

Collective Bargaining Highlights



The Ontario Collective Bargaining Highlights provides an overview of collective bargaining activity in Ontario using interactive graphs and charts. The information in this report is compiled from collective agreement settlements reported to the Ministry of Labour, Training and Skills Development. The data reflect settlements for Ontario-based employees covered under provincial or federal jurisdictions.

This resource consists of:

Overview of wages : an overview on negotiated wage increases in Ontario.

Wage trends by sector : information on negotiated wage increases displayed by sector.

Wage trends by industry : information on negotiated wage increases by industry type.

Settlement negotiations : information on the stage and duration of settlements, and the length of negotiations.

Work disruptions : highlights of work disruptions under Ontario jurisdiction.

Settlements listing : a list of specific settlements that includes the name of employer and union, agreement effective and expiry dates, negotiated wage increases, etc.

For reporting information, please see **Notes/Resources**.

** Data as of : 19 / 8 / 2021*

Ratification Year

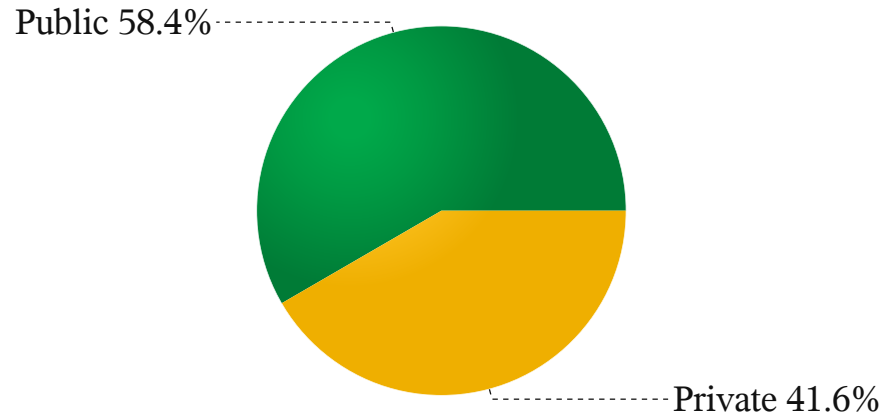
2020

Ratification Quarter

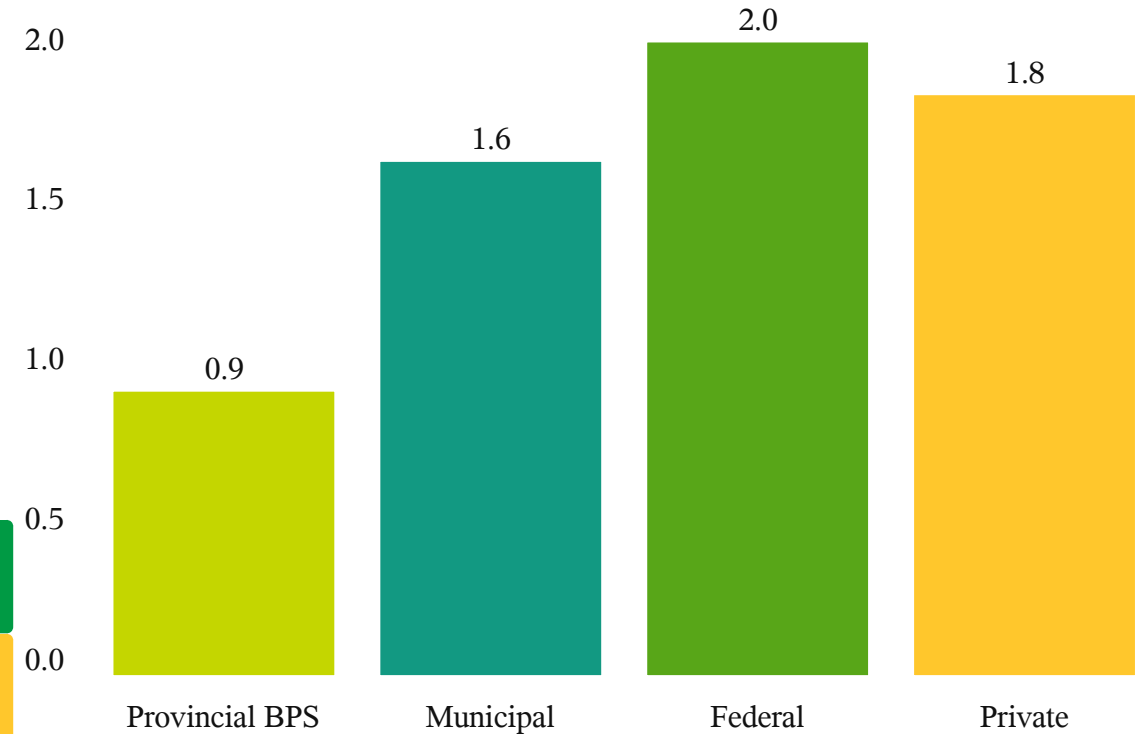
1st quarter 2020

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Settlements by Sector (% of Employees)



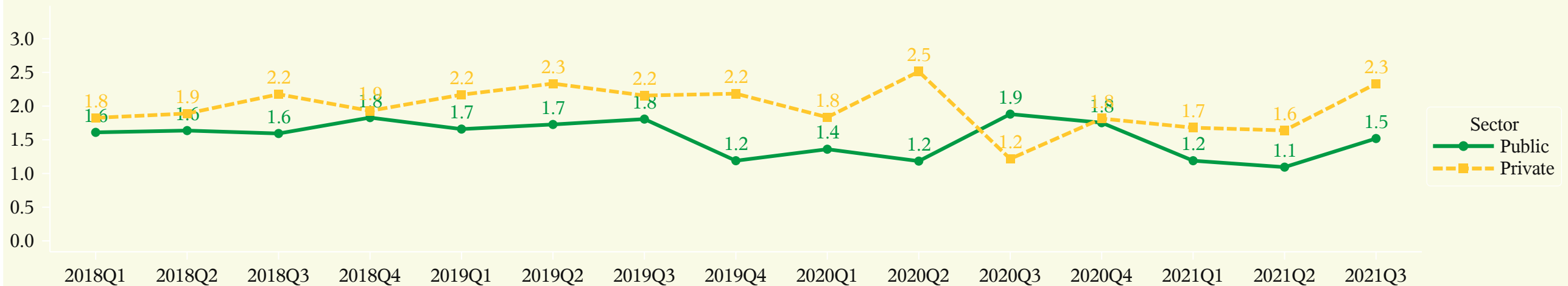
Average Annual Base Wage Increases (%) by Sector



Average Annual Base Wage Increases (%) by Sector

All Settlements - 1.6%76 settlements
44,384 employees**Public - 1.4%**
54 settlements | 25,902 employees**Private - 1.8%**
22 settlements | 18,482 employees

Trends of the Average Annual Base Wage Increases (%) for Public and Private Sector Settlements



Ratification Year

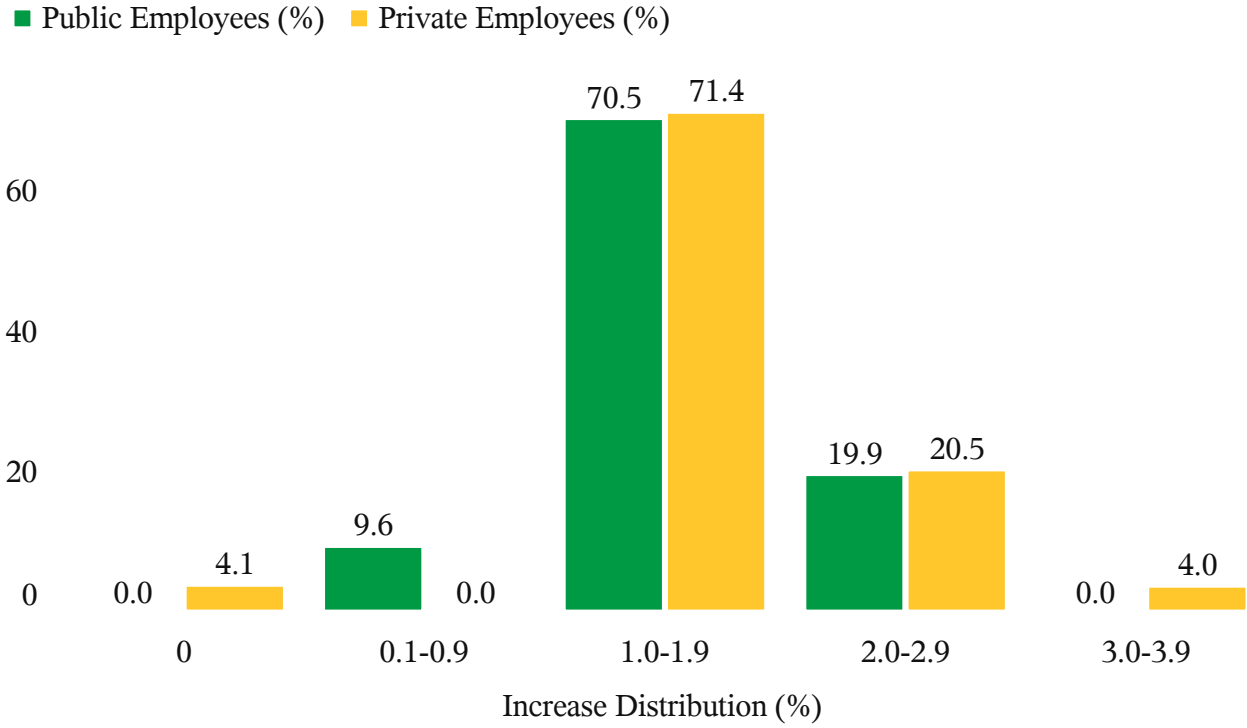
2020

Ratification Quarter

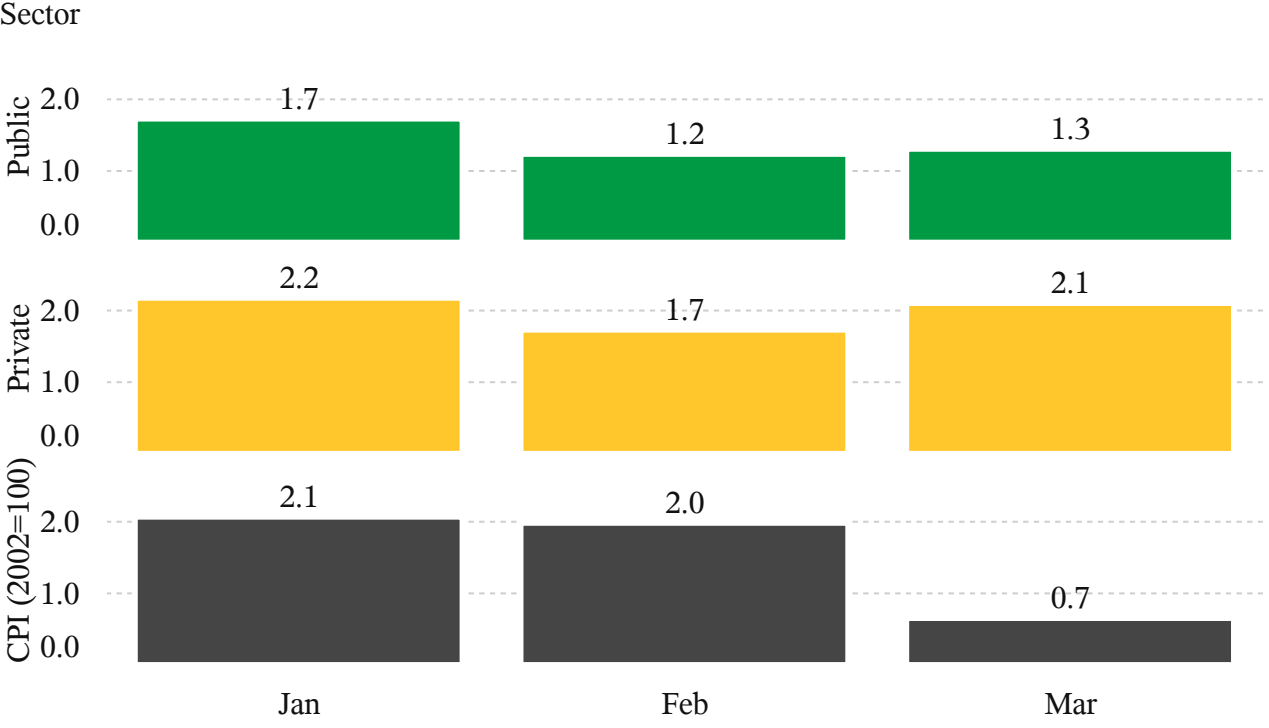
1st quarter 2020

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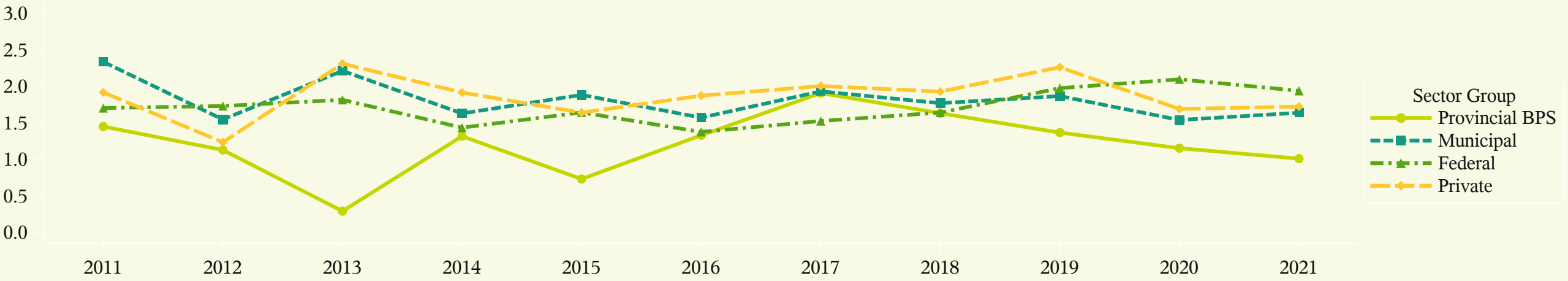
Distribution of Average Annual Base Wage Increases (%) by Sector Employees (%)



Average Annual Base Wage Increases (%) by Sector vs. the Consumer Price Index (CPI)



Trends of the Average Annual Base Wage Increases (%) for the Provincial BPS, Municipal, Federal and Private Sector, and for the Public and Private Sector vs. the Consumer Price Index (CPI), January 2011 To Date



Ratification Year

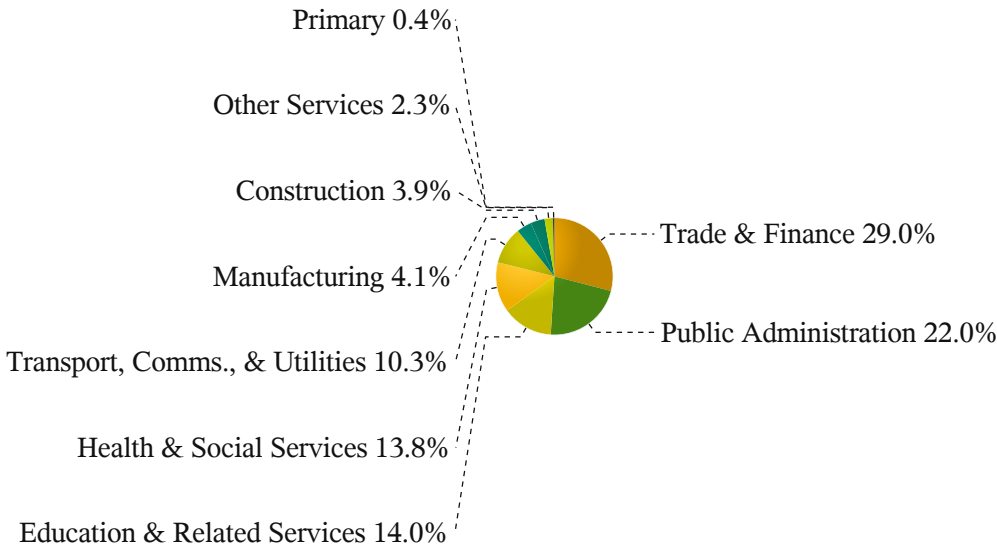
Ratification Quarter

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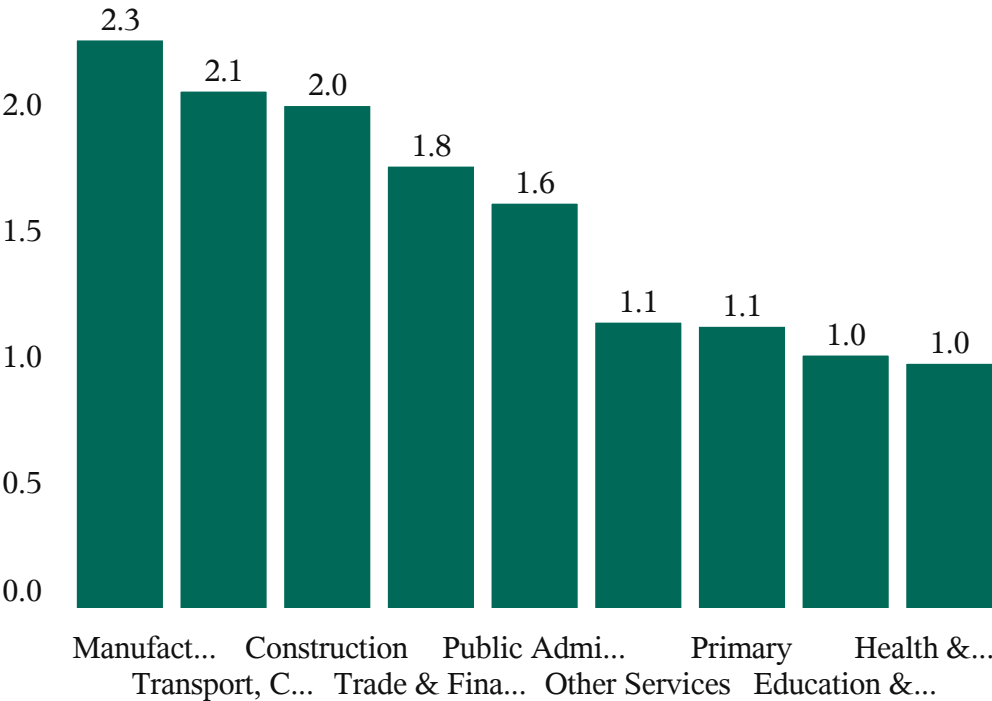
2020

1st quarter 2020

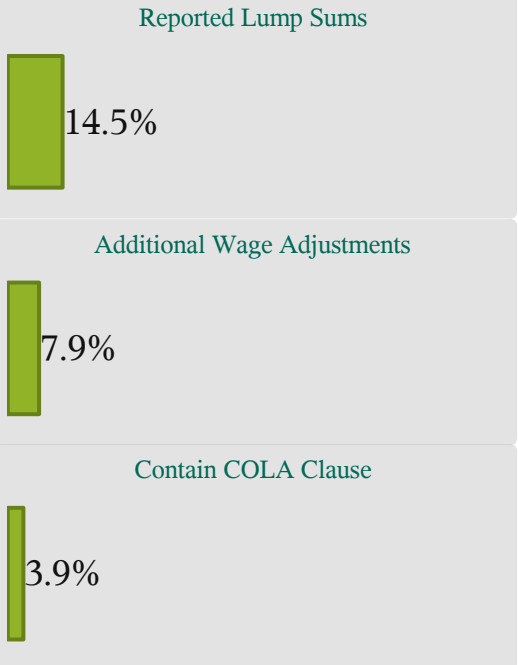
Industry Category of Settlements Measured by Number of Employees (% of Total)



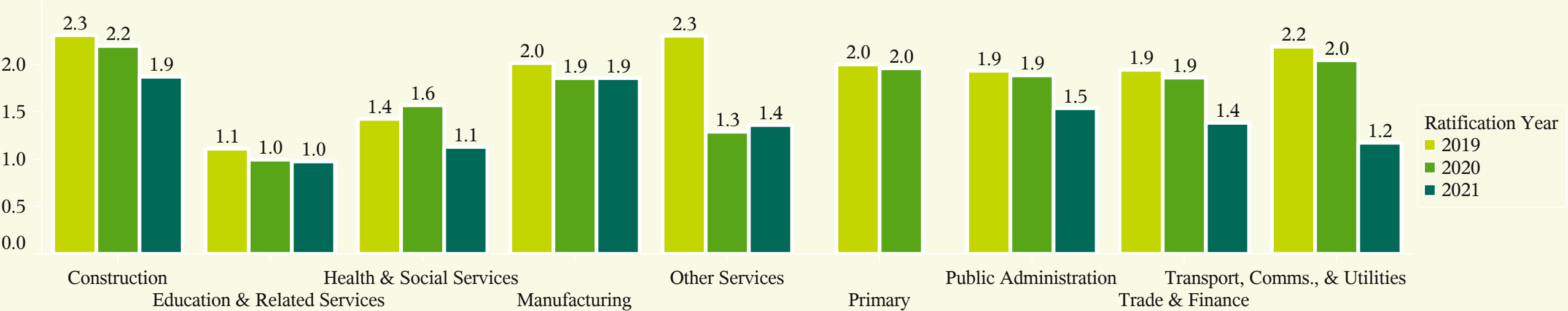
Average Annual Base Wage Increases (%) by Industry



Other Compensation (% of All Settlements), To view settlements double-click on the bar chart



Average Annual Base Wage Increases (%) by Industry, January 1919 To Date



Ratification Year

Ratification Quarter

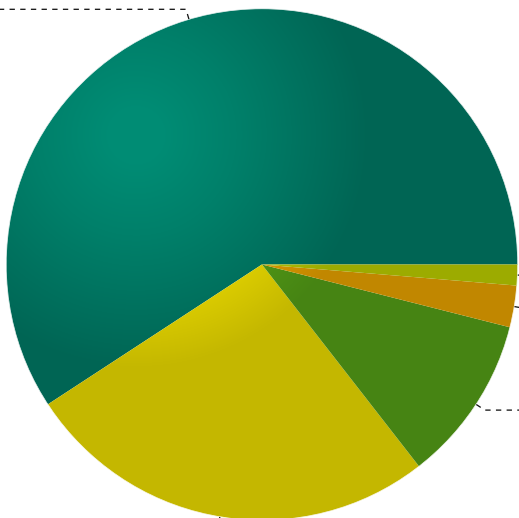
2020

1st quarter 2020

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Stage of Settlement (% of All Settlements)

Direct Bargaining 59.2%



Work Disruption 1.3%

Arbitration 2.6%

Mediation 10.5%

Conciliation 26.3%

Stage of Settlement by Sector (% of All Settlements)

Direct Bargaining



Conciliation

Mediation

Arbitration

Work Disruption

Private Settlements (%)
Public Settlements (%)

Duration of Settlement by Sector (% of Employees)

Public Employees (%) Private Employees (%)

80

60

40

20

0

2 yrs

3 yrs

4 yrs

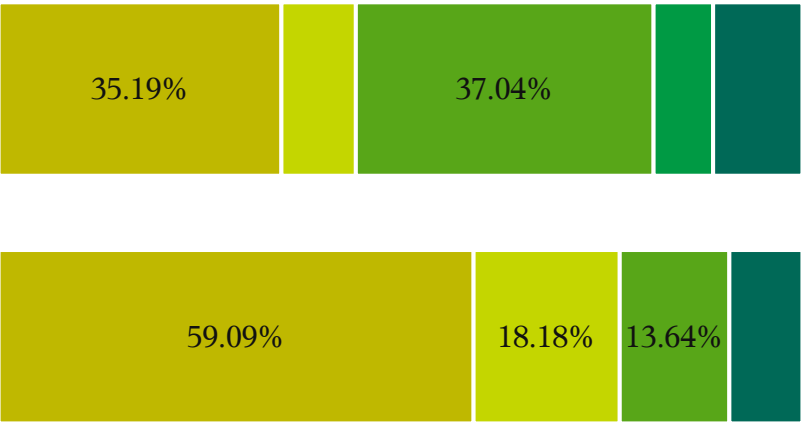
5 yrs

Duration of Settlement

Duration of Negotiations by Sector (% of All Settlements)

Public

Private



Duration of Negotiations
1-3 months
4-6 months
7-9 months
10-12 months
13 months or more

Ontario Ministry of Labour, Training and Skills Development

- Unless otherwise specified, all reports are based on data captured by the Ministry as of **19 / 8 / 2021**.
- All data are preliminary and come from information reported to the Ministry. The settlements reviewed may not be an exhaustive list if settlements have not been filed with the Ministry.
- Unless otherwise specified, all wage information is based on settlements covering 150 or more employees, with the exception of central settlements in the education sector (as of September 2015).
- Unless otherwise specified, average annual wage increases are calculated on the base rate and weighted by number of employees. The wage data may include cost-of-living adjustments where applicable, calculated at projected rates of inflation, and other additional wage adjustments, but exclude lump sum/bonus payments. The increases do not necessarily reflect the average increase for each member of the bargaining unit. Reported values on the wage increases may be rounded from original values. Individual yearly increases are based on the calendar year (January to December), and where multiple increases within a calendar year exist, the percentage displayed is the combined increase within that calendar year.
- Unless otherwise specified, the industry data used for all reports are based on the [North American Industry Classification System \(NAICS\)](#).

For more information please refer to the following reports or contact us:

- [Expiring Collective Agreements](#): Expiring collective agreements by date, industry, sector, union, etc.
- [Industry Snapshot](#): Industry-specific yearly snapshots of collective bargaining data
- [Employer Listing Report](#): List of active employer and union bargaining relationships
- [Collective Agreement Interactive Search](#): Search for collective agreements and interest arbitration awards filed with MLTSD
- [Customized Agreements Listing](#): Customize and view collective agreement listings using advanced search refiners by employer, union, industry, legislation, etc.

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