp and Paper	Various unions	Various locations	4,200	Various dates
Zehrmart	UFCW	Various locations	11,500	2010-07-01
Loblaws Supermarkets	UFCW	Various locations	16,600	Various dates
U.S. Steel Canada (Hamilton Works)	USW	Hamilton	2,000	2010-07-31

As of September 30, 2010, there were 216 agreements, each covering 200 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2007	2008	2009	Year-to-date 2010	July 2010	August 2010	September 2010
Canada	2.1	2.4	0.3	1.6	1.8	1.7	1.9
Ontario	1.8	2.3	0.4	2.2	2.9	2.9	2.9
Toronto	1.9	2.4	0.5	2.3	3.1	3.1	3.2
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	2.3	3.0	2.9	3.0
Thunder Bay	1.0	2.2	0.1	1.7	2.8	2.8	2.7

* Percentage change from previous year
Source: Statistics Canada

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

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.

The Collective Bargaining Highlights may be reproduced and circulated freely. However, Collective Bargaining Information Services should be acknowledged as the source.

This document is available on the Ministry of Labour Website at http://www.labour.gov.on.ca/english/lr/pubs_type.html. For further information on this report or other services, please contact us at cbis@ontario.ca or call 416-326-1260.