

Collective Bargaining Highlights

March 2017

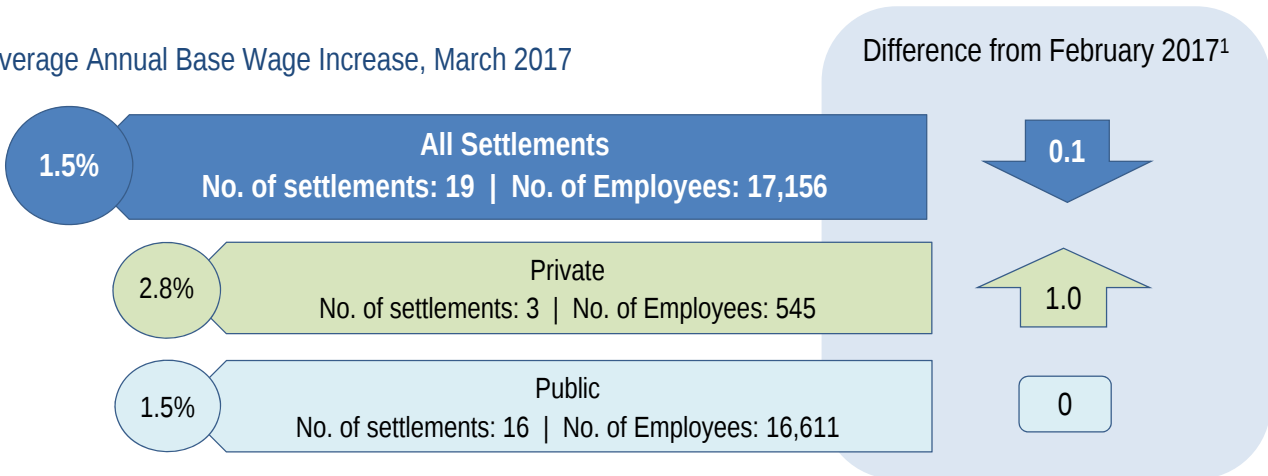
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Settlements in March 2017

In March, 19 settlements were ratified covering 17,156 employees, 96.8% of whom were in the public sector (16,611). The overall average annual increase in base wage rates in March was 1.5%, compared to 1.6% reported in February¹.

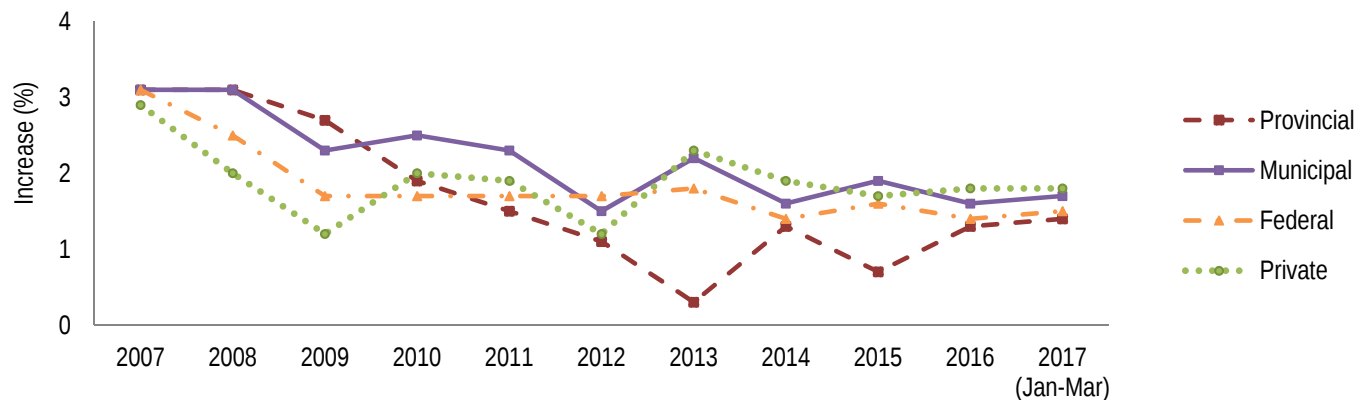
Average Annual Base Wage Increase, March 2017



Wage Trends by Sector, 2007 – 2017(January to March)

In Graph 1, the average annual base wage increases from January to March 2017 in the public sector were reported at 1.4% for provincial, 1.7% for municipal, and 1.5% for federal. In the private sector the average annual base wage increase was reported at 1.8%.

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

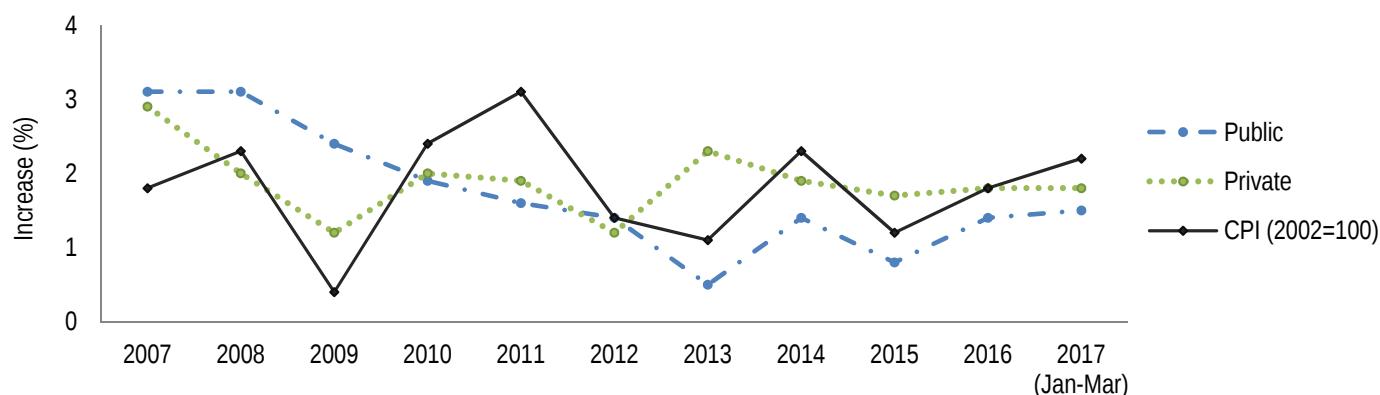


¹ Difference is based on the reported value in the Collective Bargaining Highlights February 2017 publication. The average annual base wage from February 2017 to March 2017 is reported as the percentage point change.

Graph 2 depicts the average annual base wage increases in the public sector and the private sector in comparison to the Consumer Price Index (CPI) for Ontario from 2007 to 2017 (January to March).

From January to March 2017, the average annual base wage increase was reported at 1.5% in the public sector and 1.8% in the private sector. The Consumer Price Index in Ontario averaged at 2.2% for the year.

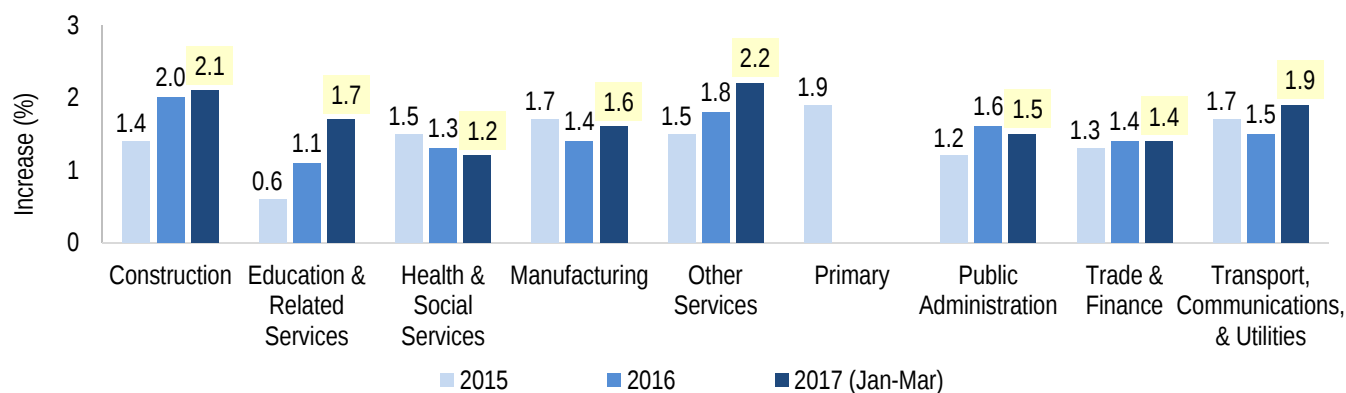
Graph 2: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)



Settlements by Industry, Current Three Years

In Graph 3, over the three year period from 2015 to 2017 (January to March), the highest average annual base wage increases reported in 2015 were for the primary industry (1.9%), in 2016 for the construction industry (2.0%), and in 2017 for other services sector (2.2%).

Graph 3: Average Annual Base Wage Increases by Industry (%), Current Three Years²



² The average annual base wage increases are not shown where settlement information has not been reported to Collective Bargaining Information Services in a given year.

Table 1: March 2017 Settlements by Industry

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Education and Related Services		3,745	1.7			
Brock University (Course Coordinators, Instructors)	Canadian Union of Public Employees	2,000	1.9 ³	3.1 ⁴	07-Sep-2016	06-Sep-2019
University of Guelph (Teaching and Service Assistants)	Canadian Union of Public Employees	1,200	1.5 ⁵	1.5	01-Sep-2016	31-Aug-2019
University of Guelph (Lecturers)	Canadian Union of Public Employees	315	1.5	1.5	01-Sep-2016	31-Aug-2019
University of Guelph (Trades/Services/Maintenance)	Canadian Union of Public Employees	230	1.5 ⁶	1.5	01-May-2016	30-Apr-2019
Health and Social Services		2,795	1.0			
Woodgreen Community Services	Workers United Canada Council	510	1.3 ⁷	1.4	01-Apr-2017	31-Mar-2020
South West Community Care Access Centre	Ontario Nurses' Association	460	1.6	1.4	01-Apr-2016	31-Mar-2019
Vita Community Living Services and Mens Sana Families for Mental Health	Service Employees International Union	385	0.0 ⁸	0.0	01-Jan-2017	31-Dec-2019
William Osler Health Centre (Office Full-time)	Teamsters	327	0.7 ⁹	0.7	11-Oct-2013	10-Oct-2015
William Osler Health Centre (Office Part-time)	Teamsters	301	0.7 ⁹	0.7	11-Oct-2013	10-Oct-2015
York Region Children's Aid Society	Ontario Public Service Employees Union	315	1.6	1.5	01-Apr-2016	31-Mar-2019
Community Living Algoma	Canadian Union of Public Employees	280	0.4 ¹⁰	0.0	01-Apr-2016	31-Mar-2018

³ In addition, graduate students will receive Graduate Student Supplement payments of: \$230 effective September 1, 2016; \$240 effective September 1, 2017; \$250 effective September 1, 2018. The supplement payment amount is converted to an hourly rate.

⁴ Consists of 1% general wage increase, and an additional 2.1% for public holiday pay adjustment.

⁵ Special adjustment – Fellowship Component increase to the hourly wages of \$1 in year 1, \$2 in year 2, and \$3 in year 3.

⁶ Adjustments for skilled trades and other selected groups.

⁷ Two-tier wage schedule.

⁸ Signing bonus: \$650 (less statutory deductions) for full-time and part-time employees; \$50 for relief staff (less statutory deductions).

⁹ Lump sum: 0.7% for full-time and part-time employees effective October 11, 2013 and October 11, 2014.

¹⁰ Stipend: \$1,000 for full-time employees and \$750 for part-time employee based on employee permanent status determined as of March 30, 2017.

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
South East Community Care Access Centre	Ontario Nurses' Association	217	1.6	1.4	01-Apr-2016	31-Mar-2019
Other Services		1,045	2.5			
Ottawa Regional Hospital Linen Services Inc	Canadian Union of Public Employees	500	2.2	1.5	01-Apr-2015	31-Mar-2018
Kinectrics Inc (Professional)	Society of Energy Professionals	197	2.0 ¹¹	2.0	01-Jan-2017	31-Dec-2018
Kinectrics Inc (Business Support/Technical)	Power Workers' Union/Canadian Union of Public Employees	176	2.0 ¹²	2.0	01-Jan-2017	31-Dec-2018
Aramark Canada Ltd.	Unite Here	172	4.5	4.5	05-Sep-2016	30-Oct-2021
Public Administration		9,571	1.5			
Treasury Board of Canada (Economics and Social Science)	Canadian Association of Professional Employees	8,996	1.5 ¹³	1.3	22-Jun-2014	21-Jun-2018
Treasury Board of Canada (Translation)	Canadian Association of Professional Employees	250	1.6 ¹⁴	1.3	19-Apr-2014	18-Apr-2018
City of Hamilton (Front-line Supervisors)	Canadian Union of Public Employees	325	1.9	1.5	01-Jan-2015	31-Dec-2018

¹¹ Signing bonus: \$1,000 for each Society-represented employee.

¹² Signing bonus: \$1,000 effective January 1, 2017.

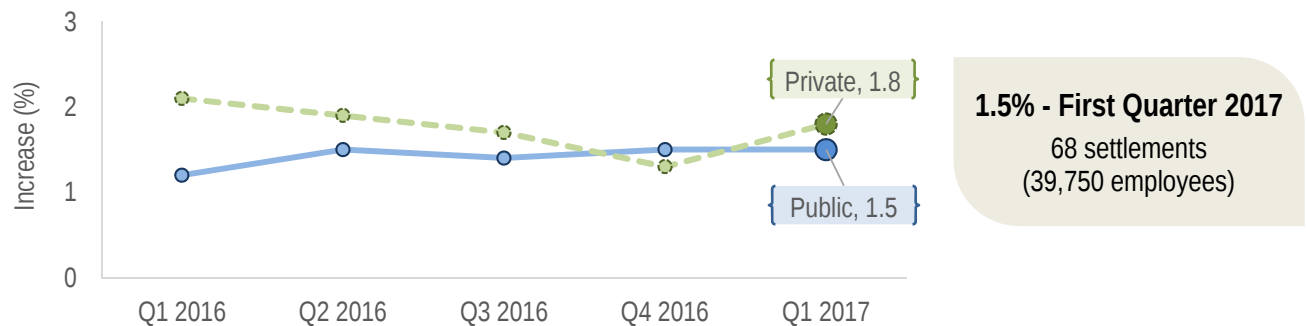
¹³ Including wage adjustment on June 22, 2016.

¹⁴ Including wage adjustment on April 19, 2016 and April 19, 2017.

First Quarter 2017

During the first quarter of 2017, 68 settlements were ratified covering 39,750 employees, 81.7% (32,484) of whom were in the public sector. The average annual base wage increase was 1.5% for the public sector, and 1.8% for the private sector (Graph 4). Overall, the increase for all settlements was 1.5%, up from the 1.4% reported in the previous quarter.

Graph 4: Average Annual Base Wage Increases by Sector (Private and Public), Quarterly 2016-2017

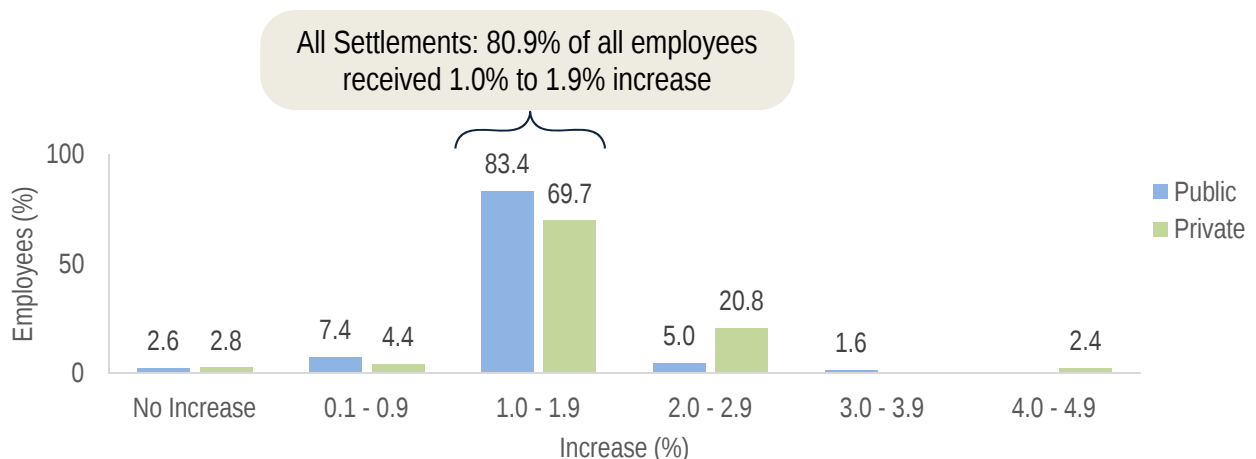


Distribution of Wage Increases

Overall, 2.6% of employees did not receive wage increases, while the majority of employees (80.9%) received an average annual base wage increases ranging from 1.0% to 1.9% and another 7.9% of employees received increases ranging from 2.0% to 2.9%.

In the public sector, employees who did not receive wage increases (2.6%) were in the health and social services sector. For the private sector, employees without wage increases (2.8%) were in the transport, communications and utilities sector. Those that received 1.0% to 1.9% average annual base wage increases represented 83.4% of the employees in the public sector and 69.7% of the employees in the private sector.

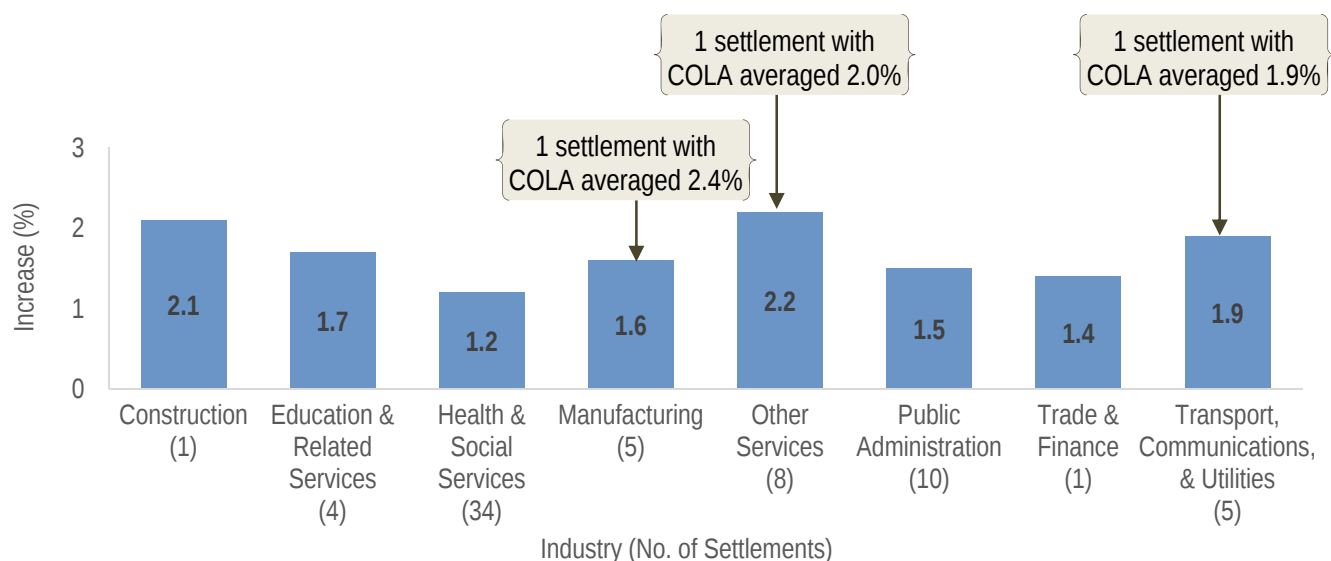
Graph 5: Distribution of Average Annual Base Wage Increases by Sector, First Quarter 2017 (%)



Settlements by Industry

The highest average annual base wage increases reported in the first quarter of 2017 were for other services (2.2%). The public administration sector had the largest concentration of employees (15,183 employees) and received an increase of 1.5%. Settlements in the health and social services sector, covering 12,022 employees, received the lowest increase at 1.2%.

Graph 6: Average Annual Base Wage Increases (%) by Industry, First Quarter 2017

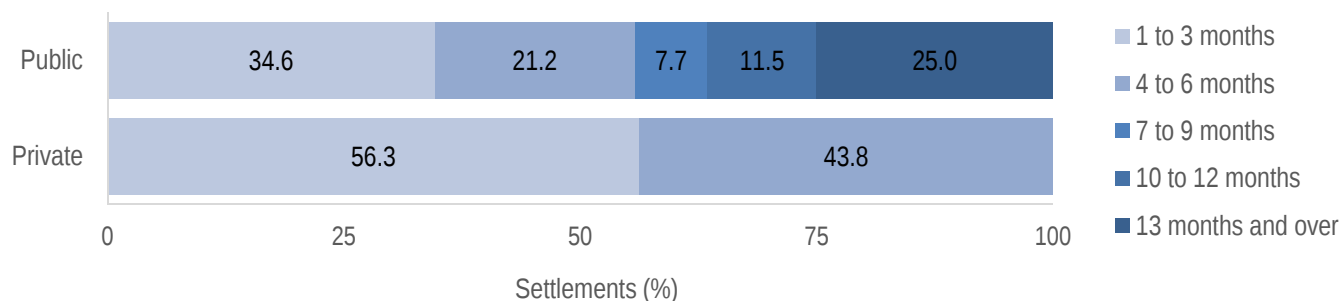


There were 3 settlements (3,050 employees) with cost-of-living adjustment (COLA) clauses that provided annual base wage increases averaging 1.9%. In comparison, the remaining 65 settlements (36,700 employees) without a COLA clause averaged 1.5%.

Settlement Negotiations

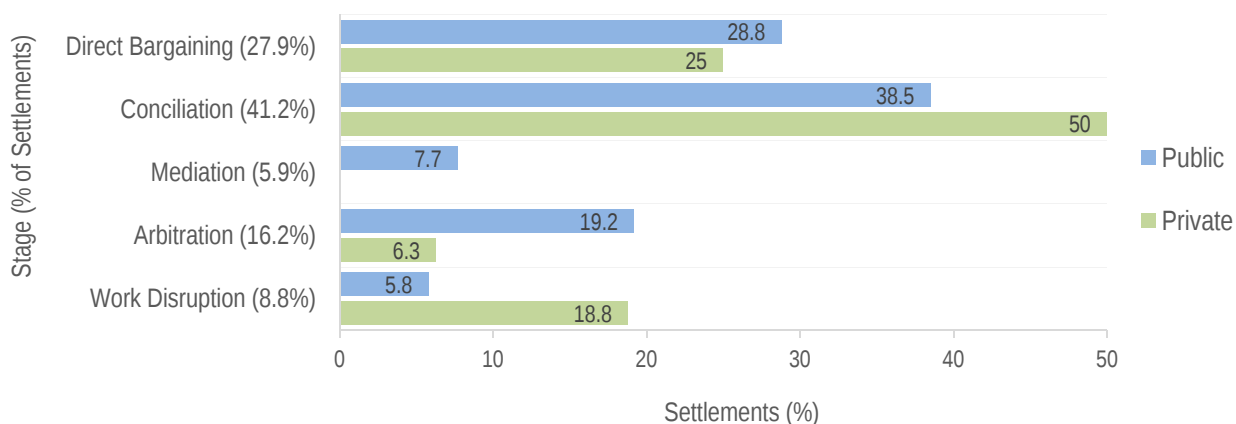
On average, settlements in the first quarter of 2017 were negotiated within 8.0 months. The average duration of negotiations in the public sector was 9.6 months compared to 3.0 months in the private sector.

Graph 7: Duration of Negotiations by Sector, First Quarter 2017



In the first quarter of 2017, 91.2% of settlements (covering approximately 96.3% of employees) were reached without a work disruption. About half of the settlements (47.1%) covering 27,589 employees were settled through conciliation or mediation, as compared to 27.9% of the settlements covering 7,442 employees that were reached through direct bargaining. Settlements reached through arbitration represented 19.2% of the settlements in the public sector, compared to 6.3% in the private sector. In the public sector, there were nine (17.3%) settlements that were settled through compulsory arbitration.

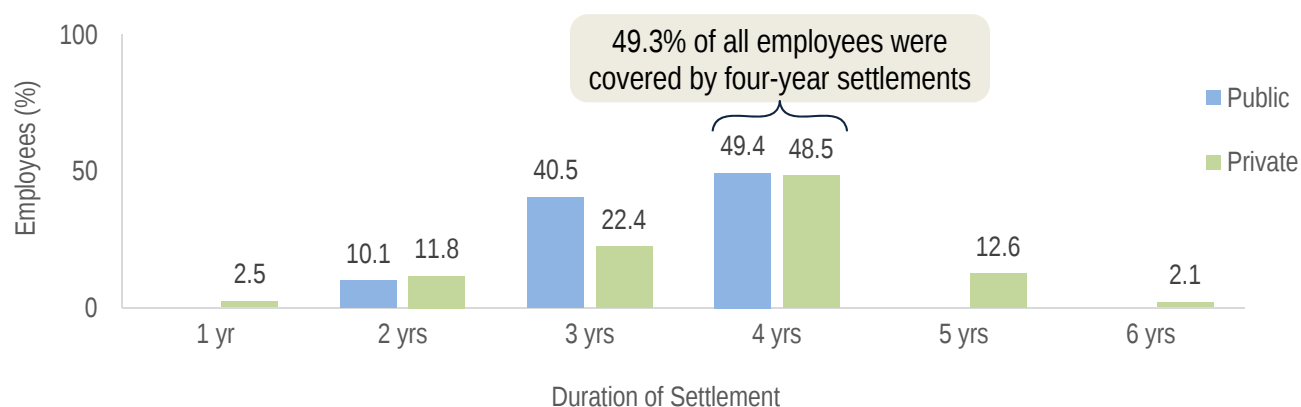
Graph 8: Stage of Settlement by Sector, First Quarter 2017



Settlement Duration¹⁵

Approximately half of the employees (49.3%) in the first quarter of 2017 were covered by four-year settlements, the majority of which consisted of public sector employees. In the private sector, 63.2% of the employees were covered by settlements negotiated for four years or more, compared to 49.4% in the public sector, where no settlements had durations of more than four years.

Graph 9: Duration of Settlement by Sector, First Quarter 2017

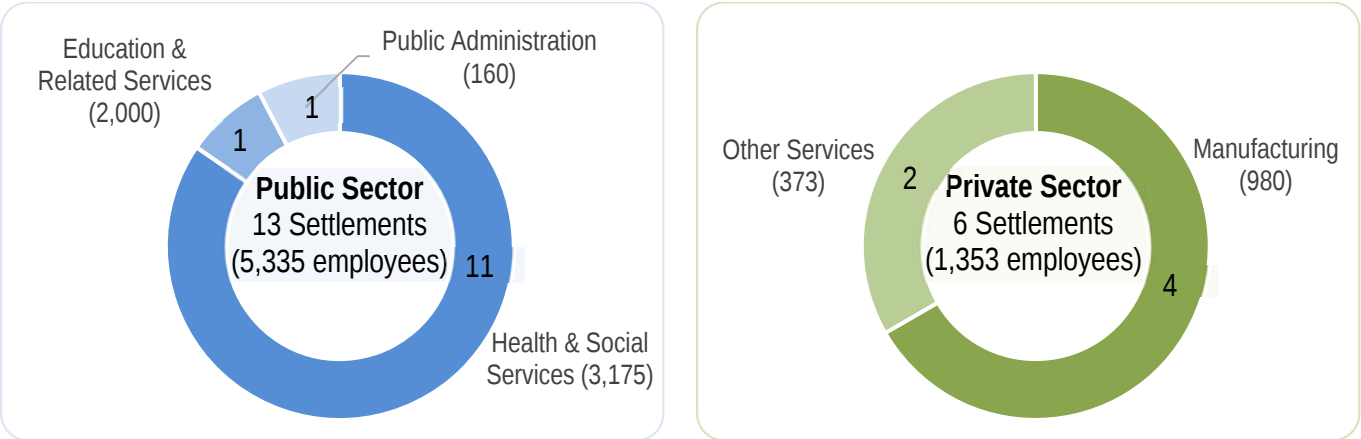


¹⁵ Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.

Private and Public Sector Lump Sum Payments¹⁶

In the first quarter of 2017, 19 settlements were reported with lump sum information, representing 27.9% of the settlements. Of the settlements reported, 13 were in the public sector, with the majority of lump sum payments negotiated in collective agreements within the health and social services sector (11 settlements). In the private sector, lump sum payments were reported in the manufacturing industry and the other services sector.

Settlements (Number of Employees) with Reported Lump Sums by Sector and Industry, First Quarter 2017



Payout Methods for Lump Sums

Common payout methods of lump sums included dollar amounts or a percentage of a wage rate. Some payments were negotiated as a signing or ratification bonus where the payout is sometimes contingent on ratification occurring prior to an agreed date.

Public Sector Lump Sum Payments		Private Sector Lump Sum Payments	
\$	8 settlements with dollar amount payments	\$	6 settlements with dollar amount payments
	- No. of employees: 4,206 - Average amount: \$ 714		- No. of employees: 1,353 - Average amount: \$ 2,299
%	5 settlements with percentage payments	%	No settlements with percentage payments
	- No. of employees: 1,129 - Average amount: 2.1%		

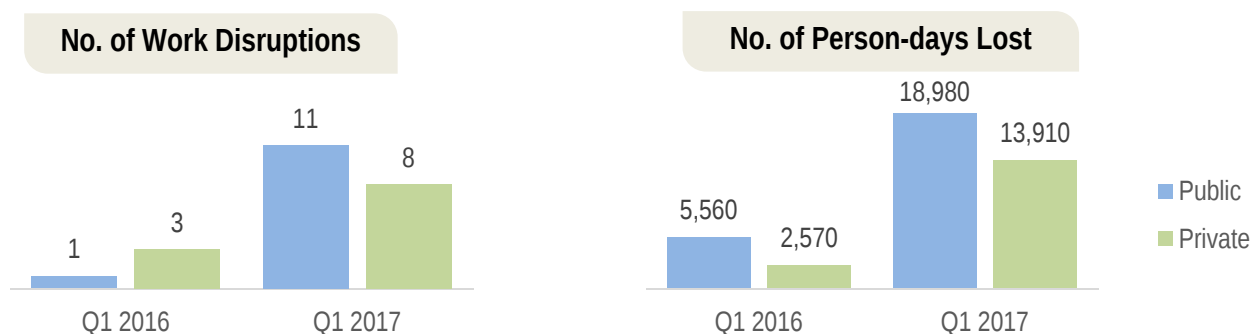
¹⁶ Lump Sum Data

- 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 (e.g., Full-time, selected wage groups etc.)

Work Disruptions¹⁷

In the first quarter 2017, 19 work disruptions were reported under Ontario jurisdiction, compared to four reported for the same period in 2016 (Graph 10). Work disruptions involved 2,715 employees and resulted in 32,890 person-days lost. During the first quarter of 2017, 0.01% of the estimated working time in Ontario was lost due to work disruptions.

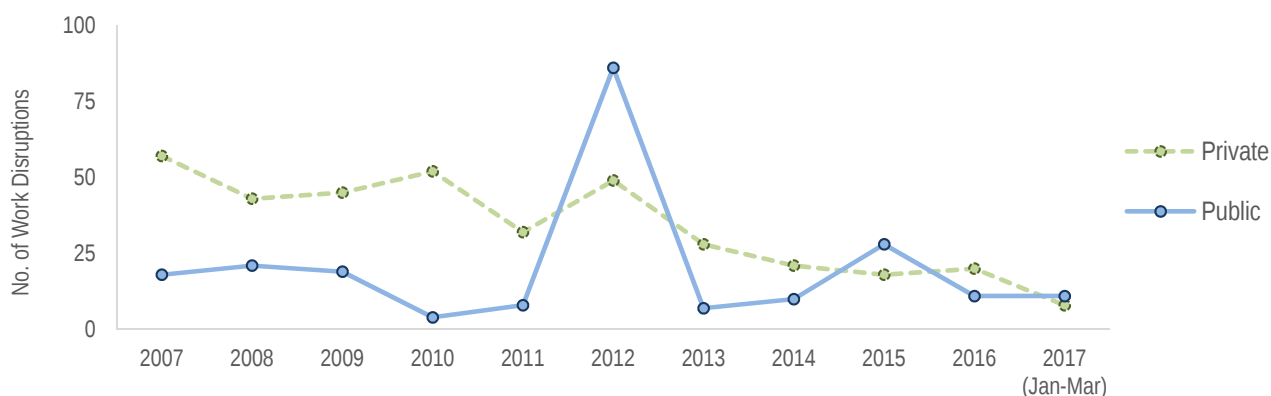
Graph 10: Work Disruptions and Person-days Lost, First Quarter 2017 and 2016



There were four work disruptions reported in each of the education and related services, health and social services, and the other services sectors. The education and related services sector reported the highest number of employees involved (1,137), and the health and related services resulted in the highest number of person-days lost (11,580).

The number of work disruptions have an overall decreasing trend from 2007 to 2017 (January to March), with the exception of those reported in 2012 (135 work disruptions). The lowest work disruptions (31) were reported in 2014 and 2016.

Graph 11: Trend of Work Disruptions, 2007 to 2017(January to March)¹⁸



¹⁷ As of May 12, 2017. Data for all work disruptions reported under Ontario jurisdiction. Work disruptions include strikes or lock-outs involving two or more employees, with a minimum duration of a half working day and resulting in a minimum of ten person-days lost.

¹⁸ Numbers for March are preliminary.

Table 2: Ongoing and Upcoming Major Bargaining¹⁹

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC, et al	Canada-wide	87,400	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al	Various locations	23,500	Various
Police Services Boards	Police Association	Various locations	1,500	Various
Hospitals	OPSEU, Unifor, et al	Various locations	24,500	Various
Long-Term Care Homes	CUPE, SEIU, et al	Various locations	59,300	Various
Universities/colleges	CUPE, USW, et al	Various locations	34,400	Various
Developmental Services (CAS, Community living/services)	CUPE, OPSEU, et al	Various locations	14,300	Various
Association of Canadian Advertisers (ACA) and The Institute of Communications Agencies (ICA)	Canadian Cinema, TV & Radio Artists	Canada-wide	12,000	30-Jun-2017
Liquor Control Board of Ontario	OPSEU	Province-wide	7,000	31-Mar-2017
Essar Steel Algoma Inc	USW	Sault Ste Marie	2,300	31-Jul-2016

¹⁹ Bargaining situations resulting from recent Ontario Labour Relations Board decisions or agreements that have been ratified prior to the release of the current monthly publication may not be reflected if the settlement information has not been reported to Collective Bargaining Information Services at the publication's point in time.

Table 3: Consumer Price Index (2002=100)²⁰

Location	March 2017	2017 Year-to-date	2016	2015	2014
Canada	1.6	1.9	1.4	1.1	1.9
Ontario	1.9	2.2	1.8	1.2	2.3
Toronto	2.1	2.3	2.0	1.6	2.5
Ottawa-Gatineau (Ont. part)	1.6	1.8	1.3	0.9	2.0
Thunder Bay	1.5	1.7	1.6	1.1	2.2

Data for the months of March, June, September and December include quarterly information. The industry data used in this report are based on the North American Industry Classification System (NAICS).

Information in this report is based on settlements covering 150 or more employees, a sample that represents 80% of unionized employees in Ontario, with the exception of education sector central settlements (as of September 2015). 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. Average annual wage increases for settlements exclude lump sum/bonus payments. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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²⁰ Percentage change from previous year (Source: Statistics Canada)

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	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017 (Jan-Mar)
Provincial	3.1	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.4
Municipal	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.9	1.6	1.7
Federal	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.5
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.8	1.8
All Settlements	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.0	1.6	1.5

Table for Graph 2: 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	2017 (Jan-Mar)
Public	3.1	3.1	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.5
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.8	1.8
CPI (2002=100)	1.8	2.3	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	2.2

Table for Graph 3: Average Annual Base Wage Increases by Industry, Current Three Years (%)

Industry	2015	2016	2017 (Jan-Mar)
Construction	1.4	2.0	2.1
Education & Related Services	0.6	1.1	1.7
Health & Social Services	1.5	1.3	1.2
Manufacturing	1.7	1.4	1.6
Other Services	1.5	1.8	2.2
Primary	1.9	---	---
Public Administration	1.2	1.6	1.5
Trade and Finance	1.3	1.4	1.4
Transport, Communications, & Utilities	1.7	1.5	1.9
All Settlements	1.0	1.6	1.5

Summary: March 2017 Settlements by Industry

Industry	Settlement	Employees	Average Annual Increase (%)
Construction	---	---	---
Education & Related Services	4	3,745	1.7
Health & Social Services	8	2,795	1.0
Manufacturing	---	---	---
Other Services	4	1,045	2.5
Primary	---	---	---
Public Administration	3	9,571	1.5
Trade and Finance	---	---	---
Transport, Communications, & Utilities	---	---	---
All Settlements	19	17,156	1.5

Table for Graph 4: Average Annual Base Wage Increase (AAI) by Sector (Private and Public), by Quarter

Quarter		Public Sector Settlements	Public Sector Employees	Public Sector AAI (%)	Private Sector Settlements	Private Sector Employees	Private Sector AAI (%)	All Settlements AAI (%)
Q1 2016		66	51,042	1.2	32	18,196	2.1	1.4
Q2 2016		91	48,583	1.5	83	129,626	1.9	1.8
Q3 2016		107	78,739	1.4	21	17,484	1.7	1.5
Q4 2016		64	64,573	1.5	13	22,485	1.3	1.4
Q1 2017		52	32,484	1.5	16	7,266	1.8	1.5

Table for Graph 5: Distribution of Average Annual Base Wage Increases (AAI) by Sector, First Quarter 2017 (%)

Distribution of AAI (%)	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
No Increase	4.4	2.6	3.8	2.6	6.3	2.8
0.1 - 0.9	14.7	6.8	17.3	7.4	6.3	4.4
1.0 - 1.9	57.4	80.9	61.5	83.4	43.8	69.7
2.0 - 2.9	17.6	7.9	11.5	5.0	37.5	20.8
3.0 - 3.9	4.4	1.3	5.8	1.6	---	---
4.0 - 4.9	1.5	0.4	---	---	6.3	2.4

Table for Graph 6: Average Annual Base Wage Increases (AAI) by Industry, First Quarter 2017

Industry	No. of Settlements	No. of Employees	AAI (%)
Construction	1	350	2.1
Education & Related Services	4	3,745	1.7
Health & Social Services	34	12,022	1.2
Manufacturing	5	1,510	1.6
<i>With COLA</i>	1	153	2.4
<i>Without COLA</i>	4	1,357	1.5
Other Services	8	2,007	2.2
<i>With COLA</i>	1	197	2.0
<i>Without COLA</i>	7	1,810	2.3
Primary	---	---	---
Public Administration	10	15,183	1.5
Trade & Finance	1	744	1.4
Transport, Communications, & Utilities	5	4,189	1.9
<i>With COLA</i>	1	2,700	1.9
<i>Without COLA</i>	4	1,489	1.8
All Settlements	68	39,750	1.5
<i>With COLA</i>	3	3,050	1.9
<i>Without COLA</i>	65	36,700	1.5

Table for Graph 7: Duration of Negotiations by Sector, First Quarter 2017 (%)

Duration of Negotiations	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 to 3 months	39.7	21.5	34.6	17.2	56.3	40.6
4 to 6 months	26.5	27.5	21.2	20.4	43.8	59.4
7 to 9 months	5.9	9.1	7.7	11.1	---	---
10 to 12 months	8.8	3.9	11.5	4.8	---	---
13 months and over	19.1	38.1	25.0	46.6	---	---

Table for Graph 8: Stage of Settlement by Sector, First Quarter 2017 (%)

Settlement Stage	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Direct Bargaining	27.9	18.7	28.8	20.4	25.0	11.2
Conciliation	41.2	60.0	38.5	56.2	50.0	76.7
Mediation	5.9	9.4	7.7	11.5	---	---
Arbitration	16.2	8.2	19.2	9.5	6.3	2.5
Work Disruption	8.8	3.7	5.8	2.3	18.8	9.6

Table for Graph 9: Duration of Settlement by Sector, First Quarter 2017 (%)

Settlement Duration	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 year	1.5	0.5	---	---	6.3	2.5
2 years	20.6	10.4	19.2	10.1	25.0	11.8
3 years	50.0	37.2	57.7	40.5	25.0	22.4
4 years	23.5	49.3	23.1	49.4	25.0	48.5
5 years	2.9	2.3	---	---	12.5	12.6
6 years	1.5	0.4	---	---	6.3	2.1

Table for Graph 11: Trend of Work Disruptions, 2007 to 2017 (January to March)

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
2017 (Jan-Mar)	11	1,954	18,980	8	761	13,910

Table for Work Disruptions under Ontario Jurisdiction, 2007 to 2017 (January to March)

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
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
2017 (Jan-Mar)	19	2,715	143	32,890	12.1	22	0.01