

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 : **27/2/2022**

Ratification Year

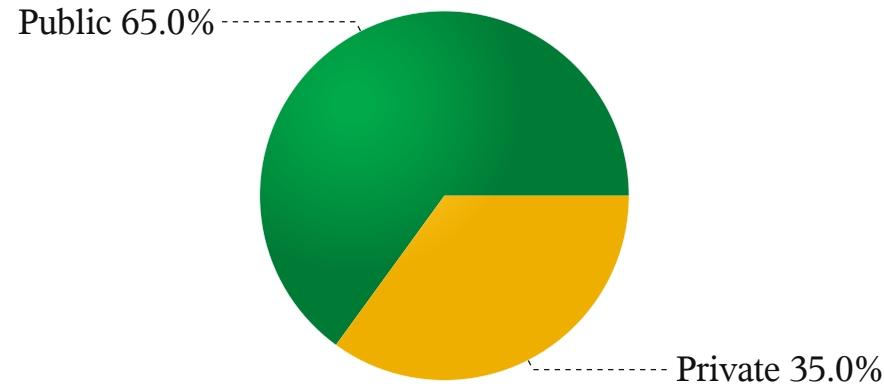
2021

Ratification Quarter

4th quarter 2021

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Settlements by Sector (% of Employees)



Average Annual Base Wage Increases (%) by Sector



Average Annual Base Wage Increases (%) by Sector

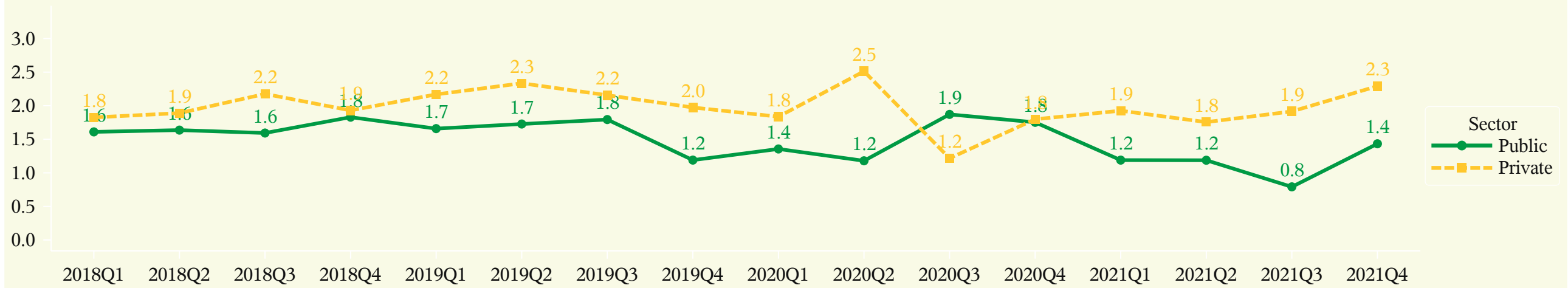
All Settlements - 1.7%

23 settlements
10,216 employees

• **Public - 1.4%**
18 settlements | 6,640 employees

• **Private - 2.3%**
5 settlements | 3,576 employees

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



Ratification Year

2021



Ratification Quarter

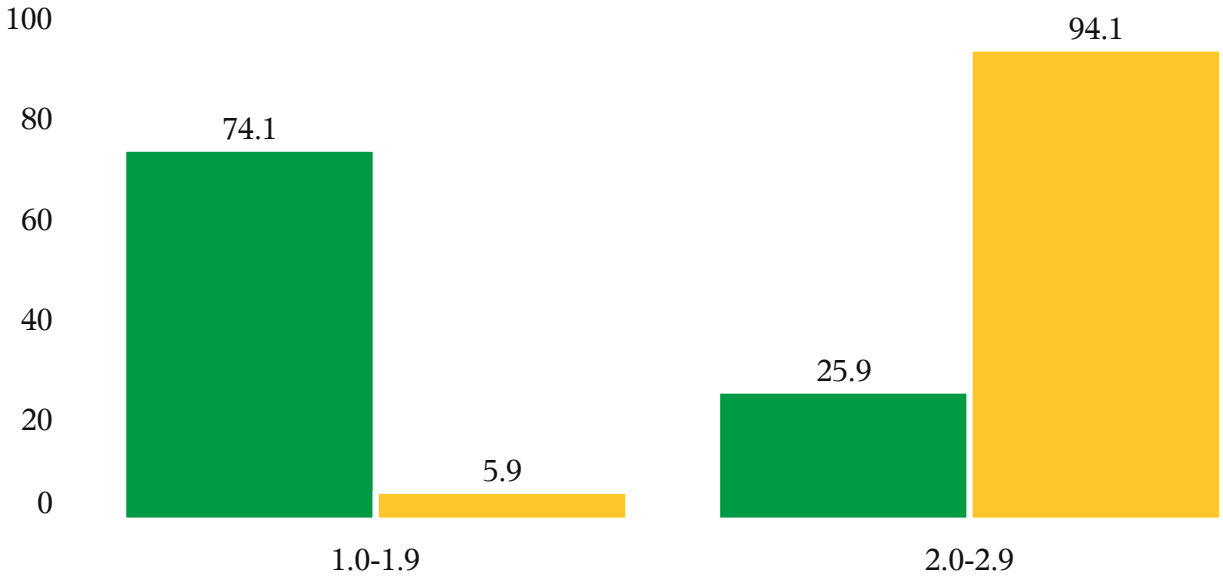
4th quarter 2021



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

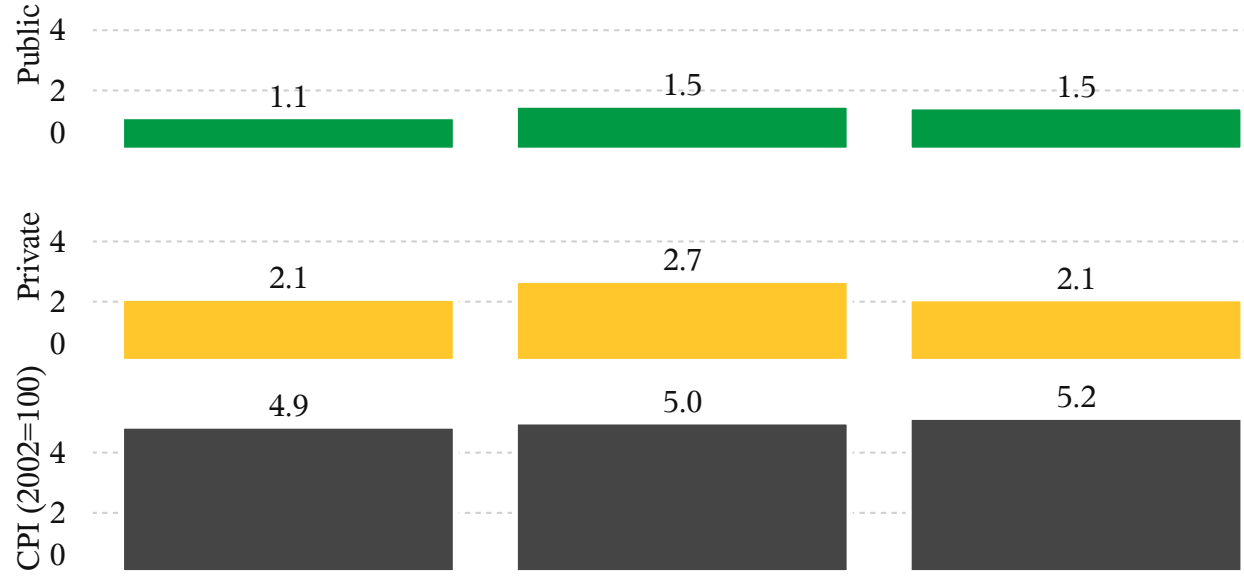
Public Employees (%) Private Employees (%)



Increase Distribution (%)

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

Sector

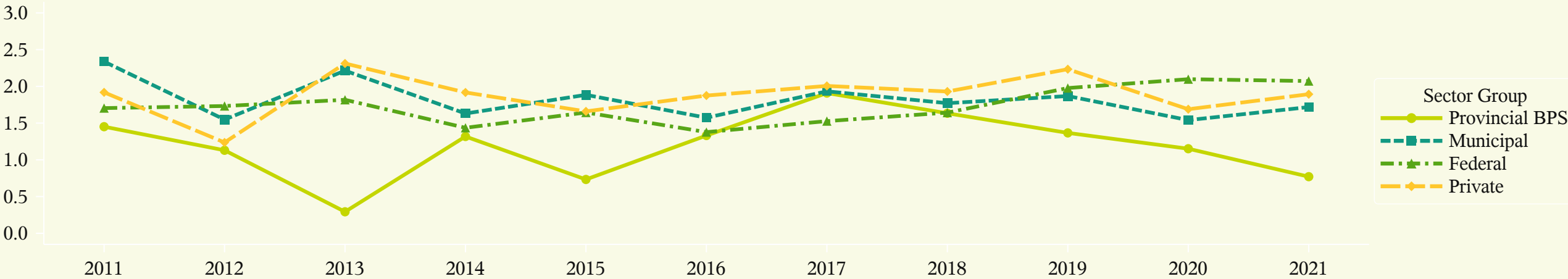


Oct

Nov

Dec

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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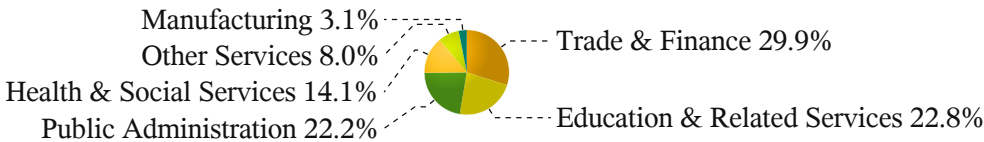
2021



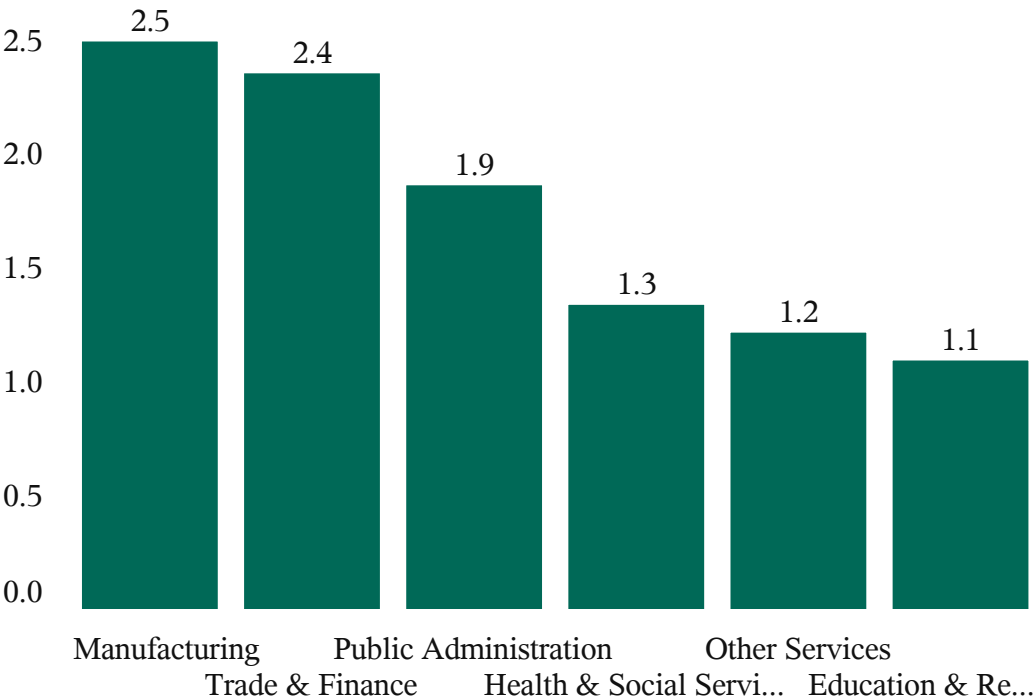
4th quarter 2021



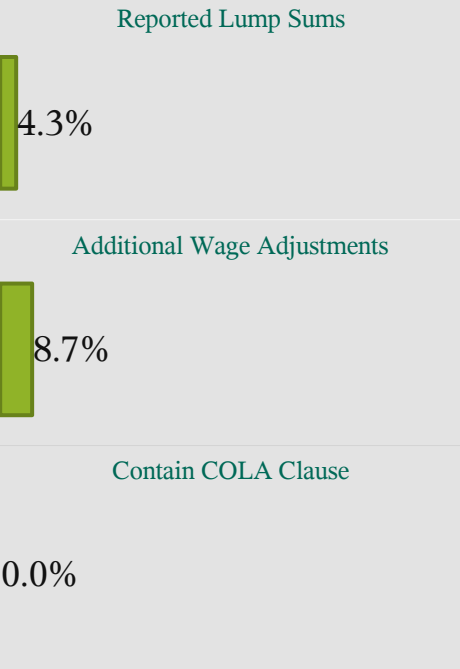
Industry Category of Settlements Measured by Number of Employees (% of Total)



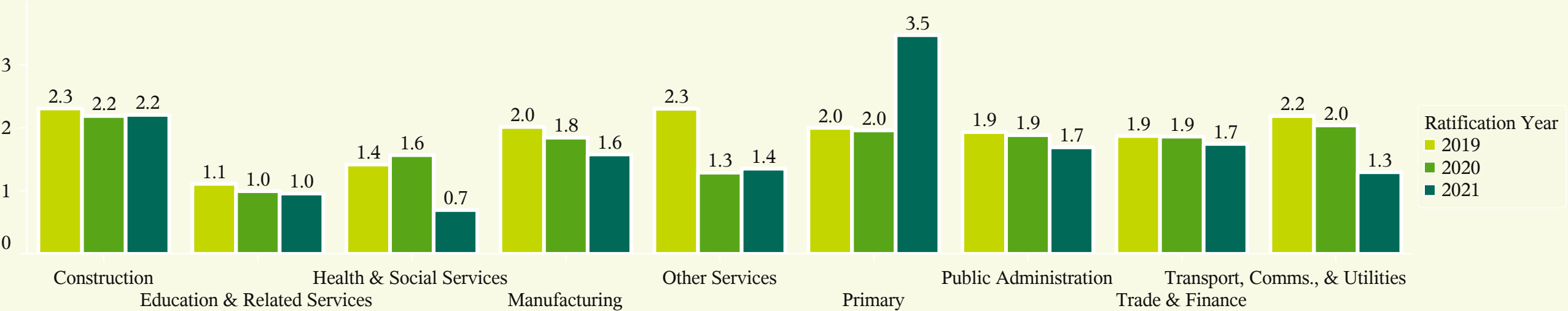
Average Annual Base Wage Increases (%) by Industry



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



Average Annual Base Wage Increases (%) by Industry, January 2019 To Date



Ratification Year

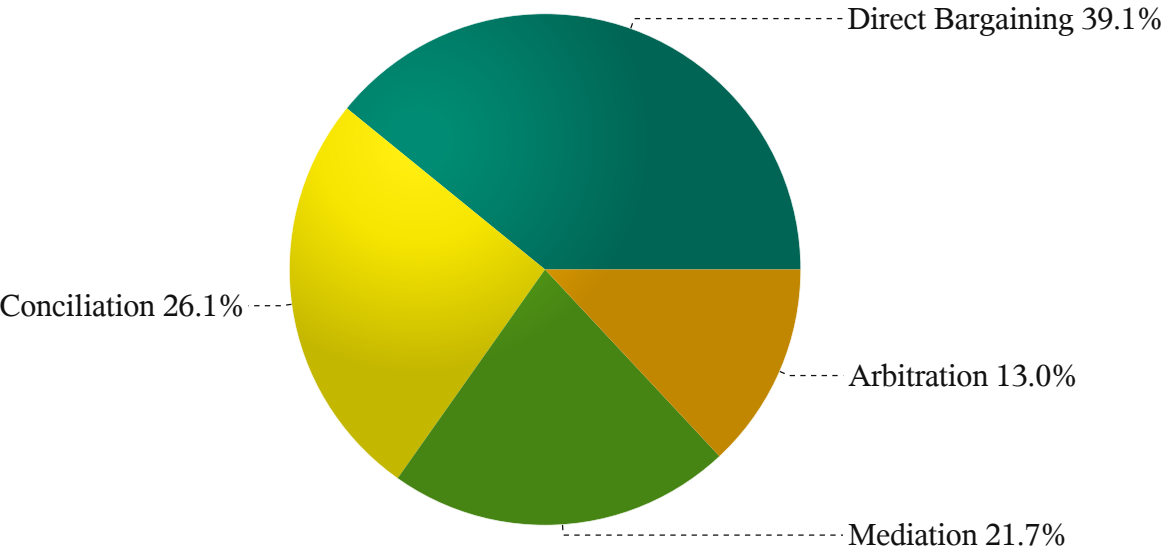
Ratification Quarter

2021

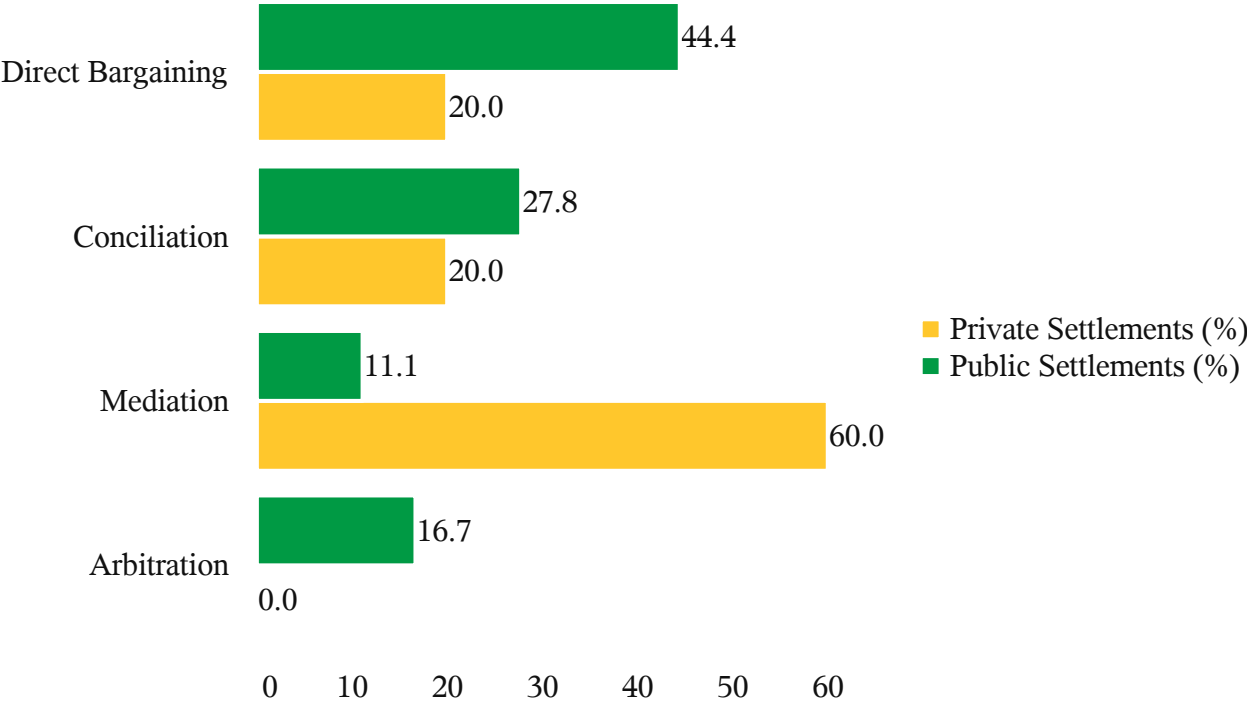
4th quarter 2021

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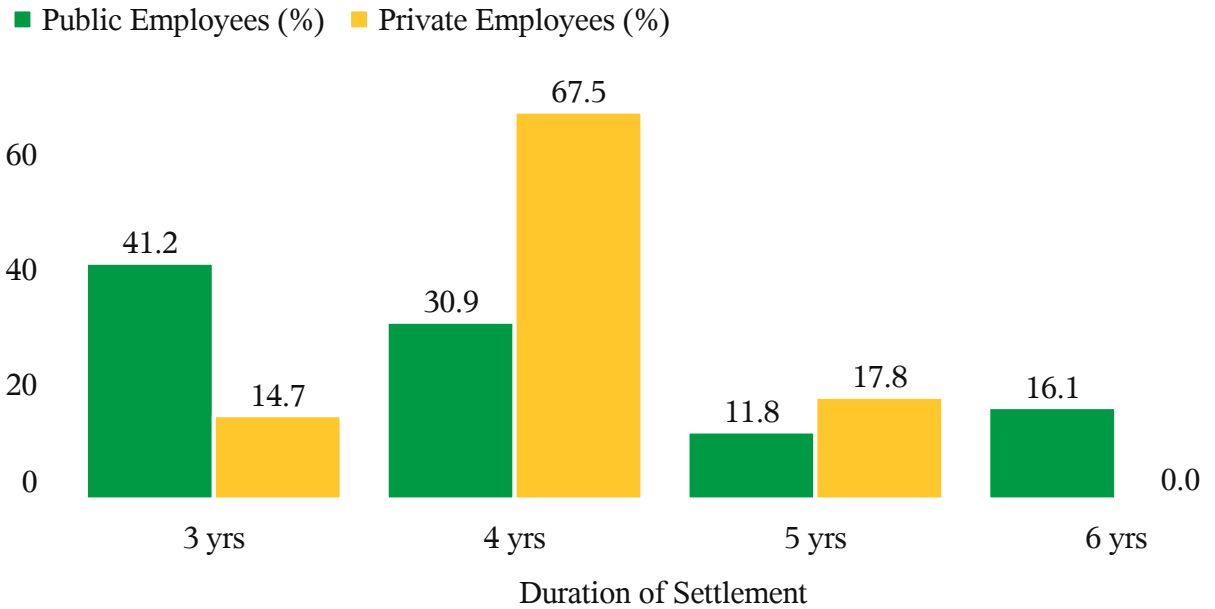
Stage of Settlement (% of All Settlements)



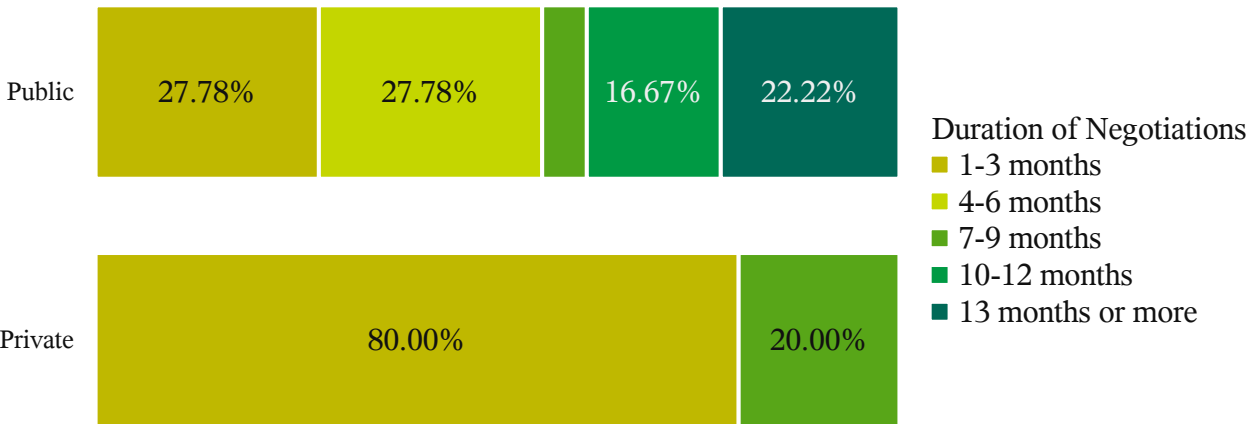
Stage of Settlement by Sector (% of All Settlements)



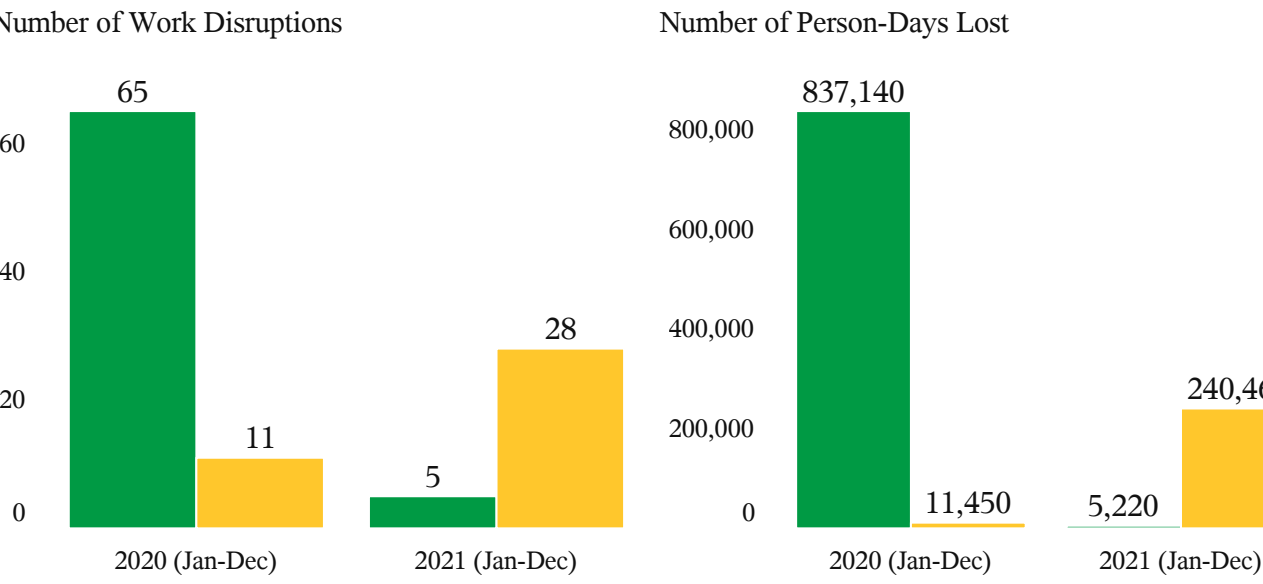
Duration of Settlement by Sector (% of Employees)



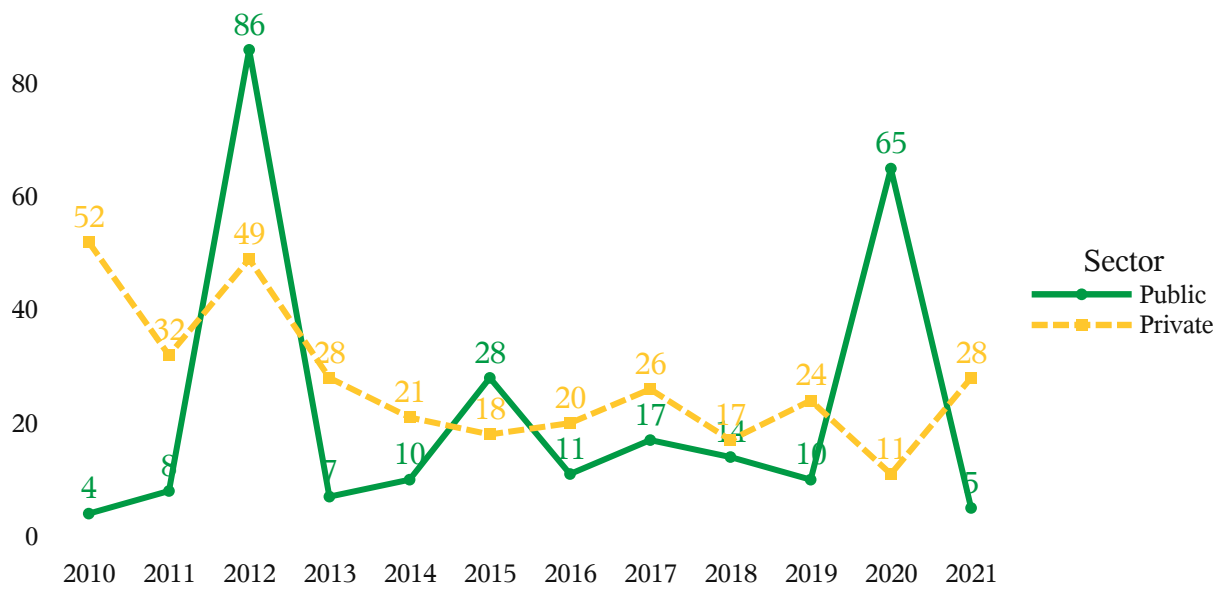
Duration of Negotiations by Sector (% of All Settlements)



Work Disruptions and Person-Days Lost, January to December 2020 and 2021



Trends of Work Disruptions, January 2010 to December 2021



Work Disruptions, January 2010 to December 2021*

Year	Number of Work Disruptions	Number of Employees Involved	Number of Employees Per Work Disruption	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Disruptions (Days Out)	Person-Days Lost as % of Estimated Annual Working Time
2010	56	10,711	191	704,630	66	71	0.05
2011	40	11,502	288	352,160	31	65	0.02
2012	135	65,982	489	200,600	3	13	0.01
2013	35	13,155	376	288,310	22	48	0.02
2014	31	5,479	177	132,200	24	59	0.01
2015	46	21,242	462	337,470	16	54	0.02
2016	31	12,058	389	244,800	20	37	0.01
2017	43	20,055	466	417,870	21	27	0.03
2018	31	11,016	355	303,230	28	45	0.02
2019	34	111,819	3,289	354,710	3	27	0.02
2020	76	820,813	10,800	848,590	1	3	0.06
2021	33	8,557	259	245,684	29	34	0.02

* Data is preliminary. Work disruptions info

Ontario Ministry of Labour, Training and Skills Development

- Unless otherwise specified, all reports are based on data captured by the Ministry as of: **27/2/2022**.
- 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 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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