

Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services

Ontario Collective Bargaining Agreement Expirations 2014

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FOREWORD

This *Ontario Collective Bargaining Agreement Expirations* report is the forty-seventh 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 19, 2014.

Detailed tables and listings of agreements expiring in 2014 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 2014. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2014 will involve 3,473 collective agreements covering 791,836 Ontario-based employees. In comparison to 2013, these agreements represent an increase of 7% in the number of agreements expiring in 2014.
- Fifty-eight percent of the collective agreements expiring in 2014 will occur during the months of March, August, and December. This is due to the large number of agreements expiring in health care and social assistance (503 agreements expiring in March and 107 in December), educational services (490 agreements in August), and local, municipal and regional public administration (117 agreements in December).
- In terms of the number of employees covered, bargaining activity will be concentrated in the months of March, June, August and December, affecting workers in educational services, health care and social assistance, Ontario public administration, municipal public administration and transportation and warehousing.
- Public sector agreements account for 55.4% of all agreements expiring in 2014 and cover 85.5% of all employees. Private sector agreements comprise of 44.6% of all agreements, and represent 14.5% of all employees.
- Of the 1,924 agreements in the public sector, 546 agreements covering 329,306 employees are in educational services.
- Major negotiations in the Broader Public Sector (BPS) for 2014 include school boards (August) and Universities (June and August), hospitals (March), police services boards and municipalities (December), nursing homes (June and October) Ontario Government (March and December), College Employer Council (August) and the Toronto Transit Commission (March).
- Key negotiations in the private sector include G4S Secure Solutions (November), Cara Operations Ltd (Swiss Chalet Restaurants) (May), Windsor Casino (April), Pharma Plus Drugmarts (January) and Securitas Canada (June).
- Under federal jurisdiction, expiries include the Treasury Board of Canada (June) and Canada Revenue Agency (December) and Canadian Advertiser's Association (June).
- Major unions representing the largest number of employees covered by agreements expiring in 2014 include Canadian Union of Public Employees (CUPE), Ontario Public Service Employees (OPSEU), Elementary Teachers Federation of Ontario (ETFO), Ontario Secondary School Teacher's Federation (OSSTF), and Ontario Nurses' Association (ONA).

Ontario Collective Bargaining Agreement Expirations, 2014

Table 1: Key Negotiations in 2014*

MTH	Employers/Sectors	Unions	Empls
Jan	Pharma Plus Drugmarts	UFCW	2,540
Mar	Hospitals	ONA, OPSEU, et al.	76,361
	Ontario Public Services	AMAPCEO	10,680
	Urban Transit	ATU	9,913
	Community Services	CUPE, OPSEU, et al.	6,821
	Other Health Services	ONA, et al.	6,346
	Community Living	CUPE, OPSEU	5,014
	Universities	CUPE, et al.	6,108
Apr	Windsor Casino	CAW (now UNIFOR)	2,620
	Cara Operations (Swiss Chalet Restaurants)	UFCW	2,660
Jun	Treasury Board Of Canada	PSAC, PIPSC, et al.	54,311
	Universities	CUPE et al.	15,262
	Cdn Advertisers Assn	ACTRA	11,000
	Nursing Homes	ONA	2,681
	Securitas Canada Ltd	USW	2,514
Aug	School Boards	CUPE, OSSTF, et al.	263,502
	College Employer Council	OPSEU	19,590
	Universities	CUPE et al.	8,210
Oct	Hospitals	CAW (now UNIFOR)	3,129
	Nursing Homes	CAW (now UNIFOR)	3,668
Nov	G4S Secure Solutions (Canada) Ltd	UFCW	3,800
Dec	Ontario Public Services	OPSEU	35,030
	Municipal Police Services Boards	Police Assns.	15,925
	Municipal Employees	CUPE	8,009
	Firefighters	Firefighters Assns.	4,017

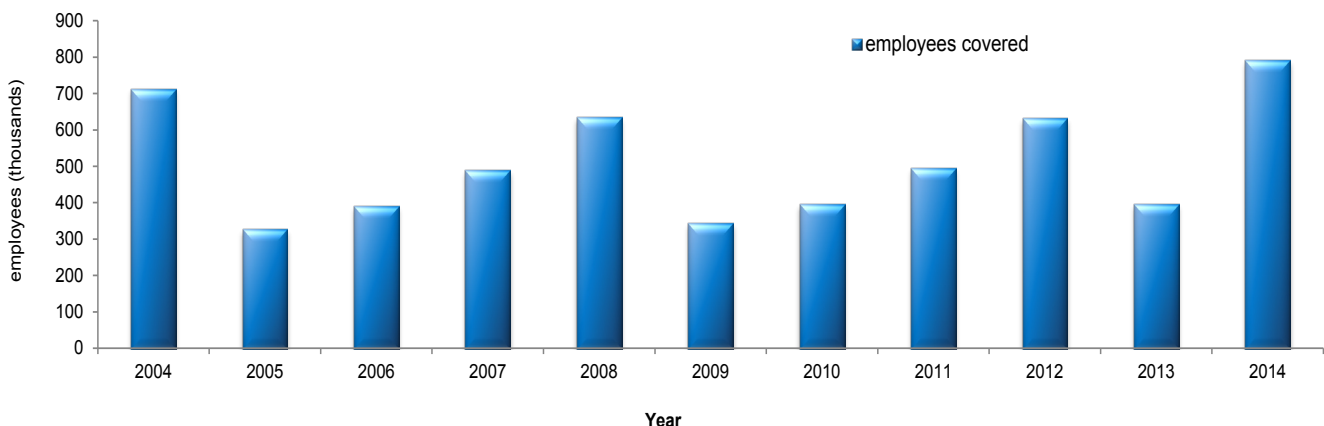
* Reflects information received at the date of ratification of current agreement
Information for agreements covering 150 or more employees

According to information received and processed by Collective Bargaining Information Services (CBIS), 3,473 collective agreements covering 791,836 Ontario-based employees are scheduled to expire in 2014.

These expiring agreements represent 26.9% of the 12,887 agreements currently on file and affect 46.4% of the total 1,708,228 employees covered. Compared to 2013, the number of agreements expiring in 2014 represent an increase of 7%.

Of the collective agreements scheduled to expire in 2014, 55.4% are public sector agreements, covering approximately 85.4% of the 791,836 employees in both public and private sectors. In the public sector, the level of bargaining activity will be concentrated in education, health care and social services sector, Ontario public services, universities, municipal police, and municipal and provincial community services. The bargaining activity in the public sector will be affected by negotiations continuing from 2013 which include hospitals, various municipalities, universities, nursing homes and homes for the aged, and community services.

Chart 1: Ontario Collective Agreement Expirations, Employees Covered, 2004 - 2014



Major bargaining in educational services is due to the expiration of school boards, which include the Toronto District School Board (43,404 employees), and the York Region District School Board (14,064 employees), the Peel Region District School Board (19,115 employees), the Thames Valley District School Board with 10,039 employees and the College employer Council with 19,590 employees. In the universities sector, there will be 60 agreements expiring, covering 33,970 employees. University of Toronto will be negotiating with the Canadian Union of Public Employees (CUPE) representing 4,000 (unit 1) employees and two units with the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, (USW) with 3,700 staff appointed and 2,650 casual employees.

In health care and social services, major negotiations will take place for hospitals (285 agreements covering 89,008 employees), the largest agreement for the Ottawa Hospital and ONA with 3,795 employees. The other expiries in the public sector include nursing homes, and homes for the aged (457 agreements covering 29,956 employees) and social assistance (57 agreements covering 4,746 employees).

In Provincial administration, negotiations of agreements will include the Ontario Government (unified and correctional units) with 29,043 and 5,422 employees respectively, and the Ontario Government (management and professionals) and AMAPCEO, representing 10,680 employees.

In the municipal police sector, there will be 56 agreements expiring, covering 17,343 employees. The Toronto Police Services Board will be negotiating with The Toronto Police Association and Toronto Senior Officer's Organization covering a combined 8,310 employees.

Private sector agreements will account for 44.6% of all expiring agreements, affecting 14.5% of all employees. The private sector expiries will be concentrated in manufacturing (446 agreements), construction (302 agreements), non-manufacturing with administrative and support, waste management and remediation services (140), accommodation and food services

(112), transportation and warehousing (96), other services (religious, grant-making, civic and professional and similar organizations) (88), and wholesale trade (69). Food manufacturing covers the largest number of employees (7,417).

Economic Setting

In 2014, collective bargaining in Ontario is expected to take place in an economic environment of moderate and sustained growth. Ontario's economic growth is expected to strengthen in 2015 and 2016. According to a survey of private-sector forecasters¹, Ontario's real Gross Domestic Product (GDP) is projected to grow by 2.2% in 2014 and by 2.6% in both 2015 and 2016 (Chart 2). Stronger U.S. growth and the decline in the value of the Canadian dollar will support Ontario's economic growth. However, increased financial market volatility and its impact on emerging market economies is a risk for the global economy.

The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI)², averaged 1.0% in 2013, following an increase of 1.4% in 2012. Forecasters predict that the inflation rate will rise to 1.5% in 2014, 1.9% in 2015 and then 2.0% in 2016.

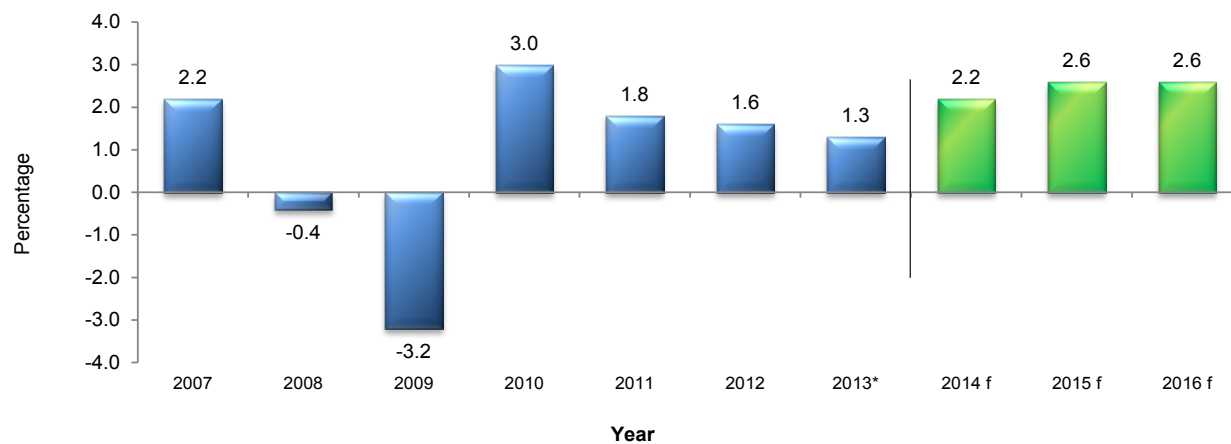
The national unemployment rate for 2013 averaged 7.1%, down from 7.2% in 2012². Ontario's unemployment rate was 7.5% in 2013, down from 7.8% reported in 2012², and is projected to decrease to 7.3% in 2014 before declining to 6.9% in 2015¹. Ontario's employment rose by 1.4% in 2013, compared to 0.8% in 2012². Provincial employment is forecast to increase by 1.2% in 2014 and 1.5% in 2015¹.

In 2013, the annual increase in base wage rate for all public and private collective agreements covering 150 and more employees averaged 1.0%, slowing from the average annual base wage rate of 1.3% in 2012. Wage increases in the public sector decreased and the private sector increased in 2013 compared to 2012. Public sector wage settlements averaged 0.5% in 2013, compared to 1.4% in 2012. In the private sector, average annual base wage increase went from 1.2% in 2012 to 2.3% in 2013.

¹ Ontario Ministry of Finance, Survey of Private Sector Forecasts (March 2014)

² Statistics Canada

Chart 2: Ontario Growth in Real Gross Domestic Product, 2007 - 2013, and Private Sector Forecasts



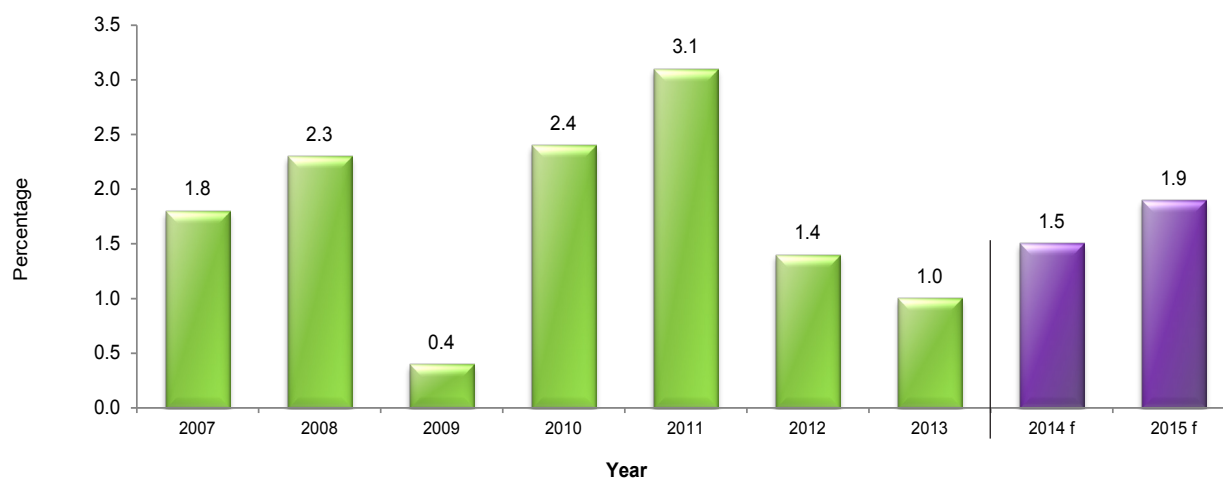
* Preliminary

f Forecast

1 Ontario Ministry of Finance, Survey of Private Sector Forecasts (March 2014)

2 Statistics Canada

Chart 3: Inflation - Ontario Consumer Price Index, 2007 - 2013, 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, June, August, and December. These agreements will affect employees in educational services, health care and social assistance sector, Federal public administration, Provincial public administration, local, municipal and regional public administration, transportation and warehousing, and other services (except public administration). These expiries represent 88% of the total employees for 2014 (Tables 5-10).

March expiries cover 20% of all employees, and are primarily in health care and social assistance (107,564 employees), transportation and warehousing (12,461), other services (except public administration) (11,890) and Provincial public administration (10,694). Federal public administration (54,311) accounts for 52.4% of employees whose agreements expire in June. Educational services (303,376 employees), accounts for 96.5% of employees whose agreements expire in August. In December, employees in Federal public administration, Provincial public administration and local, municipal and regional public administration (11,408, 43,624 and 31,009 respectively), and transportation and warehousing (8,704) account for 81.5% of the total employees with expiries for that month.

In terms of the number of collective agreements expiring in 2014, most activity will be concentrated in March with health care and social assistance, other services (except public administration), in June (health care), during August (educational services) and December (health care and social assistance, and local, municipal and regional public administration).

Activity by Industry

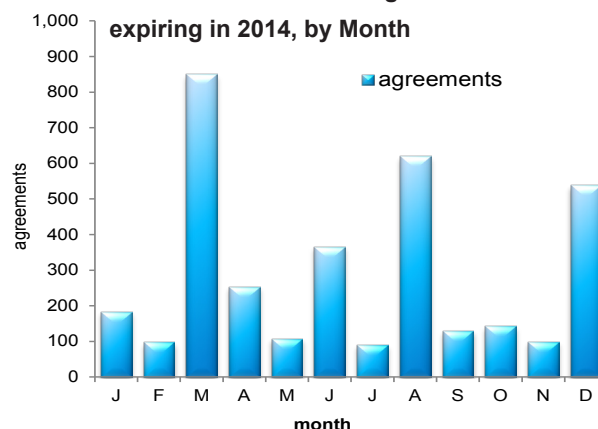
Collective bargaining in 2014 will be concentrated in the non-manufacturing sector as a result of the large number of agreements expiring in health care and social assistance, educational services and other services.

A total of 2,725 collective agreements (excluding construction) will be expiring in the non-manufacturing sector, and account for 78.5% of all agreements expiring in 2014. Of these non-manufacturing agreements that will expire in 2014, the Broader Public Sector (BPS) accounts for 68.2% of the non-manufacturing agreements and covers 77.6% of the non-manufacturing employees.

The manufacturing sector accounts for 12.8% of all agreements expiring in 2014, covering 4.6% of all employees. Bargaining activity in this sector will be concentrated in food manufacturing, fabricated metals, non-metallic minerals, transportation equipment, chemical manufacturing, and paper manufacturing, which together will account for 62.8% of all manufacturing agreements. The largest number of employees covered by manufacturing agreements (446) expiring in 2014 will be in the food manufacturing industry (20.4% or 7,417 employees), transportation equipment manufacturing (15.4% or 5,613 employees), and primary metal manufacturing (11.5% or 4,189 employees).

Non-construction private sector agreements account for 36% of all agreements scheduled to expire in 2014. The Construction sector expiries account for 8.7% of the total number of expiring agreements during 2014 and covering approximately 0.4% of the total number of employees.

Chart 4: Number of Collective Agreements expiring in 2014, by Month



Activity by Union

A total of 156 unions will be bargaining on behalf of all employees whose agreements expire in 2014. The top ten unions (Table 4) represent 75.7% of the total number employees covered by the expiring agreements. The Canadian Union of Public Employees (CUPE) will be negotiating the largest number of agreements at 12.9 % of the total number of agreements, and will be representing the largest number of employees at 13.2% of the total number.

Major private sector bargaining in 2014 will include:

- **Other Services (except public administration):** Canadian Advertisers Association/Communication Agencies Institute
- **Administrative and Support, Waste Management and Remediation Services:** G4S Secure Solutions (Canada) Ltd., Securitas Canada Ltd., and Garda Security Group Inc.
- **Accommodation and Food Services:** Cara Operations Ltd. (Swiss Chalet Restaurants) and Windsor Casino
- **Retail Trade:** Pharma Plus Drugmarts Ltd. and Winners Merchants International Lp.
- **Food Manufacturing:** Maple Leaf Foods Inc. (Maple Leaf Consumer Foods)
- **Utilities:** Bruce Power Lp. / Bruce Power Inc.
- **Information and Cultural Studies:** Canadian Media Production Association (CMPA)
- **Transportation and Warehousing:** Canadian Pacific Railway Co., Ziptrack Inc. Taxicab and Coventry Connections Inc., and Canadian National Railway Co.

Major public sector negotiations in 2014 will take place in:

- **Education:** Toronto District School Board (elementary, secondary and occasional teachers, office and clerical staff and maintenance employees), Peel District School Board (elementary, secondary, occasional and assistant teachers, office and clerical staff and maintenance), University of Toronto (instructors and teaching assistants, staff appointed and casual employees), York University graduate teaching and research assistants and clerical employees and Ryerson University teaching and graduate assistants and College Employer Council academic and support staff
- **Health Care:** The Ottawa Hospital, Hamilton Health Sciences, Sunnybrook Health Sciences Centre, University Health Network, the William Osler Health Centre, the Centre for Addiction and Mental Health (CAMH), St. Michael's Hospital, and the Trillium Health Centre, Extendicare Canada Inc. (service and registered practical nurses), and Community Living Essex County
- **Federal government:** The Treasury Board of Canada and Canada Revenue Agency
- **Provincial government:** The Ontario Government (AMAPCEO, OPSEU and PEGO)
- **Local government:** Toronto Transit Commission (general, enforcement, electrical and equipment), and the Toronto Police Services Board (officers uniform and civilian and senior officers)

The categories used are based on the North American Industry Classification System (NAICS).

Chart 5: Number of Employees covered by Collective Agreements expiring in 2014, by Month

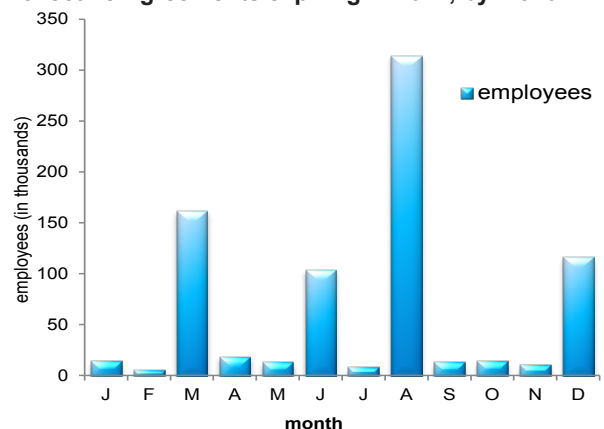


Table 2: Number of Collective Agreements expiring in 2014, by Month

Month	Number of Agreements
January	183
February	97
March	850
April	253
May	107
June	366
July	90
August	620
September	129
October	142
November	98
December	538
Total	3,473

Table 3: Number of Employees covered by Collective Agreements expiring in 2014, by Month

Month	Number of Employees (Ontario-based employees)
January	13,993
February	5,285
March	162,041
April	18,413
May	12,712
June	103,630
July	8,061
August	314,198
September	12,878
October	13,691
November	10,650
December	116,284
Total	791,836

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)	448	12.9%	104,635	13.2%
Ontario Public Service Employees (OPSEU)	238	6.9%	93,286	11.8%
Elementary Teachers Federation of Ontario (ETFO)	82	2.4%	81,695	10.3%
Ontario Secondary School Teachers' Federation (OSSTF)	133	3.8%	67,499	8.5%
Ontario Nurses Association (ONA)	385	11.1%	66,996	8.5%
Ontario English Catholic Teachers' Association (OECTA)	75	2.2%	49,089	6.2%
Public Service Alliance of Canada (PSAC)	20	0.6%	48,580	6.1%
CAW (now UNIFOR)	322	9.3%	40,669	5.1%
United Steel Workers (USW)	187	5.4%	26,102	3.3%
Professional Institute of the Public Service of Canada (PIPSC)	14	0.4%	21,123	2.7%
Total	1,904	54.8%	599,674	75.7%

Table 5: Manufacturing Sector - 2014 Expiries by Month¹

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Food Manufacturing	7	7	6	11	3	7	2	1	2	6	4	12	68
Beverage and Tobacco Product Manufacturing	3	1	0	0	0	0	0	1	0	0	1	1	7
Textile Mills	1	0	1	0	0	0	0	1	1	0	0	0	4
Textile Product Mills	0	0	0	0	0	0	0	0	0	0	0	1	1
Clothing Manufacturing	0	0	1	2	1	0	0	1	0	0	1	1	7
Leather and Allied Product Manufacturing	0	0	1	0	0	0	0	0	0	0	0	0	1
Wood Product Manufacturing	2	1	0	2	0	0	1	0	0	0	2	2	10
Paper Manufacturing	0	0	2	16	0	1	0	4	2	2	1	6	34
Printing and Related Support Activities	2	1	0	2	1	7	0	0	1	2	0	2	18
Petroleum and Coal Product Manufacturing	0	0	0	2	1	0	0	0	0	0	0	1	4
Chemical Manufacturing	0	3	3	3	4	6	3	5	3	0	2	3	35
Plastics and Rubber Products Manufacturing	2	4	4	2	2	1	0	2	1	4	3	1	26
Non-Metallic Mineral Product Manufacturing	4	3	5	10	2	1	3	1	4	1	7	4	45
Primary Metal Manufacturing	3	2	3	2	2	4	1	0	1	4	2	1	25
Fabricated Metal Product Manufacturing	1	5	8	5	4	6	3	3	7	8	6	3	59
Machinery Manufacturing	3	4	2	4	1	3	1	1	2	0	1	4	26
Computer and Electronic Product Manufacturing	0	3	1	0	1	1	1	1	2	0	0	2	12
Electrical Equipment, Appliance and Component Manufacturing	1	0	2	0	0	0	0	0	1	0	3	1	8
Transportation Equipment Manufacturing	0	3	0	4	12	3	2	6	5	1	0	3	39
Furniture and Related Product Manufacturing	0	1	1		0	1	1	0	2	1	0	2	9
Miscellaneous Manufacturing	0	0	1	1	0	2	0	0	0	1	0	3	8
Total Manufacturing	29	38	41	66	34	43	18	27	34	30	33	53	446

¹ Items reported under Manufacturing are based on the first three digits of NAICS.

Table 6: Non-Manufacturing Sector - 2014 Expiries by Month²

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Accommodation and Food Services	28	5	12	13	7	11	5	8	13	5	6	3	116
Administrative and Support, Waste Management and Remediation Services	1	7	31	10	7	18	13	15	7	6	3	24	142
Arts, Entertainment and Recreation	1	2	5	3	6	5	0	4	5	3	0	7	41
Educational Services	0	2	1	10	1	33	3	490	1	1	0	4	546
Finance and Insurance	0	1	1	0	0	2	1	1	0	0	0	7	13
Forestry and Logging	0	0	0	1	0	0	0	1	0	1	1	0	4
Health Care and Social Assistance	9	11	503	17	10	169	23	9	29	67	4	107	958
Information and Cultural Studies	2	1	7	4	6	9	2	3	0	1	0	29	64
Mining and Quarrying and Oil and Gas Extraction	1	1	2	0	0	1	0	0	2	8	1	3	19
Other Services (Except Public Administration)	5	3	102	13	8	23	5	4	6	3	9	24	205
Professional, Scientific and Technical Services	2	0	15	4	2	4	0	0	0	0	6	6	39
Real Estate and Rental and Leasing	2	4	6	6	5	4	0	3	2	1	15	13	61
Retail Trade	7	6	10	4	4	6	5	3	6	1	9	3	64
Transportation and Warehousing	8	6	23	5	2	9	5	12	8	5	2	43	128
Utilities	1	2	20	6	2	2	1	7	1	1	0	11	54
Wholesale Trade	3	2	14	5	4	9	5	0	4	5	6	12	69
Local, Municipal and Regional Public Administration	2	0	21	6	3	6	4	2	3	2	0	117	166
Provincial and Territorial Public Administration	0	0	2	0	0	0	0	1	0	0	0	6	9
Federal Government Public Administration	0	0	3	2	3	7	0	2	5	0	1	4	27
Total Non-Manufacturing	72	53	778	109	70	318	72	565	92	110	63	423	2,725

² Items reported in Non-Manufacturing (Tables 6 and 9) are based on the main two digit NAICS codes. Local, Municipal and Regional Public Administration, Provincial and Territorial Public Administration, and Federal Government Public Administration are reported on the first three digits of NAICS.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Construction	82	6	31	78	3	5	0	28	3	2	2	62	302

Table 7: Manufacturing and Non-Manufacturing (including Construction) - Number of Collective Agreements Expiring in 2014

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Manufacturing	29	38	41	66	34	43	18	27	34	30	33	53	446
Non-Manufacturing	72	53	778	109	70	318	72	565	92	110	63	423	2,725
Construction	82	6	31	78	3	5	0	28	3	2	2	62	302
Total	183	97	850	253	107	366	90	620	129	142	98	538	3,473

Table 8: Manufacturing - Number of Employees covered by Collective Agreements Expiring in 2014¹

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Food Manufacturing	1,085	333	1,638	1,073	114	898	16	66	150	908	173	963	7,417
Beverage and Tobacco Product Manufacturing	480	65	0	0	0	0	0	53	0	0	28	39	665
Textile Mills	198	0	197	0	0	0	0	26	6	0	0	0	427
Textile Product Mills	0	0	0	0	0	0	0	0	0	0	0	170	170
Clothing Manufacturing	0	0	14	275	28	0	0	15	0	0	17	33	382
Leather and Allied Product Manufacturing	0	0	71	0	0	0	0	0	0	0	0	0	71
Wood Product Manufacturing	122	25	0	7	0	0	94	0	0	0	126	430	804
Paper Manufacturing	0	0	79	1,831	0	97	0	508	210	130	140	349	3,344
Printing and Related Support Activities	240	80	0	39	28	173	0	0	2	22	0	41	625
Petroleum and Coal Product Manufacturing	0	0	0	78	23	0	0	0	0	0	0	4	105
Chemical Manufacturing	0	155	236	150	105	253	87	133	78	0	79	76	1,352
Plastics and Rubber Products Manufacturing	144	157	227	98	68	206	0	201	445	214	395	67	2,222
Non-Metallic Mineral Product Manufacturing	169	99	142	369	51	10	154	80	167	13	102	62	1,418
Primary Metal Manufacturing	226	177	411	161	580	626	574	0	190	1,077	106	61	4,189
Fabricated Metal Product Manufacturing	70	248	531	177	180	342	66	277	228	425	279	279	3,102
Machinery Manufacturing	242	64	84	291	53	151	6	235	260	0	60	113	1,559
Computer and Electronic Product Manufacturing	0	427	25	0	11	52	125	41	288	0	0	231	1,200
Electrical Equipment, Appliance and Component Manufacturing	87	0	244	0	0	0	0	0	58	0	568	10	967
Transportation Equipment Manufacturing	0	860	0	624	1,945	610	287	515	397	126	0	249	5,613
Furniture and Related Product Manufacturing	0	70	76	0	0	34	60	0	71	30	0	183	524
Miscellaneous Manufacturing	0	0	61	13	0	86	0	0	0	25	0	46	231
Total Manufacturing	3,063	2,760	4,036	5,186	3,186	3,538	1,469	2,150	2,550	2,970	2,073	3,406	36,387

¹ Items reported under Manufacturing are based on the first three digits of NAICS.

**Table 9: Non-Manufacturing and Construction - Number of Employees covered by Collective Agreements
Expiring in 2014²**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Accommodation and Food Services	4,075	197	967	2,919	2,908	767	413	247	486	241	629	124	13,973
Administrative and Support, Waste Management and Remediation Services	35	144	667	262	158	4,986	373	473	165	354	3,848	485	11,950
Arts, Entertainment and Recreation	150	42	383	108	297	313	0	882	923	90	0	558	3,746
Educational Services	0	50	8	6,278	160	15,987	1,735	303,376	20	7	0	1,685	329,306
Finance and Insurance	0	311	90	0	0	655	7	22	0	0	0	228	1,313
Forestry and Logging	0	0	0	14	0	0	0	250	0	400	33	0	697
Health Care and Social Assistance	436	717	107,564	1,183	523	4,203	2,355	815	1,673	8,470	204	6,845	134,988
Information and Cultural Studies	6	160	2,415	155	726	889	113	780	0	5	0	2,473	7,722
Mining and Quarrying and Oil and Gas Extraction	56	180	104	0	0	400	0	0	11	504	8	46	1,309
Other Services (Except Public Administration)	117	47	11,890	64	495	12,281	727	52	188	21	185	1,500	27,567
Professional, Scientific and Technical Services	66	0	1,179	32	158	978	0	0	0	0	269	118	2,800
Real Estate and Rental and Leasing	9	15	137	63	32	33	0	74	46	17	246	391	1,063
Retail Trade	4,000	257	874	373	92	500	191	82	191	14	662	176	7,412
Transportation and Warehousing	1,009	263	12,461	161	168	3,235	379	856	475	413	46	8,704	28,170
Utilities	17	77	1,492	159	18	22	6	88	13	18	0	2,264	4,174
Wholesale Trade	235	17	612	82	124	256	174	0	101	83	214	329	2,227
Local, Municipal and Regional Public Administration	107	0	4,173	149	286	234	119	101	98	22	0	31,009	36,298
Provincial and Territorial Public Administration	0	0	10,694	0	0	0	0	249	0	0	0	43,624	54,567
Federal Government Public Administration	0	0	1,433	619	3,359	54,311	0	3,510	5,917	0	2,199	11,408	82,756
Total Non-Manufacturing	10,318	2,477	157,143	12,621	9,504	100,050	6,592	311,857	10,307	10,659	8,543	111,967	752,038

2 Items reported in Non-Manufacturing (Tables 6 and 9) are based on the main two digit NAICS codes. Local, Municipal and Regional Public Administration, Provincial and Territorial Public Administration, and Federal Government Public Administration are reported on the first three digits of NAICS.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Construction	612	48	862	606	22	42	0	191	21	62	34	911	3,411

Table 10: Manufacturing and Non-Manufacturing (including Construction) - Number of Employees covered by Collective Agreements Expiring in 2014

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Manufacturing	3,063	2,760	4,036	5,186	3,186	3,538	1,469	2,150	2,550	2,970	2,073	3,406	36,387
Non-Manufacturing	10,318	2,477	157,143	12,621	9,504	100,050	6,592	311,857	10,307	10,659	8,543	111,967	752,038
Construction	612	48	862	606	22	42	0	191	21	62	34	911	3,411
Total	13,993	5,285	162,041	18,413	12,712	103,630	8,061	314,198	12,878	13,691	10,650	116,284	791,836

The categories used on Tables 5 through 10 are based on the North American Industry Classification System (NAICS).