Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services

Ontario Collective Bargaining Agreement Expirations

2011

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FOREWORD

This *Ontario Collective Bargaining Agreement Expirations* report is the forty-fourth annual report on collective agreement expirations produced by Collective Bargaining Information Services (CBIS).

The information in this report is derived from the database of CBIS as at January 28, 2011.

Detailed tables and listings of agreements expiring in 2011 by industry, union, and bargaining unit size are available from CBIS.

The names of employers, bargaining agents, and the number of employees listed for each expiry reflect information received by CBIS at the time of ratification of the most current collective agreement. Bargaining situations resulting from recent or future Ontario Labour Relations Board decisions, or expired agreements that have not been ratified as of the publication date are excluded.

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Executive Summary

- The Ontario Collective Bargaining Agreement Expirations report provides an overview of the expected collective bargaining activity in Ontario for 2011. The key findings of this report are summarized as follows:
- Collective bargaining activity for 2011 will involve 2,571 collective agreements covering 496,118 Ontario-based employees. In comparison to 2010, these agreements represent a decrease of 10% in the number of agreements expiring in 2011 and an increase of 25% in the number of employees covered.
- Fifty-six percent of the agreements expiring in 2011 will occur during the months of March, June and December. This is due to the large number of agreements expiring in health and social services (444 agreements in March, 145 in June and 71 in December), municipal administration (28 agreements in March and 97 in December), education and related services (28 in June), and transportation (31 agreements in March, 11 in June and 15 in December). In terms of the number of employees covered, bargaining activity will be concentrated in the months of January, March, June and December, affecting workers in health and social services, municipal and federal government, education and related services, transportation, retail trade, management services, and communications.
- Broader Public Sector (BPS) agreements account for 48% of all agreements expiring in 2011 and cover approximately 68% of the total number of employees
- Of the 1,196 BPS agreements expiring in 2011, a total of 980 are in health and social services, education and related services and provincial administration. Of the 278,296 BPS employees whose agreements expire in 2011, a total of 201,994 are employed in health and social services, education and related services and provincial administration.
- Major negotiations in the BPS for 2011 include hospitals (March, October), municipalities (March, December), nursing homes and homes for the aged (March, September), Toronto Transit Commission (TTC) (March), GO Transit (June), universities (April, June), College Employer Council (support staff) (August), and Police Services Boards (December).
- Key negotiations in the private sector include Metro Ontario (May, November), Pharma Plus Drugmarts (January), Fortinos (June), No Frills Franchise Stores (June), Securitas (June), Garda Security Group (June), G4S Security Services (November)
- Under federal jurisdiction, Canada-wide agreements for Air Canada, Canada Post, Treasury Board of Canada, Canada Customs and Revenue Agency (CCRA), Canadian Advertisers Association/ Communication Agencies Institute, and Purolator Courier will also expire in 2011.
- Major unions representing the largest number of employees covered by agreements expiring in 2011 include Canadian Union of Public Employees (CUPE), Ontario Nurses Association (ONA), and Service Employees International Union (SEIU).

Ontario Collective Bargaining Agreement Expirations, 2011

Table 1: Key Negotiations in 2011*

Months	Employers/Sectors	Unions	Approx. Empls
January	Pharma Plus Drugmarts	UFCW-Can	2,100
March	Municipalities	CUPE et al.	3,600
	Toronto Transit Commission	ATU et al.	9,500
	Hydro One	CUPE et al.	4,000
	Hospitals	ONA & OPSEU et al.	70,500
	Nursing Homes/Homes for the Aged	SEIU et al.	11,000
	Community Services	SEIU et al.	8,400
	Workplace Safety & Insurance Board	CUPE	3,300
April	Universities	CUPE et al.	9,500
May	Metro Ontario	CAW Canada	5,000
June	No Frills Franchise Stores	UFCW-Can	8,000
	Fortinos	UFCW-Can	5,000
	Garda Security Group	USW	2,000
	Securitas Canada	USW	3,500
	Greater Toronto Transit Authority (GO Transit)	ATU-Intl	1,200
	Universities	USW et al.	10,600
	Council Academic Hospitals of Ontario (CAHO)	Internes & Residents Assoc.	3,300
August	College Employer Council (support staff)	OPSEU	6,500
September	Nursing Homes/Homes for the Aged	SEIU et al.	10,653
October	Hospitals	SEIU et al.	16,000
November	Metro Ontario	UFCW-Can	10,000
	G4S Security Services	UFCW-Can	3,000
December	Ontario Provincial Police (OPP civilian and uniform)	Ontario Provincial Police	8,200
	Municipalities	CUPE et al.	42,400
	Municipal Police	Police Assoc.	4,600

Federal Jurisdiction: Air Canada, Canada Post, Treasury Board of Canada, Canada Customs and Revenue Agency, Canadian Advertisers Association/Communication Agencies Institute, City of Ottawa Transit (OC Transpo) and Purolator Courier

* Reflects information received as at date of ratification of current agreement

According to information received and processed by Collective Bargaining Information Services (CBIS), 2,571 collective agreements covering 496,118 Ontario-based employees (Table 8) are scheduled to expire in 2011. These expiring agreements represent 21% of the 12,262 agreements currently on file and affect 30% of the 1,656,844 employees covered. The number of agreements expiring in 2011 decreased by 10% from 2010, and the number of employees increased by 25%.

Of the collective agreements scheduled to expire in 2011, 48% are broader public sector agreements, covering 68% of all employees. In the broader public sector, the level of bargaining activity will be concentrated in health and social services, municipal and federal administration, and education and related services. The level of bargaining activity in 2011 will be affected by public sector negotiations continuing from 2010 specifically negotiations between the hospitals and various unions. Negotiations of agreements in the health and social services will include nursing homes, homes for the aged, Canadian Red Cross Society (community health services), VHA Home Healthcare, and the Council of Academic Hospitals of Ontario (CAHO).

Table 2: Ontario Collective Agreement Expirations, Employees Covered, 2001 - 2011

Year	Employees covered *(rounded to the nearest thousand)*
2001	580,000
2002	445,000
2003	373,000
2004	714,000
2005	328,000
2006	392,000
2007	491,000
2008	636,000
2009	343,000
2010	396,000
2011	496,000

Major bargaining in the education and related services sector will include McMaster University, Queen's University, University of Ottawa, University of Toronto, York University and College Employer Council (support staff).

In municipal administration, negotiations will proceed for the City of Ottawa, City of Toronto, Toronto Transit Commission, and Durham Regional Municipality.

In provincial administration, collective bargaining will commence for the Greater Toronto Transit Authority (GO Transit), Workplace Safety and Insurance Board, Ontario Provincial Police (OPP civilian/uniform), and Hydro One.

In the federal sector, 2011 expiries will include Air Canada, Canada Post, Treasury Board of Canada, Canada Customs and Revenue Agency (CCRA), Canadian Advertisers Association/Communication Agencies Institute, City of Ottawa Transit (OC Transpo), and Purolator Courier.

Private sector agreements will account for 52% of all expiring agreements, affecting 32% of all employees. Private sector agreements expiring in 2011 will be concentrated in wholesale and retail trade (117 agreements), fabricated metals (81 agreements), accommodation and food services (78), food and beverage (72 agreements), and transportation (62 agreements). Transportation and retail trade cover the largest number of employees.

Economic Setting

In 2011, collective bargaining in Ontario will continue to take place in an economic environment of uncertainty and fiscal challenges. Higher interest rates, a stronger Canadian dollar, higher oil prices and economic challenges in the U.S. will impact Ontario's economic growth. According to a survey of private-sector forecasters, [1] Ontario's real Gross Domestic Product (GDP) is projected to grow by 2.6% in 2011, and 2.8% in both 2012, and 2013 (Table 4).

The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI), averaged 2.5% in 2010, up from 0.4% in 2009. Forecasters [1] predict that the inflation rate will average 2.3% in 2011, and slow to 2.1% in 2012.

The national unemployment rate for 2010 [2] averaged 8%, down from 8.3% in 2009. Ontario's unemployment rate declined from 9% in 2009 to 8.7% in 2010, and is projected to average 8.1% in 2011 and 7.6% in 2012.

Ontario's employment rose by 1.7% in 2010, compared to a 2.5% decrease in 2009. Ontario's employment rate is projected to increase by 1.7% in 2011 and 1.8% in 2012 [1].

In 2010, the annual increase in base wage rates for collective agreements covering 200 and more employees averaged 2%, a slight decrease from the average annual rate of 2.1% in 2009. Wage increases for the public and private sectors diverged, showing a decrease in the public sector and an increase in the private sector. Public sector wage settlements averaged 1.9% in 2010 compared to 2.4% in 2009, while the private sector settlements averaged 2.1% in 2010, an increase from 1.3% reported in 2009.

Table 3: Ontario Growth in Real Gross Domestic Product, 2004 - 2010

Year	%
2004	2.5
2005	2.7
2006	2.5
2007	2.2
2008	-0.5
2009	-3.6
2010*	2.8

** Preliminary*

Table 4: Ontario Growth in Real Gross Domestic Product, Private Sector Forecasts

Year	%
2011	2.6
2012	2.8
2013	2.8

[1] Ontario Ministry of Finance, Economic Outlook, February 2011
[2] Statistics Canada

Table 5: Inflation - Ontario Consumer Price Index, 2004 - 2010

Year	%
2004	1.9
2005	2.2
2006	1.8
2007	1.8
2008	2.3
2009	0.4
2010	2.5

Table 6: Inflation - Ontario Consumer Price Index, Private Sector Forecasts

Year	%
2011	2.3
2012	2.1

Source: Ontario Ministry of Finance, Economic Outlook, February 2011

Activity by Month

The collective agreements covering the largest number of employees are set to expire in the months of January, March, June and December, affecting workers in health and social services, municipal and federal administration, education and related services, transportation, retail trade, management services, and communications. These expiries represent 70% of the total for 2011 (Table 13-15). March expiries cover 29% of all employees, and are primarily in health and social services. Management services (18,094), Ontario-based federal government employees (15,795), retail trade (13,652), and education and related services (11,378) account for 76% of employees whose agreements expire in June. In December, employees in health and social services (9,001), municipal and provincial administration (47,098 and 9,600 respectively) account for 67% of the total.

In terms of the number of collective agreement expirations for 2011, most activity will be concentrated in March (health and social services, transportation, other services, and municipal administration), June (health and social services, universities, other services, retail and wholesale trade, transportation, and management services), September (health and social services), December (health and social services, other services, and municipal administration).

Activity by Industry

Collective bargaining in 2011 will be concentrated in the non-manufacturing sector as a result of the large number of agreements expiring in health and social services and municipal administration. A total of 1,859 collective agreements (excluding construction) will be expiring in the non-manufacturing sector, and account for 72% of all agreements expiring in 2011. Of these non-manufacturing agreements expiring in 2011, the Broader Public Sector (BPS) accounts for 64% of non-manufacturing agreements and covers 62% of non-manufacturing employees.

The manufacturing sector accounts for 18% of all agreements expiring in 2011, covering 8.5% of all employees. Bargaining in this sector will be concentrated in fabricated metals, food and beverage, non-metallic minerals, and transportation equipment, which together will comprise 53% of all expiries in manufacturing. The largest number of employees covered by manufacturing agreements (474 agreements) expiring in 2011 will be in transportation equipment (23% or 9,471 employees), food and beverage (19% or 7,837 employees), and fabricated metals (10% or 4,381 employees).

Non-construction private sector agreements account for 42% of all agreements scheduled to expire in 2011.

Table 7: Monthly Bargaining Activity, 2011 by the number of Agreements

Month	Number of Agreements
January	105
February	88
March	692
April	221
May	115
June	322
July	75
August	122
September	170
October	160
November	81
December	420
Total	**2,571**

Table 8: Monthly Bargaining Activity, 2011 by the number of Employees

Month	Number of Employees (Ontario-based employees)
January	30,278
February	8,429
March	142,181
April	24,476
May	15,790
June	77,661
July	7,245
August	21,539
September	28,839
October	20,587
November	20,725
December	98,368
Total	**496,118**

Major private sector bargaining will include:

- *Retail Trade*: Metro Ontario, Pharma Plus Drugmarts, Fortinos, No Frills Franchise Stores
- *Management Services :* Securitas Canada, G4S Security Services, Garda Security Group, Purolator Courier, Canadian Advertisers Assn/ Communication Agencies Institute
- *Communications:* Canada Post
- *Transportation:* Air Canada

Major public sector negotiations in 2011 will take place in:

- *Education*: College Employer Council (support staff), McMaster University, Queen's University, University of Ottawa, University of Toronto, York University
- *Health and Social Services:* hospitals, nursing homes, homes for the aged, Canadian Red Cross Society (community health services), VHA Home Healthcare, Council of Academic Hospitals of Ontario (CAHO)
- *Municipal administration*: City of Ottawa, City of Toronto, Durham Regional Municipality
- *Provincial administration:* Workplace Safety and Insurance Board, Ontario Provincial Police (OPP civilian and uniform)
- *Transportation (Transit):* Toronto Transit Commission, City of Ottawa Transit (OC Transpo), Greater Toronto Transit Authority (GO Transit)
- *Utilities:* Hydro One
- *Federal administration:* Canada Post, Treasury Board of Canada, Canada Customs and Revenue Agency (CCRA)

Activity by Union

A total of 103 unions will be bargaining on behalf of all employees whose agreements expire in 2011. Ten unions represent 76% of the total number of employees covered by the expiring agreements. Ontario Nurses Association will be negotiating the largest number of agreements (13% of agreements), and the Canadian Union of Public Employees (CUPE) will be representing the largest number of employees at 18% of the total number.■

Table 9: Unions, with Collective Agreements Expiring in 2011, Covering the Largest Number of Employees

Union	Agreements	% of Total Expiring Agreements	Employees	% of All Employees with Expiring Agreements
Canadian Union of Public Employees (CUPE)	309	12.0	89,228	18.0
Ontario Nurses Assn	330	12.8	59,528	12.0
Service Employees (SEIU)	205	8.0	41,613	8.4
Food & Commercial Workers (UFCW-Can)	148	5.8	40,559	8.2
Cdn Auto Workers (CAW Canada)	201	7.8	36,565	7.4
Ontario Public Service Employees (OPSEU)	145	5.6	29,375	5.9
United Steelworkers (USW)	208	8.9	29,071	5.9
Postal Workers	3	0.1	22,882	4.6
Amalgamated Transit Union (ATU-INTL)	10	0.4	14,479	2.9
Professional Institute (PIPSC)	21	0.8	13,099	2.6
Total	**1,580**	**62.2**	**376,399**	**75.9**

Table 10: Manufacturing Agreements Expiries 2011

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Food, Beverage	9	2	9	9	2	5	1	2	5	4	10	14	72
Rubber, Plastics	0	4	2	2	5	4	2	2	2	5	4	4	36
Leather	0	0	1	0	0	0	0	0	0	0	0	0	1
Textile	0	1	1	0	0	0	0	1	0	2	0	1	6
Clothing	0	0	0	2	1	0	0	1	0	0	0	0	4
Wood	2	0	2	1	1	2	1	5	0	0	3	2	19
Furniture, Fixtures	0	1	1	0	0	0	1	0	4	1	0	2	10
Paper	2	1	1	3	1	4	0	1	1	0	2	4	20
Printing, Publishing	1	1	2	6	5	8	0	0	2	1	1	10	37
Primary Metals	1	1	3	0	1	2	0	0	0	3	2	4	17
Fabricated Metals	5	6	6	9	4	8	2	7	11	11	10	2	81
Machinery	1	0	2	3	1	4	2	0	2	1	2	4	22
Transportation Equipment	1	8	5	1	8	4	2	5	3	3	2	4	46
Electrical Products	1	4	1	3	2	0	0	0	1	1	2	3	18
Non-Metalic Minerals	6	2	13	7	2	2	4	3	7	2	5	0	53
Petroleum, Coal	0	0	0	1	1	1	0	0	0	0	0	0	3
Chemicals	1	3	2	4	1	2	3	2	1	0	0	4	23
Other Manufacturing	1	0	1	1	0	0	0	0	0	1	0	2	6
Total Manufacturing	31	34	52	52	35	46	18	29	39	35	43	60	474

Table 11: Non-Manufacturing Agreements Expiries 2011

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Forestry	0	0	0	0	0	0	0	4	1	0	0	1	6
Mining, Quarrying	0	3	0	1	2	1	0	2	3	5	1	2	20
Transportation	5	2	31	5	3	11	2	3	9	2	1	15	89
Storage	1	0	1	0	0	0	0	0	0	0	0	4	6
Communications	2	1	0	0	1	1	0	0	1	0	3	6	15
Electric, Gas, Water	3	3	17	10	3	3	5	2	4	0	2	12	64
Wholesale Trade	3	4	9	7	3	7	4	2	6	4	6	10	65
Retail Trade	8	4	1	6	6	7	4	2	2	6	5	3	54
Finance, Insurance Carriers	0	0	1	0	0	2	0	0	1	1	0	3	8
Real Estate, Insurance Agencies	3	4	3	6	2	2	1	1	2	1	0	13	38
Education & Related Services	0	0	9	11	2	28	2	18	1	1	1	9	82
Health & Social Services	10	8	444	16	19	145	17	10	61	85	4	71	890
Recreational Services	1	1	3	4	3	8	0	2	3	1	0	6	32
Management Services	3	1	15	2	2	11	1	1	2	0	4	8	50
Personal Services	3	0	1	0	1	0	2	0	1	0	1	6	15
Accommodation, Food Services	1	5	15	10	9	8	2	5	9	3	3	8	78
Other Services	2	5	29	16	11	22	12	11	10	11	2	24	155
Federal Government	1	1	4	5	3	8	1	2	7	0	0	5	37
Provincial Government	0	0	3	0	0	0	0	0	0	0	0	3	6
Local Government	0	1	28	7	2	4	3	1	3	3	0	97	149
Total Non-Manufacturing	**46**	**43**	**614**	**106**	**72**	**268**	**56**	**66**	**126**	**123**	**33**	**306**	**1,859**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Construction	**28**	**11**	**26**	**63**	**8**	**8**	**1**	**27**	**5**	**2**	**5**	**54**	**238**

Table 12: All Industries Agreements Expiries 2011

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Manufacturing	31	34	52	52	35	46	18	29	39	35	43	60	474
Non-Manufacturing	46	43	614	106	72	268	56	66	126	123	33	306	1,859
Construction	28	11	26	63	8	8	1	27	5	2	5	54	238
Total	**105**	**88**	**692**	**221**	**115**	**322**	**75**	**122**	**170**	**160**	**81**	**420**	**2,571**

Table 13: Manufacturing Agreements Expiries 2011 by the number of Employees

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Food, Beverage	1,019	150	680	1,332	208	765	10	147	784	234	440	2,068	7,837
Rubber, Plastics	0	316	220	241	555	521	53	185	795	304	381	192	3,763
Leather	0	0	105	0	0	0	0	0	0	0	0	0	105
Textile	0	140	161	0	0	0	0	11	0	193	0	111	616
Clothing	0	0	0	314	60	0	0	28	0	0	0	0	402
Wood	225	0	102	3	130	96	140	513	0	0	345	535	2,089
Furniture, Fixtures	0	102	200	0	0	0	60	0	140	9	0	222	733
Paper	162	120	60	280	20	537	0	60	50	0	114	321	1,724
Printing, Publishing	3	7	41	117	123	213	0	0	6	2	7	873	1,392
Primary Metals	264	55	541	0	199	224	0	0	0	636	109	129	2,157
Fabricated Metals	532	278	180	394	329	347	77	759	472	540	421	52	4,381
Machinery	158	0	61	624	47	271	170	0	82	9	371	216	2,009
Transportation Equipment	60	1,490	739	320	2,185	1,162	789	854	730	246	121	775	9,471
Electrical Products	99	295	62	125	133	0	0	0	80	57	221	233	1,305
Non-Metallic Minerals	423	74	715	299	50	38	113	104	217	20	107	0	2,160
Petroleum, Coal	0	0	0	76	18	41	0	0	0	0	0	0	135
Chemicals	3	99	103	419	12	98	83	77	62	0	0	65	1,021
Other Manufacturing	174	0	212	99	0	0	0	0	0	58	0	79	622
Total Manufacturing	**3,122**	**3,126**	**4,182**	**4,643**	**4,069**	**4,313**	**1,495**	**2,738**	**3,418**	**2,308**	**2,637**	**5,871**	**41,922**

Table 14: Non-Manufacturing Agreements Expiries 2011 by the number of Employees

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Forestry	0	0	0	0	0	0	0	140	9	0	0	20	169
Mining, Quarrying	0	288	0	2	44	500	0	68	654	395	6	37	1,994
Transportation	278	2,474	22,747	1,039	445	3,258	64	510	1,973	202	204	3,291	36,485
Storage	8	0	20	0	0	0	0	0	0	0	0	171	199
Communications	20,643	160	0	0	20	60	0	0	22	0	1,535	3,380	25,820
Electric, Gas, Water	66	188	4,911	325	327	34	82	22	265	0	40	800	7,060
Wholesale Trade	40	964	870	221	30	240	117	44	274	86	174	485	3,545
Retail Trade	4,446	109	30	378	5,279	13,652	951	83	78	210	10,334	119	35,669
Finance, Insurance Carriers	0	0	95	0	0	820	0	0	11	19	0	74	1,019
Real Estate, Insurance Agencies	11	321	55	76	6	5	6	5	58	14	0	972	1,529
Education & Related Services	0	0	803	9,623	310	11,378	1,417	14,362	20	10	382	3,375	41,680
Health & Social Services	618	247	93,581	637	1,481	7,779	1,598	440	15,670	16,847	378	9,001	148,277
Recreational Services	9	26	82	3,091	843	580	0	812	111	42	0	1,515	7,111
Management Services	373	11	1,624	16	22	18,094	84	115	266	0	4,230	5,073	29,908
Personal Services	47	0	17	0	14	0	254	0	12	0	9	515	868
Accommodation, Food Services	66	149	1,364	595	802	452	82	131	291	70	565	876	5,443
Other Services	43	109	1,343	85	302	527	269	253	329	298	44	554	4,156
Federal Government	163	10	1,458	1,696	1,483	15,795	754	833	5,187	0	0	4,544	31,923
Provincial Government	0	0	3,516	0	0	0	0	0	0	0	0	9,600	13,116
Local Government	0	9	4,605	344	209	107	68	70	98	76	0	47,098	52,684
Total Non-Manufacturing	**26,811**	**5,065**	**137,121**	**18,128**	**11,617**	**73,281**	**5,746**	**17,888**	**25,328**	**18,269**	**17,901**	**91,500**	**448,655**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Construction	**345**	**238**	**878**	**1,705**	**104**	**67**	**4**	**913**	**93**	**10**	**187**	**997**	**5,541**

Table 15: All Industries Agreements Expiries 2011 by the number of Employees

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Manufacturing	3,122	3,126	4,182	4,643	4,069	4,313	1,495	2,738	3,418	2,308	2,637	5,871	41,922
Non-Manufacturing	26,811	5,065	137,121	18,128	11,617	73,281	5,746	17,888	25,328	18,269	17,901	91,500	448,655
Construction	345	238	878	1,705	104	67	4	913	93	10	187	997	5,541
Total	**30,278**	**8,429**	**142,181**	**24,476**	**15,790**	**77,661**	**7,245**	**21,539**	**28,839**	**20,587**	**20,725**	**98,368**	**496,118**