Collective Bargaining Highlights
June 2012

At A Glance

Average Annual Wage Increase

	May	Jun
	%	%
Private Sector	1.6	1.7
Public Sector	1.8	1.9
All Settlements	**1.7**	**1.8**

In This Issue

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 June

In June, 22 collective agreements were ratified, each covering 150 or more employees. These agreements covered 30,980 employees, 67% of whom were in the public sector (20,779).

The overall average annual increase in base wage rates in June was 1.8%, compared to 1.7% reported in the previous month. In the public sector, 10 agreements were settled for an average annual wage increase of 1.9%, an increase from 1.8% in May. 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 June, the industry with the highest average annual wage increase was in public administration, and transportation, communications and utilities. The lowest average annual wage increase was reported in health and social services. The average annual wage increases in public administration (two settlements), and transportation, communications and utilities (two settlements) were 1.9%, while health and social services (seven settlements) reported an average annual wage increase of 1.2%. In manufacturing (nine settlements), the average annual wage increase was 1.8%.

Wage Settlements - June

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	June Average Annual Wage Increase Increase %
Private Sector	12	10,201	1.7
Public Sector	10	20,779	1.9
All Settlements	**22**	**30,980**	**1.8**

Table 2: Average Annual Increase, Current Three Years

	Jan - Jun 2012 **%**	2011 **%**	2010 **%**
Private Sector	1.7	1.9	2.0
Public Sector	1.7	1.6	1.9
All Settlements	**1.7**	**1.7**	**2.0**

Table 3: Average Annual Increase By Industry, Current Month

	Agmts	Empls	June Average Annual Wage Increase Increase %
Manufacturing	9	5,729	1.8
Trade & Finance	2	620	1.5
Transportation, Communications & Utilities	2	13,215	1.9
Public Administration	2	9,627	1.9
Health & Social Services	7	1,789	1.2
All Settlements	**22**	**30,980**	**1.8**

Table 4: Average Annual Increase By Industry, Current Three Years

	Jan - Jun 2012 %	2011 %	2010 %
Primary	-	3.3	2.2
Manufacturing	1.4	1.4	1.4
Construction	2.7	1.3	2.5
Trade & Finance	1.5	1.3	0.7
Transportation, Communications & Utilities	2.1	2.6	1.9
Public Administration	1.4	2.2	1.9
Education & Related Services	1.8	1.8	1.7
Health & Social Services	1.5	1.2	2.0
Other Services	1.8	2.2	2.5
All Settlements	**1.7**	**1.7**	**2.0**

Table 5: June Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Autoneum Canada	Cdn Auto Workers	0.6*,[1]	0.9	296	36	2015-05-31
Bombardier Aerospace (De Havilland Division/ Aircraft Division) (office)	Cdn Auto Workers	2.4*	0.0	400	36	2015-06-22
Bombardier Aerospace (De Havilland Division/ Aircraft Division) (production)	Cdn Auto Workers	2.5*,[2]	0.5	1,800	36	2015-06-22
Johnson Controls Automotive Canada LP	Cdn Auto Workers	0.0	0.0	274	36	2015-06-05
Kraft Canada (Gladstone Cadbury)	Food & Commercial Workers	2.4	2.5	368	36	2014-12-06
National Steel Car	United Steelworkers	1.6[2]	1.2	1,724	48	2016-06-23
Novelis (Kingston Works)	United Steelworkers	1.7*	1.2	150	36	2015-05-17
P and H Foods (poultry processing plant)	Food & Commercial Workers	0.5[2]	0.0	254	36	2015-06-01
Tenneco Canada (Cambridge facility)	United Steelworkers	0.8[4]	0.0	463	36	2015-02-06
Trade & Finance						
Canada Safeway (Thunder Bay)	Food & Commercial Workers	1.2[4]	1.4	400	72	2018-05-19
Toromont Industries Toromont (CAT)	Cdn Auto Workers	2.1	1.5	220	35	2015-05-31
Transportation, Communications & Utilities						
Air Canada (maintenance and related)	Machinists	1.6[4]	0.0	3,852	60	2016-03-31
Toronto Transit Commission	Amalgamated Transit (ATU-Intl)	2.0[3]	2.0	9,363	36	2014-03-31
Public Administration						
Canada Revenue Agency (CRA) (audit/financial/scientific)	Professional Institute	1.7	1.7	3,343	36	2014-12-21
City of Ottawa (inside/outside)	Cdn Public Empls	1.9	1.9	6,284	24	2013-12-31
Health & Social Services						
Cassellholme Home for the Aged for District of East Nipissing	Cdn Public Empls	2.0	2.0	210	36	2013-12-31
Community Living Burlington	Service Employees Intl	1.1[4,5]	1.1	268	48	2016-03-31
Conmed Health Care Group (Maple/Crescent/Millenium/Billings)	Christian Labour Assn	1.3	2.0	450	18	2012-12-31
Corporation of the County of Frontenac (Fairmount Home)	Cdn Public Empls	2.0	2.0	160	36	2012-12-31
Family Day Care Services	Cdn Public Empls	0.0	0.0	350	36	2014-12-31
St Christopher House	Cdn Public Empls	0.7[4]	0.0	185	60	2015-03-31
Wexford Residence	Cdn Public Empls	2.0	2.0	166	24	2011-12-31

* including COLA clauses and/or COLA estimates
[1] COLA re-activated on June 1, 2014
[2] excluding special adjustment for skilled trades or selected groups
[3] two-tier wage schedule
[4] excluding lump sum payment
[5] including pay equity

Selected Settlement Summaries
(Key monetary items based on available information)

BombardierAerospace (de Havilland Division and Regional Aircraft Division, Toronto) and National Automobile, Aerospace, Transportation and General Workers Union of Canada, (CAW-Canada) Locals 112 and 673 (1,800 production and 400 office employees)

two, three-year renewal agreements, effective June 23, 2012, expiring June 22, 2015

- wage increases of 1.75% in the second year, 2% in the third year; a COLA fold-in of $1.02 and special adjustments for skilled trades
- improvements to health care benefits, group insurance and pension benefits
- increased shift premium and safety shoe allowance
- special retirement incentives for eligible employees

National Steel Car Ltd. and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), Local 7135 (1,724 employees)

a four-year renewal agreement effective June 24, 2012, expiring June 23, 2016

- wage increases of 1.25% in the first year, 1.5% in the second year, 1.75% in the third year, and 2% in the final year; special adjustment for specific occupations
- no COLA increase during the term of the collective agreement
- improvements to group life insurance, vision care, dental plan, and weekly indemnity benefits
- increases to safety prescription glasses and tool allowance
- introduction of a new Defined Contribution Pension Plan (DC Plan) for new employees, effective date of ratification; employees currently in the Registered Defined Benefit Pension Plan (DB Plan) will have the option to join the DC Plan

Toronto Transit Commission and Amalgamated Transit Union, Local 113 (9,363 employees)

a three-year arbitrated renewal agreement, effective April 1, 2011, expiring March 31, 2014

- general wage increase of 2% in each year
- improvements to extended health care and vacation benefits

City of Ottawa and Canadian Union of Public Employees, Local 503 (6,284 inside and outside employees)

a two-year renewal agreement, effective January 1, 2012, expiring December 31, 2013

- wage increase of 1.91% in each year
- increases in meal, tool, footwear, and mileage allowances for eligible employees
- modification to vacation leave
- removed tuition reimbursement of $5,000 for Advanced Care Paramedic Training

Second Quarter 2012

During the second quarter of 2012, 90 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 83,887 employees (Table 7), 76% of whom were in the public sector. By industry, the majority of employees were in local government (29,567), transportation (16,366), and utilities (7,428) (Table 10).

Wage Adjustments

Second quarter settlements (Table 7) provided an overall average annual wage increase of 1.7%, unchanged from the previous quarter. In the public sector, the average annual wage increase was 1.7%, compared to 1.6% in the previous quarter. The private sector reported an average annual wage increase of 1.6%, down from 1.7% in the first quarter. The industry with the highest average annual wage increases in the second quarter (Table 10) were accommodation and food services (3%), construction, utilities, and storage (2.5%) followed by fabricated metals (2.3%). Annual wage adjustments for the industries with the highest concentration of employees averaged 1.4% in local government (29,567), 1.9% in transportation (16,366), 2.5% in utilities (7,428), and 1.8% in transportation equipment (6,137).

In the second quarter of 2012, approximately 72% (60,318) of all employees (Table 8) received average annual wage increases ranging from 1% to 1.9%, compared to 22% (18,293) who received average annual wage increases ranging from 2% to 2.9%. In the public sector, 79% (50,590) of employees were covered by agreements with average annual wage increases ranging from 1% to 1.9%, compared to 49% (9,728) of private sector employees. In the private sector, 32% (6,339) of employees received average annual wage increases ranging from 2% to 2.9%, compared to 19% (11,954) of public sector employees.

Of the total number of employees for whom agreements were reached during the second quarter of 2012, 47% (39,016) were covered by three-year agreements. In the private sector, three-year agreements were the most common, covering 57% (11,234) of employees, compared to 13% (2,615) of employees covered by four-year agreements. In the public sector, a total of 86% (55,536) of employees were covered by three-year agreements (43% - 27,782) and four-year agreements (43% - 27,754). Approximately 76% (7,782) of manufacturing employees and 43% (31,234) of non-manufacturing employees were covered by three-year agreements (Table 12 and 13).

Negotiations

On average, private sector agreements were ratified within 3.7 months from the start of negotiations, compared to 8.7 months in the public sector (Table 15).

Of all settlements reached during the second quarter of 2012, 23 agreements covering 22% (18,707) of employees were negotiated directly by the parties, compared to 50 agreements covering 57% (47,808) of employees, reached with the assistance of conciliation or mediation. Eight (8) agreements, covering 13% (11.069) of employees were settled by arbitration, and nine (9) agreements were reached following work stoppages (Table 16).

In the public sector, approximately 58% (37,269) of employees reached settlements with the assistance of conciliation or mediation, while 24% (15,648) were settled by direct bargaining. In the private sector, 53% (10,539) reached agreements with the assistance of conciliation or mediation, compared to 16% (3,059) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2012 include the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, universities, Air Canada, Canada Post, Metro Ontario (Food Basics), pulp and paper, and Ontario Government (AMAPCEO) (Table 20).

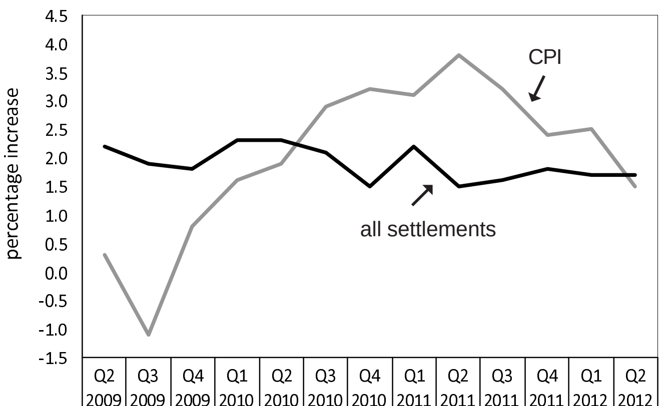
Major agreements scheduled to expire during the third quarter of 2012 include district school boards, universities, hospitals, nursing homes and homes for the aged, College Employer Council (academic staff), Ford, Chrysler, General Motors.

Work Stoppages

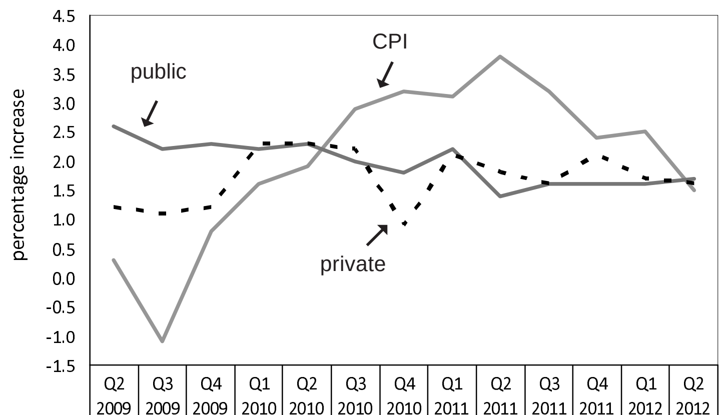
During the second quarter of 2012, 52 work stoppages were reported under Ontario jurisdiction, compared to 20 reported for the same period in 2011. Work stoppages during the first six months of 2012 involved 7,408 employees and resulted in 108,310 person-days lost, compared to 1,990 employees and 152,320 person-days lost reported for the same period last year (Table 17 and 18).

From January to June 2012, 13 work stoppages were reported in the manufacturing sector, a decrease from 14 reported during the same period in 2011. In comparison, the non-manufacturing sector reported 22 work stoppages compared to six reported during the same period of last year. In the construction sector, 17 work stoppages were reported during the first six months of 2012. During the second quarter of 2012, 0.01% of the estimated working time in Ontario was lost due to work stoppages (Table 18-19).

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



	Q2 2009	Q3 2009	Q4 2009	Q1 2010	Q2 2010	Q3 2010	Q4 2010	Q1 2011	Q2 2011	Q3 2011	Q4 2011	Q1 2012	Q2 2012
CPI	0.3	-1.1	0.8	1.6	1.9	2.9	3.2	3.1	3.8	3.2	2.4	2.5	1.5
all settlements	2.2	1.9	1.8	2.3	2.3	2.1	1.5	2.2	1.5	1.6	1.8	1.7	1.7



	Q2 2009	Q3 2009	Q4 2009	Q1 2010	Q2 2010	Q3 2010	Q4 2010	Q1 2011	Q2 2011	Q3 2011	Q4 2011	Q1 2012	Q2 2012
CPI	0.3	-1.1	0.8	1.6	1.9	2.9	3.2	3.1	3.8	3.2	2.4	2.5	1.5
public	2.6	2.2	2.3	2.2	2.3	2.0	1.8	2.2	1.4	1.6	1.6	1.6	1.7
private	1.2	1.1	1.2	2.3	2.3	2.2	0.9	2.1	1.8	1.6	2.1	1.7	1.6

* 2009 wage data are based on agreements covering 200 or more employees
2010, 2011 & 2012 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), Second Quarter 2011 to Second Quarter 2012

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Second Quarter 2011									
Private Sector	43	21,493	1.8	10	3,903	2.1	33	17,590	1.7
Public Sector	131	91,596	1.4	2	472	0.5	129	91,124	1.4
All agreements	174	113,089	1.5	12	4,375	1.9	162	108,714	1.5
Third Quarter 2011									
Private Sector	39	19,003	1.6	4	1,282	1.9	35	17,721	1.6
Public Sector	67	39,768	1.6	-	-	-	67	39,768	1.6
All agreements	106	58,771	1.6	4	1,282	1.9	102	57,489	1.6
Fourth Quarter 2011									
Private Sector	27	37,337	2.1	5	1,850	1.6	22	35,487	2.1
Public Sector	102	50,300	1.6	1	340	2.0	101	49,960	1.6
All agreements	129	87,637	1.8	6	2,190	1.6	123	85,447	1.8
First Quarter 2012									
Private Sector	41	15,005	1.7	6	1,528	1.5	35	13,477	1.8
Public Sector	74	36,062	1.6	-	-	-	74	36,062	1.6
All agreements	115	51,067	1.7	6	1,528	1.5	109	49,539	1.7
Second Quarter 2012									
Private Sector	41	19,716	1.6	7	3,653	2.2	34	16,063	1.5
Public Sector	49	64,171	1.7	1	6,600	2.7	48	57,571	1.6
All agreements	90	83,887	1.7	8	10,253	2.6	82	73,634	1.6

Table 8: Distribution of Average Annual Increases in Base Wage Rates by Sector (private and public), Second Quarter 2012

	All Agreements			Private Sector			Public Sector		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Decrease	1	165	0.2	1	165	0.8	-	-	-
No Increase	5	1,565	1.9	3	1,015	5.1	2	550	0.9
0.1 - 0.9 percent	12	3,244	3.9	7	2,167	11.0	5	1,077	1.7
1.0 - 1.9 percent	44	60,318	71.9	13	9,728	49.3	31	50,590	78.8
2.0 - 2.9 percent	27	18,293	21.8	16	6,339	32.2	11	11,954	18.6
3.0 - 3.9 percent	1	302	0.4	1	302	1.5	-	-	-
All Agreements	**90**	**83,887**	**100.0**	**41**	**19,716**	**100.0**	**49**	**64,171**	**100.0**

Table 9: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Second Quarter 2011 to Second Quarter 2012

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Second Quarter 2011									
Manufacturing	19	5,314	1.2	7	2,099	1.3	12	3,215	1.2
Non-Manufacturing	154	107,180	1.5	5	2,276	2.4	149	104,904	1.5
Construction	1	595	1.8	-	-	-	1	595	1.8
All Agreements	174	113,089	1.5	12	4,375	1.9	162	108,714	1.5
Third Quarter 2011									
Manufacturing	13	3,528	1.4	3	1,092	1.7	10	2,436	1.3
Non-Manufacturing	91	54,078	1.7	1	190	3.2	90	53,888	1.7
Construction	2	1,165	0.7	-	-	-	2	1,165	0.7
All Agreements	106	58,771	1.6	4	1,282	1.9	102	57,489	1.6
Fourth Quarter 2011									
Manufacturing	12	3,205	1.3	4	1,590	1.2	8	1,615	1.4
Non-Manufacturing	117	84,432	1.8	2	600	2.9	115	83,832	1.8
All Agreements	129	87,637	1.8	6	2,190	1.6	123	85,447	1.8
First Quarter 2012									
Manufacturing	18	5,253	1.0	6	1,528	1.5	12	3,725	0.8
Non-Manufacturing	96	45,364	1.7	-	-	-	96	45,364	1.7
Construction	1	450	3.0	-	-	-	1	450	3.0
All Agreements	115	51,067	1.7	6	1,528	1.5	109	49,539	1.7
Second Quarter 2012									
Manufacturing	25	10,271	1.6	7	3,653	2.2	18	6,618	1.3
Non-Manufacturing	64	73,116	1.7	1	6,600	2.7	63	66,516	1.6
Construction	1	500	2.5	-	-	-	1	500	2.5
All Agreements	90	83,887	1.7	8	10,253	2.6	82	73,634	1.6

Table 10: Average Annual Increases in Base Wage Rates by Industry, Second Quarter 2012

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Manufacturing									
Food, Beverage	6	2,133	1.7	2	705	1.8	4	1,428	1.6
Rubber, Plastics	2	425	-0.7	-	-	-	2	425	-0.7
Textile	1	220	1.0	-	-	-	1	220	1.0
Paper	1	390	0.5	-	-	-	1	390	0.5
Primary Metals	3	716	1.4	1	150	1.7	2	566	1.3
Fabricated Metals	1	250	2.3	-	-	-	1	250	2.3
Transportation Equipment	11	6,137	1.8	4	2,798	2.4	7	3,339	1.4
Total	**25**	**10,271**	**1.6**	**7**	**3,653**	**2.2**	**18**	**6,618**	**1.3**
Non-Manufacturing									
Transportation	7	16,366	1.9	-	-	-	7	16,366	1.9
Storage	1	175	2.5	-	-	-	1	175	2.5
Communications	2	903	2.1	-	-	-	2	903	2.1
Electric, Gas, Water	3	7,428	2.5	1	6,600	2.7	2	828	0.2
Wholesale Trade	1	220	2.1	-	-	-	1	220	2.1
Retail Trade	2	1,208	1.1	-	-	-	2	1,208	1.1
Real Estate,Insurance Agencies	1	519	1.1	-	-	-	1	519	1.1
Education, Related Services	6	4,530	1.9	-	-	-	6	4,530	1.9
Health, Social Services	21	5,438	1.3	-	-	-	21	5,438	1.3
Recreational Services	1	217	1.5	-	-	-	1	217	1.5
Management Services	5	1,678	2.0	-	-	-	5	1,678	2.0
Accommodation, Food Services	1	500	3.0	-	-	-	1	500	3.0
Other Services	1	200	1.7	-	-	-	1	200	1.7
Federal Government	2	4,167	1.7	-	-	-	2	4,167	1.7
Local Government	10	29,567	1.4	-	-	-	10	29,567	1.4
Total	**64**	**73,116**	**1.7**	**1**	**6,600**	**2.7**	**63**	**66,516**	**1.6**
Construction	1	500	2.5	-	-	-	1	500	2.5
All Industries	**90**	**83,887**	**1.7**	**8**	**10,253**	**2.6**	**82**	**73,634**	**1.6**

Table 11: Average Annual Increases in Base Wage Rates, All Industries, Second Quarter 2012

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Manufacturing	25	10,271	1.6	7	3,653	2.2	18	6,618	1.3
Non-Manufacturing	64	73,116	1.7	1	6,600	2.7	63	66,516	1.6
Construction	1	500	2.5	-	-	-	1	500	2.5
All Industries	**90**	**83,887**	**1.7**	**8**	**10,253**	**2.6**	**82**	**73,634**	**1.6**

Table 12: Average Annual Increases in Base Wage Rates by Duration and Sector, Second Quarter 2012

	All Agreements			Private Sector			Public Sector		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
One-year agreements	2	535	1.7	2	535	1.7	-	-	-
Two-year agreements	9	8,450	1.8	-	-	-	9	8,450	1.8
Three-year agreements	53	39,016	1.9	31	11,234	1.6	22	27,782	2.1
Four-year agreements	20	30,369	1.3	3	2,615	1.8	17	27,754	1.3
Five-year agreements	5	5,117	1.5	4	4,932	1.5	1	185	0.7
Six-year agreements	1	400	1.2	1	400	1.2	-	-	-
All Agreements	90	83,887	1.7	41	19,716	1.6	49	64,171	1.7

Table 13: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Second Quarter 2012

	Manufacturing			Non-Manufacturing			Construction		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
One-year agreements	1	197	0,0	1	338	2.8	-	-	-
Two-year agreements	-	-	-	9	8,450	1.8	-	-	-
Three-year agreements	21	7,782	1.7	32	31,234	2.0	-	-	-
Four-year agreements	1	1,724	1.6	18	28,145	1.3	1	500	2.5
Five-year agreements	2	568	0.7	3	4,549	1.6	-	-	-
Six-year agreements	-	-	-	1	400	1.2	-	-	-
All Agreements	**25**	**10,271**	**1.6**	**64**	**73,116**	**1.7**	**1**	**500**	**2.5**

Table 14: Duration of Negotiations by Sector, Second Quarter 2012

	Total		Private Sector		Public Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
1-3 Months	41	15,485	31	12,784	10	2,701
4-6 Months	25	44,601	6	1,778	19	42,823
7-9 Months	4	4,720	1	368	3	4,352
10-12 Months	5	2,114	1	544	4	1,570
13 Months and Over	15	16,967	2	4,242	13	12,725
Total	**90**	**83,887**	**41**	**19,716**	**49**	**64,171**

Table 15: Average Duration of Negotiations by Sector, Second Quarter 2012

	Average Duration of Negotiations
	months
Private sector	3.7
Public sector	8.7
Total	**6.4**

Table 16: Stage of Settlement by Sector, Second Quarter 2012

	Total		Private Sector		Public Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
Direct bargaining	23	18,707	9	3,059	14	15,648
Conciliation	19	6,159	10	3,419	9	2,740
Mediation	31	41,649	14	7,120	17	34,529
Arbitration	8	11,069	-	-	8	11,069
Work stoppage	9	6,303	8	6,118	1	185
Total	**90**	**83,887**	**41**	**19,716**	**49**	**64,171**

Table 17: Work Stoppages, January to June 2011 and 2012

	January - June 2012	January - June 2011
Manufacturing	13	14
Non-manufacturing	22	6
Construction	17	-
All Industries	**52**	**20**

Table 18: Person-Days Lost, January to June 2011 and 2012

	January - June 2012	January - June 2011
Manufacturing	42,970	131,980
Non-manufacturing	63,450	20,340
Construction	1,890	-
All Industries	**108,310**	**152,320**

As of June 30, 2012, 9 work stoppages, covering a total of 996 employees, were carried over to July 2012. (Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 19: Work Stoppages under Ontario Jurisdiction, 1988 - June 2012

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	40	11,502	288	352,160	30.6	65	0.02
2012* (Jan-Jun)	52	7,408	142	108,310	14.6	21	0.01

* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

Table 20: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	40,400	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	18,500	Various dates
Police Services Boards	Police Association	Various locations	8,500	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	45,200	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	55,200	Various dates
Universities	CUPE et al.	Various locations	16,100	Various dates
Pulp and Paper	CEP et al.	Various locations	2,800	Various dates
Canada Post Corp. (urban unit)	Postal Workers	Province-wide	22,900	2011-01-31
Air Canada	Air Canada Pilots Assn	Canada-wide	2,000	2011-03-31
Ontario Government (provincial police) (civilian/uniform)	Ont Provincial Police	Province-wide	8,200	2011-12-31
Ontario Government (AMAPCEO)	AMAPCEO	Province-wide	9,800	2012-03-31
Metro Ontario Inc (Food Basics)	UFCW	Province-wide	6,500	2012-03-31
College Employer Council (academic staff)	OPSEU	Province-wide	10,500	2012-08-31
District School Boards (teachers, occasional, support staff)	OSSTF, ETFO, CUPE et al.	Province-wide	255,000	2012-08-31
Ford	CAW	Various locations	5,100	2012-09-17
Chrysler	CAW	Various locations	4,000	2012-09-17
General Motors	CAW	Various locations	8,300	2012-09-17

As of June 30, 2012, there were 320 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 21: Consumer Price Index (2002=100)*

	2009	2010	2011	Year-to-date 2012	April 2012	May 2012	June 2012
Canada	0.3	1.8	2.9	2.0	2.0	1.2	1.5
Ontario	**0.4**	**2.4**	**3.1**	**2.0**	**2.1**	**1.2**	**1.2**
Toronto	0.5	2.5	3.0	2.1	2.2	1.3	1.2
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	1.9	2.0	1.1	1.0
Thunder Bay	0.1	2.1	3.1	1.6	1.5	0.6	0.5

* 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.

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

ISSN 1492-4323

Cette publication est également disponible en français.