

# Collective Bargaining Highlights

## September 2011

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### At A Glance

#### Average Annual Wage Increase

|                        | Aug        | Sep        |
|------------------------|------------|------------|
|                        | %          | %          |
| Private Sector         | 1.6        | 1.7        |
| Public Sector          | 1.5        | 1.9        |
| <b>All Settlements</b> | <b>1.6</b> | <b>1.9</b> |

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### Agreements Settled in September

In September, 41 collective agreements were ratified, each covering 150 or more employees. These agreements covered 24,687 employees, 77% of whom were in the public sector (19,061).

The overall average annual wage increase in base wage rates in September was 1.9%, compared to 1.6% reported in the previous month. In the public sector, 29 agreements were settled for an average annual wage increase of 1.9%, an increase from 1.5% in August. In the private sector, 12 agreements were settled for an average annual wage increase of 1.7%, an increase from 1.6% reported in the previous month.

For settlements in the month of September, the highest average annual wage increase was in the primary industry. The average annual wage increase in primary for one settlement was 3.2%, while in the manufacturing sector, the average annual wage increase for one settlement was 2.5%. The average annual wage increase in other services for seven settlements was 2%. Both education and related services (five settlements) and health and social services (24 settlements), reported average annual wage increases of 1.9%. Construction sector reported no wage increase for one settlement.

## Wage Settlements - September

**Table 1: Average Annual Increase, Current Month**

|                        | Agmts     | Empls         | Increase % |
|------------------------|-----------|---------------|------------|
| Private Sector         | 12        | 5,626         | 1.7        |
| Public Sector          | 29        | 19,061        | 1.9        |
| <b>All Settlements</b> | <b>41</b> | <b>24,687</b> | <b>1.9</b> |

**Table 2: Average Annual Increase, Current Three Years**

|                        | Jan - Sep<br>2011<br>% | 2010<br>%  | 2009*<br>% |
|------------------------|------------------------|------------|------------|
| Private Sector         | 1.8                    | 2.0        | 1.3        |
| Public Sector          | 1.6                    | 1.9        | 2.5        |
| <b>All Settlements</b> | <b>1.6</b>             | <b>2.0</b> | <b>2.2</b> |

**Table 3: Average Annual Increase by Industry, Current Month**

|                              | Agmts     | Empls         | Increase % |
|------------------------------|-----------|---------------|------------|
| Primary                      | 1         | 190           | 3.2        |
| Manufacturing                | 1         | 202           | 2.5        |
| Construction                 | 1         | 595           | 0.0        |
| Trade & Finance              | 2         | 761           | 0.8        |
| Education & Related Services | 5         | 5,870         | 1.9        |
| Health & Social Services     | 24        | 13,191        | 1.9        |
| Other Services               | 7         | 3,878         | 2.0        |
| <b>All Settlements</b>       | <b>41</b> | <b>24,687</b> | <b>1.9</b> |

**Table 4: Average Annual Increase by Industry, Current Three Years**

|                                            | Jan - Sep<br>2011<br>% | 2010<br>%  | 2009*<br>% |
|--------------------------------------------|------------------------|------------|------------|
| Primary                                    | 3.0                    | 2.2        | 3.4        |
| Manufacturing                              | 1.4                    | 1.5        | 0.7        |
| Construction                               | 1.2                    | 2.5        | 1.3        |
| Trade & Finance                            | 1.3                    | 0.7        | 1.6        |
| Transportation, Communications & Utilities | 2.6                    | 1.9        | 1.8        |
| Public Administration                      | 2.2                    | 1.9        | 2.0        |
| Education & Related Services               | 2.0                    | 1.7        | 3.0        |
| Health & Social Services                   | 1.1                    | 2.0        | 2.5        |
| Other Services                             | 2.0                    | 2.5        | 2.2        |
| <b>All Settlements</b>                     | <b>1.6</b>             | <b>2.0</b> | <b>2.2</b> |

\* 2009 wage settlement data are based on agreements covering 200 or more employees

## Table 5: September Settlements

| Employer                                                         | Union                             | Average Annual Wage Incr. % | 1st 12 months % | Approx. Number of Empls. (Ontario) | Duration of Wage Schedule (months) | Agmt. Expiry Date |
|------------------------------------------------------------------|-----------------------------------|-----------------------------|-----------------|------------------------------------|------------------------------------|-------------------|
| <b>Primary</b>                                                   |                                   |                             |                 |                                    |                                    |                   |
| Xstrata Copper Canada (Kidd Metallurgical Site)                  | Cdn Auto Workers                  | 3.2*                        | 3.3             | 190                                | 36                                 | 2014-09-30        |
| <b>Manufacturing</b>                                             |                                   |                             |                 |                                    |                                    |                   |
| Nordion (Canada) (technical)                                     | Public Service Alliance           | 2.5                         | 2.5             | 202                                | 36                                 | 2014-03-31        |
| <b>Construction</b>                                              |                                   |                             |                 |                                    |                                    |                   |
| Sarnia Construction (maintenance work)                           | Labourers                         | 0.0                         | 0.0             | 595                                | 12                                 | 2012-08-31        |
| <b>Trade &amp; Finance</b>                                       |                                   |                             |                 |                                    |                                    |                   |
| Hudsons Bay (HBC Logistics Div)                                  | United Steelworkers               | 1.3                         | 1.3             | 201                                | 36                                 | 2014-04-30        |
| Metro Ontario (Sav-A-Centre)                                     | Cdn Auto Workers                  | 0.6 <sup>1</sup>            | 0.0             | 560                                | 50                                 | 2015-09-26        |
| <b>Education &amp; Related Services</b>                          |                                   |                             |                 |                                    |                                    |                   |
| Brock University (faculty)                                       | Brock University Faculty Assn     | 1.7                         | 1.5             | 560                                | 36                                 | 2014-06-30        |
| Lakehead University (academic/librarians)                        | Lakehead University Faculty Assn  | 1.8                         | 1.8             | 405                                | 48                                 | 2015-08-31        |
| University of Guelph (support staff)                             | United Steelworkers               | 2.0                         | 1.7             | 850                                | 36                                 | 2014-04-30        |
| University of Toronto (staff appointed)                          | United Steelworkers               | 2.0                         | 1.8             | 3700                               | 36                                 | 2014-06-30        |
| Wilfrid Laurier University (academic/librarians) (part-time)     | Wilfrid Laurier Univ Faculty Assn | 1.8                         | 1.7             | 355                                | 36                                 | 2013-08-31        |
| <b>Health &amp; Social Services</b>                              |                                   |                             |                 |                                    |                                    |                   |
| Apans Health Services (Grace Villa Nursing Home)                 | Service Employees Intl            | 2.0                         | 2.0             | 215                                | 12                                 | 2012-09-15        |
| Cedarvale Terrace Long Term Care (Lincoln Place Nursing)         | Service Employees Intl            | 2.0                         | 2.0             | 179                                | 12                                 | 2012-09-15        |
| Chartwell Seniors Housing Reit (Ballycliffe Lodge) (service/RPN) | Service Employees Intl            | 2.0                         | 2.0             | 207                                | 12                                 | 2012-09-15        |
| Community Living Thunder Bay                                     | Ont Public Service Empls          | 1.2                         | 0.0             | 385                                | 48                                 | 2014-03-31        |
| Extendicare (Canada) (service/RPN) (full-time)                   | Service Employees Intl            | 2.0                         | 2.0             | 992                                | 12                                 | 2012-09-15        |
| Extendicare (Canada) (service/RPN) (part-time)                   | Service Employees Intl            | 2.0                         | 2.0             | 2499                               | 12                                 | 2012-09-15        |
| Heritage Nursing Home (service/RPN)                              | Service Employees Intl            | 2.0                         | 2.0             | 196                                | 12                                 | 2012-09-15        |
| Leisureworld (service/RPN)                                       | Service Employees Intl            | 2.0                         | 2.0             | 2936                               | 12                                 | 2012-09-15        |
| Leisureworld Senior Care (service/RPN)                           | Service Employees Intl            | 2.0                         | 2.0             | 1424                               | 12                                 | 2012-09-15        |
| Options Northwest                                                | Cdn Auto Workers                  | 1.2                         | 0.0             | 215                                | 36                                 | 2014-03-31        |
| Parkview Home for Aged (service/RPN)                             | Service Employees Intl            | 2.0                         | 2.0             | 159                                | 12                                 | 2012-09-15        |
| Parkview Nursing Centre                                          | Service Employees Intl            | 2.0                         | 2.0             | 195                                | 12                                 | 2012-09-15        |

Cont'd...

\* including COLA clauses and/or COLA estimates

<sup>1</sup> applicable to end rates only

## Table 5: 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 |
|---------------------------------------------------------------------|---------------------------|-----------------------------|-----------------|------------------------------------|------------------------------------|-------------------|
| <b>Health &amp; Social Services</b>                                 |                           |                             |                 |                                    |                                    |                   |
| Responsive Management (O'Neill Centre) (service/office/RPN)         | Service Employees Intl    | 2.0                         | 2.0             | 160                                | 12                                 | 2012-09-30        |
| Revera Long Term Care (Burloak, West Oak, Northridge) (service/RPN) | Service Employees Intl    | 2.0                         | 2.0             | 184                                | 12                                 | 2012-09-15        |
| Revera Long Term Care (Harold and Grace Baker Centre)               | Service Employees Intl    | 2.0                         | 2.0             | 187                                | 12                                 | 2012-09-15        |
| Revera Long Term Care (Kennedy Lodge Nursing Home)                  | Service Employees Intl    | 2.0                         | 2.0             | 213                                | 12                                 | 2012-09-15        |
| Revera Long Term Care (various homes) (service/RPN)                 | Service Employees Intl    | 2.0                         | 2.0             | 1105                               | 12                                 | 2012-09-15        |
| Revera Long Term Care (Westside Special Care) (service/RPN)         | Service Employees Intl    | 2.0                         | 2.0             | 197                                | 12                                 | 2012-09-15        |
| Shepherd Village (service/RPN)                                      | Service Employees Intl    | 2.0                         | 2.0             | 321                                | 12                                 | 2012-09-15        |
| Specialty Care/Woodhall Park (service/RPN)                          | Service Employees Intl    | 2.0                         | 2.0             | 205                                | 12                                 | 2012-12-31        |
| Tendercare Nursing Homes (Living Centre) (part-time)                | Service Employees Intl    | 2.0                         | 2.0             | 169                                | 12                                 | 2012-09-15        |
| Toronto Aged Mens & Womens Homes (Belmont House) (service/RPN)      | Service Employees Intl    | 2.0                         | 2.0             | 172                                | 12                                 | 2012-09-15        |
| Toronto Catholic Children's Aid Society                             | Cdn Public Empls          | 1.5                         | 0.0             | 343                                | 48                                 | 2014-03-31        |
| Windsor Regional Hospital (office)                                  | Electrical Workers        | 1.0                         | 2.0             | 333                                | 48                                 | 2014-03-31        |
| <b>Other Services</b>                                               |                           |                             |                 |                                    |                                    |                   |
| Garda Security Group                                                | United Steelworkers       | 1.7                         | 0.0             | 1200                               | 36                                 | 2014-06-30        |
| Great Blue Heron Gaming (Great Blue Heron Charity Casino)           | Cdn Auto Workers          | 0.8                         | 0.0             | 790                                | 37                                 | 2014-09-30        |
| Host Intl of Canada (Airport Restaurants/Lounges)                   | Food & Commercial Workers | 4.5                         | 5.0             | 566                                | 36                                 | 2013-12-11        |
| Hyatt Hotels Of Canada (Hyatt Regency Toronto)                      | UNITE HERE                | 2.1                         | 0.0             | 156                                | 48                                 | 2014-01-31        |
| Paladin Security Group (Ontario)                                    | United Steelworkers       | 1.7                         | 0.0             | 600                                | 36                                 | 2014-06-30        |
| The Westin Prince Hotel                                             | UNITE HERE                | 2.1                         | 0.0             | 216                                | 48                                 | 2014-01-31        |
| Westin Harbour Castle Hotel                                         | Food & Commercial Workers | 2.4                         | 3.0             | 350                                | 60                                 | 2016-05-31        |

## Selected Settlement Summaries

(Based on available information)

### **University of Guelph and United, Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied, Industrial and Service Workers International Union (USW), Local 4120 (850 employees)**

*a three-year renewal agreement, effective May 1, 2011, expiring April 30, 2014*

- wage increases of 1.75% in the first year, 2% in the second year, and 2.25% in the final year; level 7 and above classifications received general wage increases, with any residual above the band maximum in lump sum payments
- increased safety shoe allowance

### **Participating Nursing Homes and Service Employees International Union, Local 1 (20 agreements covering 11,915 RPN and service employees)**

*Part of a central arbitration award issued for 98 Participating Nursing Homes involving 55 agreements covering 15,965 employees, effective on various dates in 2011, expiring on various dates in 2012*

- general wage increase of 2%; employees in six Participating Nursing Homes will receive \$0.20 per hour prior to application of the general wage increase to “catch up” with the wages of the other Participating Nursing Homes
- increases in Responsibility Allowance for RPNs, and part-time employees’ in lieu of benefits
- vision care plan increased to \$200 per 24-month period; dental plan will include coverage for dentures, crowns and braces

### **University of Toronto and United, Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied, Industrial and Service Workers International Union (USW), Local 4120 (3,700 Staff Appointed)**

*a three-year renewal agreement, effective July 1, 2011, expiring June 30, 2014*

- wage increases of 1.75% in the first year, 2% in the second year, and 2.25% in the final year; lump sum payment of \$200 less deduction in the first year
- improvements to health care, pension, and various leave provisions

## Third Quarter 2011 Summary

During the third quarter of 2011, 85 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 52,973 employees, 65% of whom were in the public sector. By industry, the majority of employees were in health and social services (18,148), and education and related services (10,634) (Table 10).

## Wage Adjustments

Third quarter settlements (Table 7) provided an overall average annual wage increase of 1.7%, compared to 1.5% reported in the previous quarter. In the public sector, the average annual wage increase was 1.7%, up from 1.4% in the previous quarter. The private sector reported an average annual wage increase of 1.7% compared to 1.8% in the second quarter. During the third quarter of 2011, average annual wage increases (Table 10) were affected by settlements in education and related services (1.9%), health and social services (1.5%), and retail trade (1.3%).

In the third quarter of 2011, approximately 45% (23,964) of all employees received average annual wage increases ranging from 1% to 1.9%, compared to 25% (13,129) who received average annual wage increases ranging from 2% to 2.9%. In the public sector, approximately 54% (18,471) of employees were covered by agreements with average annual wage increases ranging from 1% to 1.9%, compared to 30% (5,493) of private sector employees. In the private sector, 36% (6,590) of employees received average annual wage increases ranging from 0.1% to 0.9%.

Of the total number of employees for whom agreements were reached during the third quarter of 2011, 34% (17,893) were covered by three-year agreements. Approximately 28% (9,695) of public sector employees and 44% (8,198) of private sector employees were covered by three-year agreements. In the manufacturing sector, approximately 89% (2,741) of employees were covered by three-year agreements, compared to 31 % (15,152) of non-manufacturing employees (Table 13 and 14).

## Negotiations

On average, private sector agreements were ratified within 4.5 months from the start of negotiations, compared to 4.4 months in the public sector (Table 16).

Of all settlements reached during the third quarter of 2011, 43 agreements covering 59% (31,493) of employees were reached with the assistance of conciliation or mediation, compared to 15 agreements covering 14% (7,586) of employees, negotiated directly by the parties. Twenty-two (22) agreements, covering 24% (12,485) of employees were settled by arbitration, and five (5) agreements were reached following work stoppages (Table 17).

In the public sector, approximately 57% (19,576) of employees reached settlements with the assistance of conciliation or mediation, and 36% (12,485) were settled by arbitration. In the private sector, 64% (11,917) of employees reached agreements with the assistance of conciliation or mediation, compared to 28% (5,220) who settled by direct bargaining.

## Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2011 include the Canada Post, Air Canada, Toronto Transit Commission, Ottawa City Transit, Metrolinx (Go Transit), No Frills Franchise stores, federal government, universities, municipalities, police services boards, hospitals, nursing homes and homes for the aged.

Major agreements scheduled to expire during the fourth quarter of 2011 include Toronto and Ottawa cities, Toronto Library Board, Ontario Government Provincial Police (civilian and uniform), Municipal Property Assessment Corp, Metro Ontario, Purolator Courier, G4S Security Services, hospitals, and nursing homes and homes for the aged.

## Work Stoppages

During the third quarter 2011, 32 work stoppages under Ontario jurisdiction were reported, compared to 47 reported in the same period in 2010. Work stoppages from January to September 2011 involved 10,769 employees and resulted in 303,480 person-days lost, compared to 8,871 employees and 618,910 person-days lost reported for the same period last year (Table 18 and 19).

From January to September 2011, 19 work stoppages were reported in the manufacturing sector, unchanged from 2010. The non-manufacturing sector reported 13 work stoppages compared to 27 reported in 2010. During the third quarter 2011, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 19 and 20).

**Table 6: Wage Trends - Last Three Years**  
**Average Annual Increase in Base Wage Rates and Consumer Price Index**

| Sector and CPI       | 2008* |     | 2009* |     |      |     | 2010 |     |     |     | 2011 |     |     |
|----------------------|-------|-----|-------|-----|------|-----|------|-----|-----|-----|------|-----|-----|
|                      | Q3    | Q4  | Q1    | Q2  | Q3   | Q4  | Q1   | Q2  | Q3  | Q4  | Q1   | Q2  | Q3  |
| Private Sector       | 2.3   | 2.6 | 1.9   | 1.2 | 1.1  | 1.2 | 2.3  | 2.4 | 2.2 | 0.9 | 2.1  | 1.8 | 1.7 |
| Public Sector        | 3.0   | 3.1 | 2.5   | 2.6 | 2.2  | 2.3 | 2.2  | 2.3 | 2.0 | 1.8 | 2.2  | 1.4 | 1.7 |
| All Settlements      | 2.8   | 3.0 | 2.4   | 2.2 | 1.9  | 1.8 | 2.3  | 2.3 | 2.2 | 1.5 | 2.2  | 1.5 | 1.7 |
| Consumer Price Index | 3.6   | 2.0 | 1.6   | 0.3 | -1.1 | 0.8 | 1.6  | 1.9 | 2.9 | 3.2 | 3.1  | 3.8 | 3.2 |

\* 2008 & 2009 wage data are based on agreements covering 200 or more employees  
2010 & 2011 wage data are based on agreements covering 150 or more employees



**Table 7: Average Annual Increases in Base Wage Rates by Sector (private and public), Third Quarter 2010 to Third Quarter 2011**

|                            | 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> |
| <b>Third Quarter 2010</b>  |                |              |          |                      |              |          |                         |              |          |
| Private Sector             | 49             | 34,891       | 2.2      | 4                    | 9,300        | 2.2      | 45                      | 25,591       | 2.3      |
| Public Sector              | 45             | 22,457       | 2.0      | -                    | -            | -        | 45                      | 22,457       | 2.0      |
| All agreements             | 94             | 57,348       | 2.2      | 4                    | 9,300        | 2.2      | 90                      | 48,048       | 2.1      |
| <b>Fourth Quarter 2010</b> |                |              |          |                      |              |          |                         |              |          |
| Private Sector             | 51             | 44,745       | 0.9      | 11                   | 4,335        | 1.2      | 40                      | 40,410       | 0.9      |
| Public Sector              | 72             | 88,599       | 1.8      | -                    | -            | -        | 72                      | 88,599       | 1.8      |
| All agreements             | 123            | 133,344      | 1.5      | 11                   | 4,335        | 1.2      | 112                     | 129,009      | 1.5      |
| <b>First Quarter 2011</b>  |                |              |          |                      |              |          |                         |              |          |
| Private Sector             | 32             | 12,448       | 2.1      | 7                    | 3,839        | 2.6      | 25                      | 8,609        | 1.9      |
| Public Sector              | 29             | 22,094       | 2.2      | 1                    | 3,942        | 3.0      | 28                      | 18,152       | 2.0      |
| All agreements             | 61             | 34,542       | 2.2      | 8                    | 7,781        | 2.8      | 53                      | 26,761       | 2.0      |
| <b>Second Quarter 2011</b> |                |              |          |                      |              |          |                         |              |          |
| Private Sector             | 42             | 21,313       | 1.8      | 9                    | 3,723        | 2.2      | 33                      | 17,590       | 1.7      |
| Public Sector              | 125            | 89,355       | 1.4      | 2                    | 472          | 0.5      | 123                     | 88,883       | 1.4      |
| All agreements             | 167            | 110,668      | 1.5      | 11                   | 4,195        | 2.0      | 156                     | 106,473      | 1.4      |
| <b>Third Quarter 2011</b>  |                |              |          |                      |              |          |                         |              |          |
| Private Sector             | 37             | 18,546       | 1.7      | 4                    | 1,282        | 1.9      | 33                      | 17,264       | 1.6      |
| Public Sector              | 48             | 34,427       | 1.7      | -                    | -            | -        | 48                      | 34,427       | 1.7      |
| All agreements             | 85             | 52,973       | 1.7      | 4                    | 1,282        | 1.9      | 81                      | 51,691       | 1.7      |

**Table 8: Average Annual Increases in Base Wage Rates by Sector  
(manufacturing and non-manufacturing), Third Quarter 2010 to Third Quarter 2011**

|                            | 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> |
| <b>Third Quarter 2010</b>  |                |              |          |                      |              |          |                         |              |          |
| Manufacturing              | 14             | 7,572        | 2.1      | 2                    | 3,226        | 2.2      | 12                      | 4,346        | 2.0      |
| Non-Manufacturing          | 59             | 32,026       | 2.0      | 2                    | 6,074        | 2.2      | 57                      | 25,952       | 2.0      |
| Construction               | 21             | 17,750       | 2.4      | -                    | -            | -        | 21                      | 17,750       | 2.4      |
| All agreements             | 94             | 57,348       | 2.2      | 4                    | 9,300        | 2.2      | 90                      | 48,048       | 2.1      |
| <b>Fourth Quarter 2010</b> |                |              |          |                      |              |          |                         |              |          |
| Manufacturing              | 21             | 6,421        | 1.2      | 8                    | 2,501        | 1.4      | 13                      | 3,920        | 1.1      |
| Non-Manufacturing          | 96             | 124,123      | 1.5      | 3                    | 1,834        | 0.9      | 93                      | 122,289      | 1.5      |
| Construction               | 6              | 2,800        | 2.6      | -                    | -            | -        | 6                       | 2,800        | 2.6      |
| All agreements             | 123            | 133,344      | 1.5      | 11                   | 4,335        | 1.2      | 112                     | 129,009      | 1.5      |
| <b>First Quarter 2011</b>  |                |              |          |                      |              |          |                         |              |          |
| Manufacturing              | 9              | 2,032        | 1.7      | 4                    | 895          | 1.7      | 5                       | 1,137        | 1.7      |
| Non-Manufacturing          | 50             | 32,011       | 2.2      | 4                    | 6,886        | 2.9      | 46                      | 25,125       | 2.0      |
| Construction               | 2              | 499          | 1.6      | -                    | -            | -        | 2                       | 499          | 1.6      |
| All agreements             | 61             | 34,542       | 2.2      | 8                    | 7,781        | 2.8      | 53                      | 26,761       | 2.0      |
| <b>Second Quarter 2011</b> |                |              |          |                      |              |          |                         |              |          |
| Manufacturing              | 18             | 5,134        | 1.3      | 6                    | 1,919        | 1.4      | 12                      | 3,215        | 1.2      |
| Non-Manufacturing          | 148            | 104,939      | 1.5      | 5                    | 2,276        | 2.4      | 143                     | 102,663      | 1.5      |
| Construction               | 1              | 595          | 1.8      | -                    | -            | -        | 1                       | 595          | 1.8      |
| All agreements             | 167            | 110,668      | 1.5      | 11                   | 4,195        | 2.0      | 156                     | 106,473      | 1.4      |
| <b>Third Quarter 2011</b>  |                |              |          |                      |              |          |                         |              |          |
| Manufacturing              | 11             | 3,071        | 1.4      | 3                    | 1,092        | 1.7      | 8                       | 1,979        | 1.2      |
| Non-Manufacturing          | 72             | 48,737       | 1.7      | 1                    | 190          | 3.2      | 71                      | 48,547       | 1.7      |
| Construction               | 2              | 1,165        | 0.7      | -                    | -            | -        | 2                       | 1,165        | 0.7      |
| All agreements             | 85             | 52,973       | 1.7      | 4                    | 1,282        | 1.9      | 81                      | 51,691       | 1.7      |

**Table 9: Average Annual Increases in Base Wage Rates, Manufacturing, Third Quarter 2011**

|                            | All agreements |              |            | Agreements with COLA |              |            | Agreements without COLA |              |            |
|----------------------------|----------------|--------------|------------|----------------------|--------------|------------|-------------------------|--------------|------------|
|                            | Agmts          | Empls        | %          | Agmts                | Empls        | %          | Agmts                   | Empls        | %          |
| Food, Beverage             | 1              | 180          | 2.5        | -                    | -            | -          | 1                       | 180          | 2.5        |
| Rubber, Plastics           | 1              | 206          | 2.0        | -                    | -            | -          | 1                       | 206          | 2.0        |
| Paper                      | 1              | 330          | 0.5        | -                    | -            | -          | 1                       | 330          | 0.5        |
| Printing, Publishing       | 1              | 350          | 0.8        | -                    | -            | -          | 1                       | 350          | 0.8        |
| Primary Metals             | 1              | 157          | 1.5        | 1                    | 157          | 1.5        | -                       | -            | -          |
| Fabricated Metals          | 1              | 235          | 1.7        | -                    | -            | -          | 1                       | 235          | 1.7        |
| Machinery                  | 1              | 155          | 1.6        | -                    | -            | -          | 1                       | 155          | 1.6        |
| Transportation Equipment   | 3              | 1,256        | 1.3        | 2                    | 935          | 1.8        | 1                       | 321          | 0.0        |
| Other Manufacturing        | 1              | 202          | 2.5        | -                    | -            | -          | 1                       | 202          | 2.5        |
| <b>Total Manufacturing</b> | <b>11</b>      | <b>3,071</b> | <b>1.4</b> | <b>3</b>             | <b>1,092</b> | <b>1.7</b> | <b>8</b>                | <b>1,979</b> | <b>1.2</b> |

**Table 10: Average Annual Increases in Base Wage Rates, Non-Manufacturing, Third Quarter 2011**

|                                | All agreements |               |            | Agreements with COLA |            |            | Agreements without COLA |               |            |
|--------------------------------|----------------|---------------|------------|----------------------|------------|------------|-------------------------|---------------|------------|
|                                | Agmts          | Empls         | %          | Agmts                | Empls      | %          | Agmts                   | Empls         | %          |
| Mining, Quarrying              | 1              | 190           | 3.2        | 1                    | 190        | 3.2        | -                       | -             | -          |
| Transportation                 | 3              | 1,618         | 2.0        | -                    | -          | -          | 3                       | 1,618         | 2.0        |
| Communications                 | 1              | 160           | 0.7        | -                    | -          | -          | 1                       | 160           | 0.7        |
| Retail Trade                   | 5              | 7,242         | 1.3        | -                    | -          | -          | 5                       | 7,242         | 1.3        |
| Education & Related Services   | 12             | 10,634        | 1.9        | -                    | -          | -          | 12                      | 10,634        | 1.9        |
| Health & Social Services       | 30             | 18,148        | 1.5        | -                    | -          | -          | 30                      | 18,148        | 1.5        |
| Recreational Services          | 2              | 1,440         | 1.0        | -                    | -          | -          | 2                       | 1,440         | 1.0        |
| Management Services            | 3              | 2,100         | 3.0        | -                    | -          | -          | 3                       | 2,100         | 3.0        |
| Personal Services              | 1              | 185           | 2.5        | -                    | -          | -          | 1                       | 185           | 2.5        |
| Accommodation, Food Services   | 9              | 2,401         | 2.5        | -                    | -          | -          | 9                       | 2,401         | 2.5        |
| Other Services                 | 1              | 170           | 1.2        | -                    | -          | -          | 1                       | 170           | 1.2        |
| Provincial Government          | 1              | 3,600         | 1.9        | -                    | -          | -          | 1                       | 3,600         | 1.9        |
| Local Government               | 3              | 849           | 1.9        | -                    | -          | -          | 3                       | 849           | 1.9        |
| <b>Total Non-Manufacturing</b> | <b>72</b>      | <b>48,737</b> | <b>1.7</b> | <b>1</b>             | <b>190</b> | <b>3.2</b> | <b>71</b>               | <b>48,547</b> | <b>1.7</b> |

**Table 11: Average Annual Increases in Base Wage Rates, in Construction, Third Quarter 2011**

|                     | All agreements |              |            | Agreements with COLA |          |          | Agreements without COLA |              |            |
|---------------------|----------------|--------------|------------|----------------------|----------|----------|-------------------------|--------------|------------|
|                     | Agmts          | Empls        | %          | Agmts                | Empls    | %        | Agmts                   | Empls        | %          |
| <b>Construction</b> | <b>2</b>       | <b>1,165</b> | <b>0.7</b> | <b>-</b>             | <b>-</b> | <b>-</b> | <b>2</b>                | <b>1,165</b> | <b>0.7</b> |

**Table 12: Average Annual Increases in Base Wage Rates, All Industries, Third Quarter 2011**

|                       | 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         | 11             | 3,071         | 1.4        | 3                    | 1,092        | 1.7        | 8                       | 1,979         | 1.2        |
| Non-manufacturing     | 72             | 48,737        | 1.7        | 1                    | 190          | 3.2        | 71                      | 48,547        | 1.7        |
| Construction          | 2              | 1,165         | 0.7        | -                    | -            | -          | 2                       | 1,165         | 0.7        |
| <b>All Industries</b> | <b>85</b>      | <b>52,973</b> | <b>1.7</b> | <b>4</b>             | <b>1,282</b> | <b>1.9</b> | <b>81</b>               | <b>51,691</b> | <b>1.7</b> |

**Table 13: Average Annual Increases in Base Wage Rates by Duration and Sector, Third Quarter 2011**

|                       | 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   | 23             | 13,076        | 2.1        | 3              | 1,161         | 2.8        | 20            | 11,915        | 2.0        |
| Two-year agreements   | 6              | 5,009         | 0.5        | 2              | 672           | 2.5        | 4             | 4,337         | 0.2        |
| Three-year agreements | 32             | 17,893        | 2.0        | 20             | 8,198         | 2.2        | 12            | 9,695         | 1.9        |
| Four-year agreements  | 19             | 11,445        | 1.2        | 8              | 6,565         | 0.9        | 11            | 4,880         | 1.5        |
| Five-year agreements  | 4              | 4,850         | 1.8        | 3              | 1,250         | 1.3        | 1             | 3,600         | 1.9        |
| Six-year agreements   | 1              | 700           | 1.3        | 1              | 700           | 1.3        | -             | -             | -          |
| <b>All Agreements</b> | <b>85</b>      | <b>52,973</b> | <b>1.7</b> | <b>37</b>      | <b>18,546</b> | <b>1.7</b> | <b>48</b>     | <b>34,427</b> | <b>1.7</b> |

**Table 14 Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Third Quarter 2011**

|                       | 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   | -             | -            | -          | 22                | 12,481        | 2.2        | 1            | 595          | 0.0        |
| Two-year agreements   | -             | -            | -          | 6                 | 5,009         | 0.5        | -            | -            | -          |
| Three-year agreements | 10            | 2,741        | 1.5        | 22                | 15,152        | 2.1        | -            | -            | -          |
| Four-year agreements  | -             | -            | -          | 18                | 10,875        | 1.1        | 1            | 570          | 1.5        |
| Five-year agreements  | 1             | 330          | 0.5        | 3                 | 4,520         | 1.9        | -            | -            | -          |
| Six-year agreements   | -             | -            | -          | 1                 | 700           | 1.3        | -            | -            | -          |
| <b>All Agreements</b> | <b>11</b>     | <b>3,071</b> | <b>1.4</b> | <b>72</b>         | <b>48,737</b> | <b>1.7</b> | <b>2</b>     | <b>1,165</b> | <b>0.7</b> |

**Table 15: Duration of Negotiations by Sector, Third Quarter 2011**

|                    | <b>Total</b> |               | <b>Private Sector</b> |               | <b>Public Sector</b> |               |
|--------------------|--------------|---------------|-----------------------|---------------|----------------------|---------------|
|                    | <i>Agmts</i> | <i>Empls</i>  | <i>Agmts</i>          | <i>Empls</i>  | <i>Agmts</i>         | <i>Empls</i>  |
| 1-3 Months         | 49           | 31,430        | 20                    | 11,635        | 29                   | 19,795        |
| 4-6 Months         | 16           | 11,136        | 9                     | 4,365         | 7                    | 6,771         |
| 7-9 Months         | 10           | 7,478         | 5                     | 1,907         | 5                    | 5,571         |
| 10-12 Months       | 3            | 989           | -                     | -             | 3                    | 989           |
| 13 Months and Over | 7            | 1,940         | 3                     | 639           | 4                    | 1,301         |
| <b>Total</b>       | <b>85</b>    | <b>52,973</b> | <b>37</b>             | <b>18,546</b> | <b>48</b>            | <b>34,427</b> |

**Table 16: Average Duration of Negotiations by Sector, Third Quarter 2011**

| <b>Average Duration of Negotiations</b> |               |
|-----------------------------------------|---------------|
|                                         | <i>months</i> |
| Private sector                          | 4.5           |
| Public sector                           | 4.4           |
| <b>Total</b>                            | <b>4.4</b>    |

**Table 17: Stage of Settlement by Sector, Third Quarter 2011**

|                              | <b>Total</b> |               | <b>Private Sector</b> |               | <b>Public Sector</b> |               |
|------------------------------|--------------|---------------|-----------------------|---------------|----------------------|---------------|
|                              | <i>Agmts</i> | <i>Empls</i>  | <i>Agmts</i>          | <i>Empls</i>  | <i>Agmts</i>         | <i>Empls</i>  |
| Direct bargaining            | 15           | 7,586         | 10                    | 5,220         | 5                    | 2,366         |
| Conciliation                 | 25           | 15,181        | 12                    | 3,495         | 13                   | 11,686        |
| Post-conciliation bargaining | 3            | 1,956         | 3                     | 1,956         | -                    | -             |
| Mediation                    | 14           | 14,171        | 6                     | 6,281         | 8                    | 7,890         |
| Post-mediation bargaining    | 1            | 185           | 1                     | 185           | -                    | -             |
| Arbitration                  | 22           | 12,485        | -                     | -             | 22                   | 12,485        |
| Work stoppage                | 5            | 1,409         | 5                     | 1,409         | -                    | -             |
| <b>Total</b>                 | <b>85</b>    | <b>52,973</b> | <b>37</b>             | <b>18,546</b> | <b>48</b>            | <b>34,427</b> |

**Table 18: Work Stoppages, January to September, 2010 and 2011**

|                       | January - September 2011 | January - September 2010 |
|-----------------------|--------------------------|--------------------------|
| Manufacturing         | 19                       | 19                       |
| Non-manufacturing     | 13                       | 27                       |
| Construction          | -                        | 1                        |
| <b>All Industries</b> | <b>32</b>                | <b>47</b>                |

**Table 19: Person-Days Lost, January to September, 2010 and 2011**

|                       | January - September 2011 | January - September 2010 |
|-----------------------|--------------------------|--------------------------|
| Manufacturing         | 191,990                  | 181,680                  |
| Non-manufacturing     | 111,490                  | 435,350                  |
| Construction          | -                        | 1,880                    |
| <b>All Industries</b> | <b>303,480</b>           | <b>618,910</b>           |

As of October 31, 2011, 8 work stoppages, covering a total of 1,066 employees, were carried over to October 2011.  
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

**Table 20: Work Stoppages under Ontario Jurisdiction, 1988 to September 2011**

| 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               | 56                       | 10,711                       | 191                                   | 704,630                    | 65.8                                             | 71                                            | 0.05                                            |
| 2011*<br>(Jan-Sep) | 32                       | 10,679                       | 334                                   | 303,480                    | 28.4                                             | 61                                            | 0.03                                            |

\* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

## Major Negotiations Underway

| Employer                                                     | Union                   | Location          | Approx.<br>Number<br>Empls<br>(Ontario) | Expiry Date   |
|--------------------------------------------------------------|-------------------------|-------------------|-----------------------------------------|---------------|
| Federal Government                                           | PSAC, PIPSC et al.      | Canada-wide       | 44,200                                  | Various dates |
| Various Municipalities<br>(excluding Police Services Boards) | CUPE et al.             | Various locations | 51,800                                  | Various dates |
| Police Services Boards                                       | Police Association      | Various locations | 10,800                                  | Various dates |
| Hospitals                                                    | OPSEU, CUPE et al.      | Various locations | 49,300                                  | Various dates |
| Nursing Homes/Homes for the Aged                             | SEIU et al.             | Various locations | 56,400                                  | Various dates |
| Universities                                                 | CUPE et al.             | Various locations | 22,000                                  | Various dates |
| Pulp and Paper                                               | CEP et al.              | Various locations | 4,000                                   | Various dates |
| U.S. Steel Canada (Hamilton Works)                           | USW                     | Hamilton          | 2,000                                   | 2010-07-31    |
| Canada Post Corp. (Urban Unit)                               | Postal Workers          | Province-wide     | 22,900                                  | 2011-01-31    |
| Air Canada                                                   | CUPE, Machinists et al. | Canada-wide       | 8,600                                   | Various dates |
| Toronto Transit Commission                                   | ATU-Intl                | Toronto           | 9,000                                   | 2011-03-31    |
| City of Ottawa (OC Transpo)                                  | ATU-Intl                | Ottawa            | 2,400                                   | 2011-03-31    |
| No Frills Franchise Stores                                   | UFCW                    | Province-wide     | 8,000                                   | 2011-06-30    |
| Cdn Advertisers Assn/<br>Communication Agencies Institute    | Cdn TV & Radio Artists  | Province-wide     | 11,000                                  | 2011-06-30    |
| Securitas Canada Ltd                                         | USW                     | Province-wide     | 3,500                                   | 2011-06-30    |
| College Employer Council (support staff)                     | OPSEU                   | Province-wide     | 6,500                                   | 2011-08-31    |
| G4s Security Services (Canada) Ltd                           | UFCW et al              | Inter-City        | 3,500                                   | 2011-11-30    |
| Metro Ontario Inc                                            | UFCW                    | Province-wide     | 10,000                                  | 2011-11-23    |
| Expertech Network Installation                               | CEP                     | Province-wide     | 1,000                                   | 2011-11-30    |
| Purolator Courier Ltd                                        | Teamsters               | Province-wide     | 4,500                                   | 2011-12-31    |
| Ontario Government (Provincial Police)<br>(Civilian/Uniform) | Ont Provincial Police   | Province-wide     | 8,200                                   | 2011-12-31    |
| Municipal Property Assessment Corp                           | OPSEU                   | Province-wide     | 1,400                                   | 2011-12-31    |
| Toronto Public Library Board                                 | CUPE                    | Toronto           | 2,400                                   | 2011-12-31    |

As of September 30, 2011, there were 379 agreements, each covering 150 or more employees, that have expired and not been renewed.

## Consumer Price Index (2002=100)\*

|                             | 2008       | 2009       | 2010       | Year-to-date<br>2011 | July<br>2011 | August<br>2011 | September<br>2011 |
|-----------------------------|------------|------------|------------|----------------------|--------------|----------------|-------------------|
| Canada                      | 2.4        | 0.3        | 1.8        | 3.0                  | 2.7          | 3.1            | 3.2               |
| <b>Ontario</b>              | <b>2.3</b> | <b>0.4</b> | <b>2.4</b> | <b>3.3</b>           | <b>3.0</b>   | <b>3.1</b>     | <b>3.4</b>        |
| Toronto                     | 2.4        | 0.5        | 2.5        | 3.2                  | 2.8          | 2.9            | 3.3               |
| Ottawa-Gatineau (Ont. part) | 2.2        | 0.6        | 2.5        | 3.3                  | 2.7          | 2.9            | 3.2               |
| Thunder Bay                 | 2.2        | 0.1        | 2.1        | 3.3                  | 2.9          | 3.1            | 3.6               |

\* 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 150 or more employees, a sample that represents 81% 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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