

December Highlights and Collective Bargaining Review 2016

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Collective Bargaining Information Services

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Foreword

The Ontario Collective Bargaining Review 2016 provides an overview of collective bargaining activity in Ontario for the year 2016. The information in this report is compiled from collective agreement settlements and work disruptions reported to Collective Bargaining Information Services (CBIS) as of April 4, 2017. The data reflects settlements for Ontario-based employees covered under Ontario or federal jurisdictions. Work disruptions data are reported for employees under Ontario jurisdiction only.

The report consists of nine sections:

- Section I: provides highlights of year-end collective bargaining for the month of December and the fourth quarter of 2016.
- Section II: provides an overview of the total number of settlements ratified from January 1, 2016 to December 31, 2016.
- Section III: provides information on negotiated wage increases in settlements covering 150 or more employees, with the exception of education sector central settlements. It also reports on lump sum payments.
- Section IV: provides information on the stage of settlements, the duration of settlements and the duration of negotiations.
- Section V: provides an overview of settlement negotiations in the education sector for the centrally and locally bargained settlements under the *School Boards Collective Bargaining Act, 2014*.
- Section VI: provides highlights of work disruptions data under Ontario jurisdiction.
- Section VII: provides an overview of union coverage in Ontario.
- Section VIII: provides a summary of the key settlements of 2016. The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages and settlements of public interest.
- Section IX: provides a collective bargaining outlook for the year 2017.

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Executive Summary

Year-end Collective Bargaining Highlights 2016

- In December, 18 settlements were ratified covering approximately 23,612 employees¹. The average annual base wage increase was 1.3%.
- In the fourth quarter, the sector with the highest average annual base wage increase was for other services with 1.9%.

Annual Collective Bargaining Review 2016

- Over 2,433 settlements covering approximately 511,911 employees were reached in 2016. The majority of the settlements ratified were in the health and social services (40.2%), followed by other services (15.9%), and construction (13.9%).
- Average annual base wage increases for the settlements covering 150 or more employees¹ ratified in 2016 increased to 1.6% from 1.0% in 2015. Private sector settlements reported an average annual base wage increase of 1.9%, compared to 1.4% in the public sector.
- Collective bargaining in 2016 occurred in an environment of steady economic growth. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI)², averaged 1.8%.
- Approximately 99% of all settlements were reached without a work disruption.
- There were 31 work disruptions involving 12,058 employees under Ontario jurisdiction resulting in 244,800 person-days lost.
- In 2016, approximately 1.6 million employees were covered by a collective agreement, corresponding to a union coverage rate of 26.7%.

Collective Bargaining Outlook 2017

- In 2017, Ontario's labour market is expected to improve with Ontario's real Gross Domestic Product (GDP) projected to grow by 2.3%³. The annual inflation rate, measured by Ontario's CPI, is projected to increase to 2.0% in 2017³.
- Collective bargaining activity in 2017 will involve 2,111 expiring collective agreements covering approximately 324,046 Ontario-based employees⁴.
- Most activity will be concentrated in March and December, primarily affecting the health and social services sector.

¹ Settlements covering 150 or more employees, excepting school sector, where wage increases include all bargaining units above and below 150 employees.

² Statistics Canada

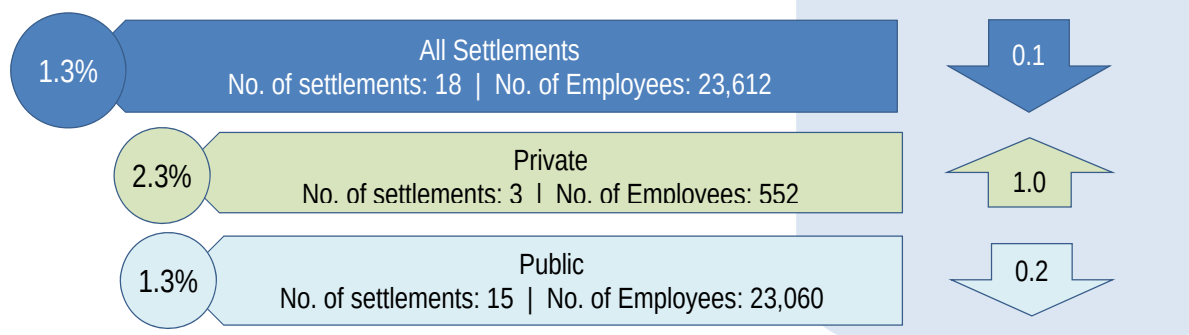
³ [Section B: Details on Ontario's Finances and Economic Outlook](#), Chapter VI: Responsible Fiscal Management, Budget 2017, Ontario Ministry of Finance

⁴ According to information received and processed by Collective Bargaining Information Services (CBIS).

I. Year-end Collective Bargaining Highlights 2016

In December, 18 settlements were ratified covering 23,612 employees, 97.7% of whom were in the public sector (23,060). The overall average annual increase in base wage rates in December was 1.3%, compared to 1.4% reported in November⁵.

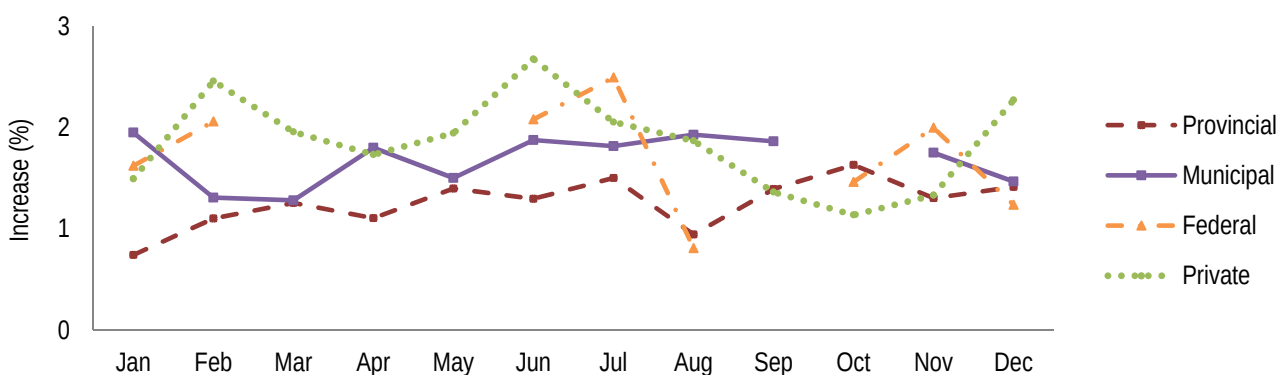
Average Annual Base Wage Increase, December 2016



Wage Trends by Sector 2016

In Graph 1, the average annual base wage increase in December 2016 was reported at 1.4% for the provincial, 1.5% for the municipal, 1.2% for the federal, and 2.3% for the private sectors.

Graph 1: Trends of the Average Annual Base Wage Increases for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements (%)



⁵ Difference is based on the reported value in the November 2016 Publication. The average annual base wage from November 2016 to December 2016 is reported as the percentage point change.

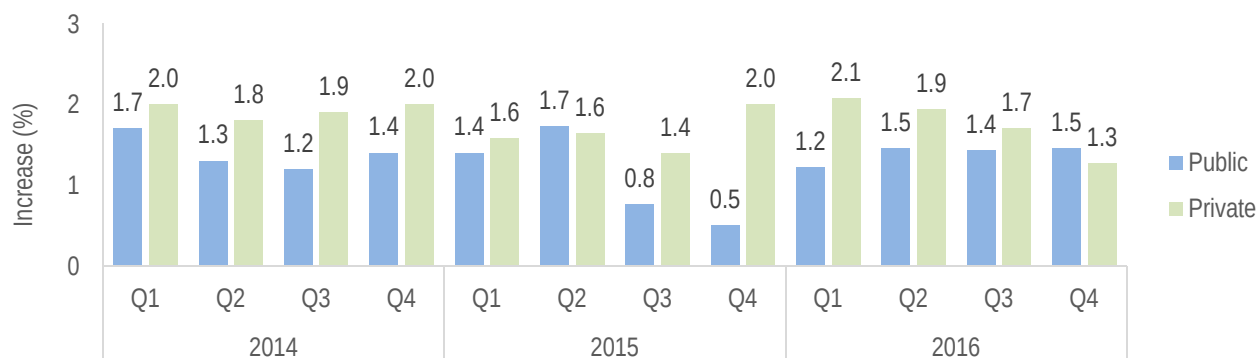
Settlements, Fourth Quarter 2016

During the fourth quarter of 2016, 68 settlements were ratified covering 81,780 employees, 72.7% (59,459) of whom were in the public sector. The average annual base wage increase for settlements was 1.4%, a decrease from the 1.5% reported in the previous quarter.

The average annual base wage increase was 1.5% for the public sector, up from 0.5% reported in 2015, which was affected by wages in the education sector. In 2015, wages in the education sector included central settlements under the *School Boards Collective Bargaining Act (SBCBA), 2014*. Of the nine central settlements under the SBCBA, eight settlements (271,948 employees) were reached in 2015 and reported an average annual base wage increase of 0.5%.

In the private sector, the average annual base wage increase was 1.3%, a decrease from 2.0% reported in 2015. (Graph 2) In addition to wage increases, there were 16 settlements that were reported with lump sum information covering both the public (7 settlements) and private (9 settlements) sectors. Of the 23,293 employees that receive lump sum payments, 83.4% were in the private sector.

Graph 2: Average Annual Base Wage Increases (%), Quarterly 2015 - 2016



Settlements by Industry, Fourth Quarter 2016

The majority of the employees were in public administration (21,974), transport, communications, and utilities (18,260), manufacturing (17,994), and health and social services (16,452) sectors. The settlements with the highest average annual base wage increases were other services (1.9%), public administration (1.7%), and education and related services (1.7%) sectors. (Graph 3)

Graph 3: Average Annual Base Wage Increases (%) by Industry, Fourth Quarter 2016

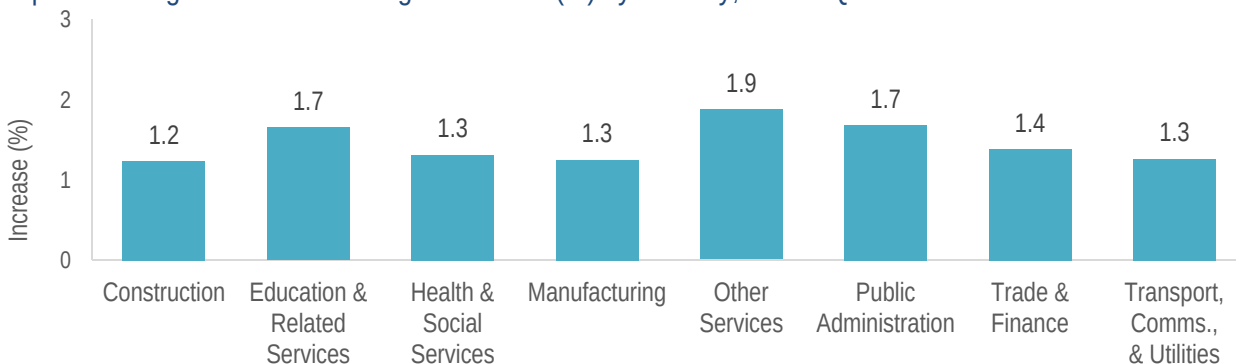


Table 1: December 2016 Settlements by Industry

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Duration (months)	Agreement Expiry Date
Education and Related Services		2,580	1.8			
McMaster University	Cdn Union of Public Empls	2,580	1.8 ⁶	2.9	36	31-Aug-2019
Health and Social Services		2,465	1.1			
Community Living Elgin	Ont Public Service Empls Union	207	0.0	0.0	24	31-Mar-2018
Community Living Greater Sudbury	Ont Public Service Empls Union	273	1.3	1.0	36	31-Mar-2019
Community Living Hamilton	Cdn Union of Public Empls	225	0.5	0.4	48	31-Mar-2020
Community Living Sarnia-Lambton	Cdn Union of Public Empls	166	0.7 ⁷	0.0	24	31-Mar-2018
Holland Christian Homes Inc.	Christian Labour Assn of Cda	385	1.0	1.0	36	30-Jun-2019
Hotel Dieu Grace Healthcare	Ont Public Service Empls Union	283	1.4	1.4	24	31-Mar-2016
Madonna Care Community	Cdn Union of Public Empls	182	0.7	0.7	48	31-Mar-2017
Reena	Ont Public Service Empls Union	514	2.1	2.3	36	24-Jun-2019
Sudbury Developmental Services/Services Pour Handicaps De Developement De Sudbury	Cdn Union of Public Empls	230	0.7	0.3	24	31-Mar-2018
Manufacturing		225	3.6			
Woodbridge Foam Corp	Unifor	225	3.6 ⁸	8.5	48	30-Nov-2020
Other Services		328	1.2			
Ontario Lottery & Gaming Corporation (OLG Casino Thunder Bay)	United Steelworkers	175	0.6	1.7	36	31-Oct-2019
K-Bro Linen Systems Inc.	United Food & Commercial Wkrs	153	2.0 ⁹	2.0	48	09-Oct-2020
Public Administration		1,415	1.5			
Corporation of The City of Kingston	Cdn Union of Public Empls	1,000	1.3	1.2	48	31-Dec-2020
Corporation of The City of Kingston	Ont Professional Fire Fighters Assn	150	2.5	2.4	36	31-Dec-2017
Corporation of The City of North Bay	Cdn Union of Public Empls	265	1.5	1.5	36	31-Dec-2019
Trade and Finance		174	0.9			
Dessureault's Your Independent Grocer	United Food & Commercial Wkrs	174	0.9 ¹⁰	1.4	72	18-Feb-2022
Transportation, Communications and Utilities		16,425	1.2			
Canada Post Corp	Cdn Union of Postal Wkrs	16,425	1.2	1.0	24	31-Jan-2018

⁶ Lump sum payment: at ratification – \$200.

⁷ Stipend \$400 for full-time. Stipend \$200 for part-time. Stipend \$100 for individual support workers. All stipends at 50% for staff still on probation.

⁸ Signing Bonus – \$500 will be paid to all active seniority teammates. Probationary teammates to receive signing bonus when they become seniority teammates.

⁹ Signing Bonus - \$320 (less applicable deductions) at ratification.

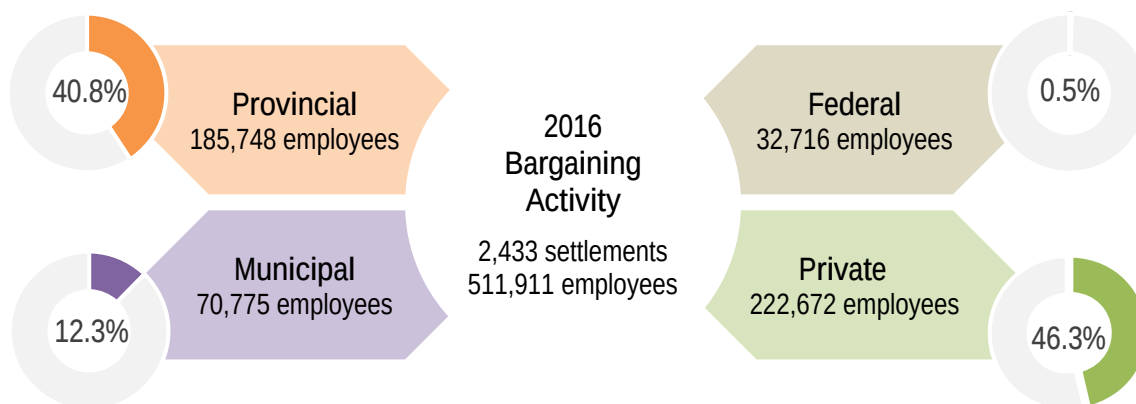
¹⁰ Wage increases applicable to end rates. Lump sum payment: \$500 to end rate full-time employees and \$250 to end rate part-time employees, 1st full week after February 18, 2017 and 2019.

II. Annual Collective Bargaining Review 2016¹¹

Collective bargaining activity for 2016 involved the ratification of 2,433 settlements, covering 511,911 employees. These represent 15.5% of the 15,733¹¹ settlements currently on file with Ministry of Labour (MOL) and affect approximately 28.9% of all Ontario-based employees covered.

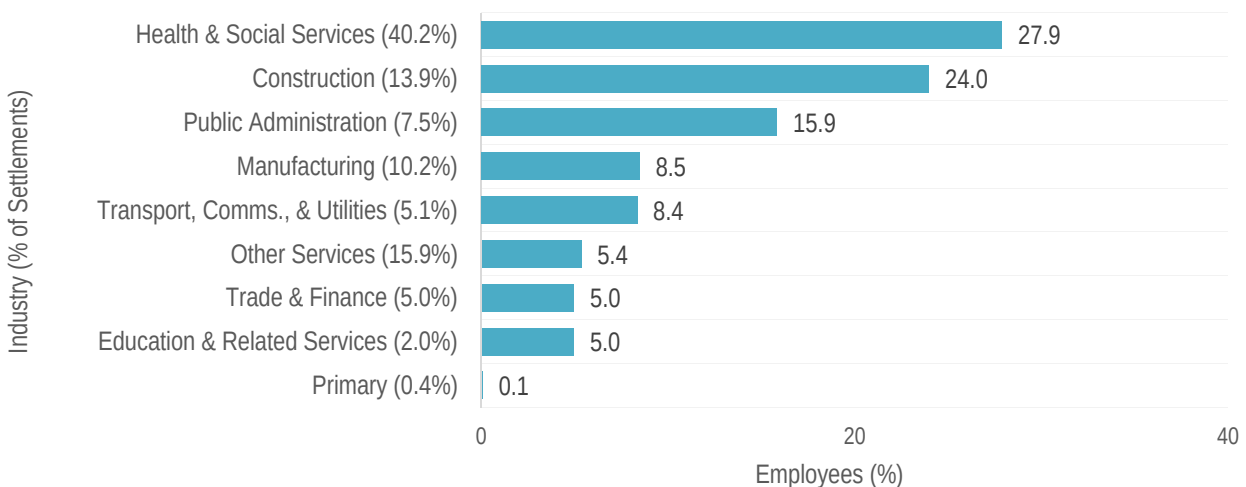
Of the settlements ratified in 2016, 46.3% were in the private sector, representing 43.5% of employees.

Collective Bargaining Settlements, 2016



By industry (Graph 4), the majority of settlements reached were in health and social services (40.2%), other services (15.9%), and construction (13.9%). In terms of the employee coverage, bargaining activity was concentrated in health and social services (142,823), construction (122,825), and public administration (81,169).

Graph 4: Settlements Ratified in 2016 by Industry



¹¹ Under the [School Boards Collective Bargaining Act, 2014](#), there are nine 2014-2017 central settlements covering teachers and support staff. This reporting captures only the central settlement information based on ratification date.

III. Negotiated Wage Increases 2016

In 2016, of the 2,433 settlements ratified, wage information is maintained for 438 (18.0%) of the settlements and affected 421,518 employees. Information regarding wage increases is maintained for settlements covering 150 or more employees¹². These settlements provided an average annual base wage increase of 1.6%, up from 1.0% in 2015.

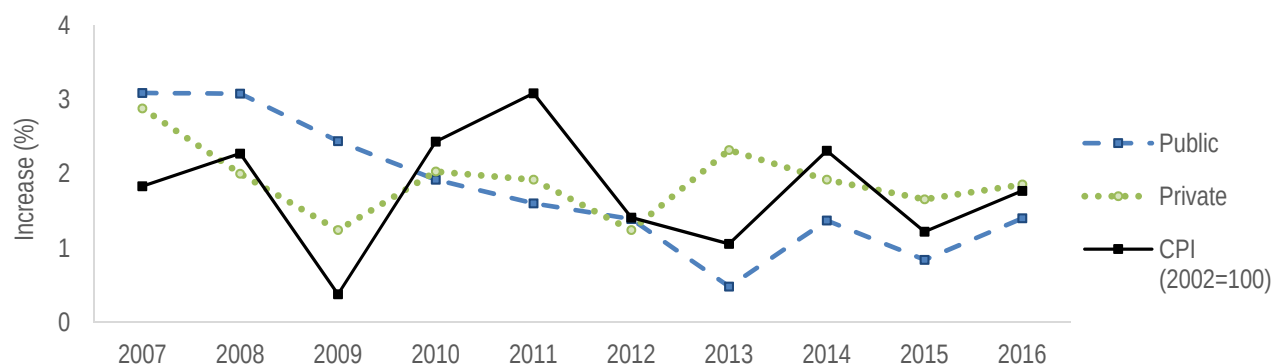
The average annual base wage increase in the private sector went up from 1.7% in 2015 to 1.9% in 2016. Public sector settlements reported an average annual base wage increase of 1.4% in 2016, compared to 0.8% in 2015. Affecting the public sector in 2016 were settlements in health and social services, which ratified 204 settlements at an average annual base wage increase of 1.3%.

Economic Setting

Collective bargaining in 2016 occurred in an environment of steady economic growth. Ontario's labour market improved in 2016 with employment increasing by 1.1%, compared to 0.7% in 2015, and unemployment rate decreasing to 6.5% from 6.8% in 2015¹³.

The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI)¹⁴, averaged 1.8% in 2016, an increase from the 1.2% reported in 2015. In 2016, the public sector average annual base wage increase was reported lower than the CPI, while the private sector average annual base wage increase was reported slightly higher than the CPI.

Graph 5: Trends of the Consumer Price Index and the Average Annual Base Wage Increases (%), by Sector



¹² Settlements covering 150 or more employees, excepting school sector, where wage increases include all bargaining units above and below 150 employees.

¹³ [Section B: Details on Ontario's Finances and Economic Outlook](#), Chapter VI: Responsible Fiscal Management, Budget 2017, Ontario Ministry of Finance.

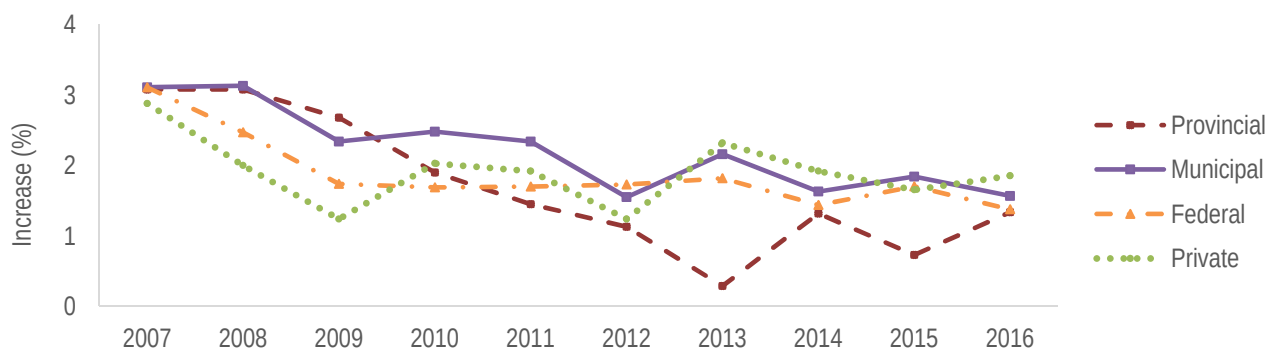
¹⁴ Statistics Canada

Wage Trends by Sector

In the Broader Public Sector (BPS), the provincial sector reported an average annual base wage increase of 1.3% in 2016, compared to 0.7% in 2015. The average annual base wage increase for the municipal sector went down from 1.8% in 2015 to 1.6% in 2016. The federal sector average annual base wage increase also went down from 1.7% in 2015¹⁵ to 1.4% in 2016 (Graph 6).

The ten year trend of the average annual base wage increase from 2007 to 2016 shows a downward trend. The highest values reported were in 2007, averaging at 3.0% for all sectors.

Graph 6: Trends of the Average Annual Base Wage Increases (%) for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements

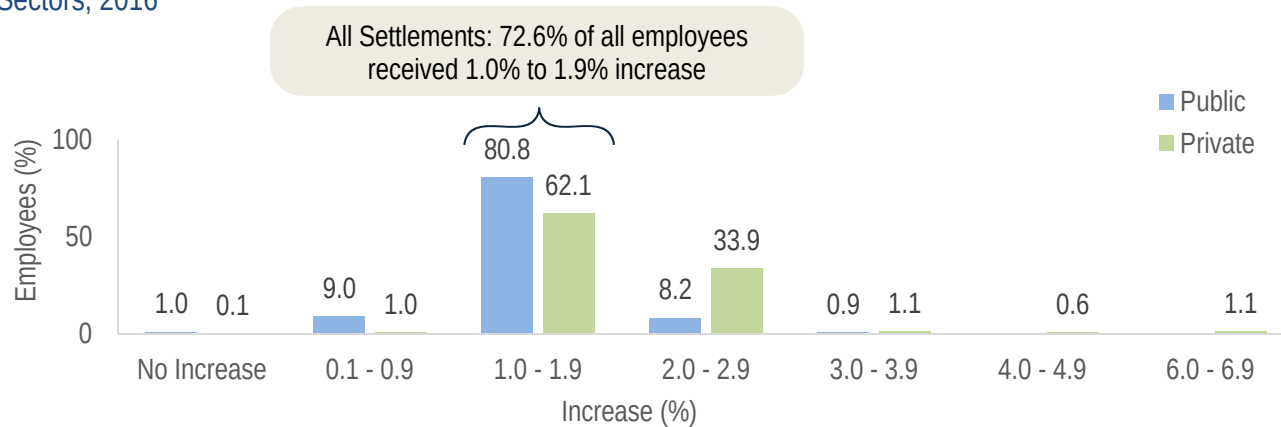


Distribution of Wage Increases

Overall, 0.6% of employees did not receive wage increases, while the majority of employees (72.6%) received an average annual base wage increases ranging from 1.0% to 1.9% and another 19.5% of employees received increases ranging from 2.0% to 2.9%.

In the public sector, 1.0% of employees did not receive wage increases, compared to 0.1% of private sector employees. Approximately 80.8% of the employees in the public sector and 62.1% of the employees in the private sector received average annual base wage increases ranging from 1.0% to 1.9%.

Graph 7: Distribution of Average Annual Base Wage Increases by Percentage of Employees in Private and Public Sectors, 2016



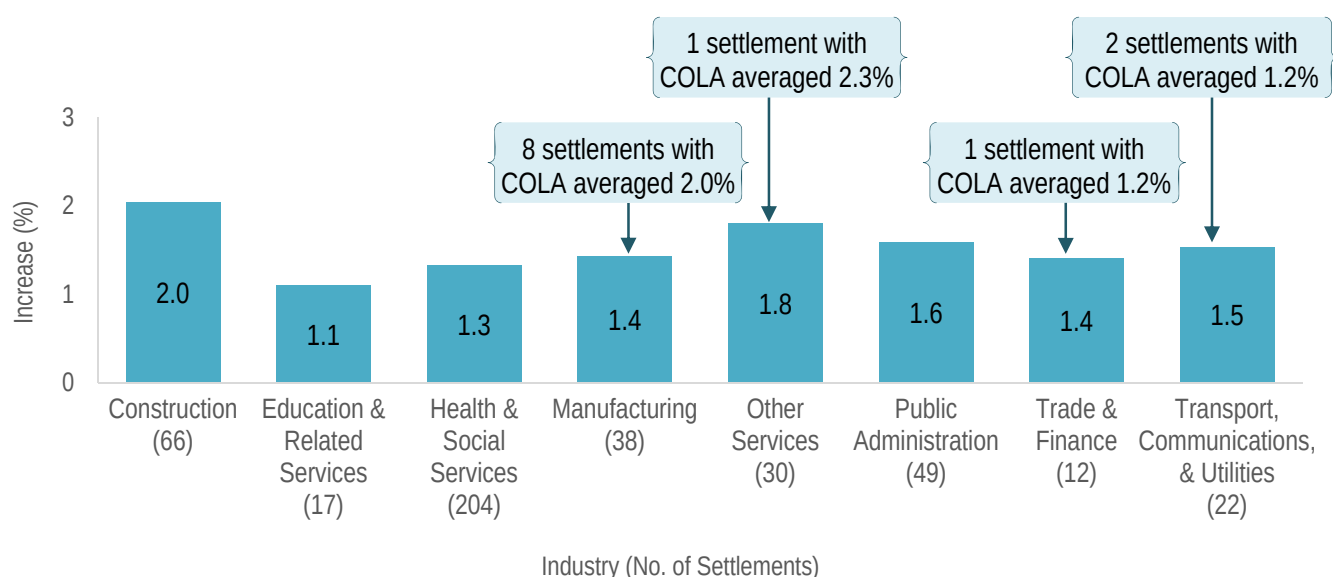
¹⁵ Based on reported data as of April 4, 2017, which may differ from the value reported in the Collective Bargaining Review 2015 publication.

Wage Settlements by Industry

The average annual base wage increase for the largest concentration of employees was 2.0% in the construction industry (115,440 employees), which is also the highest increase reported in 2016. A large number of employees (104,780) in the health and social services sector received an average annual base wage increase of 1.3%. The lowest increase reported was 1.1% for the education and related services employees (23,990).

There were 12 settlements (26,367 employees) with cost-of-living adjustment (COLA) clauses that provided annual base wage increases averaging 1.3%, a decrease from 1.9% reported in 2015¹⁶. In comparison, the remaining 426 settlements (395,151 employees) without a COLA clause averaged 1.6%, higher from the previous year (1.0% in 2015).

Graph 8: Average Annual Base Wage Increases (%) by Industry, 2016



Wages in the education sector include centrally bargained terms under the *School Boards Collective Bargaining Act (SBCBA), 2014*. In 2016, one central settlement was reached between the Council of Trustees Association and the Ontario Council of Education Workers (OCEW)¹⁷. The central settlement covering 7,554 employees reported an average annual base wage increase of 0.5%.

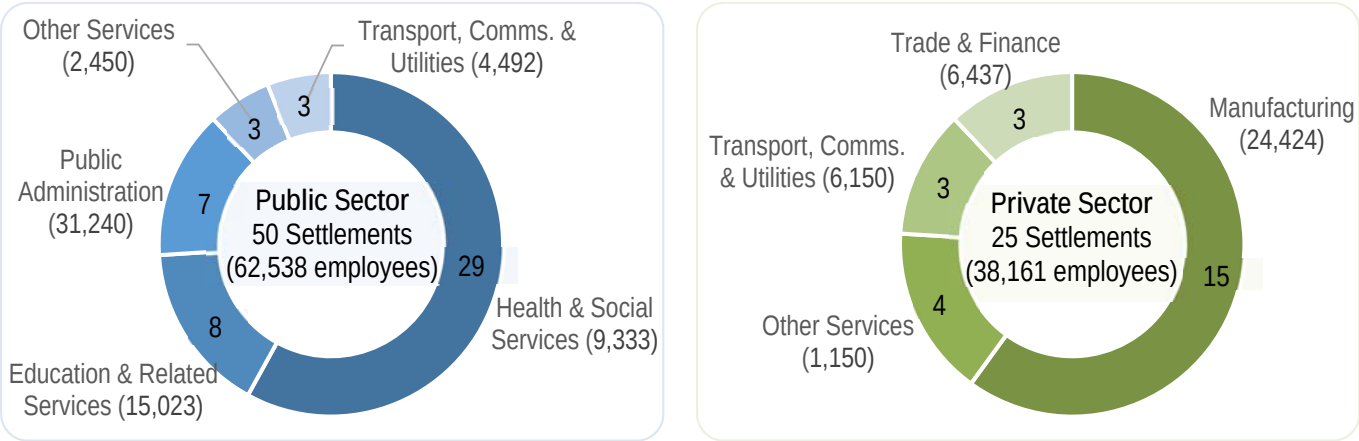
¹⁶ Cost-of-living adjustments (COLA) are calculated at projected rates of inflations for the duration of the collective agreement, reported based on ratification date.

¹⁷ Under the [School Boards Collective Bargaining Act, 2014](#), there are nine 2014-2017 central settlements covering teachers and support staff. Following the ratification of the central terms, local terms were also addressed. This reporting captures only the central settlement information for when wages were reported, based on ratification date. Of the nine central settlements, eight were reached in 2015, covering 271,948 employees, and wages for those settlements were captured in the 2015 reporting period (Collective Bargaining Review 2015). The Collective Bargaining Review 2016 report includes the one central settlement (7,554 employees) that has been ratified in 2016.

Private and Public Sector Lump Sum Payments¹⁸

In 2016, 75 settlements were reported with lump sum information¹⁹, representing 17.1% of the settlements. Of the settlements reported, 66.7% were in the public sector, with majority of lump sum payments negotiated in collective agreements within the health and social services sector (29 settlements).

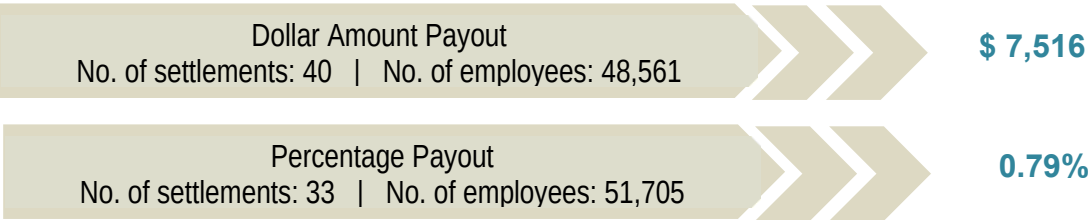
Settlements (Number of employees) with reported Lump Sums by Sector and Industry, 2016



Payout methods for Lump Sums

Common payout methods of lump sums observed in 2016 included payouts by dollar amounts and payouts calculated from a percentage of a wage rate based on wages earned or hours worked during a specified period of time.

Dollar Amount and Percentage Lump Sums in 2016²⁰



¹⁸ Lump Sum Data

- Lump sums are based on information received at ratification and are recorded for full-time employees only
- Averages of lump sums (dollar or percentage) are weighted by the 'number of employees'
- 'Number of employees' refers to the total number of employees in the bargaining unit and not necessarily for those specifically receiving the lump sum (ex. Full-time, selected wage groups etc.)

¹⁹ Reported lump sum information include only settlements with 150 or more employees and where wages were recorded.

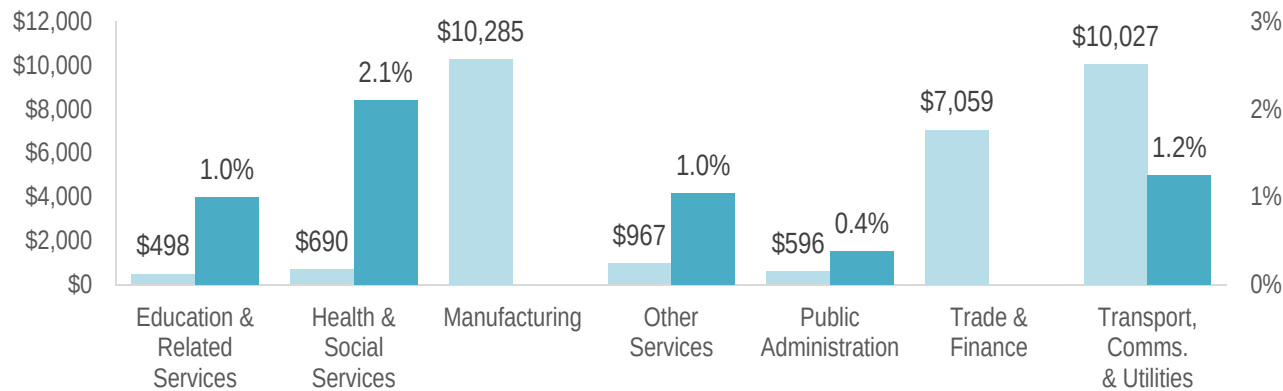
²⁰ Weighted average of dollar amount lump sum payouts includes \$36,000 in combined lump sums in Ford, GM and FCA Canada Ltd. four-year settlements covering over 20,450 employees.

Other methods of lump sum payouts reported in 2016 included cents per hour, where the payout is calculated based on hours worked during a specified period of time.

Dollar Amounts and Percentage Payouts by Industry

Weighted average dollar amount lump sum payouts and percentage payouts by industry is displayed. The highest lump sum dollar amount payout was in manufacturing (\$10,285) and the highest percentage payout was in health and social services (2.1%).

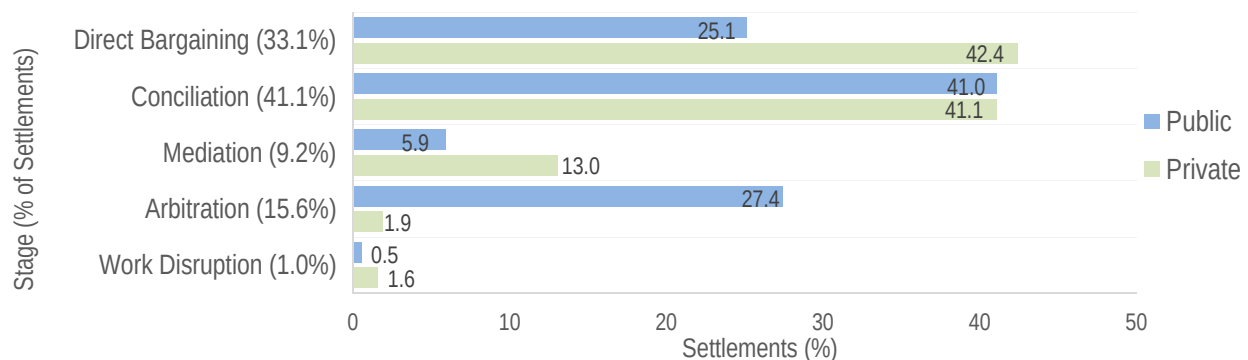
Graph 9: Dollar Amount and Percentage Lump sum Payouts by Industry



IV. Settlement Negotiations 2016²¹

About 99.0% of settlements ratified in 2016 (covering approximately 97.5% of employees) were reached without a work disruption. Of all settlements, 50.3% were concluded with the assistance of a conciliator or mediator. In the public sector, 25.1% of settlements were reached through direct bargaining, compared to 42.4% in the private sector.

Graph 10: Stage of Settlement by Sector, 2016

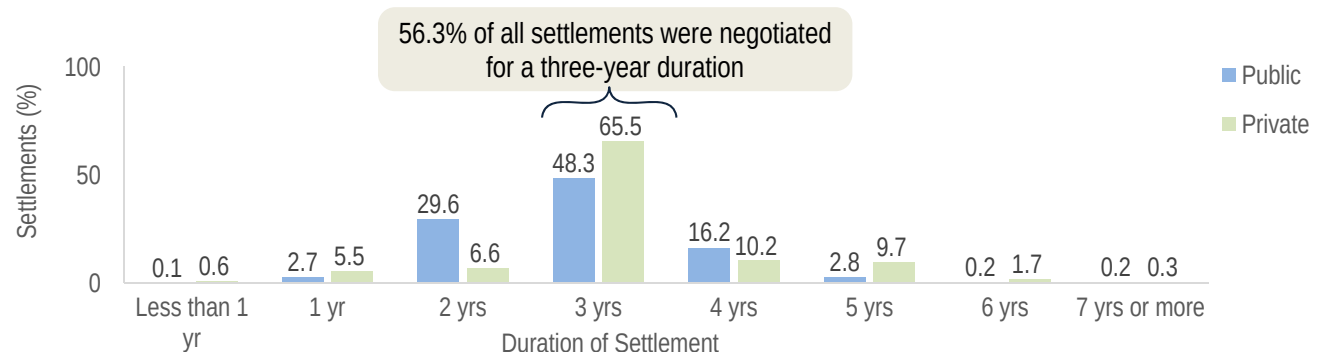


Settlements reached through arbitration represented 27.4% of the settlements in the public sector, compared to 1.9% in the private sector. In the public sector, there were 349 (26.7%) settlements that were settled through compulsory arbitration.

Settlement Duration²²

In 2016, 56.3% of settlements were of a three-year duration. In the private sector, 87.4% of the settlements were negotiated for a term of three years or more, compared to 67.7% in the public sector. The longest settlement duration was for a duration of 10 years in the transport, communications and utilities sector.

Graph 11: Duration of Settlement by Sector, 2016



²¹ Under the [School Boards Collective Bargaining Act, 2014](#), there are nine 2014-2017 central settlements covering teachers and support staff. This reporting captures only the central settlement information based on ratification date. Of the nine central settlements, eight were reached in 2015, covering 271,948 employees, and those settlements were captured in the 2015 reporting period (Collective Bargaining Review 2015). The Collective Bargaining Review 2016 report includes the one central settlement (7,554 employees) that has been ratified in 2016. Information for the associated local terms of the central settlements are highlighted in Section V: "Settlement Negotiations in the Education Sector" (pages 16-17).

²² Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.

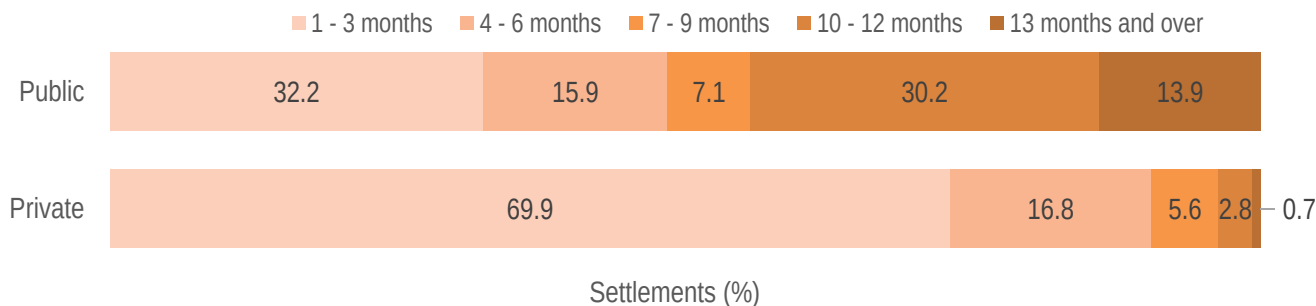
Duration of Negotiations²³

In 2016, the average duration of negotiations for all sectors was 6.7 months. The average duration of negotiations in the public sector was 8.3 months compared to 3.1 months in the private sector.

In the private sector, 69.9% of negotiations were concluded within one to three months, compared to 32.2% of negotiations in the public sector (Graph 12). The public sector negotiations were affected by the settlements in the health and social services sector, where 78 (26.4%) of the settlements were negotiated between 10 to 12 months. This was due primarily to ratification of the central terms for Participating Hospitals and Participating Nursing Homes.

The longest duration of negotiations in the private sector was for 19 months in the transport, communications and utilities industry.

Graph 12: Duration of Negotiations by Sector, 2016

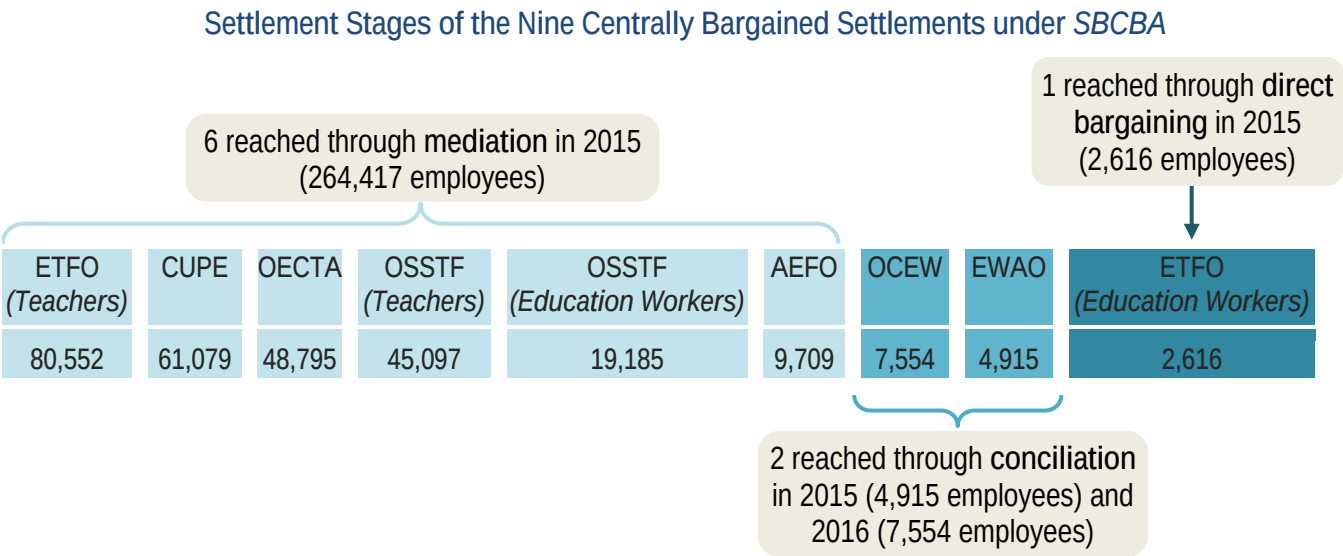


²³ Data regarding the duration of negotiations are maintained for settlements covering 150 or more employees, and where the time period between the first meeting date of negotiations and the ratification date has been reported. In 2016, there were 8 settlements (19,067 employees) where the first meeting date of negotiations and the ratification date has not been reported.

V. Settlement Negotiations in the Education Sector

Settlements in the education sector were impacted by the renewed collective agreements under the *School Boards Collective Bargaining Act (SBCBA), 2014*. This allowed for negotiations of the 2014-2017 collective agreements composed of centrally and locally bargained terms. Bargaining at the central table involved nine parties covering teachers and support staff represented by Ontario English Catholic Teachers' Association (OECTA), Ontario Secondary School Teachers' Federation (OSSTF), l'Association des enseignantes et des enseignants franco-ontariens (AEFO), Elementary Teachers' Federation of Ontario (ETFO), Canadian Union of Public Employees (CUPE), Ontario Council of Education Workers (OCEW), and Educational Workers' Alliance of Ontario (EWAO).

There were eight settlements reached in 2015 and one in 2016. Settlements were reached through direct bargaining, conciliation, or mediation.

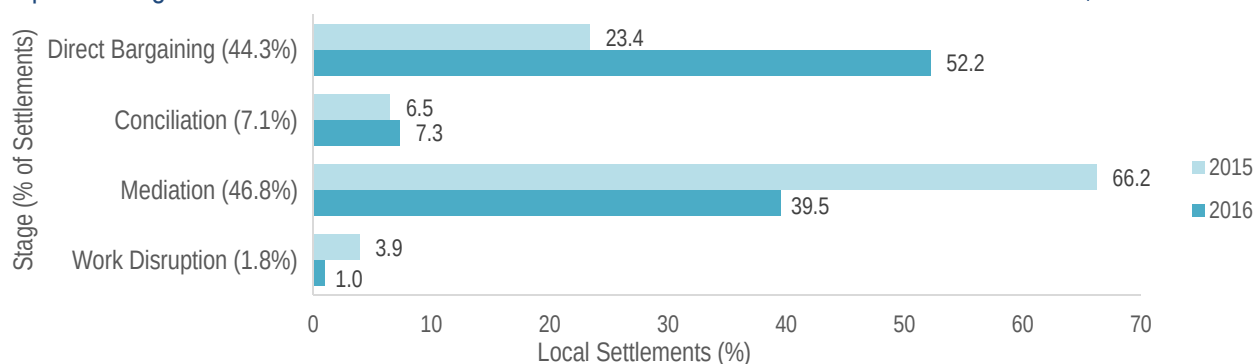


The majority of the negotiations were bargained at the central table before local issues were addressed²⁴. This resulted in various approaches to the central and local settlement negotiations processes.

Based on information received and processed by MOL²⁵, there were 282 locally bargained settlements reached in 2015 (77 settlements) and 2016 (205 settlements). The majority (66.2%) of the associated local terms ratified in 2015 were reached through mediation. For the local settlements ratified in 2016, 52.2% were reached through direct bargaining. There were approximately 1.8% of the reported local settlements that were reached following a work disruption (Graph 13).

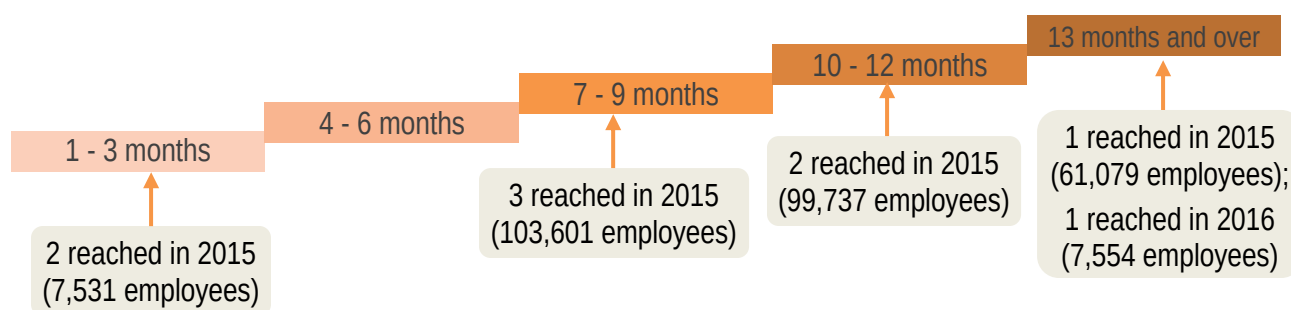
²⁴ There were 23 local term settlements that were ratified before central terms. This is based on information received and processed by MOL as of April 4, 2017, and is subject to revisions.
²⁵ Information received and processed as of April 4, 2017, and is subject to revisions.

Graph 13: Stage of Settlement for Local Terms of Education Sector Settlements under SBCBA, 2015 and 2016



The duration of negotiations varied for the central terms, with the majority of the settlements ratifying their collective agreements within 12 months. In 2016, negotiations for the central settlement between the Council of Trustees Association and the OCEW were concluded in over 16 months.

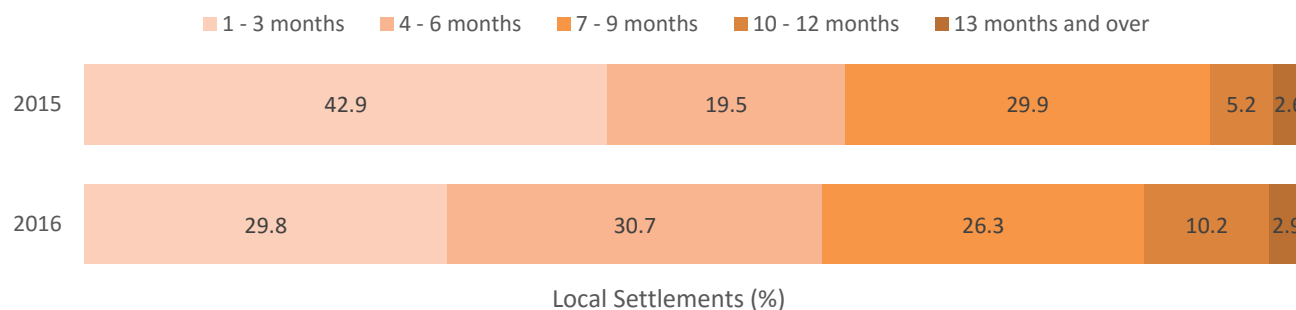
Durations of Negotiations of the Nine Centrally Bargained Settlements under SBCBA



The duration of negotiations for the local terms was based on the time period in months between the first meeting date of negotiations of the local terms and the date of ratification²⁶.

Approximately 60% of the local term settlements were ratified within six months of achieving settlement (Graph 14). The longest duration of negotiations reported for local terms was 19 months, for settlements reached with OSSTF.

Graph 14: Duration of Negotiations for Local Terms of Education Sector Settlements under SBCBA, 2015 and 2016

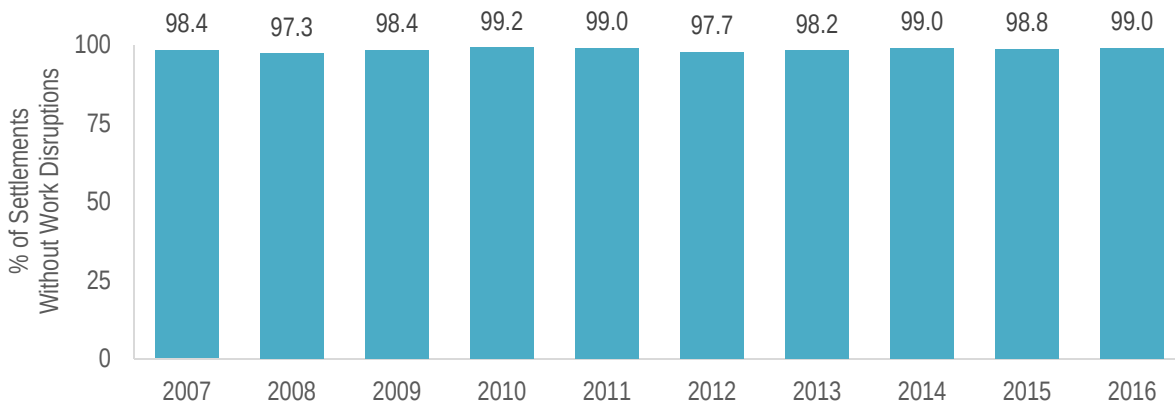


²⁶ This is based on information received and processed by MOL as of April 4, 2017, and is subject to revisions.

VI. Work Disruptions under Ontario Jurisdiction

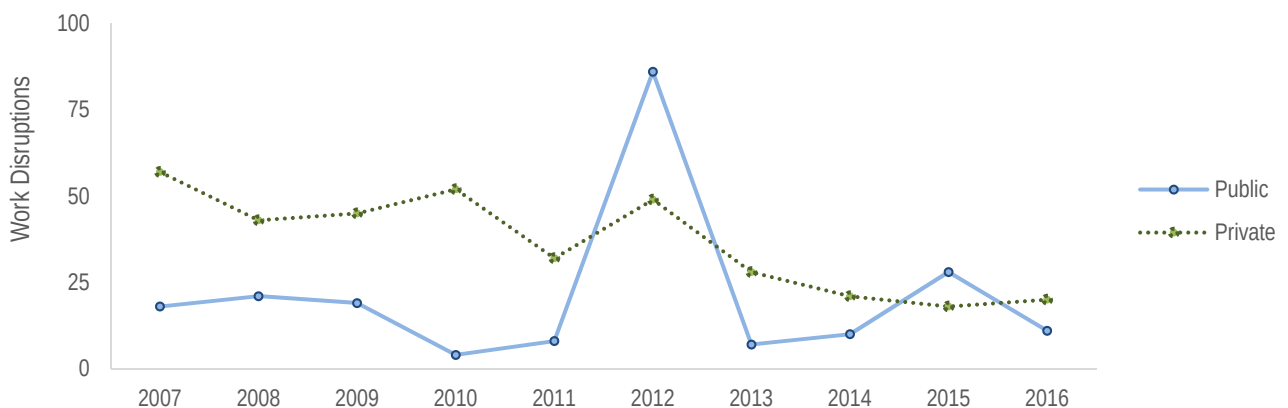
Ontario has an excellent record of dispute resolution. Over the past 10 years, more than 97% of negotiations have resulted in settlements without work disruptions. In 2016, settlements were reached without a strike or lockout in 99.0% of negotiations in the province (Graph 15).

Graph 15: Percentage of Settlements without Work Disruptions, 2007 to 2016



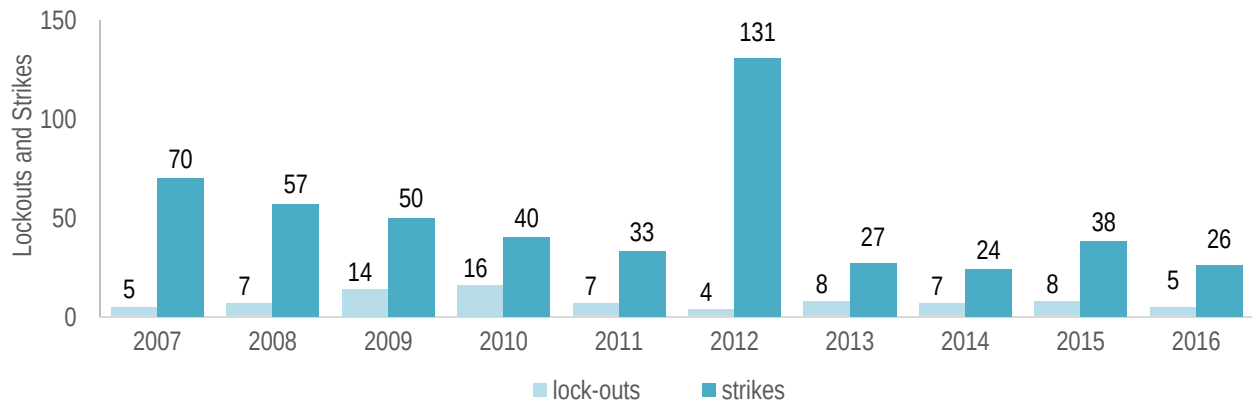
The ministry was able to achieve a 33% decrease in strikes and lock-outs, and a 27% decrease in person-days lost in 2016. In 2016, there were 31 strikes and lock-outs in Ontario resulting in 244,800 person-days lost. In 2015, 46 strikes and lock-outs occurred, resulting in 337,470 person-days lost. During 2016, 0.01% of the estimated working time in Ontario was lost due to work disruptions, compared to 0.02% in 2015.

Graph 16: Trend of Work Disruptions, 2007 to 2016



Work disruptions in 2016 averaged about 36.9 days, compared to 54.0 days in 2015, with strikes accounting for the majority (83.9%) of the work disruptions that occurred in 2016. The shortest disruption due to a strike was reported at one day and the longest disruption was reported at 158 days. For lock-outs, the shortest disruption was reported at five days and the longest was reported at 356 days.

Graph 17: Lockouts and Strikes, 2007 to 2016²⁷

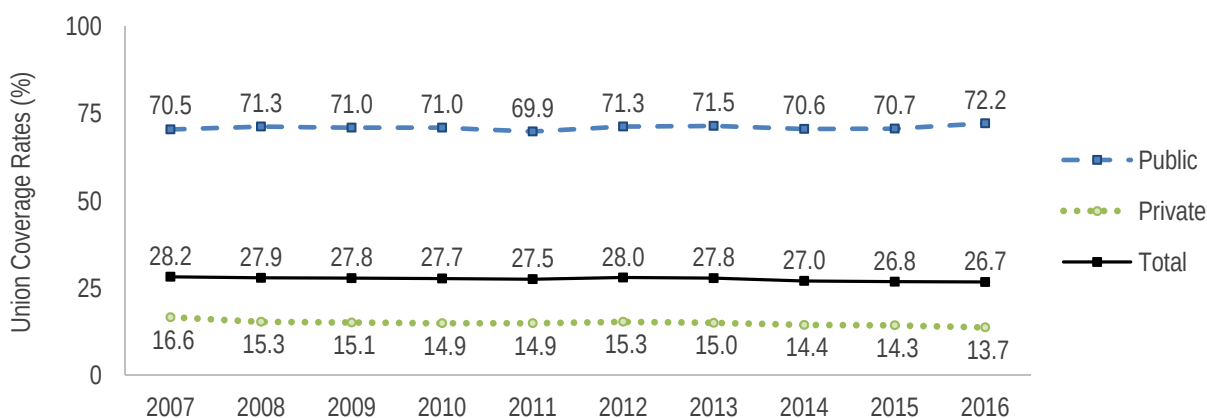


²⁷ During 2012, The Elementary Teachers' Federation of Ontario (ETFO) engaged in a number of one-day work disruptions.

VII. Union Coverage²⁸ in Ontario

In 2016, approximately 1.6 million employees were covered by a collective agreement, corresponding to a union coverage rate of 26.7%, a slight decrease from 26.8% in 2015. Union coverage in the private sector dropped from 14.3% in 2015 to 13.7% in 2016, while coverage in the public sector increased from 70.7% in 2015 to 72.2% in 2016 (Graph 18).

Graph 18: Trend of Union Coverage (%), Total, Public and Private Sectors, 2007 to 2016²⁹



For the past 10 years, the change in union coverage in the private sector has been particularly pronounced, reflecting labour market and economic changes over the decade.

²⁸ Union coverage refers to employees who are members of a union and employees who are not union members but who are covered by a collective agreement or a union contract.

²⁹ Calculations based on Statistics Canada's Labour Force Survey, CANSIM 282-0078.

VIII. Major Settlements Ratified in 2016

In the **Construction** industry, there were a large number of major settlements in both the Industrial, Commercial and Institutional (ICI) and non-ICI sectors. In 2016, a major settlement was reached between the Electrical Trade Bargaining Agency and the International Brotherhood of Electrical Workers and IBEW Construction Council of Ontario, covering 16,800 employees. This settlement resulted in an arbitration award and a final offer selection of the employer's wage proposal, as well as the Post-Negotiation Wage Adjustment according to an agreed formula after certain trades settled their wage packages.

In the **Education** sector, under the *School Boards Collective Bargaining Act* (SBCBA), central terms were ratified between the Council of Trustees Association and the Ontario Council of Education Workers covering 7,554 employees. A renewed collective agreement under SBCBA reflected a new framework, which required both a centrally and locally bargained settlement. In addition to wage increases of 1.0% on September 1, 2016 and 0.5% on February 1, 2017, the centrally bargained settlement included a 1.0% lump sum payment effective in 2015. In addition, a number of universities, including the University of Toronto and McMaster University, negotiated their collective agreements in 2016. Certain amounts or percentages of lump sum payments were typical among the major settlements in the education sector.

In the **Health** sector, a two-year term arbitration award was issued to the Participating Hospitals with the Ontario Nurses' Association, covering central bargaining terms for 57,628 employees. The Participating Hospitals also renewed their central agreement with the Ontario Public Service Employees Union, covering 7,672 employees for a term of three years. A major arbitration award was issued to participating nursing homes with the Service Employees International Union, covering 10,195 employees.

In **Manufacturing**, three automakers – General Motors, FCA Canada Inc. and Ford Motor – negotiated four-year settlements with similar terms with Unifor. Similar provisions included a ratification or productivity/quality bonus, additional lump sum payments, improvements to a new-hire program, commitments to introduce a mentorship training program, as well as improvements to health care benefits.

The General Motors settlement included new investment commitments in Oshawa, St. Catharines and Woodstock as well as a new hire program for Skilled Trades – with a commitment of hiring up to 50 apprentices. The Ford Motor settlement included a parity increase for production assembly classifications, which would align employee wages in that classification with wages at other Detroit Three facilities. The FCA Canada Inc. settlement included an increase of funding to their Employee Family Assistance Program.

The **Public Administration** sector had major settlements between the City of Toronto and the Canadian Union of Public Employees. A total of four, four-year term settlements were reached which covered inside (11,230 employees), outside (4,237 employees), recreational part-time (8,240 employees) and Unit B part-time (1,300 employees) units. Each settlement provided wage

increases of 1.3% in each of the four years, and included a lump sum payment of 0.25% on January 1, 2019. Modifications to extended health care benefits were observed, such as one pair of orthotic devices per person every two years and a reduction to long-term disability from 75% of basic salary to 70%, for eligible employees.

A three-year term arbitration award was issued for the Provincial Government and the Ontario Provincial Police Association, covering 6,000 uniform officers. The Correctional Services bargaining unit of the Ontario Public Service Employees Union reached a settlement with the Provincial Government with a three-year renewal agreement, which covered 5,800 employees. A major factor in these negotiations was granting the Correctional Services the 'essential services designation' to future labour disputes to binding interest arbitration. The settlement included a 1.4% lump sum payment on January 1, 2016, and a 1.4% wage increase on January 1, 2017, in addition to a 3.0% special wage adjustment for correctional staff and 2.0% for probation staff. The parties also agreed to a progression-through-the-ranks grid freeze for 2016 and 2017.

In **Trade**, No Frills Franchise Owners and the United Food and Commercial Workers International Union renewed a six-year agreement covering 10,000 employees. Wage increases negotiated for full-time employees on the full-time payroll included increases of 0.25 cents per hour applicable to those at or above the end rate, following the date of ratification and again following each anniversary year of the settlement.

Brewers Retail Inc. (The Beer Store) and the United Food and Commercial Workers, reached a five-year agreement for 6,000 employees.

In **Other Services**, Maple Leaf Sports & Entertainment Ltd. and the International Brotherhood of Teamsters reached a five-year renewal agreement covering 1,400 employees. Wage increases of 2.0% in each year of the agreement as well as improvements to meal, uniform, and safety shoe allowances were negotiated.

These and other selected major settlements and their highlighted provisions are summarized in the table below.

Table 2: Selected Major 2016 Settlements (covering more than 1,000 employees)

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date	Highlighted Provisions
Construction						
Carpenters Employer Bargaining Agency	United Brotherhood of Carpenters and Joiners of America	10,000	1.7	01-May-2016	30-Apr-2019	• Total wage package increase between \$1.95 and \$2.90 over the term of the agreement
Labourers Employer Bargaining Agency	Labourers' International Union of North America	10,000	1.4	01-May-2016	30-Apr-2019	• Total wage package increase between \$1.70 and \$2.55 over the term of the agreement
Electrical Trade Bargaining Agency	International Brotherhood of Electrical Workers and IBEW Construction Council of Ontario	16,800	2.3	01-May-2016	30-Apr-2019	• Arbitration award issued. • Total wage package increase between \$1.00 and \$1.49 over the term of the agreement
Education and Related Services						
Council of Trustees Association	Ontario Council of Education Workers	7,554	0.5	01-Sep-2014	31-Aug-2017	• Lump-sum payment: Sep. 1, 2015 – 1%
University of Toronto (casual unit)	United Steelworkers	2,700	1.1	01-Jul-2014	30-Jun-2017	• Lump sum (for eligible employees): at ratification – \$400 and Jul 1, 2016 – \$350 • Protection from termination without just cause. • Access to the grievance procedure. • More casual positions tied to the staff-appointed salary grid.
McMaster University	Canadian Union of Public Employees	2,580	1.8	01-Sep-2016	31-Aug-2019	• Lump sum payment: at ratification – \$200
Health and Social Services						
Participating Hospitals	Ontario Public Service Employees Union	7,672	1.4	01-Apr-2016	31-Mar-2019	• Improvements to vision care coverage, shift and weekend premiums, and vacation entitlement.

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date	Highlighted Provisions
Participating Hospitals	Ontario Nurses' Association	57,628	1.4	01-Apr-2016	31-Mar-2018	• Arbitration award issued. • Additional wage increases for Registered Nurses on Apr 1, 2017. • Elimination of education allowance for new hires. • Increases to shift, evening, weekend, and standby premiums. • Increases to hearing, vision and dental benefits.
Participating Nursing Homes	Service Employees International Union	10,195	1.4	22-Sep-2016	21-Sep-2019	• Arbitration award issued. • Additional wage increases for Registered Practical Nurse and Dietary Aide workers. • Increases to vision care, responsibility pay, and part-time in lieu.
Manufacturing						
General Motors of Canada Ltd	Unifor	4,000	1.1	20-Sep-2016	21-Sep-2020	• Ratification or productivity/ quality bonus: \$6,000. • Lump sum bonus: \$2,000 paid to each traditional member in Dec. 2017, 2018, and 2019 • Improvements to new-hire program. • Commitment to introduce a Mentorship Training program. • Improvements to benefits.
FCA Canada Inc.	Unifor	9,750	1.1	20-Sep-2016	21-Sep-2020	• Similar to General Motors of Canada Ltd. (See above)

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date	Highlighted Provisions
Ford Motor Co of Canada	Unifor	6,700	1.2	20-Sep-2016	21-Sep-2020	• Similar to General Motors of Canada Ltd. (See above) • Wage includes parity increase for production assembly classifications.
Public Administration						
City of Toronto (Inside)	Canadian Union of Public Employees	11,230	1.3	01-Jan-2016	31-Dec-2019	• Lump sum payment: Jan 1, 2019 – 0.25% on gross regular pay • Amendments to provisions on workforce diversity, contracting out, and WSIB overpayments • Modifications to extended health care benefits for eligible employees
City of Toronto (Outside)	Canadian Union of Public Employees	4,237	1.3	01-Jan-2016	31-Dec-2019	• Similar to City of Toronto (inside). (See above)
City of Toronto (Recreation part-time)	Canadian Union of Public Employees	8,240	1.3	01-Jan-2016	31-Dec-2019	• Similar to City of Toronto (inside). (See above)
City of Toronto (Part-time Unit B)	Canadian Union of Public Employees	1,300	1.3	01-Jan-2016	31-Dec-2019	• Similar to City of Toronto (inside). (See above)
Ontario Government (Her Majesty the Crown in Right of Ontario) (Provincial Police Uniform)	Ontario Provincial Police Association	6,000	2.1	01-Jan-2015	31-Dec-2018	• Arbitration award issued. • Effective Jan 1, 2017, elimination of pay in lieu of vacation pay, and new hires are not entitled to termination pay.
Ontario Government (Her Majesty the Crown in Right of Ontario) (Correctional Unit)	Ontario Public Services Employees Union	5,800	1.5	01-Jan-2015	31-Dec-2017	• Lump sum payment: Jan 1, 2016 – 1.4% • Special wage adjustments • Unit received 'Essential services' designation

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date	Highlighted Provisions
Trade and Finance						
Brewers Retail Inc. (The Beer Store)	United Food and Commercial Workers	6,000	1.2	01-Jan-2016	31-Dec-2020	• Lump sum: In 2017-2020 – \$1,875 for 100/200 series employees • Modification to separation pay provision.
No Frills Franchise Owners	United Food and Commercial Workers International Union	10,000	1.4	01-Jul-2016	30-Jun-2022	• Lump sum payment: at ratification – \$300 for part-time employees.
Metro Ontario Inc.	Unifor	1,400	1.4	30-Oct-2016	29-Oct-2020	
Transportation, Communications and Utilities						
Corporation of the City of Mississauga	Amalgamated Transit Union	1,077	2.0	01-Oct-2015	30-Sep-2019	• Increased allowance to safety boots and approved frames and lenses.
Logistics In Motion (warehouse/receiver)	Unifor	1,200	4.3	07-Feb-2016	09-Feb-2019	• Signing bonus of \$1,200 to selected active full-time employees past probation.
Toronto Public Library Board	Canadian Union Of Public Employees	2,250	1.3	01-Jan-2016	31-Dec-2019	• Lump sum payment: Jan 1, 2019 – 0.25%.
Other Services						
Maple Leaf Sports & Entertainment Ltd	International Brotherhood of Teamsters	1,400	2.0	01-Jul-2015	30-Jun-2020	• Improvements to meal, uniform, & safety shoes allowances. • New compulsory training provision.
Municipal Property Assessment Corp	Ontario Public Service Employees Union	1,300	0.9	01-Jan-2016	31-Dec-2018	• Lump sum payment: in 2016 – 1.4% of annual salary. • Improvements to health benefits. • Increased allowance for union leave.

IX. Collective Bargaining Outlook for 2017

In 2017, according to the 2017 Budget, Ontario's labour market is expected to improve with employment projected to increase by 1.3% and the unemployment rate projected to decrease to 6.4%. The Ontario Ministry of Finance projects Ontario's real Gross Domestic Product (GDP) to grow by 2.3% in 2017. The annual inflation rate, measured by Ontario's Consumer Price Index (CPI), is projected to increase to 2.0% in 2017³⁰.

Collective bargaining activity in 2017 will involve 2,111 expiring collective agreements covering approximately 324,046 Ontario-based employees³¹. Public sector agreements account for 42% (882) of all agreements expiring in 2017 and cover 66% of all employees. Of those agreements, 643 agreements (189,012 employees) are in the provincial sector, 222 agreements (19,037 employees) are in the municipal sector, and 17 agreements (6,345 employees) are in the federal sector.

Most activity will be concentrated in March and December, representing 40.8% of the total agreements expiring in 2017. During March and December, the main bargaining activity will be in health and social services.

In the Education sector, for the nine central tables the 2014-2017 settlements were all reached by 2016. In early 2017, the province introduced amendments (passed as of March 23, 2017) to the [School Boards Collective Bargaining Act \(SBCBA\), 2014](#) to allow collective agreements to be extended. Following negotiations, the nine central parties returned to the table and reached two year extensions or new two year agreements. As of April 12, 2017, all nine 2017-2019 agreements have been ratified by all parties (eight extensions and one new agreement). Contract extensions for 2017-2019 have been reached for Elementary Teachers' Federation of Ontario (ETFO) (two extensions), Ontario Secondary School Teachers' Federation (OSSTF) (two extensions), Ontario English Catholic Teachers' Association (OECTA), Canadian Union of Public Employees (CUPE), Ontario Council of Education Workers (OCEW), and Educational Workers' Alliance of Ontario (EWAO). A new 2017-2019 agreement has been reached for l'Association des enseignantes et des enseignants franco-ontariens (AEFO).

³⁰ [Section B: Details on Ontario's Finances and Economic Outlook](#), Chapter VI: Responsible Fiscal Management, Budget 2017, Ontario Ministry of Finance

³¹ According to information received and processed by Collective Bargaining Information Services (CBIS) as of February 21, 2017. Expiries exclude the 2014-2017 settlements in the education sector under the [School Boards Collective Bargaining Act, 2014](#). This was due to the nine central parties having returned to the table and reached two year extensions or new two year agreements of their collective agreements in early 2017, following amendments by the province to the SBCBA (2014) (passed as of March 23, 2017). As of April 12, 2017, all nine 2017-2019 agreements have been ratified by all parties (eight extensions and one new agreement).

Glossary

Term	Definition
<i>Arbitration</i>	MOL defined settlement stage period for this report where a settlement has been reached by the parties without a work stoppage, after a Ministerial or voluntary appointment of an arbitrator.
<i>Average Annual Increase</i>	Calculated average annual increase in base wages over the duration of the wage schedule in a collective agreement, using base wage rates, weighted by the number of employees, excluding lump sums and including cost-of-living allowance where applicable.
<i>Base Wage Rate</i>	Defined as the lowest post-probationary wage found in the wage grid (some exclusions may apply).
<i>Conciliation</i>	MOL defined settlement stage period for this report where a settlement has been reached after a request for assistance of a government-appointed conciliation officer, from either party, under the <i>Ontario Labour Relations Act, 1995</i> is acknowledged by the Ministry of Labour and prior to a Ministerial or voluntary appointment of a mediator or arbitrator.
<i>Days Out</i>	Number of days a work disruption is in effect, includes including statutory holidays only where unit is required to work.
<i>Direct Bargaining</i>	MOL defined settlement stage period for this report where a settlement has been reached prior to the Ministry of Labour's acknowledgement of a request for assistance of a government-appointed conciliation officer from either party under the <i>Ontario Labour Relations Act, 1995</i> .
<i>Duration of Negotiations</i>	Calculated as the time period in months between the first meeting date of negotiations and the date of ratification.
<i>Duration of Settlement</i>	Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.
<i>First Agreement</i>	A ratified settlement between two parties which represents their first collective bargaining agreement for a specific unit.
<i>Mediation</i>	MOL defined settlement stage period for this report where a settlement has been reached by the parties without a work stoppage, following unsuccessful efforts under the conciliation procedures of the <i>Ontario Labour Relations Act, 1995</i> and prior to a Ministerial or voluntary appointment of an arbitrator, or reached by the parties with the assistance of a private mediator.
<i>Person-Days Lost</i>	Calculated as the number of employees involved in the work stoppage multiplied by working days based on a five-day work week and rounded to the nearest factor of 10. (Part-time employees are factored as ½ a full-time employee).
<i>Renewal Agreement</i>	A ratified settlement where an active bargaining relationship history exists between those two parties for a specific unit.
<i>Settlement Stage</i>	MOL defined stages for this report to best reflect where in the bargaining process a settlement was reached by the parties.
<i>Work Disruption</i>	Defined as either a strike or lock-out under Ontario jurisdiction, recorded only where there is a minimum of two employees in the unit, with a minimum duration of half a working day and resulting in a minimum of 10 person-days lost.

Appendix: Tables for Graphs

Table for Graph 1: Trends of the Average Annual Base Wage Increases (%) for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements

Sector	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Provincial	0.7	1.1	1.3	1.1	1.4	1.3	1.5	0.9	1.4	1.6	1.3	1.4
Municipal	2.0	1.3	1.3	1.8	1.5	1.9	1.8	1.9	1.9	---	1.8	1.5
Federal	1.6	2.1	---	---	---	2.1	2.5	0.8	---	1.5	2.0	1.2
Private	1.5	2.5	2.0	1.7	1.9	2.7	2.1	1.9	1.4	1.1	1.3	2.3
All Settlements	1.1	1.9	1.3	1.7	1.8	1.9	1.9	1.5	1.4	1.5	1.4	1.3

Table for Graph 2: Average Annual Base Wage Increases (%), Quarterly 2014 - 2016

Sector	2014 Q1	2014 Q2	2014 Q3	2014 Q4	2015 Q1	2015 Q2	2015 Q3	2015 Q4	2016 Q1	2016 Q2	2016 Q3	2016 Q4
Public	1.7	1.3	1.2	1.4	1.4	1.7	0.8	0.5	1.2	1.5	1.4	1.5
Private	2.0	1.8	1.9	2.0	1.6	1.6	1.4	2.0	2.1	1.9	1.7	1.3
All Settlements	1.8	1.4	1.4	1.6	1.5	1.7	0.9	0.7	1.4	1.8	1.5	1.4

Table for Graph 3: Average Annual Base Wage Increases (%) by Industry, Fourth Quarter 2016

Industry	No. of Settlements	No. of Employees	Average Annual Wage Increases (%)
Construction	1	1,200	1.2
Education & Related Services	4	3,211	1.7
Health & Social Services	37	16,452	1.3
Manufacturing	6	17,994	1.3
Other Services	5	1,115	1.9
Primary	---	---	---
Public Administration	9	21,974	1.7
Trade & Finance	2	1,574	1.4
Transport, Communications, & Utilities	4	18,260	1.3
All Settlements	68	81,780	1.4

Table for Graph 4: Settlements Ratified in 2016 by Industry

Industry	No. of Settlements	% of Settlements	No. of Employees	% of Employees
Construction	337	13.9	122,825	24.0
Education & Related Services	48	2.0	25,464	5.0
Health & Social Services	977	40.2	142,823	27.9
Manufacturing	247	10.2	43,429	8.5
Other Services	386	15.9	27,498	5.4
Primary	9	0.4	401	0.1
Public Administration	183	7.5	81,169	15.9
Trade & Finance	122	5.0	25,493	5.0
Transport, Communications, & Utilities	124	5.1	42,809	8.4
All Settlements	2,433	100.0	511,911	100.0

Table for Graph 5: Trends of the Consumer Price Index and the Average Annual Base Wage Increases (%) for the Public Sector and Private Sector Settlements

Sector	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Public	3.1	3.1	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9
CPI (2002=100)	1.8	2.3	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8

Table for Graph 6: Trends of the Average Annual Base Wage Increases (%) for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements

Sector	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Provincial	3.1	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3
Municipal	3.1	3.1	2.3	2.5	2.3	1.6	2.2	1.6	1.8	1.6
Federal	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.4	1.7	1.4
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9
All Settlements	3.0	2.7	2.2	2.0	1.7	1.4	1.0	1.5	1.0	1.6

Table for Graph 7: Distribution of Average Annual Increases by Percentage of Employees (Settlements) in Private and Public Sectors, 2016

Percentage Increase	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
No Increase	2.3	0.6	3.1	1.0	0.7	0.1
0.1 - 0.9	9.6	5.5	12.9	9.0	2.8	1.0
1.0 - 1.9	66.7	72.6	74.9	80.8	49.7	62.1
2.0 - 2.9	19.4	19.5	8.1	8.2	42.7	33.9
3.0 - 3.9	1.6	1.0	1.0	0.9	2.8	1.1
4.0 - 4.9	0.2	0.3	---	---	0.7	0.6
6.0 - 6.9	0.2	0.5	---	---	0.7	1.1

Table for Graph 8: Average Annual Base Wage Increases (%) by Industry, 2016

Industry	No. of Settlements	No. of Employees	Average Annual Wage Increases (%)
Construction	66	115,440	2.0
Education & Related Services	17	23,990	1.1
Health & Social Services	204	104,780	1.3
Manufacturing	38	33,415	1.4
<i>With COLA</i>	8	2,570	2.0
<i>Without COLA</i>	30	30,845	1.4
Other Services	30	11,628	1.8
<i>With COLA</i>	1	272	2.3
<i>Without COLA</i>	29	11,356	1.8
Primary	---	---	---
Public Administration	49	75,954	1.6
Trade & Finance	12	21,051	1.4
<i>With COLA</i>	1	6,000	1.2
<i>Without COLA</i>	11	15,051	1.5
Transport, Communications, & Utilities	22	35,260	1.5
<i>With COLA</i>	2	17,525	1.2
<i>Without COLA</i>	20	17,735	1.8

Industry	No. of Settlements	No. of Employees	Average Annual Wage Increases (%)
All Settlements	438	421,518	1.6
With COLA	12	26,367	1.3
Without COLA	426	395,151	1.6

Table for Graph 9: Dollar Amount and Percentage Lump sum Payouts by Industry, 2016

Industry	Dollar Amounts	Percentages (%)
Construction	---	---
Education & Related Services	\$498	1.0
Health & Social Services	\$690	2.1
Manufacturing	\$10,285	---
Other Services	\$967	1.0
Primary	---	---
Public Administration	\$596	0.4
Trade & Finance	\$7,059	---
Transport, Communications, & Utilities	\$10,027	1.2
Total	\$7,516	0.8

Table for Graph 10: Stage of Settlement by Sector, 2016 (%)

Settlement Stage	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Direct Bargaining	33.1	15.1	25.1	12.0	42.4	19.0
Conciliation	41.1	24.8	41.0	21.1	41.1	29.7
Mediation	9.2	31.1	5.9	27.7	13.0	35.6
Arbitration	15.6	26.5	27.4	38.8	1.9	10.5
Work Disruption	1.0	2.5	0.5	0.4	1.6	5.2

Table for Graph 11: Duration of Settlement by Sector, 2016 (%)

Settlement Duration	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Less than 1 year	0.3	0.01	0.1	0.003	0.6	0.02
1 year	4.0	1.2	2.7	1.4	5.5	1.0
2 years	18.9	21.6	29.6	36.8	6.6	1.7
3 years	56.3	46.9	48.3	31.1	65.5	67.4
4 years	13.4	22.3	16.2	28.5	10.2	14.3
5 years	6.0	4.3	2.8	1.8	9.7	7.6
6 years	0.9	2.8	0.2	0.4	1.7	6.1
7 years or more	0.2	0.8	0.2	0.02	0.3	1.8

Table for Graph 12: Duration of Negotiations by Sector, 2016 (%)

Duration of Negotiations*	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 to 3 months	44.5	38.0	32.2	18.3	69.9	63.3
4 to 6 months	16.2	16.3	15.9	19.9	16.8	11.7
7 to 9 months	6.6	6.3	7.1	8.2	5.6	3.8
10 to 12 months	21.2	23.5	30.2	34.6	2.8	9.2
13 months and over	9.6	11.4	13.9	18.7	0.7	2.1

* There were 8 settlements where the first meeting date of negotiations and the ratification date have not been reported.

Table for Graph 13: Stage of Settlement for Local Terms of Education Sector Settlements under SBCBA, 2015 and 2016

Settlement Stage	No. of Settlements	% of Settlements	No. of Employees	% of Employees
Central Settlements	9		279,502	
Direct Bargaining	1	11.1	2,616	0.9
Conciliation	2	22.2	12,469	4.5
Mediation	6	66.7	264,417	94.6
Local Terms Ratified in 2015	77		57,469	
Direct Bargaining	18	23.4	18,687	32.5
Conciliation	5	6.5	1,640	2.9
Mediation	51	66.2	33,580	58.4
Work Disruption	3	3.9	3,562	6.2
Local Terms Ratified in 2016	205		115,842	
Direct Bargaining	107	44.3	63,848	55.1
Conciliation	15	7.1	22,823	19.7
Mediation	81	46.8	28,991	25.0
Work Disruption	2	1.8	180	0.2

Table for Graph 14: Duration of Negotiations for Local Terms of Education Sector Settlements under SBCBA, 2015 and 2016

Duration of Negotiations	No. of Settlements	% of Settlements	No. of Employees	% of Employees
Central Settlements	9		279,502	
1 to 3 months	2	22.2	7,531	2.7
7 to 9 months	3	33.3	103,601	37.1
10 to 12 months	2	22.2	99,737	35.7
13 months or more	2	22.2	68,633	24.6
Local Terms Ratified in 2015	77		57,469	
1 to 3 months	33	42.9	14,646	25.5
4 to 6 months	15	19.5	13,532	23.5
7 to 9 months	23	29.9	22,991	40.0
10 to 12 months	4	5.2	4,783	8.3
13 months or more	2	2.6	1,517	2.6
Local Terms Ratified in 2016	205		115,842	
1 to 3 months	61	29.8	27,755	24.0
4 to 6 months	63	30.7	39,330	34.0
7 to 9 months	54	26.3	37,110	32.0
10 to 12 months	21	10.2	8,452	7.3
13 months or more	6	2.9	3,195	2.8

Table for Work Disruptions under Ontario Jurisdiction, 2007 to 2016

Year	No. of Work Disruptions	No. of Employees Involved	No. of Employees Per Work Disruption	No. of Person-Days Lost	No. of Person-Days Lost Per Employee Involved	Average Duration of Work Disruption (Days Out)	Person-Days Lost as % of Estimated Working Time
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	135	65,982	489	200,600	3.0	13	0.01

Year	No. of Work Disruptions	No. of Employees Involved	No. of Employees Per Work Disruption	No. of Person-Days Lost	No. of Person-Days Lost Per Employee Involved	Average Duration of Work Disruption (Days Out)	Person-Days Lost as % of Estimated Working Time
2013	35	13,155	376	288,310	21.9	48	0.02
2014	31	5,479	177	132,200	24.1	59	0.01
2015	46	21,242	462	337,470	15.9	54	0.02
2016	31	12,058	389	244,800	20.3	37	0.01

Table for Graph 15: Settlements without Work Disruptions, 2007 to 2016*

Year	No. of Settlements	No. of Employees Involved	Average Duration (Days Out)
2007	3,923	3,987	98.4
2008	3,659	3,761	97.3
2009	2,957	3,005	98.4
2010	4,113	4,146	99.2
2011	3,667	3,704	99.0
2012	3,121	3,193	97.7
2013	5,494	5,596	98.2
2014	2,666	2,694	99.0
2015	2,785	2,820	98.8
2016	2,408	2,433	99.0

* Based on information received and processed by CBIS as of April 4, 2017, and is subject to revisions.

Table for Graph 16: Trend of Work Disruptions, 2007 to 2016

Year	Public No. of Work Disruptions	Public No. of Workers	Public Person-Days Lost	Private No. of Work Disruptions	Private No. of Workers	Private Person-Days Lost
2007	18	4,107	55,440	57	21,150	333,690
2008	21	15,467	127,920	43	3,651	153,850
2009	19	33,701	763,990	45	8,872	785,570
2010	4	238	12,740	52	10,473	691,890
2011	8	7,943	99,270	32	3,559	252,890
2012	86	61,009	110,010	49	4,973	90,590
2013	7	2,032	21,280	28	11,123	267,030
2014	10	3,015	28,870	21	2,464	103,330
2015	28	18,365	265,520	18	2,877	71,950
2016	11	1,582	51,790	20	10,476	193,010

Table for Graph 18: Union Coverage, Employees (000's) and Percentage, 2007 to 2016

Employees (000's)	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	1567.9	1562.6	1508.3	1528.2	1549.5	1586.8	1604.4	1572.4	1564.4	1574.8
Public Sector	842.8	898.7	875.3	890.9	904.2	917.1	939.2	922.1	914.5	943.4
Private Sector	725.1	663.9	633.0	637.3	645.4	669.7	665.3	650.3	649.9	631.4
Percentage (%)	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	28.2	27.9	27.8	27.7	27.5	28.0	27.8	27.0	26.8	26.7
Public Sector	70.5	71.3	71.0	71.0	69.9	71.3	71.5	70.6	70.7	72.2
Private Sector	16.6	15.3	15.1	14.9	14.9	15.3	15.0	14.4	14.3	13.7

Source: Statistics Canada, Labour Force Survey, CANSIM 282-0078