

Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services

Ontario Collective Bargaining Agreement Expirations 2013

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FOREWORD

This *Ontario Collective Bargaining Agreement Expirations* report is the forty-sixth 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 February 14, 2013.

Detailed tables and listings of agreements expiring in 2013 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 2013. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2013 will involve 3,247 collective agreements covering 350,890 Ontario-based employees. In comparison to 2012, these agreements represent an increase of 25% in the number of agreements expiring in 2013 and a decrease of 40.7% in the number of employees covered.
- Sixty-seven percent of the collective agreements expiring in 2013 will occur during the months of March, April, and December. This is due to the large number of agreements expiring in construction (1,123 agreements expiring in April), health and social services (160 agreements in March, 108 in September and 78 in December), and municipal administration (29 agreements in March and 78 in December).
- In terms of the number of employees covered, bargaining activity will be concentrated in the months of March, April, September and December, affecting workers in construction, health and social services, municipal administration, education, transportation, utilities and retail trade.
- Public sector agreements account for 23.4% of all agreements expiring in 2013 and cover 35% of all employees. Private sector agreements comprise of 76.6% of all agreements, and represent 64.8% of all employees.
- Of the 758 agreements in the public sector, 446 agreements covering 61,468 employees are in health and social services.
- Major negotiations in the Broader Public Sector (BPS) for 2013 include health and social services (March, September), nursing homes and homes for the aged (March, December), Universities (April, August), Liquor Control Board of Ontario (LCBO) (March), Canadian Red Cross Society (Community Health Services) (March), Hydro One (March), City of Ottawa (December), and the Regional Municipality of York (March).
- Key negotiations in the private sector include Xstrata Canada Corp (Xstrata Nickel) (January), Construction (ICI and Non-ICI) (April), Bell Canada (clerical and associated) (June), Essar Steel Algoma (July), CAMI Automotive (September), DHL Express Canada (March)
- Major unions representing the largest number of employees covered by agreements expiring in 2013 include Canadian Union of Public Employees (CUPE), Canadian Auto Workers (CAW-Canada), Labourers, Carpenters, Plumbers, Electrical Workers (IBEW), United Steelworkers (USW) and Ontario Public Service Employees (OPSEU).

Ontario Collective Bargaining Agreement Expirations, 2013

Table 1: Key Negotiations in 2013*

MTH	Employers/Sectors	Unions	Empls
Mar	Liquor Control Board of Ontario (LCBO)	OPSEU	5,500
	Municipalities	CUPE	5,131
	Hydro One Inc.	CUPE et al	4,647
	Canadian Red Cross Society Community Health Services	SEIU	3,407
	Hospitals and other Health Services	SEIU et al.	2,842
	Nursing Homes and Homes for the Aged	CUPE et al.	2,928
Apr	Construction (ICI & Non-ICI)	Various unions	122,436
	Universities	CUPE et al	1,975
May	Bell Canada	Communications Energy Paper- workers	4,190
Jun	Universities	CUPE et al.	3,493
Jul	Essar Steel Algoma Inc.	USW	2,652
Aug	Universities	CUPE et al.	10,271
Sep	Hospitals	CUPE	25,247
	CAMI Automotive Inc.	CAW	2,143
	Bruce Power Inc.	CUPE	2,453
	Municipalities	CUPE et al	12,647
Dec	Nursing Homes and Homes for the Aged	CUPE et al.	3,528

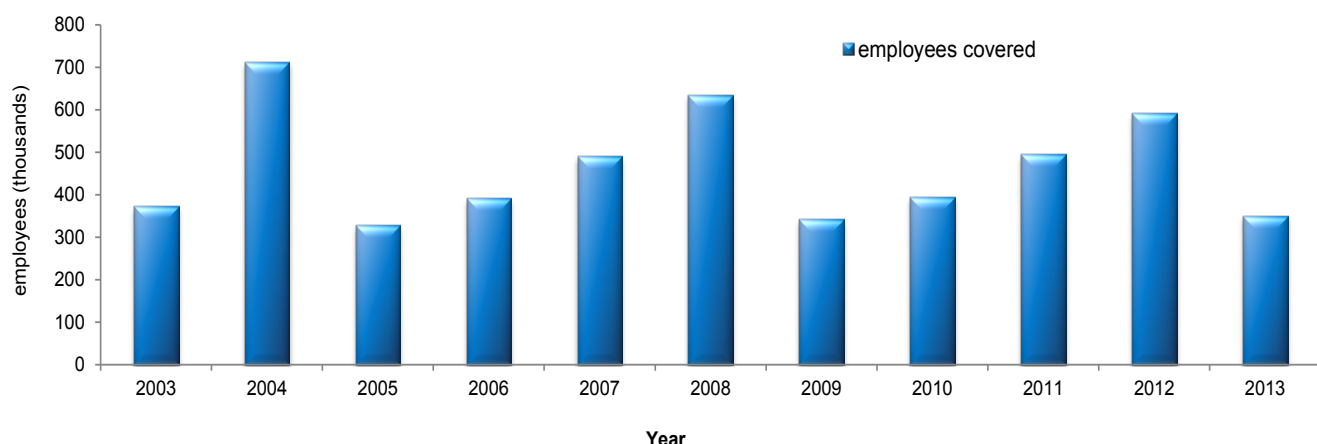
* Reflects information received at the date of ratification of current agreement
Information for agreements covering 150 or more employees

According to information received and processed by Collective Bargaining Information Services (CBIS), 3,247 collective agreements covering 350,890 Ontario-based employees are scheduled to expire in 2013.

These expiring agreements represent 26.8% of the 12,078 agreements currently on file and affect 21% of the total 1,691,636 employees covered. Compared to 2012, the number of agreements expiring in 2013 represents an increase of 25%, and the number of employees covered shows a 40.7% decrease.

Of the collective agreements scheduled to expire in 2013, 23.4% are public sector agreements, covering approximately 35.1% of the 350,890 employees in both public and private sectors. In the public sector, the level of bargaining activity will be concentrated in health and social services sector, municipal administration, nursing homes and homes for the aged, and universities. The bargaining activity in the public sector will be affected by negotiations continuing from 2012 which include police services boards, utilities, various municipalities, nursing homes and homes for the aged, hospitals and universities.

Chart 1: Ontario Collective Agreement Expirations, Employees Covered, 2003 - 2013



Major bargaining in the construction sector is due to the expiration of province-wide ICI agreements and Non-ICI agreements, which include the Electrical Trade Bargaining Agency (ICI and Non-ICI) and the Electrical Workers (IBEW) with roughly 14,200 employees, the Carpenters' Employer Bargaining Agency (ICI) and the Carpenters' Union with 12,000 employees.

Major bargaining in the education and related services sector will mainly include universities; such as the University of Ottawa (teaching and research assistants and academic staff) with 4,900 employees, and public libraries (24 agreements representing 1,908 employees).

In health care, major negotiations will take place for hospitals (121 agreements covering 32,426 employees), the largest agreement for the Ottawa Hospital and CUPE with 3,800 employees. The other expiries in the public sector include other health services (56 agreements and 3,784 employees), and nursing homes, and homes for the aged (285 agreements covering 26,008 employees).

In the municipal sector, negotiations of agreements will include the Regional Municipality of York (inside/outside ambulance) with 2,108 employees, and the City of Ottawa (inside/outside and part-time recreational staff) and CUPE, representing 6,284 and 3,473 employees respectively, the City of Ottawa also has a renewal with the Civic Institute of Professional Personnel representing 1,759 nurses.

In the utilities sector, Hydro One will be negotiating with the Canadian Union of Public Employees (CUPE) representing 3,847 employees and the Energy Professionals Society (800 employees).

Private sector agreements will account for 76.6% of all expiring agreements, affecting 64.8% of all employees. The private sector expiries will be concentrated in construction (which includes the 25 trades province-wide agreements), other services (183 agreements), accommodation and food services (115), retail trade (80), fabricated metals (76), transportation (75), non-metallic minerals (68), wholesale trade (62) and food and

beverage (51). Construction covers the largest number of employees (134,358).

Economic Setting

In 2013, collective bargaining in Ontario will continue to take place in an economic environment of uncertainty and fiscal restraint. Ontario's economy is expected to expand at a modest pace in 2013 and strengthen moderately in 2014. According to a survey of private-sector forecasters¹, Ontario's real Gross Domestic Product (GDP) is projected to grow by 1.6% in 2013, 2.4% in 2014 and 2.5% in 2015 (Chart 2). The European sovereign debt crisis, high Canadian dollar and the U.S. economic and fiscal challenges continue to pose risks for the Ontario economy.

The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI)², averaged 1.4% in 2012, a decrease from 3.1% in 2011. Forecasters predict that the inflation rate in 2013 will slow to 1.3%, and average 1.9% in both in 2014 and 2015.

The national unemployment rate² for 2012 averaged 7.2 %, down from 7.4% in 2011. Ontario's unemployment rate was 7.8% in 2012, unchanged from 2011, and is projected to decrease to 7.7% in 2013 before declining to 7.4% in 2014.¹

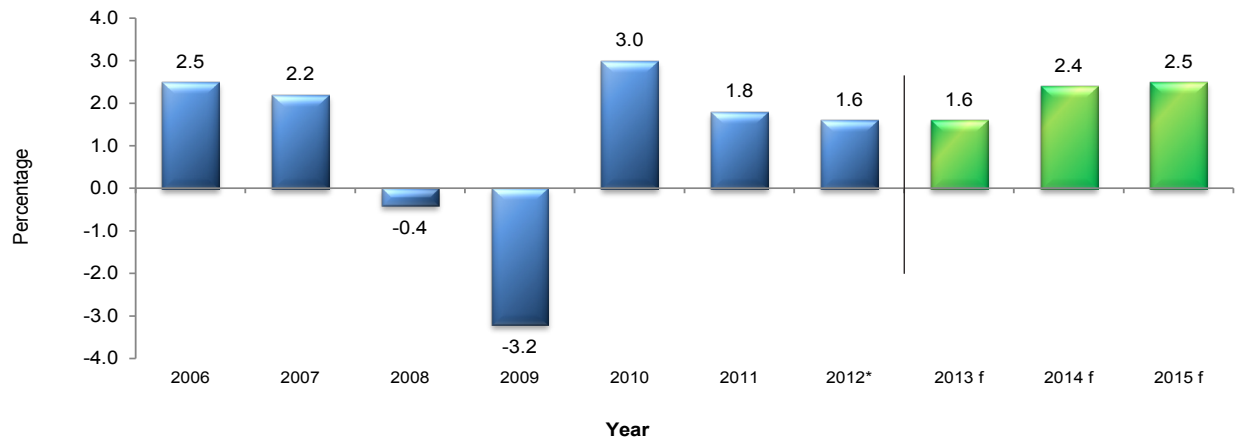
Ontario's employment rose slightly by 0.8% in 2012, compared to 1.8% in 2011. Provincial employment is forecast to increase by 1.2% in 2013 and 1.4% in 2014.¹

In 2012, the annual increase in base wage rate for collective agreements covering 150 and more employees averaged 1.3%, slowing from the average annual base wage rate of 1.7% in 2011. Wage increases in both public and private sectors slowed in 2012 compared to 2011. Public sector wage settlements averaged 1.4% in 2012, compared to 1.6% in 2011. In the private sector, average annual base wage increase slowed from 1.9% in 2011 to 1.2% in 2012.

¹ Ontario Ministry of Finance, Survey of Private Sector Forecasts (March 2013)

² Statistics Canada and Ontario Ministry of Finance

Chart 2: Ontario Growth in Real Gross Domestic Product, 2006 - 2012, and Private Sector Forecasts



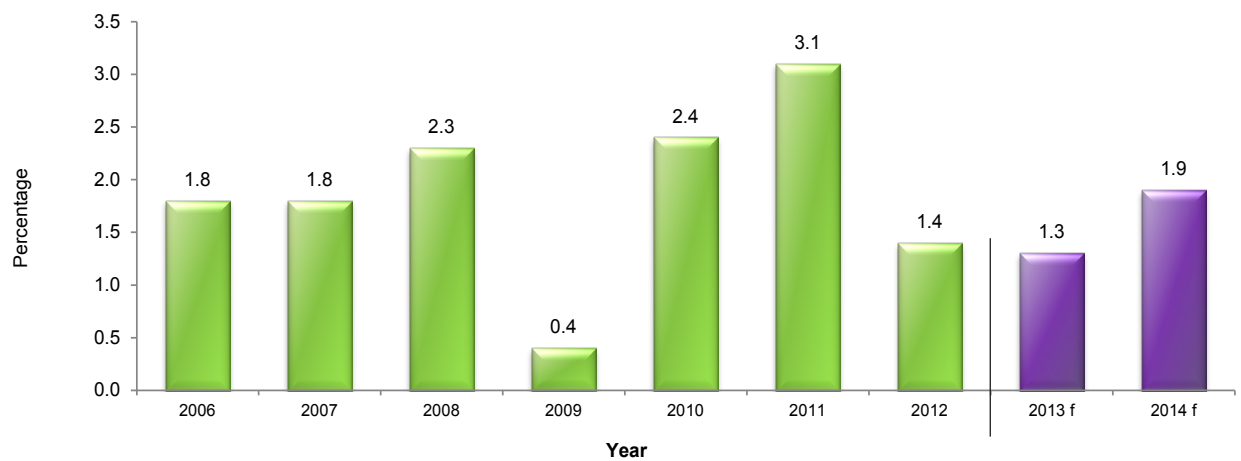
* Preliminary

f Forecast

1 Ontario Ministry of Finance, Survey of Private Sector Forecasts (March 2013)

2 Statistics Canada and Ontario Ministry of Finance

Chart 3: Inflation - Ontario Consumer Price index, 2006 - 2012, and Forecasts



f Forecast

Activity by Month

The collective agreements covering the largest number of employees are set to expire in the months of March, April, September, and December. These agreements will affect employees in the construction industry, health and social services sector, municipal administration, universities, nursing homes and homes for the aged transportation, utilities and retail trade. These expiries represent 77.8% of the total employees for 2013 (Tables 5-10).

March expiries cover 13.7% of all employees, and are primarily in health and social services and local government, utilities, and retail trade. Construction (129,489) accounts for 91% of employees whose agreements expire in April. Health and social services (29,715), accounts for 81.25% of employees whose agreements expire in September. In December, employees in health and social services, local government (6,583 and 15,327 respectively), and utilities (4,032) account for 63% of the total expiries for that month.

In terms of the number of collective agreements expiring in 2013, most activity will be concentrated in March (health and social services, other services and municipal administration), during April (construction), and December (health and social services, and municipal administration).

Activity by Industry

Collective bargaining in 2013 will be concentrated in the non-manufacturing sector as a result of the large number of agreements expiring in education and related services, health and social services, and local government. A total of 1,513 collective agreements (excluding construction) will be expiring in the non-manufacturing sector, and account for 46.6% of all agreements expiring in 2013. Of these non-manufacturing agreements that will expire in 2013, the Broader Public Sector (BPS) accounts for 50% of the non-manufacturing agreements and covers 70% of the non-manufacturing employees.

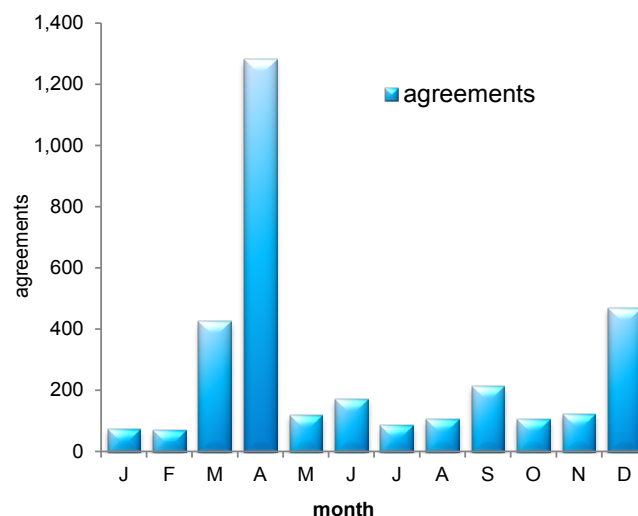
The manufacturing sector accounts for 14% of all agreements expiring in 2013, covering 11.7% of all employees. Bargaining activity in this sector will be concentrated in fabricated metals, non-metallic minerals, food and beverage, printing and publishing, and transportation equipment, which together will account for 62.6% of all manufacturing agreements.

The largest number of employees covered by manufacturing agreements (457) expiring in 2013 will be in the transportation equipment industry (18.5% or 7,610 employees), food and beverage (18.2% or 7,486 employees), and primary metals (13.7% or 5,624 employees).

Non-construction private sector agreements account for 37.3% of all agreements scheduled to expire in 2013.

The Construction sector expiries account for 39.3% of the total number of expiring agreements during 2013 and covering approximately 38.3% of the total number of employees.

Chart 4: Number of Collective Agreements expiring in 2013, by Month



Activity by Union

A total of 109 unions will be bargaining on behalf of all employees whose agreements expire in 2013. The top ten unions (Table 4) represent 71% of the total number employees covered by the expiring agreements. The Labourers' Union will be negotiating the largest number of agreements at 16.1 % of the total number of agreements, and Canadian Union of Public Employees (CUPE) will be representing the largest number of employees at 22.3% of the total number of employees.

Major private sector bargaining in 2013 will include:

- **Transportation Equipment:** Cami Automotive Inc.
- **Utilities:** Bruce Power
- **Primary Metals:** Essar Steel Algoma Inc.
- **Mining:** Xstrata Canada Corp
- **Communications:** Bell Canada (clerical and associated)
- **Retail Trade:** Liquor Control Board of Ontario (LCBO)
- **Management Services:** DHL Express
- **Construction:** Province-wide ICI agreements, including the Electrical Trade Bargaining Agency (ICI), Carpenters' Employer Bargaining Agency (ICI), Ontario Mechanical Contractors' Association (ICI), Labourers' Employer Bargaining Agency (ICI)

Major public sector negotiations in 2013 will take place in:

- **Education:** University of Ottawa (teaching and research assistants and academic staff), Queen's University (teaching assistants and fellows), Carleton University (teaching assistants), Brock University course coordinators and the University of Western Ontario support staff
- **Health Care:** Canadian Red Cross Society Community Health Services, the Ottawa Hospital, Lakeridge Health Corp. and St. Joseph's Healthcare Service and Regional municipality of Niagara (senior services division)
- **Utilities:** Hydro One
- **Local government:** City of Ottawa (inside/outside and professional nurses), Regional Municipality of York (inside/outside/ambulance)

Chart 5: Number of Employees covered by Collective Agreements expiring in 2013, by Month

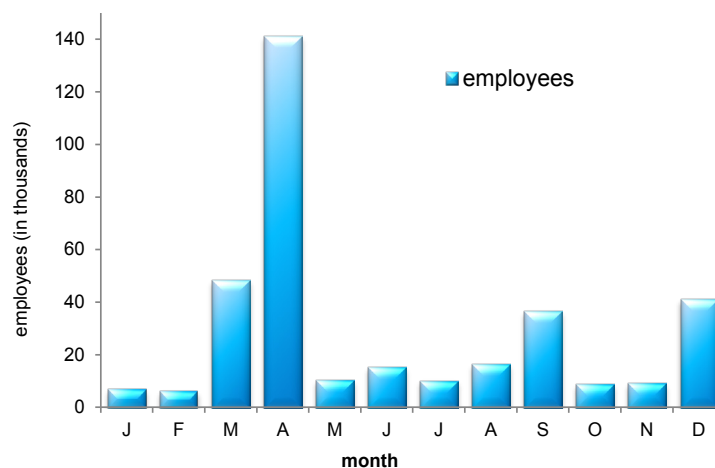


Table 2: Number of Collective Agreements expiring in 2013, by Month

Month	Number of Agreements
January	75
February	70
March	426
April	1,283
May	118
June	171
July	85
August	106
September	214
October	105
November	124
December	470
Total	3,247

Table 3: Number of Employees covered by Collective Agreements expiring in 2013, by Month

Month	Number of Employees (Ontario-based employees)
January	6,821
February	6,059
March	48,288
April	141,277
May	10,381
June	15,366
July	10,215
August	16,466
September	36,576
October	8,887
November	9,311
December	41,243
Total	350,890

Table 4: Unions representing the largest Number of Employees

Union	Agreements	% of Total Expiring Agreements	Employees	% of All Employees with Expiring Agreements
Canadian Union of Public Employees (CUPE)	363	11.2	78,216	22.3
Canadian Auto Workers (CAW-Canada)	236	7.3	31,574	9.0
Labourers	522	16.1	31,385	8.9
Carpenters	33	1.0	20,586	5.9
Plumbers	65	2.0	18,747	5.3
Electrical Workers (IBEW)	38	1.2	17,641	5.0
United Steelworkers (USW)	179	5.5	14,813	4.2
Ontario Public Service Employees (OPSEU)	72	2.2	12,559	3.6
Service Employees' Int'l Union (SEIU)	117	3.6	12,348	3.5
Communications Energy Paperworkers' Union	116	3.6	11,185	3.2
Total	1,741	53.7	249,054	71.0

Table 5: Manufacturing Sector - 2013 Expiries by Month

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Food, Beverage	2	3	4	3	4	7	3	2	9	4	5	5	51
Rubber, Plastics	1	3	3	1	3	2	2	2	3	3	5	5	33
Leather	0	0	0	0	0	0	0	0	0	1	0	0	1
Textile	1	0	0	1	0	0	0	1	0	0	0	0	3
Clothing	0	0	1	2	0	2	0	0	0	1	1	0	7
Wood	2	0	1	1	0	2	1	0	0	0	2	3	12
Furniture, Fixtures	1	0	0	0	0	0	1	0	1	0	1	1	5
Paper	2	0	0	0	3	0	0	0	0	1	0	3	9
Printing, Publishing	0	1	3	1	4	2	4	2	2	6	4	20	49
Primary Metals	0	2	4	6	2	4	2	1	2	1	0	2	26
Fabricated Metals	3	5	7	10	5	7	2	4	8	10	11	5	77
Machinery	1	2	4	3	0	1	1	3	1	2	0	0	18
Transportation Equipment	2	4	9	4	3	4	1	1	5	1	5	2	41
Electrical Products	0	3	3	2	1	0	0	1	1	4	1	0	16
Non-Metallic Minerals	4	2	19	5	6	3	3	2	2	5	10	7	68
Petroleum, Coal	3	0	0	0	0	0	0	0	0	0	0	0	3
Chemicals	5	0	5	4	0	0	2	0	5	2	4	3	30
Other Manufacturing	0	0	0	0	0	1	0	0	2	2	0	3	8
Total Manufacturing	27	25	63	43	31	35	22	19	41	43	49	59	457

Table 6: Non-Manufacturing Sector - 2013 Expiries by Month

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Forestry	0	0	0	0	0	0	0	0	0	0	0	1	1
Mining, Quarrying	1	1	2	6	0	2	0	2	0	0	1	1	16
Transportation	5	3	20	9	5	10	6	7	6	3	4	35	113
Storage	2	0	4	0	0	5	0	1	2	1	0	2	17
Communications	0	0	2	1	1	0	0	3	0	0	1	3	11
Electric, Gas, Water	2	0	16	11	5	7	2	5	2	1	4	22	77
Wholesale Trade	6	2	6	11	7	3	3	3	3	3	4	12	63
Retail Trade	5	6	7	9	4	5	4	8	11	4	8	10	81
Finance, Insurance Carriers	0	1	3	0	0	0	0	0	0	0	1	9	14
Real Estate, Insurance Agencies	0	3	6	2	2	6	6	3	5	2	6	12	53
Education, Related Services	0	0	15	9	0	18	1	18	1	0	1	8	71
Health & Social Services	8	10	160	18	14	25	15	5	108	14	10	78	465
Recreational Services	1	0	3	2	2	11	0	0	5	2	0	14	40
Management Services	1	3	14	4	1	3	2	3	1	1	0	7	40
Personal Services	0	0	1	0	1	1	0	0	0	2	1	4	10
Accommodation, Food Services	3	5	17	9	13	9	8	10	6	9	8	19	116
Other Services	9	1	39	22	17	20	6	14	12	14	13	23	190
Federal Government	0	0	0	1	0	0	0	0	0	0	1	0	2
Provincial Government	0	0	1	0	0	0	0	0	0	1	0	1	3
Local Government	0	5	29	3	2	7	2	0	2	1	1	78	130
Total Non-Manufacturing	43	40	345	117	74	132	55	82	164	58	64	339	1,513

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Construction	5	5	18	1,123	13	4	8	5	9	4	11	72	1,277

Table 7: Manufacturing and Non-Manufacturing (including Construction) - Number of Collective Agreements Expiring in 2013

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Manufacturing	27	25	63	43	31	35	22	19	41	43	49	59	457
Non-Manufacturing	43	40	345	117	74	132	55	82	164	58	64	339	1,513
Construction	5	5	18	1,123	13	4	8	5	9	4	11	72	1,277
Total	75	70	426	1,283	118	171	85	106	214	105	124	470	3,247

Table 8: Manufacturing - Number of Employees covered by Collective Agreements Expiring in 2013

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Food, Beverage	43	420	236	1,007	706	1,525	600	510	556	525	677	681	7,486
Rubber, Plastics	78	584	250	165	385	248	133	80	277	89	616	306	3,211
Leather	0	0	0	0	0	0	0	0	0	31	0	0	31
Textile	120	0	0	190	0	0	0	240	0	0	0	0	550
Clothing	0	0	90	30	0	165	0	0	0	13	18	0	316
Wood	97	0	64	38	0	60	130	0	0	0	174	113	676
Furniture, Fixtures	62	0	0	0	0	0	32	0	57	0	55	17	223
Paper	318	0	0	0	225	0	0	0	0	25	0	81	649
Printing, Publishing	0	100	111	19	257	244	297	46	17	539	101	744	2,475
Primary Metals	0	428	616	1,088	44	299	2,668	100	89	17	0	275	5,624
Fabricated Metals	143	225	184	401	162	353	143	182	416	809	1,213	388	4,619
Machinery	13	288	42	142	0	91	84	56	90	23	0	0	829
Transportation Equipment	131	148	1,563	183	401	399	238	195	2,489	79	1,673	111	7,610
Electrical Products	0	628	265	127	41	0	0	18	27	513	7	0	1,626
Non-Metallic Minerals	345	379	364	68	114	251	106	27	24	89	212	360	2,339
Petroleum, Coal	654	0	0	0	0	0	0	0	0	0	0	0	654
Chemicals	623	0	445	374	0	0	89	0	201	42	132	120	2,026
Other Manufacturing	0	0	0	0	0	6	0	0	27	85	0	49	167
Total Manufacturing	2,627	3,200	4,230	3,832	2,335	3,641	4,520	1,454	4,270	2,879	4,878	3,245	41,111

**Table 9: Non-Manufacturing and Construction - Number of Employees covered by Collective Agreements
Expiring in 2013**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Forestry	0	0	0	0	0	0	0	0	0	0	0	89	89
Mining, Quarrying	1,093	221	22	187	0	129	0	43	0	0	16	20	1,731
Transportation	586	64	2,371	1,123	316	1,217	2,223	791	756	126	192	3,151	12,916
Storage	165	0	505	0	0	181	0	24	141	16	0	71	1,103
Communications	0	0	290	8	4,190	0	0	136	0	0	47	621	5,292
Electricity, Gas, Water	127	0	5,673	349	151	112	22	70	52	30	77	4,032	10,695
Wholesale Trade	1,049	41	230	404	232	75	73	246	110	199	217	373	3,249
Retail Trade	247	214	6,044	298	653	166	142	362	188	1,000	400	640	10,354
Finance, Insurance Carriers	0	47	47	0	0	0	0	0	0	0	67	608	769
Real Estate, Insurance Agencies	0	50	174	38	10	21	81	25	418	149	31	187	1,184
Education & Related Services	0	0	1,278	2,062	0	4,030	334	10,604	40	0	432	225	19,005
Health & Social Services	499	908	14,861	1,196	1,074	1,934	1,381	367	29,715	2,114	1,673	6,583	62,305
Recreational Services	2	0	460	121	62	1,643	0	0	144	78	0	1,533	4,043
Management Services	3	323	1,973	777	4	330	93	941	15	35	0	489	4,983
Personal Services	0	0	90	0	75	30	0	0	0	212	6	173	586
Accommodation, Food Services	150	151	670	653	492	286	1,153	338	183	402	701	1,514	6,693
Other Services	210	2	2,674	521	181	504	122	349	259	279	228	503	5,832
Federal Government	0	0	0	165	0	0	0	0	0	0	17	0	182
Provincial Government	0	0	56	0	0	0	0	0	0	600	0	108	764
Local Government	0	745	6,241	54	112	968	11	0	149	9	25	15,327	23,641
Total Non-Manufacturing	4,131	2,766	43,659	7,956	7,552	11,626	5,635	14,296	32,170	5,249	4,129	36,247	175,416

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Construction	63	93	399	129,489	494	99	60	716	136	759	304	1,751	134,363

Table 10: Manufacturing and Non-Manufacturing (including Construction) - Number of Employees covered by Collective Agreements Expiring in 2013

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Manufacturing	2,627	3,200	4,230	3,832	2,335	3,641	4,520	1,454	4,270	2,879	4,878	3,245	41,111
Non-Manufacturing	4,131	2,766	43,659	7,956	7,552	11,626	5,635	14,296	32,170	5,249	4,129	36,247	175,416
Construction	63	93	399	129,489	494	99	60	716	136	759	304	1,751	134,363
Total	6,821	6,059	48,288	141,277	10,381	15,366	10,215	16,466	36,576	8,887	9,311	41,243	350,890