

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 : **14/7/2022**

Ratification Year

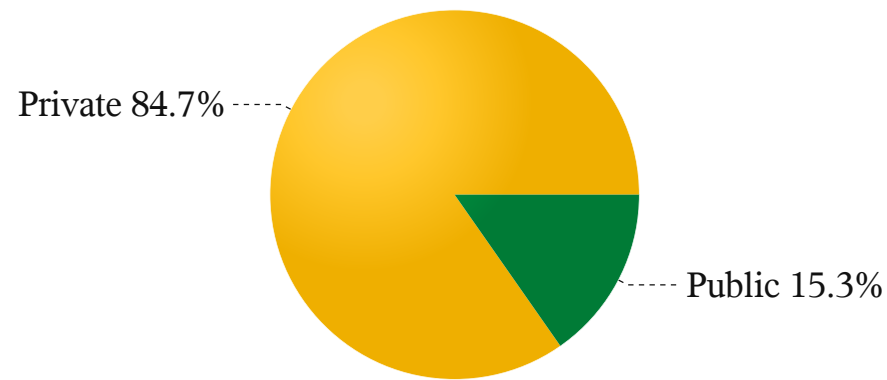
2022

Ratification Quarter

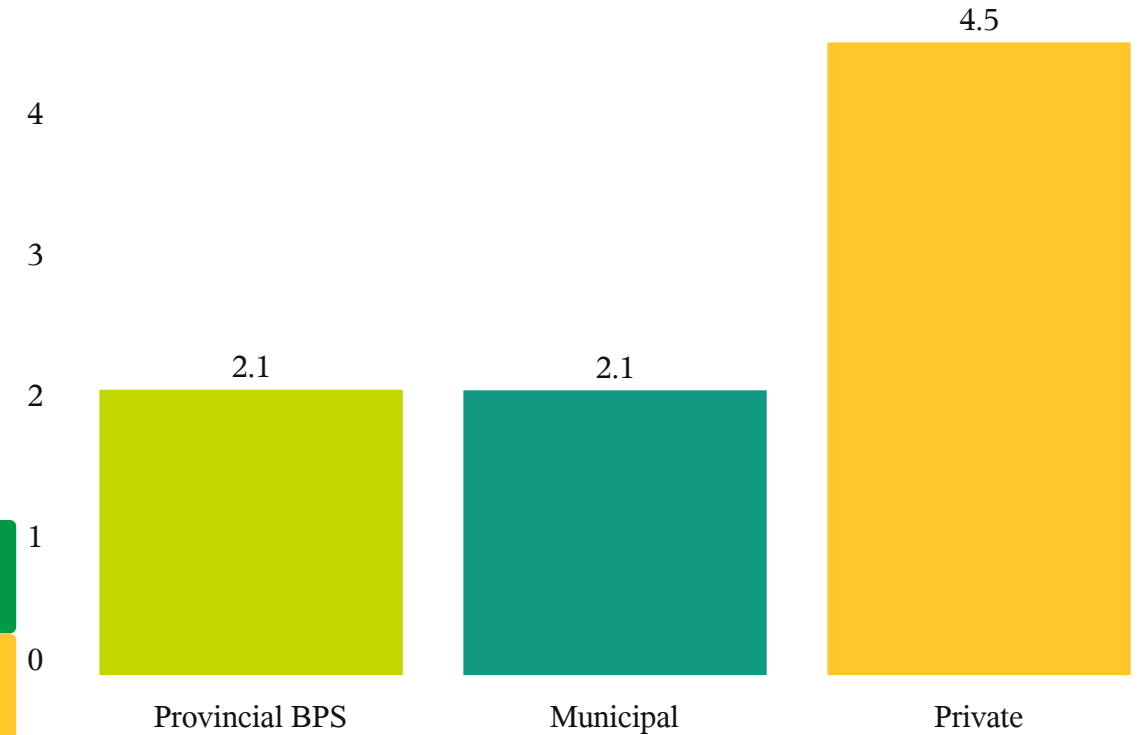
2nd quarter 2022

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Settlements by Sector (% of Employees)



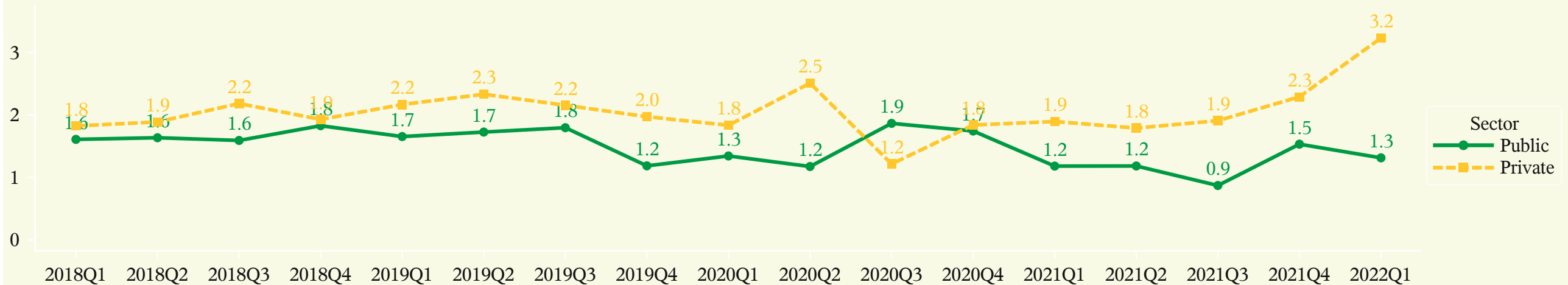
Average Annual Base Wage Increases (%) by Sector



Average Annual Base Wage Increases (%) by Sector

All Settlements - 4.2%35 settlements
44,082 employees**Public - 2.1%**
18 settlements | 6,739 employees**Private - 4.5%**
17 settlements | 37,343 employees

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



Ratification Year

2022

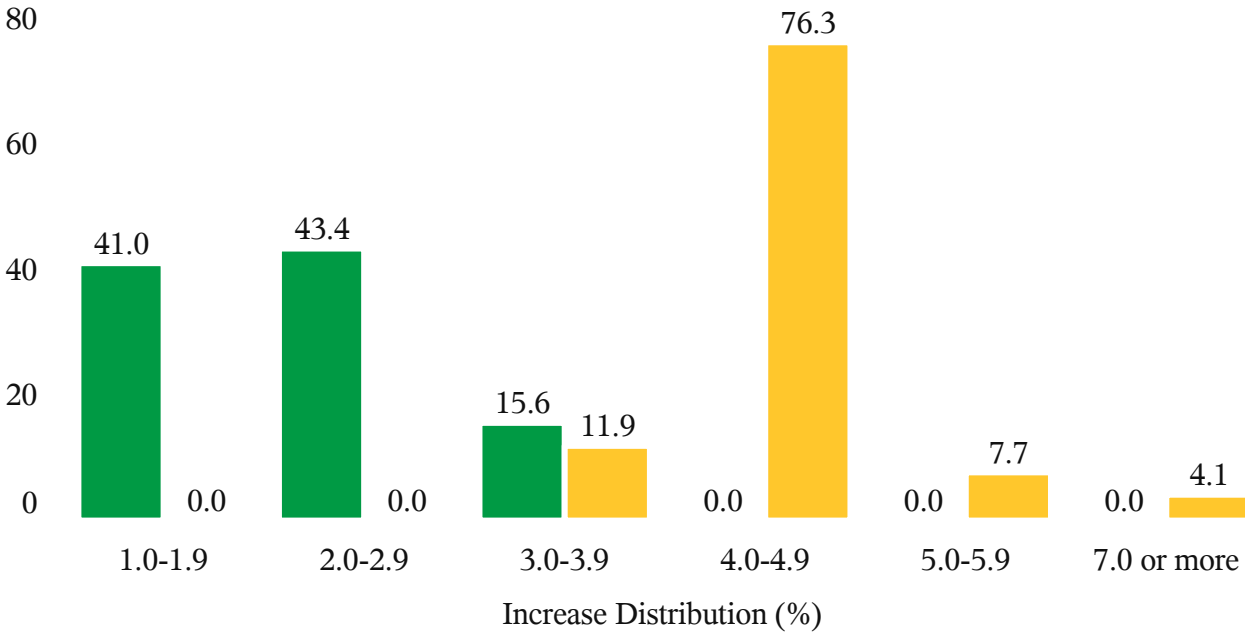
Ratification Quarter

2nd quarter 2022

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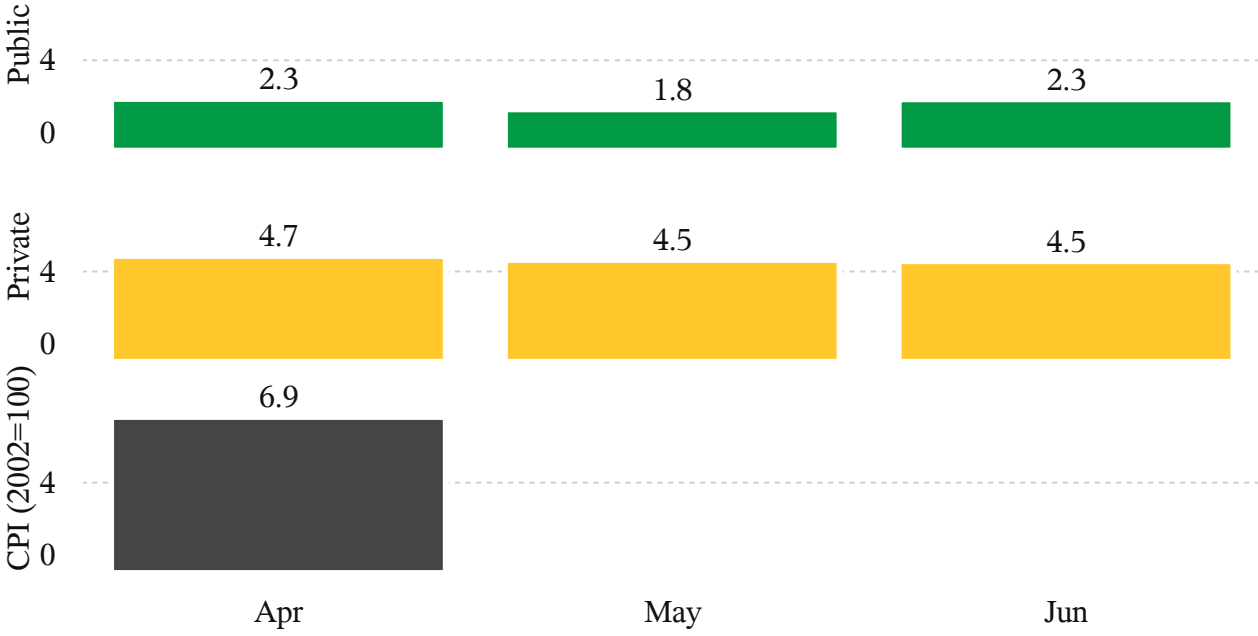
Distribution of Average Annual Base Wage Increases (%) by Sector Employees (%)

Public Employees (%) Private Employees (%)

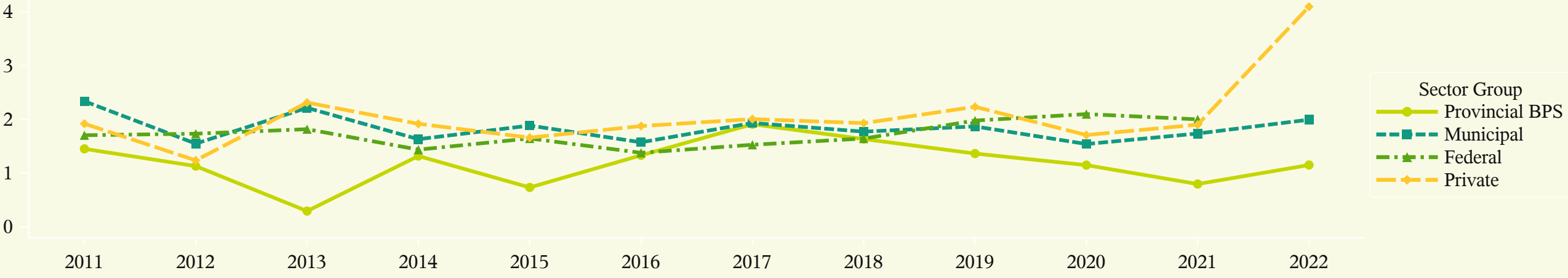


Average Annual Base Wage Increases (%) by Sector vs. the Consumer Price Index (CPI)

Sector



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

2022

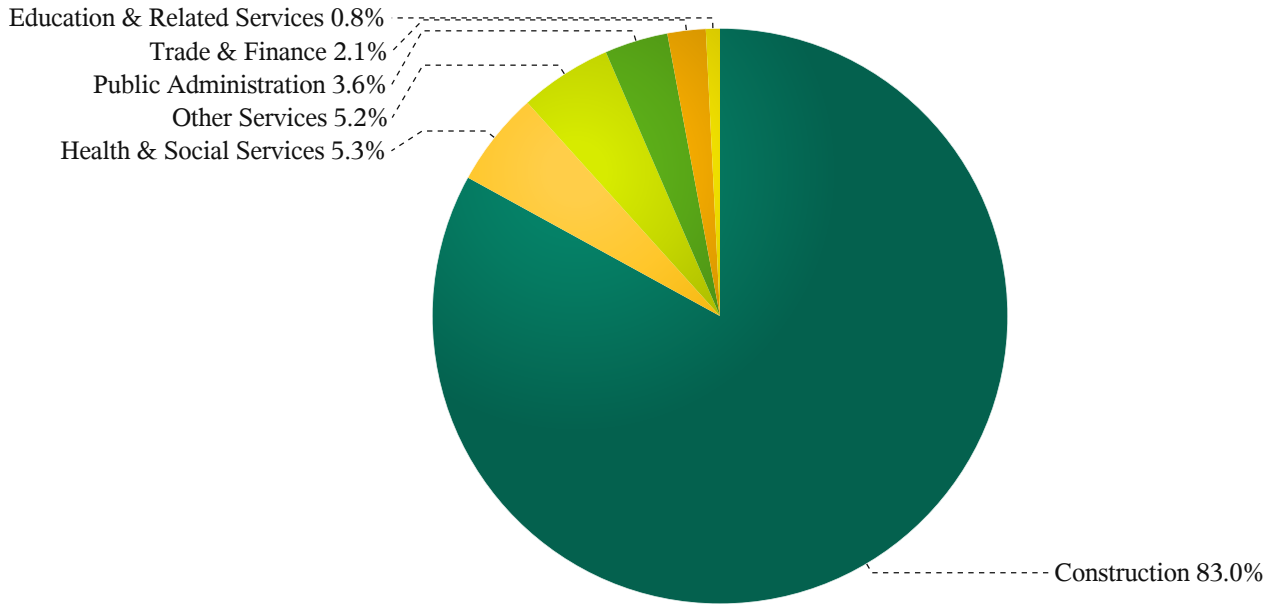


2nd quarter 2022

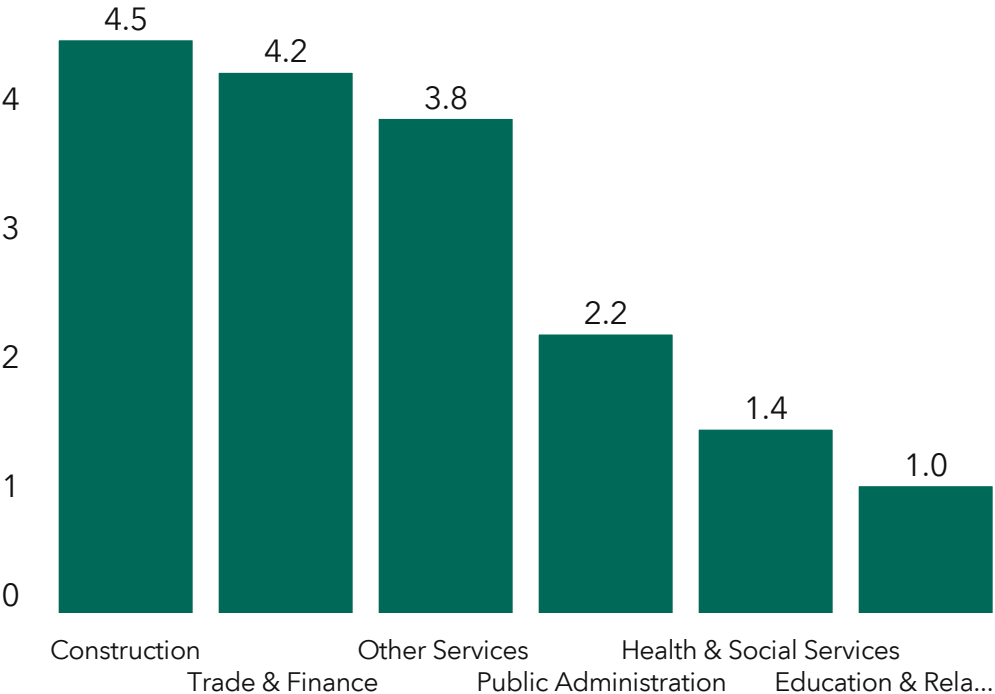


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Industry Category of Settlements Measured by Number of Employees (% of Total)

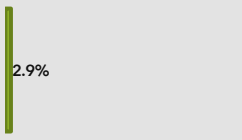


Average Annual Base Wage Increases (%) by Industry



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

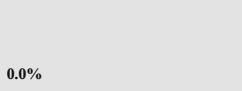
Reported Lump Sums



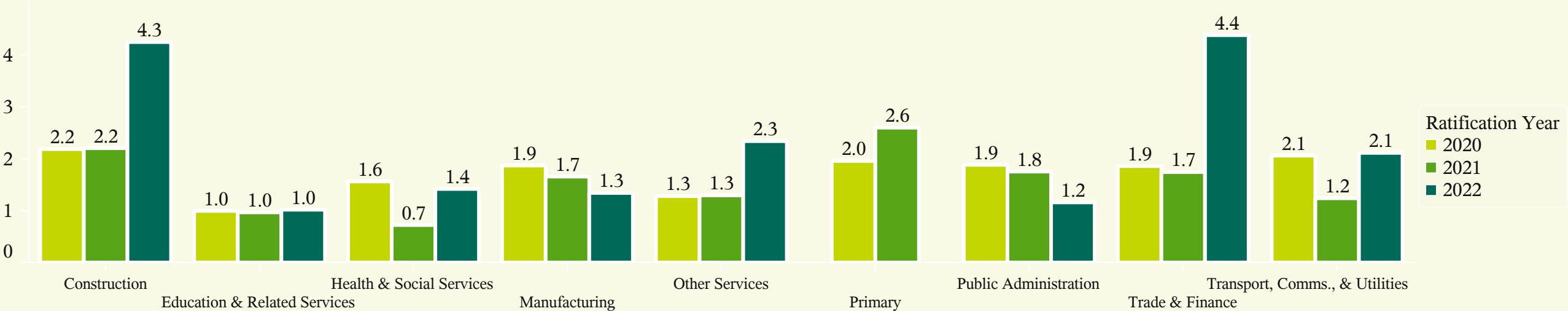
Additional Wage Adjustments



Contain COLA Clause



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



Ratification Year

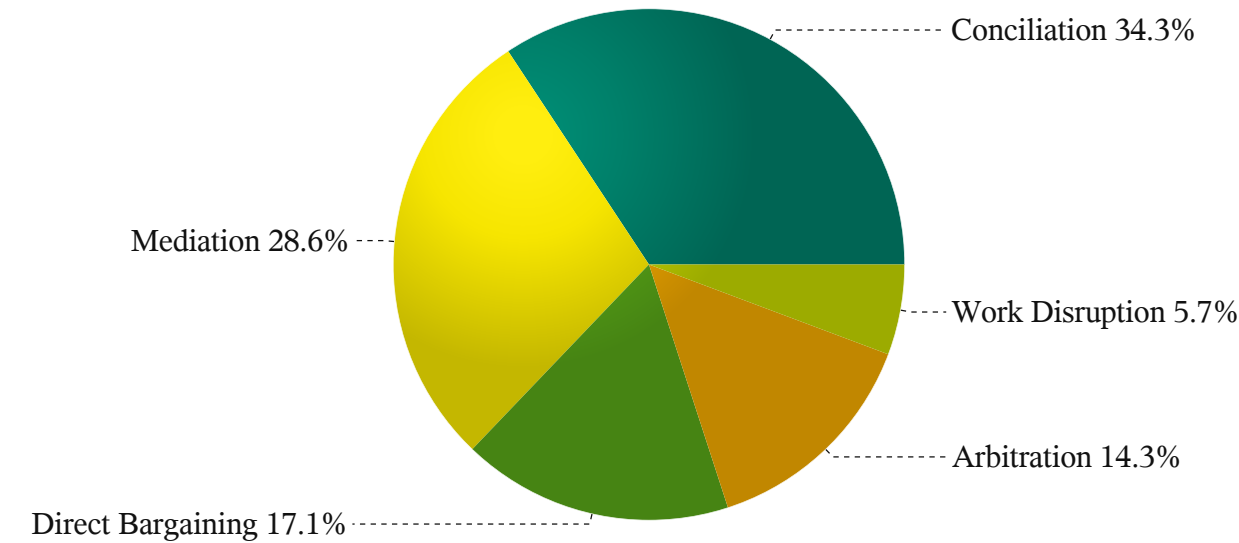
Ratification Quarter

2022

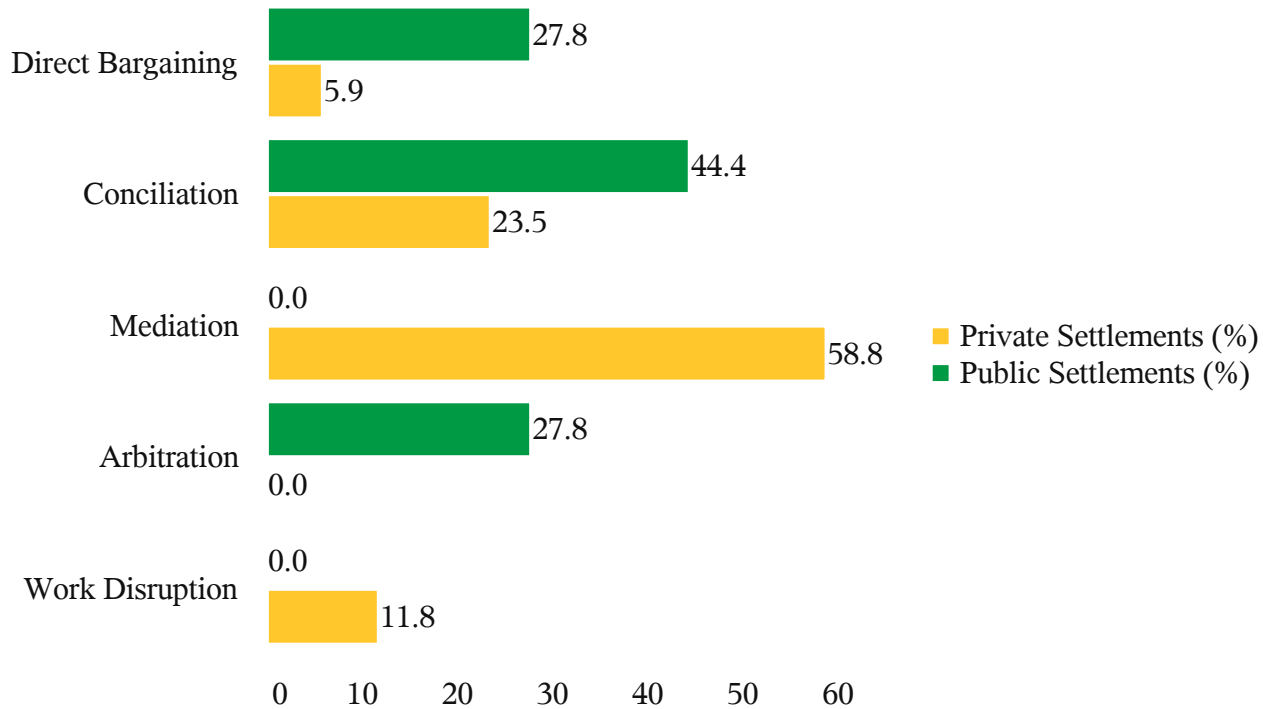
2nd quarter 2022

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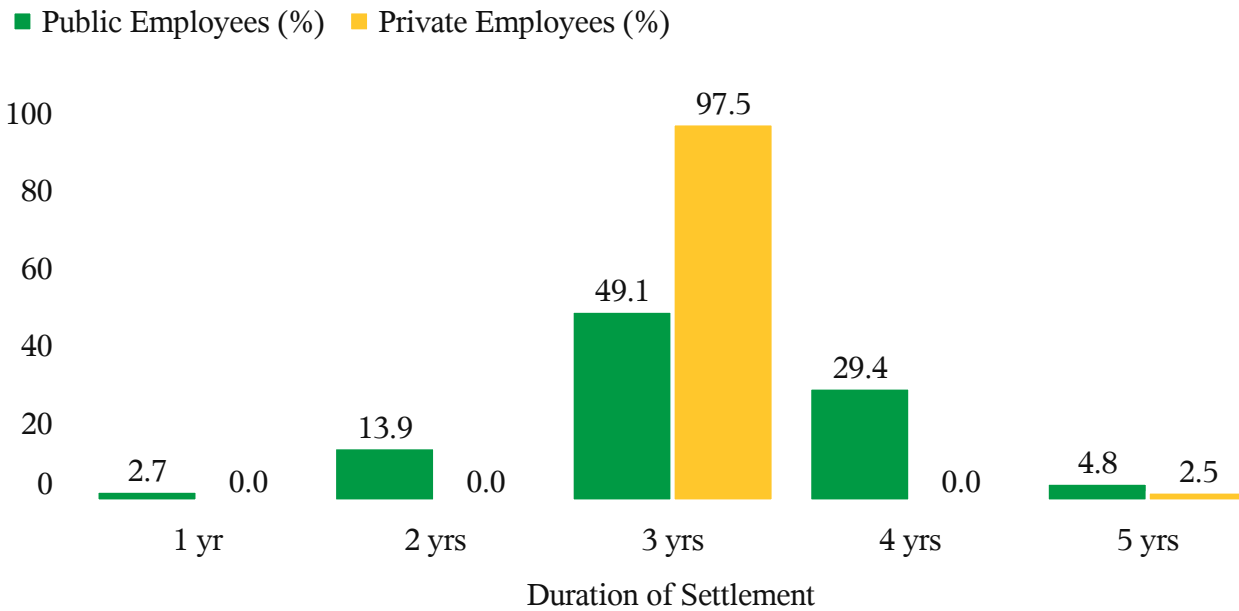
Stage of Settlement (% of All Settlements)



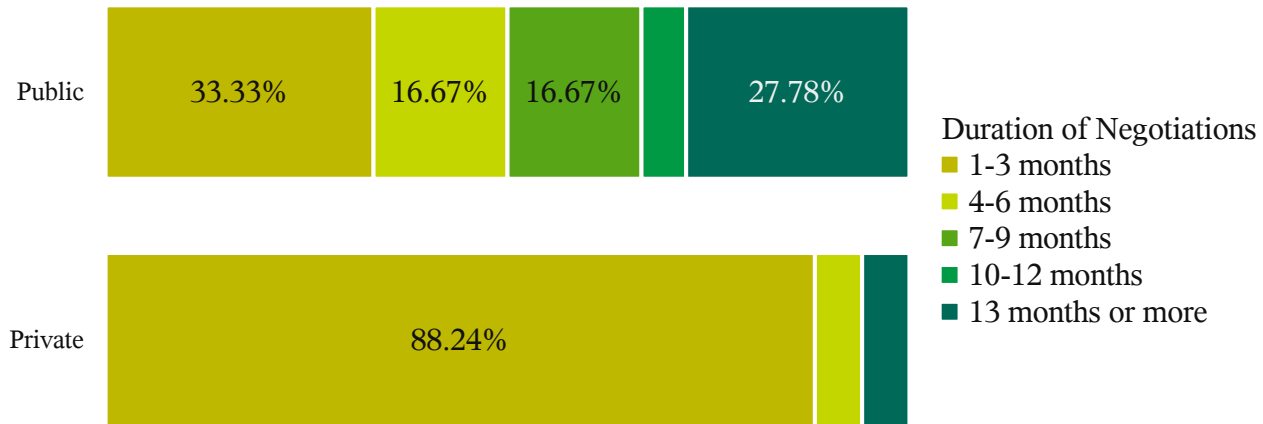
Stage of Settlement by Sector (% of All Settlements)



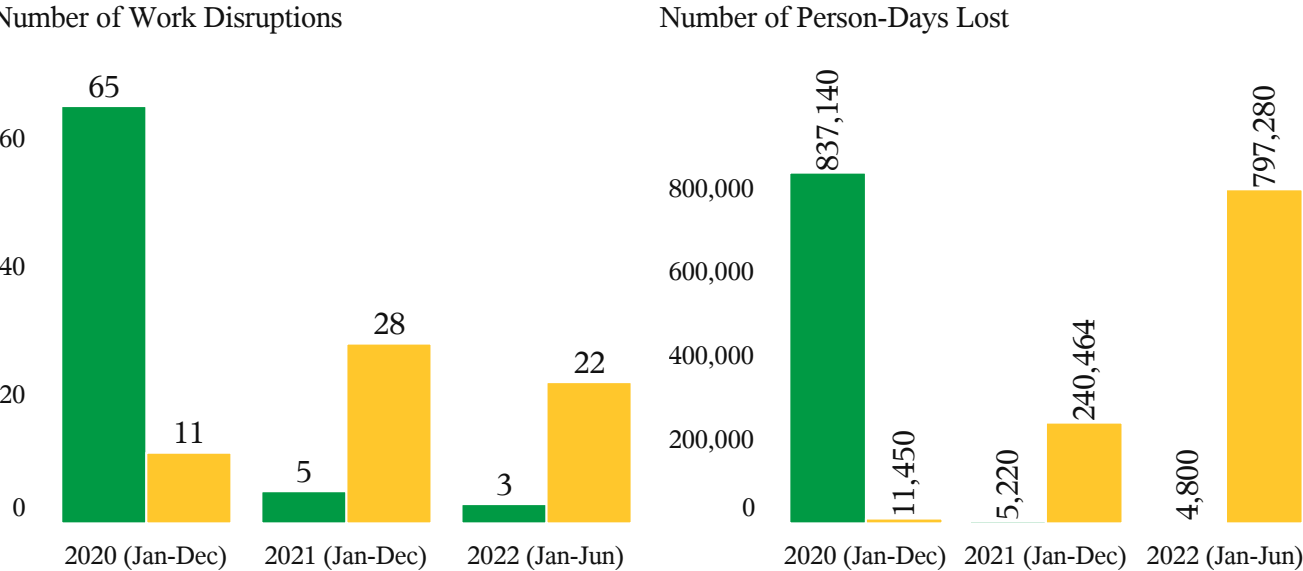
Duration of Settlement by Sector (% of Employees)



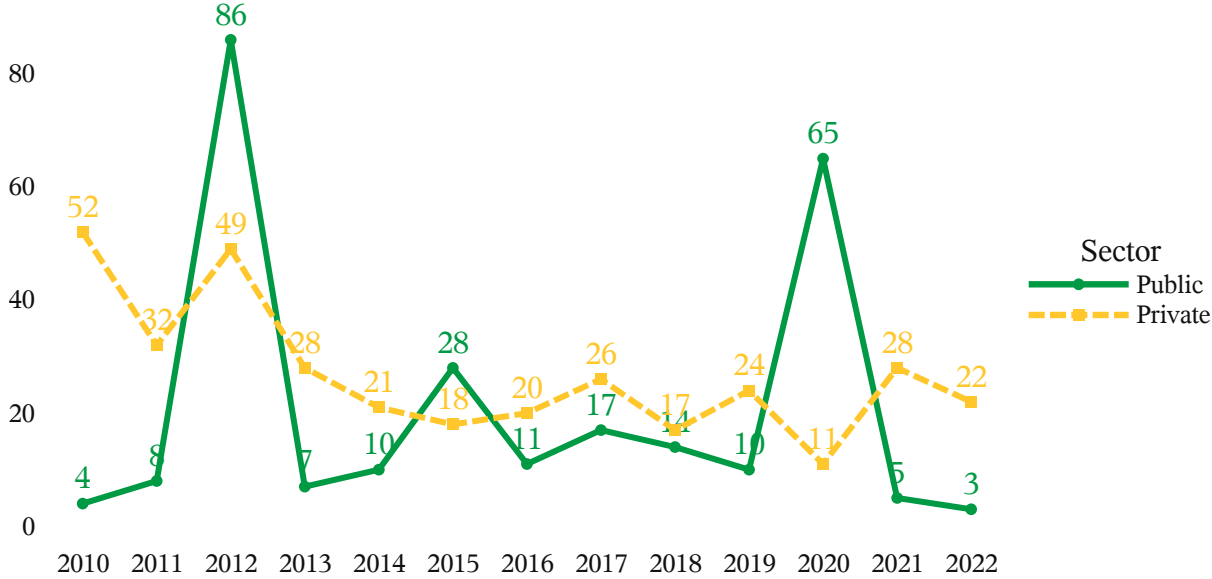
Duration of Negotiations by Sector (% of All Settlements)



Work Disruptions and Person-Days Lost, January 2020 to June 2022



Trends of Work Disruptions, January 2010 to June 2022



Work Disruptions, January 2010 to June 2022*

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
2022	25	53,441	2,138	802,740	15	16	0.10

* Data is preliminary. Work disruptions info

Use the drop-down menus to view a list of negotiated settlements based on the selected criteria. To view the collective agreement (if available) double-click on the settlement.

Ratification Year

2022

Ratification Quarter

2nd quarter 2022

Filter by Sector

Sector Group

Filter by Industry

Industry

Relationship ID	Document Type Available	Ratification ▲	Sector Group	Industry	Employer Name	Union Name	Union Local
36703	No Document	Apr2022	Private	Other Services	Hallmark Housekeeping Services Inc.	Service Employees International Union (SEIU)	2
85960	No Document	Apr2022	Provincial BPS	Health & Social Services	Hotel Dieu Grace Healthcare	Unifor	2458
85596	No Document	Apr2022	Provincial BPS	Other Services	Casino Rama Services Inc.	Unifor	1090
92975	No Document	Apr2022	Private	Other Services	Best Service Pros Ltd.	Service Employees International Union (SEIU)	2
26989	Arbitration Award	Apr2022	Municipal	Health & Social Services	Corporation of the County of Simcoe	Service Employees International Union (SEIU)	1
24584	No Document	Apr2022	Private	Construction	Steeplejack And Masonry Restoration Contractors Assn	Operative Plasterers and Cement Masons International Association (OPCMIA)	598
84613	No Document	Apr2022	Private	Trade & Finance	Metro Ontario Inc	Unifor	414
41760	No Document	Apr2022	Private	Construction	Toronto And Area Road Builders Association	International Union of Operating Engineers (IUOE)	793
39360	No Document	Apr2022	Municipal	Other Services	Ottawa Community Housing Corp	Canadian Union of Public Employees (CUPE)	503
92222	No Document	Apr2022	Private	Construction	Ontario Traffic Control Contractors' Association	Labourers International Union of North America (LiUNA)	183, 493, 527, 607, 625, 837, 1036, 1059, 1089
43031	No Document	Apr2022	Private	Construction	National Elevator And Escalator Assn	International Union of Elevator Constructors (IUEC)	50, 90, 96
33213	Collective Agreement	Apr2022	Provincial BPS	Health & Social Services	IOOF Seniors Homes Inc.	Christian Labour Association of Canada (CLAC)	304
45223	No Document	May2022	Private	Construction	Residential Low-Rise Forming Contractors Assn of Metropolitan Toronto and Vicinity	Labourers International Union of North America (LiUNA)	183
24441	No Document	May2022	Provincial BPS	Health & Social Services	Timmins And District Hospital	United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW)	

Ontario Ministry of Labour, Training and Skills Development

- Unless otherwise specified, all reports are based on data captured by the Ministry as of: **14/7/2022**.
- 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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