

December Highlights and Collective Bargaining Review 2017

Spring 2018

ISSN 2371-0624

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Foreword

The December Highlights and Collective Bargaining Review 2017 provides an overview of collective bargaining activity in Ontario for the year 2017. The information in this report is compiled from collective agreement settlements and work disruptions reported to Collective Bargaining Information Services (CBIS) as of May 17, 2018. 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 2017.
- Section II: provides an overview of the total number of settlements ratified from January 1, 2017 to December 31, 2017.
- Section III: provides information on negotiated wage increases in settlements covering 150 or more employees. 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 highlights of work disruptions data under Ontario jurisdiction.
- Section VI: provides an overview of union coverage in Ontario.
- Section VII: provides a summary of the key settlements of 2017. The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages and settlements of public interest.
- Section VIII: provides a collective bargaining outlook for the year 2018.

For further information on this publication or other services, please contact:
Labour Relations Information Bureau
Ontario Ministry of Labour
400 University Avenue, 8th floor
Toronto ON M7A 1T7
Telephone No.: 416-326-1260
Fax No.: 416-326-1277
Email Address: cbis@ontario.ca

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Executive Summary

Year-end Collective Bargaining Highlights 2017

- In December, 23 settlements were ratified covering 29,382 employees¹. The average annual base wage increase was 1.9%.
- In the fourth quarter of 2017, the highest average annual base wage increases (2.2%) reported was for education and related services, which had the largest concentration of employees (22,366 employees).

Annual Collective Bargaining Review 2017

- Collective bargaining activity for 2017 involved the ratification of 2,198 settlements, covering 654,906 employees. The majority of the settlements ratified were in health and social services (30.1%). In terms of the employee coverage, bargaining was concentrated in education and related services and covered 50.3% of all employees.
- Average annual base wage increases for the settlements covering 150 or more employees¹ ratified in 2017 increased to 1.9% from 1.6% in 2016. Private sector settlements reported an average annual base wage increase of 2.1%, compared to 1.9% in the public sector.
- Collective bargaining in 2017 occurred in an environment of steady economic growth². The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI), averaged 1.7%.
- Approximately 98% of all settlements were reached without a work disruption.
- There were 43 work disruptions involving 20,055 employees under Ontario jurisdiction resulting in 417,870 person-days lost.
- In 2017, approximately 1.6 million employees were covered by a collective agreement, corresponding to a union coverage rate of 26.8%.

Collective Bargaining Outlook 2018

- In 2018, Ontario's labour market is expected to remain steady with Ontario's real Gross Domestic Product (GDP) projected to grow by 2.2%. The annual CPI in Ontario is also projected to increase to 2.2% in 2018².
- Collective bargaining activity in 2018 will involve 2,051 expiring collective agreements covering approximately 392,320 Ontario-based employees³.
- Most activity will be concentrated in March and December, primarily affecting health and social services and public administration.

¹ Settlements covering 150 or more employees, with exception to the education school board sector, where wage increases include all bargaining units above and below 150 employees.

² [Section B: Economic Outlook](#), Chapter III: Ontario's Economic and Fiscal Strength, Budget 2018, Ontario Ministry of Finance.

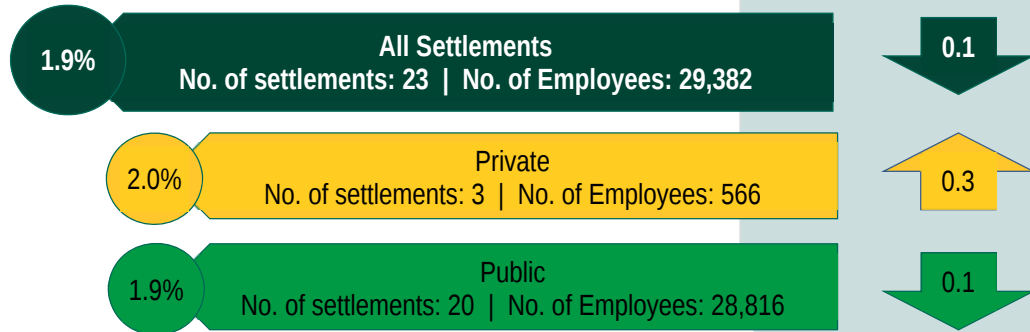
³ The information is derived from the database of Collective Bargaining Information Services (CBIS) as at January 29, 2018.

I. Year-end Collective Bargaining Highlights – December 2017

In December, 23 settlements were ratified covering 29,382 employees, 98.1% of whom were in the public sector (28,816). The overall average annual increase in base wage rates in December was 1.9%, compared to 2.0% reported in November⁴.

Average Annual Base Wage Increase, December 2017

Difference from November 2017¹

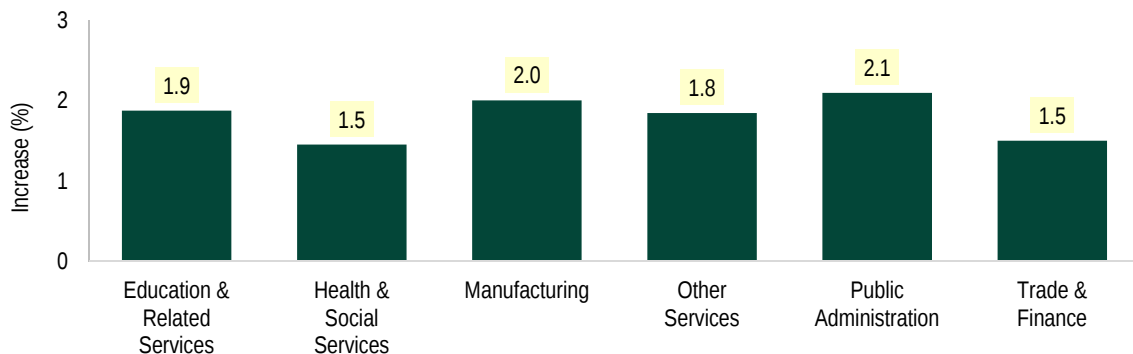


Settlements by Industry

For December 2017, settlements in public administration reported the highest average annual base wage increases at 2.1%, covering 10,837 employees. Settlements in health and social services and in trade and finance reported the lowest average increases at 1.5%. (Graph 1)

The agreement between the College Employer Council and the Ontario Public Services Employees Union (OPSEU) representing academic staff had the largest number of employees (12,225 employees) who received an average annual base wage increase of 1.9%.

Graph 1: Average Annual Base Wage Increases by Industry (%), December 2017

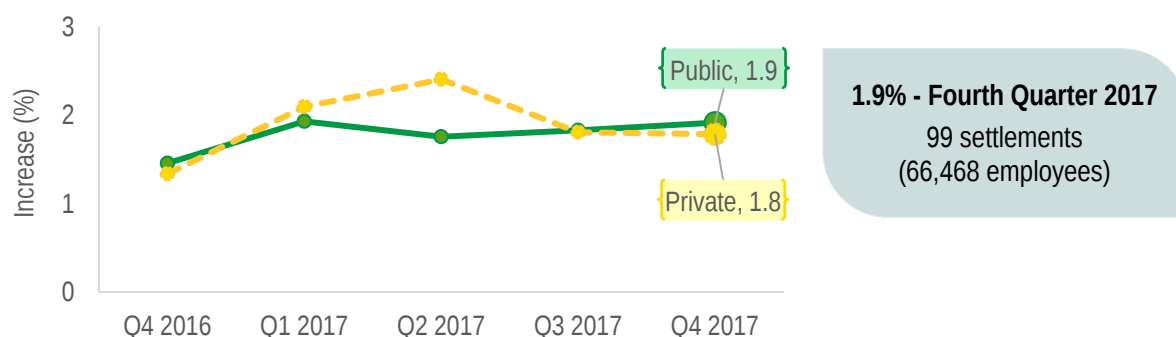


⁴ Difference is based on the reported value in the Collective Bargaining Highlights November 2017 publication. The average annual base wage from November 2017 to December 2017 is reported as the percentage point change.

Fourth Quarter 2017

During the fourth quarter of 2017, 99 settlements were ratified covering 66,468 employees, 88.4% (58,736) of whom were in the public sector. The average annual base wage increase was 1.9% for the public sector and 1.8% for the private sector (Graph 2). Overall, the increase for all settlements was 1.9%, up from the 1.8% reported in the previous quarter.

Graph 2: Average Annual Base Wage Increases by Sector (Private and Public), Q4 2016 to Q4 2017



The highest average annual base wage increases (2.2%) reported in the fourth quarter of 2017 were for education and related services, which had the largest concentration of employees (22,366 employees). The majority of settlements reached were in health and social services (52 settlements), covering 18,759 employees, reporting the lowest average annual base wage increases at 1.5%.

In addition to wage increases, there were 20 settlements that were reported with lump sum information covering both the public (13 settlements) and private (7 settlements) sectors. Of the 25,762 employees that received lump sum payments, 21,575 (83.7%) employees were in the public sector, mainly in the education and related services sector.

In the fourth quarter of 2017, 94.9% of settlements were reached without a work disruption. The majority of settlements were negotiated for a three-year term, with an average duration of negotiations of 6.5 months.

Table 1: December 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		15,360	1.9			
College Employer Council (Academic Staff)	Ontario Public Service Employees Union	12,225	1.9 ⁵	1.8	2017-10-01	2021-09-30
Queen's University (Teaching Assistants/Teaching Fellows)	Public Service Alliance of Canada	1,488	1.4	1.0	2017-05-01	2021-04-30
University of Toronto (Sessional Lecturers)	Canadian Union of Public Employees	1,000	2.0	1.8	2017-09-01	2021-08-31
University of Toronto (Student Casual)	Canadian Union of Public Employees	250	0.6	1.8	2017-07-01	2020-06-30
McMaster University (Sessional Lecturers)	Canadian Union of Public Employees	397	2.3 ⁶	2.0	2017-09-01	2020-08-31
Health and Social Services		2,439	1.5			
Ontario Shores Centre For Mental Health Sciences (RN/Paramedical/Office/Clerical/Service/Maintenance)	Ontario Public Service Employees Union	1,073	1.6 ⁷	1.4	2017-04-01	2020-03-31
Bethesda Community Services Inc	Canadian Union of Public Employees	300	1.6	0.0	2016-04-01	2018-03-31
Middlesex-London Emergency Medical Services Authority	Ontario Public Service Employees Union	241	1.7	2.0	2017-01-01	2020-12-31
Southlake Residential Care Village	Canadian Union of Public Employees	225	1.1	1.4	2017-01-01	2019-06-30
Native Child & Family Services of Toronto	Unifor	208	1.4	1.2	2016-05-01	2019-04-30
County of Dufferin (Dufferin Oaks)	Canadian Union of Public Employees	202	1.6	1.6	2017-01-01	2018-12-31
Community Living St Catharines	Canadian Union of Public Employees	190	0.4 ⁸	0.0	2016-04-01	2018-03-31

⁵ Lump sum: \$900, less deductions, to each full-time bargaining unit member; \$450, less deductions, to each partial-load teacher.

⁶ Lump sum: \$200 one-time payment, subject to all applicable statutory deductions, to all employed as at the date of ratification.

⁷ Adjustments for selected groups other than skilled trades.

⁸ Stipend: \$250.00 per permanent full time employee. Part time employees will receive a prorated amount based on hours worked.

December Highlights and Collective Bargaining Review

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Manufacturing		185	2.0			
Horizon Plastics International	United Food and Commercial Workers	185	2.0 ⁹	2.0	2017-11-02	2021-11-01
Other Services		398	1.8			
Inergi L.P.	Society of Energy Professionals	218	2.3	2.0	2018-01-01	2020-12-31
Toronto Parking Authority	Toronto Civic Employees Union	180	1.3 ¹⁰	1.3	2017-04-01	2021-03-31
Public Administration		10,837	2.1			
Canada Revenue Agency (CRA)	Professional Institute of the Public Service of Canada	7,500	1.9 ¹¹	1.2	2014-12-22	2018-12-21
Treasury Board of Canada (Correctional Services)	Union of Canadian Correctional officers	1,428	1.8 ¹²	1.2	2014-06-01	2018-05-31
City of Mississauga (Fire and Emergency Services)	City of Mississauga Firefighters Association	699	2.5	2.9	2015-01-01	2017-12-31
City of Hamilton (Fire and Emergency Services)	Hamilton Professional Fire Fighters Association	530	2.8 ¹³	2.9	2013-01-01	2017-12-31
City of Hamilton (Greater Hamilton Volunteer Firefighters)	Christian Labour Association of Canada (Greater Hamilton Volunteer Firefighters Association)	230	4.1 ¹⁴	6.3	2016-01-01	2019-12-31
City of Kitchener (Office/Clerical/Technical)	Canadian Union of Public Employees	300	1.7	1.7	2017-04-01	2020-03-31
Canada Government (Canadian Forces Base-Operational and Admin)	Public Service Alliance of Canada	150	9.1 ¹⁵	0.7	2016-05-01	2018-04-30
Trade and Finance		163	1.5			
Northern Credit Union Limited	Canadian Office and Professional Employees Union	163	1.5	2.0	2017-01-01	2019-12-31

⁹ Lump sum: \$200 to all bargaining unit employees employed on date of ratification.

¹⁰ Lump sum: 0.25% payable as of April 1, 2020, and pro-rated on the basis of the regular hours worked by the employee in the preceding year as at March 31, 2020.

¹¹ Including market adjustment of 2.5% on December 22, 2016.

¹² Including market adjustment of 2.3% on June 1, 2016, but excluding roll-in allowance.

¹³ Wage increases are only for the period of January 1, 2013 to December 31, 2015.

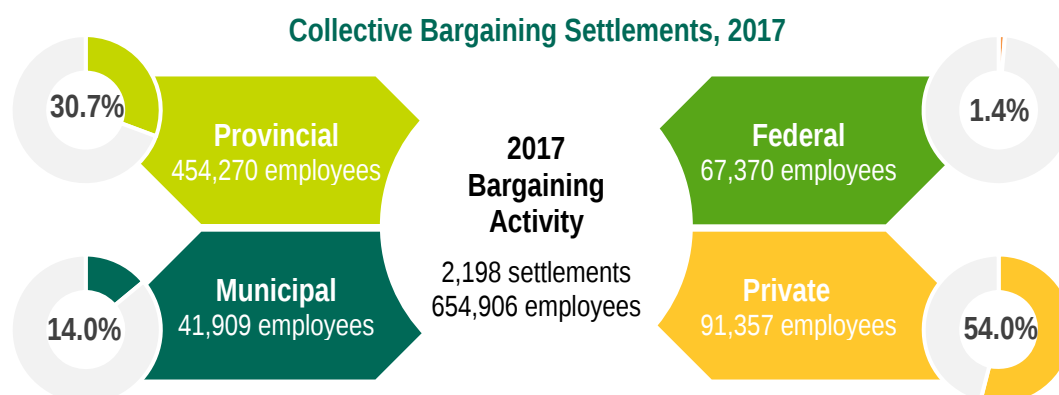
¹⁴ Including \$1.00 "catch-up" adjustment on January 1, 2016 and on January 1, 2017.

¹⁵ Including additional economic increase for selected groups to address expected increases to minimum wage in Ontario.

II. Annual Collective Bargaining Review 2017

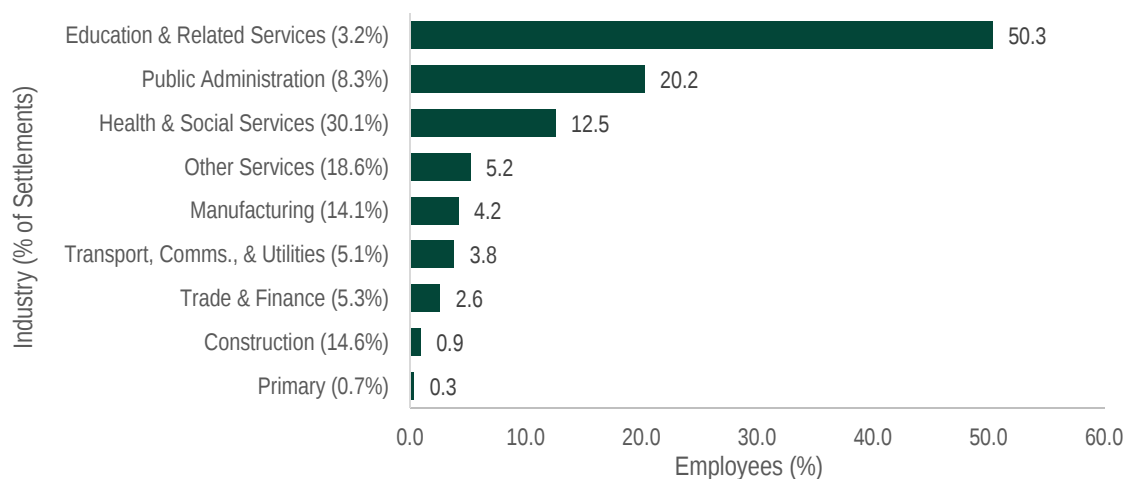
Collective bargaining activity for 2017 involved the ratification of 2,198¹⁶ settlements, covering 654,906 employees. These represent 13.9% of the 15,843 settlements currently on file with Ministry of Labour (MOL) and affect approximately 37.1% of all Ontario-based employees covered.

Of the settlements ratified in 2017, 46.0% were in the public sector, representing 86.1% of employees.



By industry, the majority of settlements reached were in health and social services, accounting for 662 (30.1%) of all settlements. In terms of the employee coverage, bargaining was concentrated in education and related services (329,599 employees, 50.3%), public administration (132,500 employees, 20.2%), and health and social services (82,165 employees, 12.5%).

Graph 3: Settlements Ratified in 2017 by Industry



¹⁶ This reporting captures settlement information for the nine central settlements covering teachers and support staff under the [School Boards Collective Bargaining Act, 2014](#).

III. Negotiated Wage Increases 2017

Information regarding wage increases is recorded for settlements covering 150 or more employees¹⁷. In 2017, of the 2,198 settlements ratified, wage information was recorded for 378 (17.2%) of the settlements and affected 585,090 employees. These settlements provided an average annual base wage increase of 1.9%, up from 1.6% in 2016.

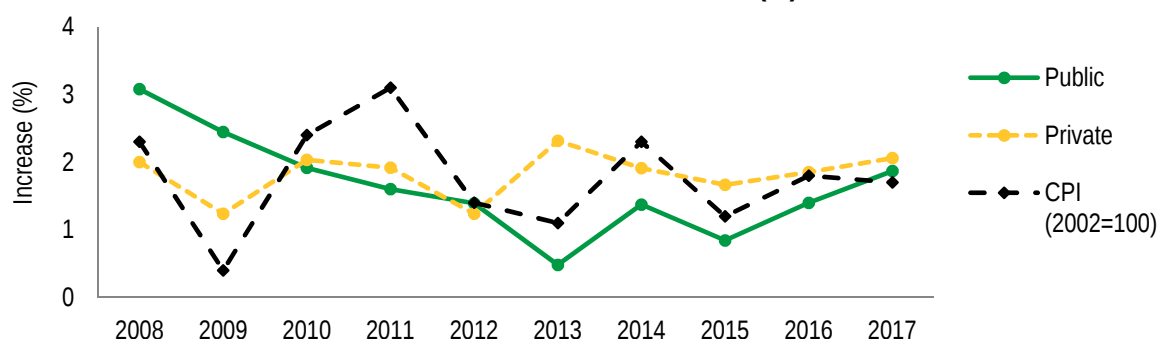
The average annual base wage increase in the private sector rose to 2.1% in 2017 from 1.9% in 2016. Public sector settlements reported an average annual base wage increase of 1.9% in 2017, compared to 1.4% in 2016.

Economic Setting

Collective bargaining in 2017 occurred in an environment of steady economic growth, with Ontario's real Gross Domestic Product (GDP) increasing by 2.7% in 2017 from 2.6% in 2016. Ontario's labour market improved in 2017 with employment increasing by 1.8%, compared to 1.1% in 2016, and unemployment rate decreasing to 6.0% in 2017 from 6.5% in 2016¹⁸.

The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI)¹⁹, averaged 1.7% in 2017, a decrease from the 1.8% reported in 2016. In 2017, both the public sector and the private sector average annual base wage increases (1.9% and 2.1% respectively), were reported higher than the CPI. (Graph 4)

Graph 4: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)



¹⁷ Settlements covering 150 or more employees, excepting school sector, where wage increases include all bargaining units above and below 150 employees.

¹⁸ [Section B: Economic Outlook](#), Chapter III: Ontario's Economic & Fiscal Strength, Budget 2018, Ministry of Finance.

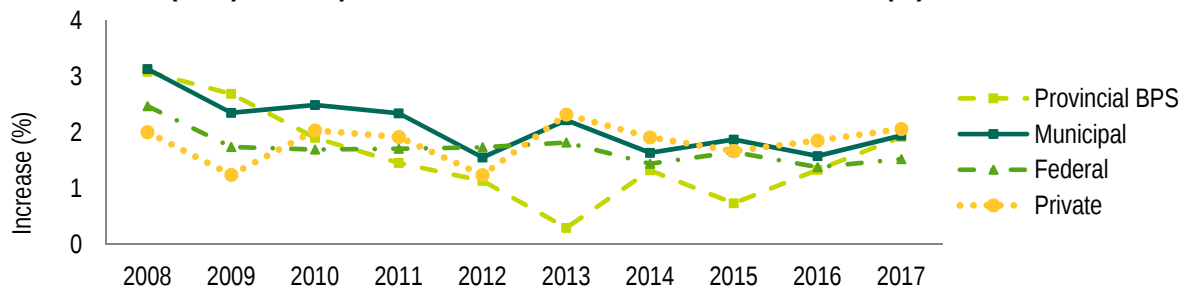
¹⁹ Statistics Canada

Wage Trends by Sector

In the provincial broader public sector (BPS), the average annual base wage increase was reported at 1.9% in 2017, compared to 1.3% in 2016. The average annual base wage increase for the municipal sector increased to 1.9% in 2017 from 1.6% in 2016. The federal sector average annual base wage increase also increased to 1.5% in 2017 from 1.4% in 2016 (Graph 5).

The ten-year trend of the average annual base wage increase from 2008 to 2017 shows a downward trend. The highest values reported were in 2008, averaging at 2.7% for all sectors.

Graph 5: Trends of the Average Annual Base Wage Increases for the Provincial Broader Public Sector (BPS), Municipal, Federal and Private Sector Settlements (%)

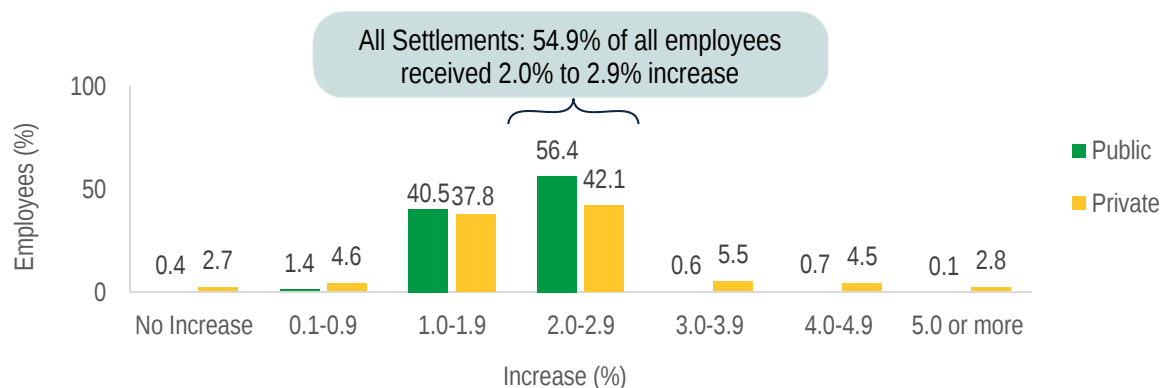


Distribution of Wage Increases

Overall, 0.6% of employees did not receive wage increases, 40.2% of employees received average annual base wage increases ranging from 1.0% to 1.9%, while over half (54.9%) of employees received increases ranging from 2.0% to 2.9%.

In the public sector, 40.5% of employees received average annual base wage increases ranging from 1.0% to 1.9%, compared to 37.8% of private sector employees. Settlements with wage increases of 3.0% or more covered 12.9% of the private sector employees, versus 1.4% of the public sector employees.

Graph 6: Distribution of Average Annual Base Wage Increases (%) by Sector, 2017



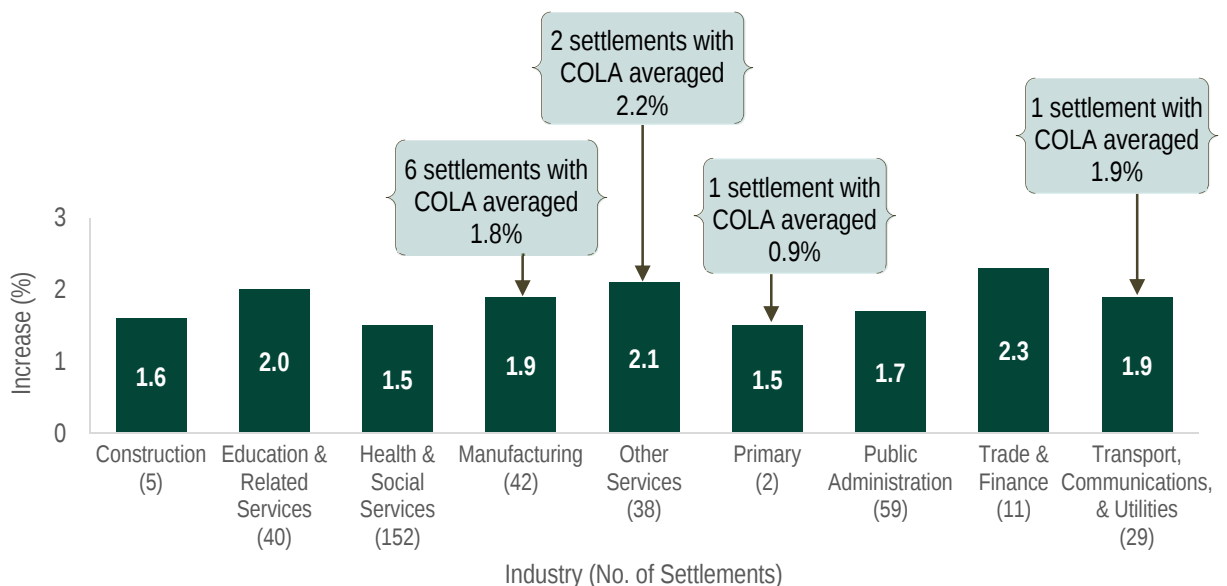
Settlements by Industry

The highest average annual base wage increases reported in 2017 was for trade and finance (2.3%), which represented 13,297 employees. The average annual base wage increase for the largest concentration of employees was 2.0% in the education and related services sector (327,591 employees). The education sector includes the 2017-2019 centrally bargained terms of the settlements under the *School Boards Collective Bargaining Act (SBCBA), 2014*²⁰. The central settlements covered 83.8% of the employees in the education sector who received average an average annual base wage increase of 2.0%.

The lowest average annual base wage increase reported was 1.5% for the health and social services sector (54,033 employees) and the primary industry (421 employees).

There were 10 settlements (5,778 employees) with cost-of-living adjustment (COLA) clauses that provided annual base wage increases averaging 1.8%, an increase from 1.3% reported in 2016²¹. In comparison, the remaining 368 settlements (579,312 employees) without a COLA clause provided annual base wage increases averaging 1.9%, higher from the previous year (1.6% in 2016).

Graph 7: Average Annual Base Wage Increases (%) by Industry, 2017



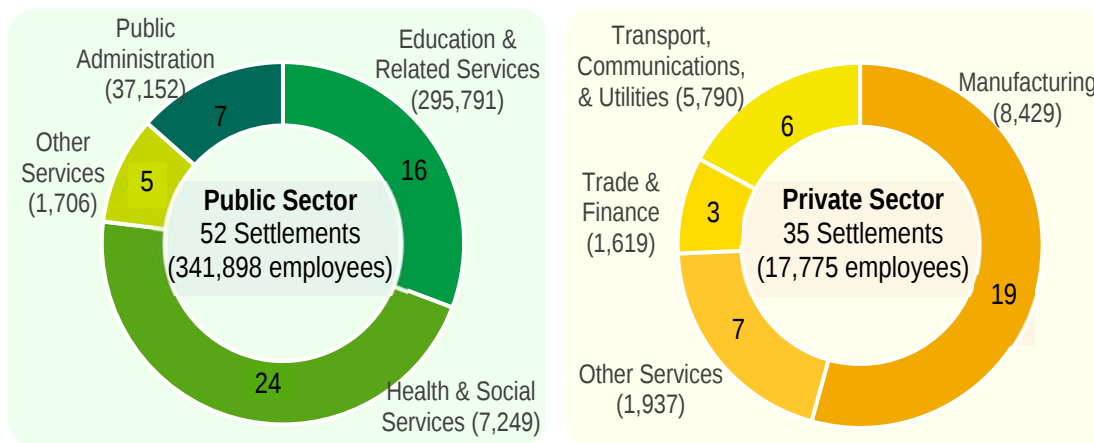
²⁰ Under the [School Boards Collective Bargaining Act, 2014](#), there are nine central settlements covering teachers and support staff. This reporting captures only central settlement information for when wages were reported, based on ratification date.

²¹ Cost-of-living adjustments (COLA) are calculated at projected rates of inflation for the duration of the collective agreement.

Private and Public Sector Lump Sum Payments²²

In 2017, 87 settlements (359,673 employees) were reported with lump sum information, representing 23.0% of the settlements²³. Of the settlements reported, 52 were in the public sector and 35 in the private sector. The majority of employees that received lump sum payments in the public sector were in education and related services (295,791 employees) and in public administration (37,152 employees). Within the private sector, employees that received lump sum payments were in manufacturing (8,429 employees) and in transportation, communications, and utilities (5,790 employees).

Settlements (No. of Employees) with Reported Lump Sums by Sector and Industry, 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 was contingent on ratification occurring prior to an agreed date.

Public Sector Lump Sum Payments	Private Sector Lump Sum Payments
29 settlements with dollar amount payments	35 settlements with dollar amount payments
\$ - No. of employees: 50,575	\$ - No. of employees: 17,775
\$ - Average amount: \$686	\$ - Average amount: \$2,757
23 settlements with percentage payments	
% - No. of employees: 291,323	No settlements with percentage payments in the private sector
% - Average percentage: 0.6%	

²² Lump Sum Data

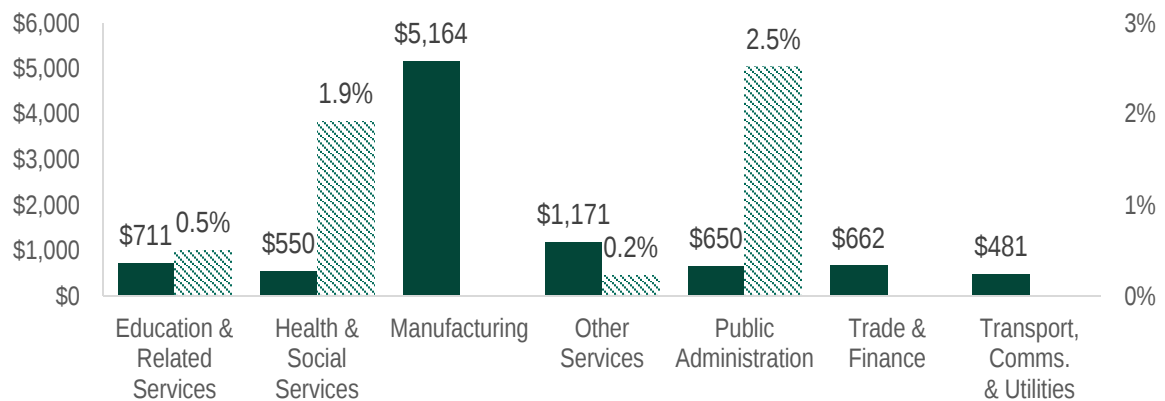
- Lump sums are based on information received at ratification and are recorded for full-time employees only.
- Averages of lump sums (dollar or percentage) are weighted by the 'number of employees'.
- 'Number of employees' refers to the total number of employees in the bargaining unit and not necessarily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

²³ Settlements covering 150 or more employees, excepting school sector, where wage increases include all bargaining units above and below 150 employees.

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 (\$5,164) and the highest percentage payout was in public administration (2.5%).

Graph 8: Dollar Amount and Percentage Lump sum Payouts by Industry, 2017

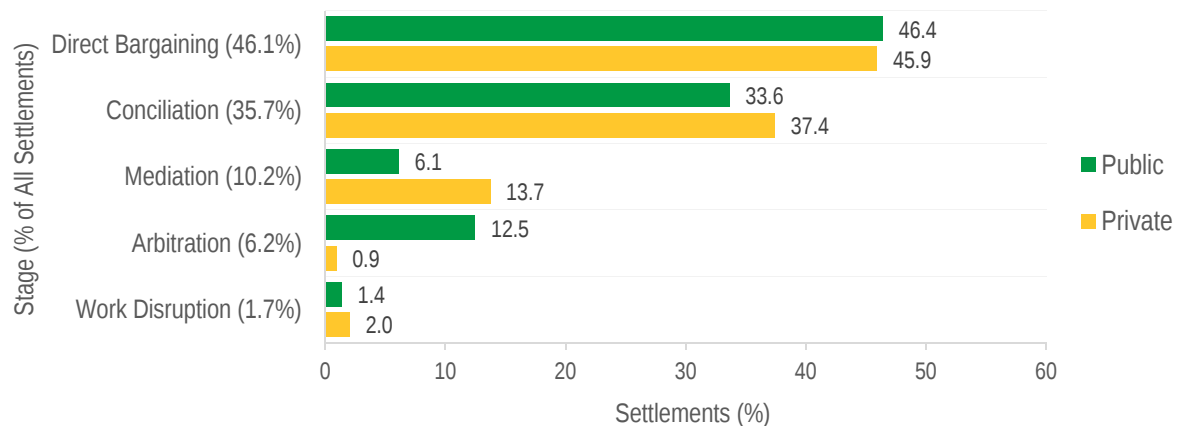


IV. Settlement Negotiations 2017

Stage of Settlement

In 2017, 98.2% of settlements (covering approximately 96.9% of employees) were reached without a work disruption. Of the settlements ratified, 45.9% were settled through conciliation or mediation, 46.1% were reached through direct bargaining, and 6.2% were settled at arbitration.

Graph 9: Stage of Settlement by Sector, 2017

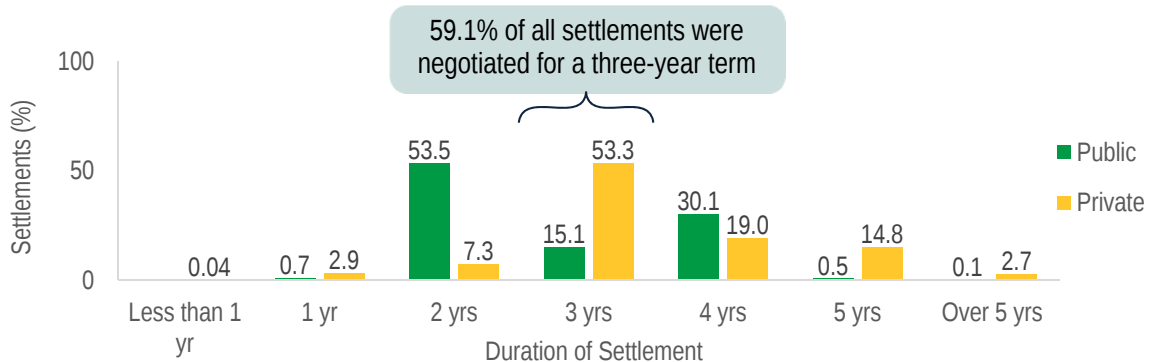


Settlements settled at arbitration represented 12.5% of the settlements in the public sector, compared to 0.9% in the private sector.

Settlement Duration²⁴

Of the settlements ratified in 2017, 59.1% of collective agreements were of a duration of three years, 19.7% were of a term two-years or less, and 21.2% were for a term longer than three years. The majority (53.5%) of the public sector settlements were negotiated for a two-year term, while the majority (53.3%) of the private sector settlements were negotiated for a three-year term.

Graph 10: Duration of Settlement by Sector, 2017

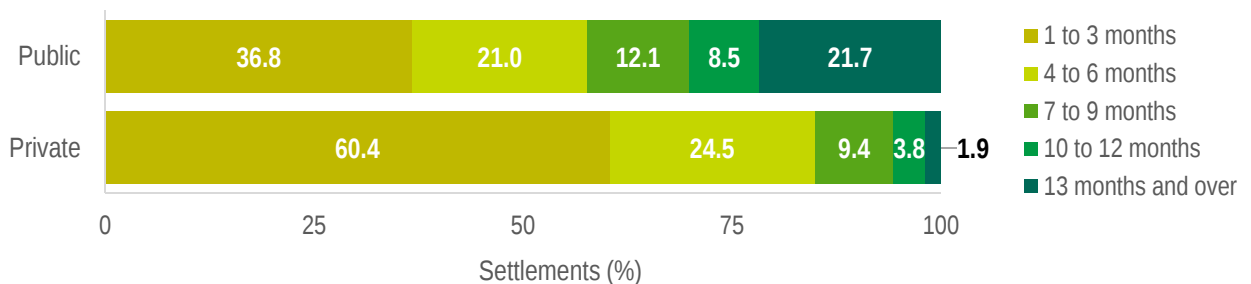


Duration of Negotiations²⁵

On average, settlements in 2017 were negotiated within 7.6 months. The average duration of negotiations in the public sector was 9.2 months compared to 3.7 months in the private sector.

In the public sector, 36.8% of negotiations were concluded within one to three months, compared to 60.4% of negotiations in the private sector (Graph 11). The public sector negotiations were affected by the settlements in public administration, where the average duration of negotiations was 19.3 months. The longest duration of negotiations in the private sector was in the transport, communications and utilities industry, with an average duration of negotiations of 5.0 months.

Graph 11: Duration of Negotiations by Sector, 2017



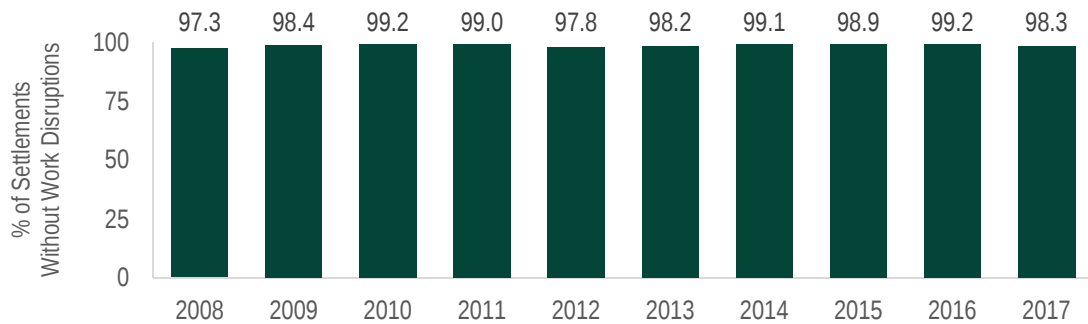
²⁴ Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.

²⁵ 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.

V. Work Disruptions²⁶

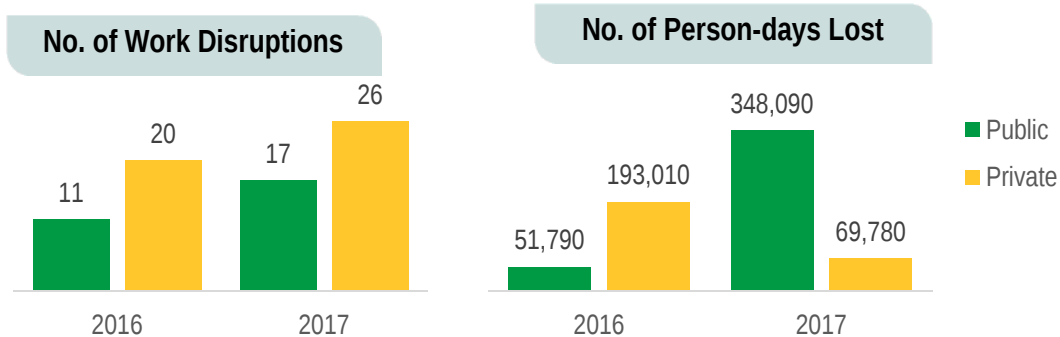
Over the past 10 years, more than 97% of negotiations have resulted in settlements without work disruptions. In 2017, settlements were reached without a strike or lockout in 98.3% of negotiations in the province (Graph 12).

Graph 12: Trends of Settlements without Work Disruptions (%)



In 2017, there were 43 work disruptions reported under Ontario jurisdiction, compared to 31 reported in 2016 (Graph 13). Work disruptions in 2017 involved 20,055 employees and resulted in 417,870 person-days lost, which represent an estimated loss of 0.03% of work time in Ontario.

Graph 13: Work Disruptions and Person-days Lost, 2016 and 2017



The highest number of person-days lost was reported in education and related services sector, mainly due to a 25-day strike at community colleges by academic staff represented by OPSEU which resulted in 305,630 person-days lost.

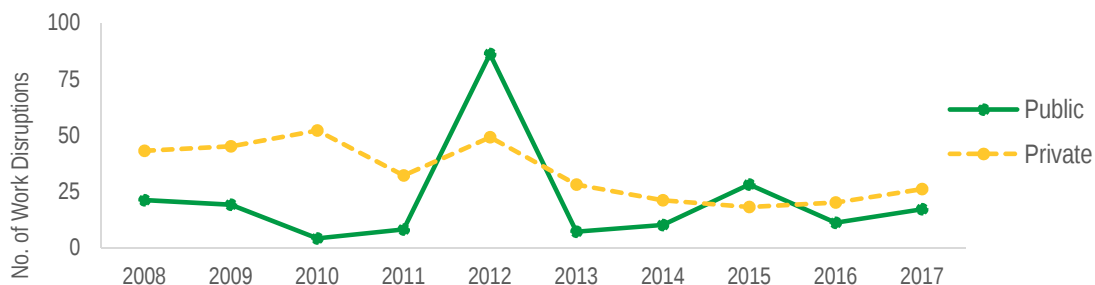
Other work disruptions during 2017 included General Motors of Canada Ltd (CAMI Assembly) and Unifor, the Board of Management of the Toronto Zoo and CUPE, the Canadian Hearing Society and CUPE, Ontario Lottery and

²⁶ As of January 25, 2018. 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.

Gaming Slots at Woodbine Racetrack and the Public Service Alliance of Canada (PSAC), Molson Coors Canada and the Canadian Union Of Brewery and General Workers, and Laurentian University and the Laurentian University Faculty Association (LUFA).

The number of work disruptions has had an overall decreasing trend from 2008 to 2017, with the exception of those reported in 2012 (Graph 14). The fewest work disruptions (31) were reported in 2014 and 2016.

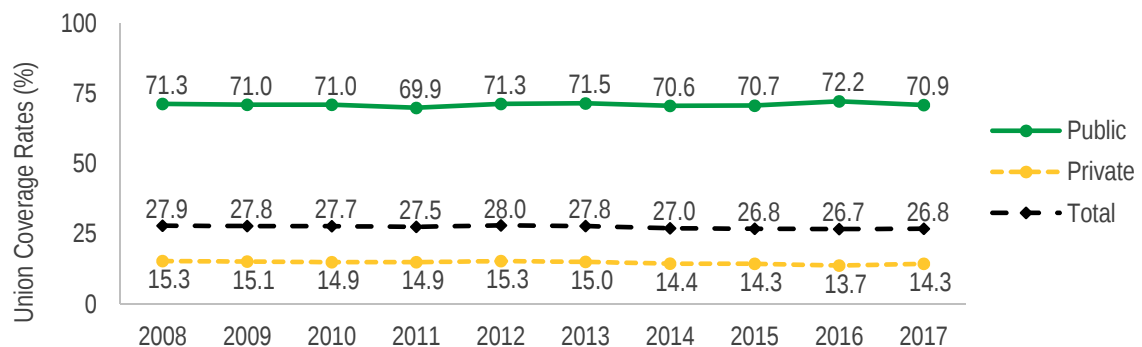
Graph 14: Trend of Work Disruptions, 2008 to 2017



VI. Union Coverage²⁷ in Ontario

In 2017, slightly more than 1.6 million employees were covered by a collective agreement, corresponding to a union coverage rate of 26.8%, a minor increase from 26.7% in 2016. Union coverage in the private sector increased from 13.7% in 2016 to 14.3% in 2017, while coverage in the public sector fell from 72.2% in 2016 to 70.9% in 2017 (Graph 15).

Graph 15: Trends of Union Coverage (%), by Sector, 2008 to 2017²⁸



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

²⁷ 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.

²⁸ Calculations based on Statistics Canada's Labour Force Survey, CANSIM 282-0078.

VII. Major Settlements Ratified in 2017

In the **Construction** industry, Hydro One Inc. and the Canadian Union of Skilled Workers (CUSW) reached a five-year agreement providing approximately 700 employees with wage increases of 1.5% in years one to three and 2% in the final two years.

Important developments in the **Education** sector included renewal/extension of the 2014-2017 agreements under the *School Boards Collective Bargaining Act, 2014*. The nine central parties ratified two-year contracts, covering more than 274,000 teacher and support staff for the term September 1, 2017 to August 31, 2019.

An arbitration award was issued for the College Employer Council and Ontario Public Service Employees Union (OPSEU), following back-to-work legislation (*The Colleges of Applied Arts and Technology Labour Dispute Resolution Act, (Bill 178)*) to end the five-week strike at 24 community colleges. The award provided approximately 12,225 academic staff with an average annual base wage increase of 1.9% over four years in addition to a lump sum payment of \$900 for full-time staff and \$450 for partial-load. In addition, the College Employer Council and OPSEU reached a four-year settlement covering 9,787 support staff. The settlement provides 1.7% average annual base wage increase.

New agreements were also settled for various universities throughout 2017, including Universities of Toronto, Ottawa, Guelph, Queen's, and Brock.

In the **Health** Sector, the Participating Hospitals and OPSEU reached a three-year agreement covering approximately 7,939 employees. The agreement includes a 1.75% wage increase across the board in each year.

OPSEU also negotiated three-year agreements with both Centre for Addiction and Mental Health and Ottawa Hospital, covering 1,775 and 1,900 employees respectively. Both agreements provide wage increases of 1.4% in each year.

The Council of Academic Hospital of Ontario (CAHO) and the Professional Association of Residents of Ontario (PARO), representing 5,000 residents, reached a four-year agreement providing wage increases of 1.4% in each year and special adjustments ranging from 0.15% to 0.5% for selected employees. The agreement also includes a wage and call stipend reopener in 2018 and 2019.

In **Manufacturing**, two large corporations, General Motors and Bombardier Transportation, negotiated settlements with Unifor, each providing 1.6% average annual wage increase. The settlement also included cost-of-living-adjustment (COLA) and additional lump sum payments. Another major settlement was reached between Maple Leaf Consumer Foods Inc. and United Food and Commercial Workers Canada, Local 175. This four-year

renewal agreement covers 1,000 employees, and provides a wage increase of 3.2%.

One of the largest settlements in the **Public Administration** sector was in the **Provincial Government**, where the Government of Ontario and members of OPSEU in the unified bargaining unit and the Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO) ratified four-year agreements. Each of the OPSEU (28,000 employees) and AMAPCEO agreements (12,300 employees) provides 1.7% average annual base wage increase over four years including a 1.5% wage increase in 2017.

In the **Municipal Government**, a number of arbitration awards were issued for various local Professional Fire Fighters' Associations and various municipalities including the Cities of Toronto, Ottawa, Brampton, Mississauga, and Hamilton. The arbitrated settlements for these five cities, which ranged from 12-month to 60-month duration, covered a total of 5,822 employees, provided average annual wage increases ranging from 1.8% to 2.8%.

The City of Ottawa reached two four-year agreements with Canadian Union Public Employees (CUPE), representing a total of 4,400 employees and a three-year agreement with Civic Institute of Professional Personnel (CIPP). The CUPE agreements provide wage increases of 1.92% in 2016 and 2017, 1.95% in 2018, and 2.0% in 2019, while the CIPP three-year agreement provides 1,954 employees with wage increases of 1.95% in 2017 and 2018 and 2.0% in 2019.

Other major settlements in the municipal government included two four-year agreements between the Ottawa Police Services Board and the Ottawa Police Association. The agreements provide 1,344 uniformed and 589 civilian officers with wage increases of 2.05% in 2016, 1.9% in 2017, 1% on January 1, 2018, 0.79% on July 1, 2018 and 1% on January 1, 2019, and 0.99% on July 1, 2019.

In **Trade**, the Liquor Control Board of Ontario (LCBO) and OPSEU settled a four-year agreement for 8,100 employees. The agreement includes 1.9% average annual base wage increase, with split increases on April 1 and October 1 of each year.

National Grocers Co Ltd. (Maple Grove Distribution Centre) and United Food and Commercial Workers Canada reached a seven-year agreement for 862 employees. The agreement provides an average annual wage increase of 2.2% in addition to a lump sum payment in 2019 for eligible employees.

In **Transport, Communications, and Utilities**, Purolator Courier Ltd. and Canada Council of Teamsters, negotiated a five-year renewal agreement, covering approximately 4,500 Ontario-based employees. The deal provides a signing bonus of \$400 for selected employees and an average annual wage increase of 1.6%.

Canada Post Corporation reached a three-year agreement with the Association of Postal Officials of Canada, representing approximately 1,484 Ontario-based supervisors and support staff. The agreement includes wage increases of 1.8% in the first and second year and 1.9% in the last year.

In **Other Services**, Association of Canadian Advertisers and the Institute of Communications Agencies reached a three-year renewal agreement with Alliance of Canadian Cinema, Television and Radio Artists, covering approximately 11,270 employees. The agreement provides general wage increases of 2.0% in each year.

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

Table 2: Selected Major 2017 Settlements by Sector

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date
Construction					
Hydro One Inc.	Canadian Union of Skilled Workers	700	1.7	1-May-2017	30-Apr-2022
Education and Related Services					
Ontario Public School Boards' Association (OPSBA)	Elementary Teachers Federation of Ontario (ETFO)	80,552	2.0	01-Sep-2017	31-Aug-2019
Council of Trustees' Associations (OPSBA and OCSTA)	Elementary Teachers Federation of Ontario (ETFO)	2,334	2.0	01-Sep-2017	31-Aug-2019
Ontario Public School Boards' Association (OPSBA)	Ontario Secondary School Teachers' Federation (OSSTF)	44,318	2.0	01-Sep-2017	31-Aug-2019
Council of Trustees' Associations (OPSBA, OCSTA, ACÉPO, and AFOCSC)	Ontario Secondary School Teachers' Federation (OSSTF)	19,190	2.0	01-Sep-2017	31-Aug-2019
Council of Trustees' Associations (OPSBA, OCSTA, ACÉPO, and AFOCSC)	Canadian Union of Public Employees	57,812	2.0	01-Sep-2017	31-Aug-2019
Ontario Catholic School Trustees' Association (OCSTA)	Ontario English Catholic Teachers' Association (OECTA)	48,800	2.0	01-Sep-2017	31-Aug-2019
Conseil des associations d'employeurs (L'Association des conseils scolaires des écoles publiques de l'Ontario (ACÉPO), and L'Association Franco-ontarienne des conseils scolaires catholiques (AFOCSC))	Association Des Enseignantes Et Des Enseignants Franco-Ontariens (AEFO)	9,709	2.0	01-Sep-2017	31-Aug-2019
Council of Trustees' Associations (OPSBA and OCSTA)	Ontario Council of Educational Workers (OCEW)	7,373	2.0	01-Sep-2017	31-Aug-2019
Council of Trustees' Associations (OCSTA, OPSBA, and AFOCSC)	Education Workers' Alliance of Ontario (EWAO)	4,675	2.0	01-Sep-2017	31-Aug-2019
College Employer Council (Academic Staff)	Ontario Public Service Employees Union	12,225	1.9	1-Oct-2017	30-Sep-2021
College Employer Council (Support Staff)	Ontario Public Service Employees Union	9,787	1.7	1-Sep-2018	31-Aug-2022

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Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date
University of Toronto (Staff Appointed)	United Steelworkers	4,341	1.9	1-Jul-2017	30-Jun-2020
University of Toronto (Casual Unit)	United Steelworkers	3,000	4.5	1-Jul-2017	30-Jun-2020
University of Toronto (Full-Time and Part-Time Service)	Canadian Union of Public Employees	850	1.9	1-Jul-2017	30-Jun-2020
University of Ottawa (Academic Staff, Part-Time)	Association of Part-Time Professors of The University of Ottawa	2,190	1.8	1-Sep-2016	31-Aug-2018
Queen's University (Teaching Assistants/Teaching Fellows)	Public Service Alliance of Canada	1,488	1.4	1-May-2017	30-Apr-2021
University of Guelph (Support Staff)	United Steelworkers	850	1.5	1-May-2017	30-Apr-2020
University of Western Ontario (Support Staff)	University of Western Ontario Staff Association	836	1.5	1-Jul-2017	30-Jun-2021
University of Guelph (Faculty/Librarians)	University of Guelph Faculty Association	800	1.4	1-Jul-2017	30-Jun-2021
Health and Social Services					
Participating Hospitals	Ontario Public Service Employees Union	7,939	1.7	01-Apr-2019	31-Mar-2022
Council of Academic Hospitals of Ontario (CAHO)	Professional Association of Internes and Residents of Ontario	5,000	1.9	1-Jul-2016	30-Jun-2020
Ottawa Hospital	Ontario Public Service Employees Union	1,900	1.4	1-Apr-2016	31-Mar-2019
Centre For Addiction And Mental Health (CAMH)	Ontario Public Service Employees Union	1,775	1.4	1-Apr-2016	31-Mar-2019
Extendicare (Canada) Inc. (Sudbury York, West End Villa, Laurier Manor, Bayview Villa, Oshawa, Timmins Nursing Home)	Canadian Union of Public Employees	1,305	1.4	1-Jan-2017	31-Dec-2018
Waypoint Centre For Mental Health Care	Ontario Public Service Employees Union	1,057	1.6	1-Apr-2017	31-Mar-2022
Mackenzie Health	Ontario Public Service Employees Union	750	0.7	1-Apr-2016	30-Sep-2018

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Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date
Manufacturing					
General Motors of Canada Ltd, Cami Assembly	Unifor	2,454	1.6	17-Sep-2017	21-Sep-2021
Bombardier Transportation	Unifor	1,000	1.6	1-Jun-2017	31-May-2020
Maple Leaf Consumer Foods Inc.	United Food And Commercial Workers	1,000	3.2	1-Jan-2017	31-Dec-2021
Public Administration					
Crown In Right of Ontario as Represented by Management Board of Cabinet (Ontario Government) (Unified Unit)	Ontario Public Service Employees Union	28,000	1.7	1-Jan-2018	31-Dec-2021
Crown In Right of Ontario as Represented by Management Board of Cabinet (Ontario Government)	Association Management Administrative & Professional Crown Employees of Ontario	12,300	1.7	1-Apr-2018	31-Mar-2022
Treasury Board of Canada (Program/Admin Services)	Public Service Alliance of Canada	20,890	1.4	21-Jun-2014	20-Jun-2018
Treasury Board of Canada (Computer Systems)	Professional Institute of The Public Service of Canada	7,412	1.5	22-Dec-2014	21-Dec-2018
Treasury Board of Canada (Technical Services)	Public Service Alliance of Canada	2,302	1.4	22-Jun-2014	21-Jun-2018
Treasury Board of Canada (Architect/Eng/Land Survey)	Professional Institute of The Public Service of Canada	1,180	1.3	1-Oct-2014	30-Sep-2018
Treasury Board of Canada (Operational Services)	Public Service Alliance of Canada	1,910	1.4	5-Aug-2014	4-Aug-2018
City of Ottawa (Part-Time - Recreation & Culture, Summer Employment - Aquatics Branch)	Canadian Union of Public Employees	4,400	1.9	1-Jan-2016	31-Dec-2019
City of Ottawa (Professional/Nurses)	Civic Institute of Professional Personnel	1,954	2.0	1-Jan-2017	31-Dec-2019
City of Ottawa	Ottawa Professional Fire Fighters' Association	1,021	2.8	1-Jan-2014	31-Dec-2015

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Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date
City of Toronto	Toronto Professional Fire Fighters' Association	3,100	2.1	1-Jan-2015	31-Dec-2018
Ottawa Police Services Board (Uniform, Civilian)	Ottawa Police Association	1,933	1.9	1-Jan-2016	31-Dec-2019
Regional Municipality of Niagara Police Services Board (Uniform, Civilian)	Niagara Region Police Association	1,002	2.0	1-Jan-2016	31-Dec-2019
City of Brampton (Outside/office, Professional and Technical)	Canadian Union of Public Employees	928	2.0	1-Apr-2017	31-Mar-2019
City of Brampton	Brampton Professional Fire Fighters' Association	472	2.1	1-Jan-2018	31-Dec-2018
Trade and Finance					
Liquor Control Board of Ontario	Ontario Public Service Employees Union	8,100	1.9	1-Apr-2017	31-Mar-2021
National Grocers Co Ltd, Division of Loblaw Co Ltd	United Food and Commercial Workers	862	2.2	28-Jan-2017	29-Jan-2024
Transportation, Communications and Utilities					
Purolator Courier Ltd	Teamsters	4,500	1.6	1-Jan-2017	31-Dec-2021
Canada Post Corp	Association of Postal officials of Canada	1,484	1.8	1-Apr-2018	31-Mar-2021
Canadian Media Production Association (CMPA)	Writers Guild of Canada	1,122	0.7	1-Jan-2018	30-Jun-2019
Canadian Pacific Railway Co	Teamsters Canada Rail Conference	744	2.0	1-Jan-2018	31-Dec-2022
Canpar Transport Lp	United Steelworkers	700	2.2	1-Nov-2017	31-Oct-2020
Other Services					
Association of Canadian Advertisers (ACA) and The Institute of Communications Agencies (ICA)	Alliance of Canadian Cinema, Television and Radio Artists	11,270	2.0	1-Jul-2017	30-Jun-2020
Aramark Entertainment Services (Canada) Inc (One Blue Jays Way Rogers Centre – Concessions, Premium)	Unite Here	1,296	5.8	12-Nov-2016	11-Nov-2021

VIII. Collective Bargaining Outlook for 2018

In 2018, according to the 2018 Budget, Ontario's labour market is expected to remain steady with employment projected to increase by 1.7%, the unemployment rate projected to decrease to 5.5%, and Ontario's real Gross Domestic Product (GDP) is expected to grow by 2.2% in 2018. The annual inflation rate, measured by Ontario's Consumer Price Index (CPI), is projected to increase to 2.2% in 2018²⁹.

Collective bargaining activity for 2018 will involve 2,051 collective agreements covering 392,320 Ontario-based employees³⁰. Public sector agreements account for 44% of all agreements expiring in 2018 and cover 68% of all employees. Of the collective agreements that will expire in the public sector, 637 agreements (146,088 employees) are in the provincial broader public sector (BPS), 241 agreements (46,928 employees) are in the municipal sector, and 28 agreements (75,500 employees) are in the federal sector.

Of the collective agreements expiring in 2018, more than half (53%) will expire during the months of March and December. Of the total number of employees covered by agreements expiring during 2018, 27% are in health and social services, 23% are in public administration, and 21% are in transportation, communication, and utilities.

Major unions representing the largest number of employees covered by agreements expiring in 2018 include Ontario Nurses' Association (ONA) (covering 63,200 employees), Canadian Union of Public Employees (CUPE) (covering 46,100 employees), and Unifor (covering 31,600 employees).

²⁹ [Section B: Economic Outlook](#), Chapter III: Ontario's Economic and Fiscal Strength, Budget 2018, Ontario Ministry of Finance.

³⁰ The information is derived from the database of Collective Bargaining Information Services (CBIS) as at January 29, 2018

Table 3: Consumer Price Index (2002=100)³¹

Location	December 2017	2017	2016	2015	2014
Canada	1.9	1.6	1.4	1.1	1.9
Ontario	1.5	1.7	1.8	1.2	2.3
Toronto	1.9	2.1	2.0	1.6	2.5
Ottawa-Gatineau (Ont. part)	1.6	1.5	1.3	0.9	2.0
Thunder Bay	1.0	1.2	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 reported are preliminary and subject to updates. 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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For further information, contact:
 Labour Relations Information Bureau
 400 University Avenue, 8th Floor
 Toronto ON M7A 1T7
 Telephone: 416-326-1260
 Facsimile: 416-326-1277
 E-mail: cbis@ontario.ca

ISSN 2371-0624

Cette publication est également disponible en français

³¹ Percentage change from previous year (Source: Statistics Canada)

Glossary

Term	Definition
Arbitration	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.
Average Annual Increase	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.
Base Wage Rate	Defined as the lowest post-probationary wage found in the wage grid (some exclusions may apply).
Conciliation	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.
Days Out	Number of days a work disruption is in effect, includes including statutory holidays only where unit is required to work.
Direct Bargaining	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> .
Duration of Negotiations	Calculated as the time period in months between the first meeting date of negotiations and the date of ratification.
Duration of Settlement	Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.
First Agreement	A ratified settlement between two parties which represents their first collective bargaining agreement for a specific unit.
Mediation	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.
Person-Days Lost	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).
Renewal Agreement	A ratified settlement where an active bargaining relationship history exists between those two parties for a specific unit.
Settlement Stage	MOL defined stages for this report to best reflect where in the bargaining process a settlement was reached by the parties.
Work Disruption	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: Average Annual Base Wage Increases by Industry (%), December 2017

Industry	Settlement	Employees	Average Annual Increase (%)
Construction	---	---	---
Education & Related Services	5	15,360	1.9
Health & Social Services	7	2,439	1.5
Manufacturing	1	185	2.0
Other Services	2	398	1.8
Primary	---	---	---
Public Administration	7	10,837	2.1
Trade & Finance	1	163	1.5
Transportation, Communications, & Utilities	---	---	---
All Settlements	23	29,382	1.9

Table for Graph 2: 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 (%)
Q4 2016	71	66,063	1.5	21	24,245	1.3	1.4
Q1 2017	83	261,442	1.9	33	13,210	2.1	1.9
Q2 2017	73	168,275	1.8	38	18,403	2.4	1.8
Q3 2017	36	38,001	1.8	16	19,291	1.8	1.8
Q4 2017	80	58,736	1.9	19	7,732	1.8	1.9

Table for Graph 3: Settlements Ratified in 2017 by Industry

Industry	No. of Settlements	% of Settlements	No. of Employees	% of Employees
Construction	321	14.6	5,792	0.9
Education & Related Services	71	3.2	329,599	50.3
Health & Social Services	662	30.1	82,165	12.5
Manufacturing	310	14.1	27,214	4.2
Other Services	409	18.6	34,000	5.2
Primary	15	0.7	2,017	0.3
Public Administration	182	8.3	132,500	20.2
Trade & Finance	116	5.3	16,858	2.6
Transportation, Communications, & Utilities	112	5.1	24,761	3.8
All Settlements	2,198	100	654,906	100

Table for Graph 4: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)

Sector	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Public	3.1	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.9
Private	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1
CPI (2002=100)	2.3	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	1.7

Table for Graph 5: Trends of the Average Annual Base Wage Increases for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements (%)

Sector	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Provincial	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.9
Municipal	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.9	1.6	1.9
Federal	2.5	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.5
Private	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1
All Settlements	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.0	1.6	1.9

Table for Graph 6: Distribution of Average Annual Base Wage Increases (AAI) by Sector, 2017 (%)

Distribution of AAI (%)	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
No Increase	0.6	2.6	0.4	2.2	2.7	3.8
0.1 - 0.9	1.7	7.1	1.4	8.1	4.6	4.7
1.0 - 1.9	40.2	58.7	40.5	67.3	37.8	36.8
2.0 - 2.9	54.9	24.9	56.4	18.4	42.1	41.5
3.0 - 3.9	1.1	3.2	0.6	1.8	5.5	6.6
4.0 - 4.9	1.0	1.9	0.7	1.1	4.5	3.8
5.0 or more	0.4	1.6	0.1	1.1	2.8	2.8

Table for Graph 7: Average Annual Base Wage Increases (AAI) by Industry, 2017

Industry	No. of Settlements	No. of Employees	AAI (%)
Construction	5	2,589	1.6
Education & Related Services	40	327,591	2.0
Health & Social Services	152	54,033	1.5
Manufacturing	42	16,034	1.9
<i>With COLA</i>	6	2,287	1.8
<i>Without COLA</i>	36	13,747	1.9
Other Services	38	23,506	2.1
<i>With COLA</i>	2	597	2.2
<i>Without COLA</i>	36	22,909	2.1
Primary	2	421	1.5
<i>With COLA</i>	1	194	0.9
<i>Without COLA</i>	1	227	2.0
Public Administration	59	127,781	1.7
Trade & Finance	11	13,297	2.3
Transport, Communications, & Utilities	29	19,838	1.9
<i>With COLA</i>	1	2,700	1.9
<i>Without COLA</i>	28	17,138	1.9
All Settlements	378	585,090	1.9
<i>With COLA</i>	10	5,778	1.8
<i>Without COLA</i>	368	579,312	1.9

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Table for Graph 8: Dollar Amount and Percentage Lump sum Payouts by Industry, 2017

Industry	Dollar Amount Payment	Percentage Payment (%)
Construction	---	---
Education & Related Services	\$711	0.5
Health & Social Services	\$550	1.9
Manufacturing	\$5,164	---
Other Services	\$1,171	0.2
Primary	---	---
Public Administration	\$650	2.5
Trade & Finance	\$662	---
Transportation, Communications, & Utilities	\$481	---
All Settlements	\$1,225	0.6

Table for Graph 9: Stage of Settlement by Sector, 2017 (%)

Settlement Stage	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Direct Bargaining	46.1	71.2	46.4	75.6	45.9	43.8
Conciliation	35.7	12.5	33.6	10.3	37.4	25.7
Mediation	10.2	9.2	6.1	7.2	13.7	21.6
Arbitration	6.2	4.0	12.5	4.2	0.9	3.3
Work Disruption	1.7	3.1	1.4	2.7	2.0	5.6

Table for Graph 10: Duration of Settlement by Sector, 2017 (%)

Settlement Duration	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Less than 1 year	0.2	0.01	---	---	0.04	0.3
1 year	3.7	1.0	0.7	3.1	2.9	4.2
2 years	15.8	47.1	53.5	24.5	7.3	8.3
3 years	59.1	20.4	15.1	50.6	53.3	66.3
4 years	14.0	28.6	30.1	18.8	19.0	9.9
5 years	6.1	2.5	0.5	2.6	14.8	9.2
Over 5 years	1.1	0.5	0.1	0.4	2.7	1.8

Table for Graph 11: Duration of Negotiations by Sector, 2017 (%)

Duration of Negotiations	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 to 3 months	43.4	45.9	36.8	44.3	60.4	60.0
4 to 6 months	22.0	32.7	21.0	33.8	24.5	22.8
7 to 9 months	11.4	5.0	12.1	4.0	9.4	13.8
10 to 12 months	7.1	2.7	8.5	2.7	3.8	2.8
13 months and over	16.1	13.7	21.7	15.2	1.9	0.7

Table for Graph 14: Trend of Work Disruptions, 2008 to 2017

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
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	17	15,540	348,090	26	4,515	69,780

Table for Work Disruptions under Ontario Jurisdiction, 2008 to 2017

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
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	43	20,055	466	417,870	20.8	27	0.03

Table for Graph 15: Trends of Union Coverage (%), by Sector, 2008 to 2017³²

Employees (000's)	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total	1,562.6	1,508.3	1,528.2	1,549.5	1,586.8	1,604.4	1,572.4	1,564.4	1,574.8	1,611.4
Public Sector	898.7	875.3	890.9	904.2	917.1	939.2	922.1	914.5	943.4	942.5
Private Sector	663.9	633.0	637.3	645.4	669.7	665.3	650.3	649.9	631.4	668.8
Percentage (%)	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total	27.9	27.8	27.7	27.5	28	27.8	27	26.8	26.7	26.8
Public Sector	71.3	71	71	69.9	71.3	71.5	70.6	70.7	72.2	70.9
Private Sector	15.3	15.1	14.9	14.9	15.3	15	14.4	14.3	13.7	14.3

³² Calculations based on Statistics Canada's Labour Force Survey, CANSIM 282-0078.