

Ontario Collective Bargaining Agreement Expiries 2018

Ministry of Labour
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Collective Bargaining Information Services

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Foreword

This Ontario Collective Bargaining Agreement Expiries report is the fifty-first annual report on collective agreement expiries produced by Collective Bargaining Information Services (CBIS).

The information in this report is derived from the database of CBIS as at January 29, 2018.

Detailed tables and listings of agreements expiring in 2018 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 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 Expiries report provides an overview of the expected collective bargaining activity in Ontario for 2018. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2018 will involve 2,051 collective agreements covering 392,320 Ontario-based employees.
- Public sector agreements account for 44% of all agreements expiring in 2018 and cover 68% of all employees.
- Of the 906 agreements in the public sector, 637 agreements covering 146,088 employees are in the provincial broader public sector (BPS), including provincially funded organizations.
- Of the collective agreements expiring in 2018, more than half (53%) will expire during the months of March and December.
- Of the total number of employees covered by agreements expiring during 2018, 27% are in health and social services, 23% are in public administration, and 21% are in transportation, communication, and utilities.
- Key negotiations in the public sector for 2018 include hospitals (March, covering 60,000 employees), long-term care homes (March and December, covering 4,300 employees), universities (April, June, July, and August, covering 14,000 employees), developmental services (March, covering 11,300 employees), various municipalities (March and December, covering 11,100 employees), police services boards (December, covering 11,100 employees), Toronto Transit Commission (March, covering 10,500 employees), Government of Ontario – Ontario Provincial Police (December, covering 9,000 employees), Ontario Power Generation Inc. (March and December, covering 8,700 employees), Hydro One Inc. (March, covering 5,400 employees), and Metrolinx – GO Transit (June, covering 1,900 employees).
- In the private sector, key negotiations include various hotels (January, covering 4,600 employees), Pharma Plus Drugmarts Ltd./Pharmx Rexall Drug Stores Ltd. (January, covering 3,300 employees), G4S Security Service Canada Inc. (February, covering 3,800 employees), Metro Ontario Inc. (August, covering 6,800 employees), Motion Picture Studio Production Technicians (February, covering 2,600 employees), Windsor Casino Ltd. (April, covering 2,800 employees), Garda Canada Security Corporation (June, covering 3,000 employees), Bombardier Aerospace (June, covering 2,400 employees), Securitas Canada Limited (Ontario) (June, covering 2,300 employees), Paladin Security Group Ltd. (June, covering 1,700

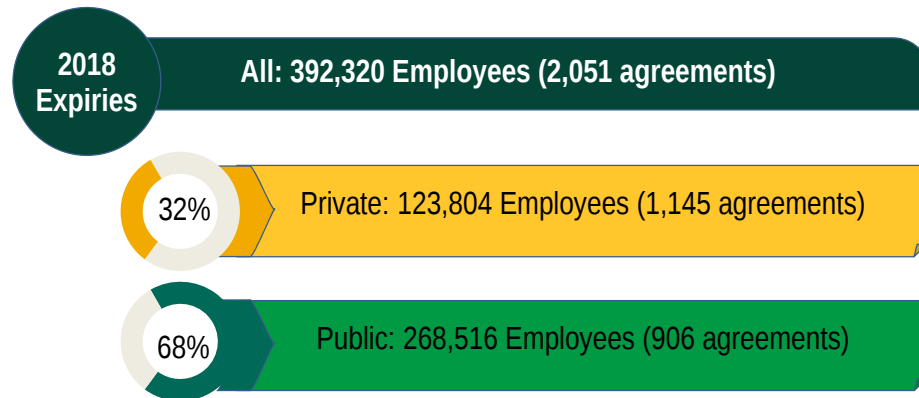
employees), Canadian Media Production Association (December, covering 18,400 employees), and Paragon Protection Ltd. (December, covering 3,000 employees).

- Under federal jurisdiction, expiries include Treasury Board of Canada (April, June, August, September, November, and December, covering 54,000 employees), Canada Post (January, March, and December, covering 19,400 employees), Garda Security Screening Inc. (March, covering 2,100 employees), and Bell Technical Solutions Inc. (May, covering 1,700 employees).
- Major unions representing the largest number of employees covered by agreements expiring in 2018 include Ontario Nurses' Association (ONA) (covering 63,200 employees), Canadian Union of Public Employees (CUPE) (covering 46,100 employees), and Unifor (covering 31,600 employees).

Collective Bargaining Agreement Expiries, 2018

In 2018, 2,051 collective agreements, covering approximately 392,320 Ontario-based employees, are set to expire. These expiring agreements represent 12.5% of the 16,391 agreements in effect, and affect 22.2% of the total 1,765,260 employees covered by a collective agreement.

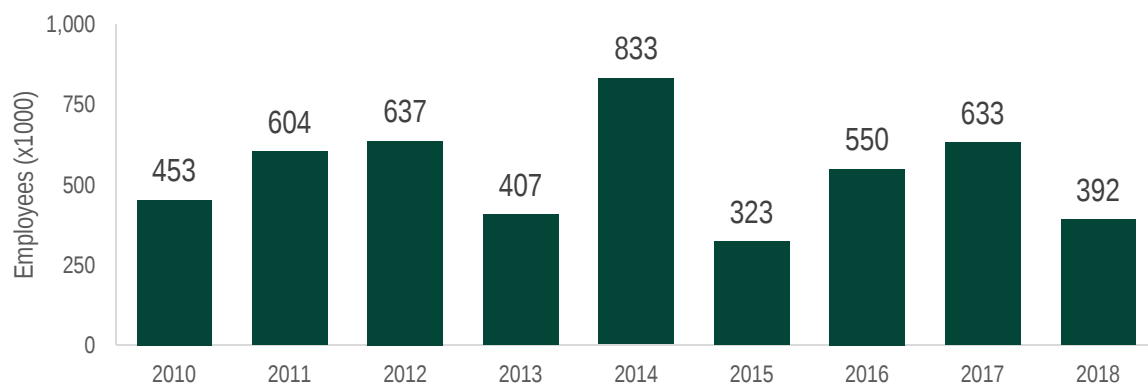
2018 Ontario Collective Agreement Expiries, Employees Covered



Of the collective agreements that will expire in the public sector, 637 agreements (146,088 employees) are in the provincial broader public sector (BPS), 241 agreements (46,928 employees) are in the municipal sector, and 28 agreements (75,500 employees) are in the federal sector.

38% fewer employees are covered by collective agreements expiring during 2018 than expired during 2017 (Graph 1).

Graph 1: Trends of Ontario Collective Agreement Expiries¹



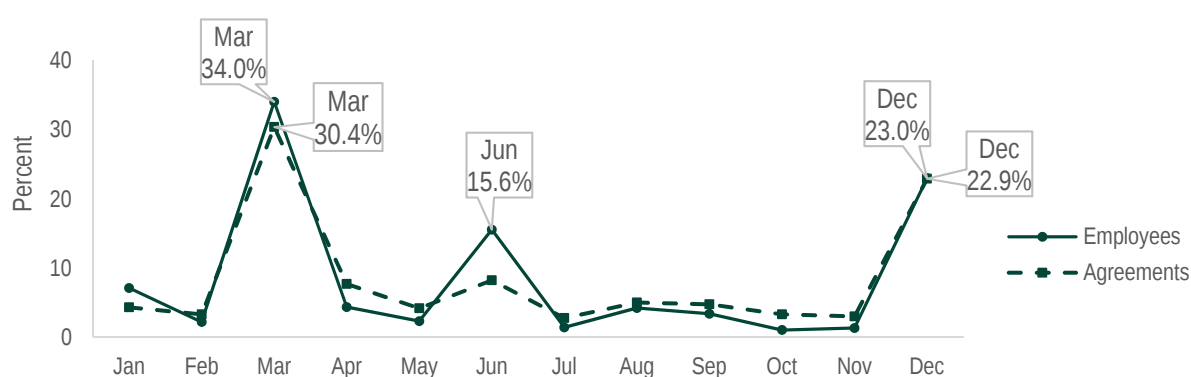
¹ The trends of the number of employees covered by expiring agreements is updated according to information received and processed by Collective Bargaining Information Services (CBIS) at the time of publication. Expiries in 2017 include the number of employees covered by the 2014-2017 settlements in the education sector under the *School Boards Collective Bargaining Act, 2014*.

Activity by Month

Collective agreements covering the largest number of employees are set to expire in the months of March, December, and June, affecting employees in health and social services, public administration, and transportation, communications, and utilities. These expiries represent 72.5% of the total employees for 2018. March expiries cover 34.0% of all employees, and are primarily in health and social services and in transportation, communications, and utilities. Public administration employees (35,518) account for 58.2% of employees whose agreements expire in June. Key negotiations in December will affect employees in public administration (40,764 employees) and in transportation, communications, and utilities (29,460 employees).

53.3% of the collective agreements expiring during 2018 will expire during March and December. Most of the March expiries will occur in health and social services, and in December, most will occur in public administration.

Graph 2: Trends of Ontario Collective Agreement Expiries in 2018 by Month



Activity by Industry²

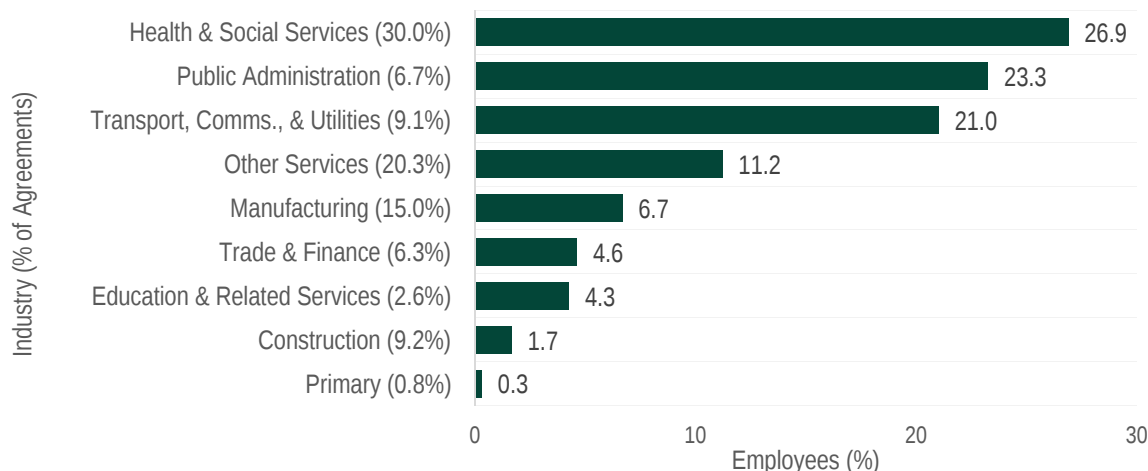
Collective bargaining in 2018 will be concentrated in health and social services (Graph 3), accounting for 615 (30.0%) of the expiring agreements and covering 105,525 (26.9%) employees.

Following the health sector, bargaining will include 91,270 (23.3%) employees in public administration, and 82,453 (21.0%) employees in transportation, communication, and utilities. The Treasury Board of Canada accounts for 53,998 (59.2%) of employees whose agreements expire in the public administration sector. In the broader public sector (BPS), major negotiations will include the Toronto Police Services Board (8,104 civilian and uniform officers), City of

² The industry data used in this report are based on the North American Industry Classification System (NAICS).

Hamilton (3,325 inside/outside employees and front-line supervisors), City of Toronto (3,100 firefighters), and Regional Municipality of Durham (1,522 inside and ambulance employees).

Graph 3: Ontario Collective Agreement Expiries in 2018 by Industry



In transportation, communication, and utilities, key negotiations include Toronto Transit Commission (10,520 employees), Ontario Power Generation Inc. (8,711 employees), Hydro One Inc. (5,356 employees), and Metrolinx – GO Transit (1,860 employees). Other negotiations involving large numbers of employees will include Canada Post Corp. (19,453 employees) under federal jurisdictions, and Canadian Media Production Association (18,416 employees) in the private sector.

Economic Setting

According to the Ontario Ministry of Finance at the time of the 2017 budget³, Ontario's real Gross Domestic Product (GDP) is projected to grow by 2.1% in 2018. The annual inflation rate, measured by Ontario's Consumer Price Index (CPI), is projected to increase to 2.0% in 2018, up from 1.7% in 2017⁴. Ontario's labour market is expected to remain steady in 2018 with employment projected to increase by 1.2% and the unemployment rate projected to decrease to 6.3%.

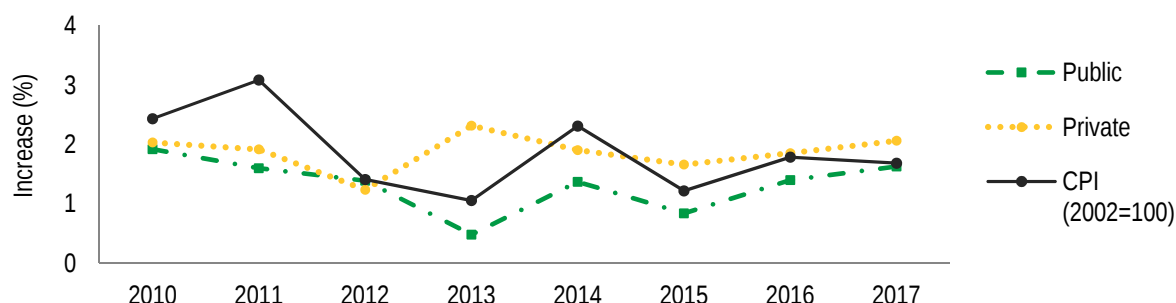
In 2017, the annual increase in the base wage rate for all collective agreements covering 150 and more employees averaged 1.7%, increasing from the average annual base wage rate of 1.6% in 2016. The public sector average annual base

³ [Section B: Details on Ontario's Finances and Economic Outlook](#), Chapter VI: Responsible Fiscal Management, Budget 2017, Ontario Ministry of Finance

⁴ Statistics Canada

wage increase was reported at 1.6%, and the private sector was reported at 2.1% for 2017 (Graph 4).

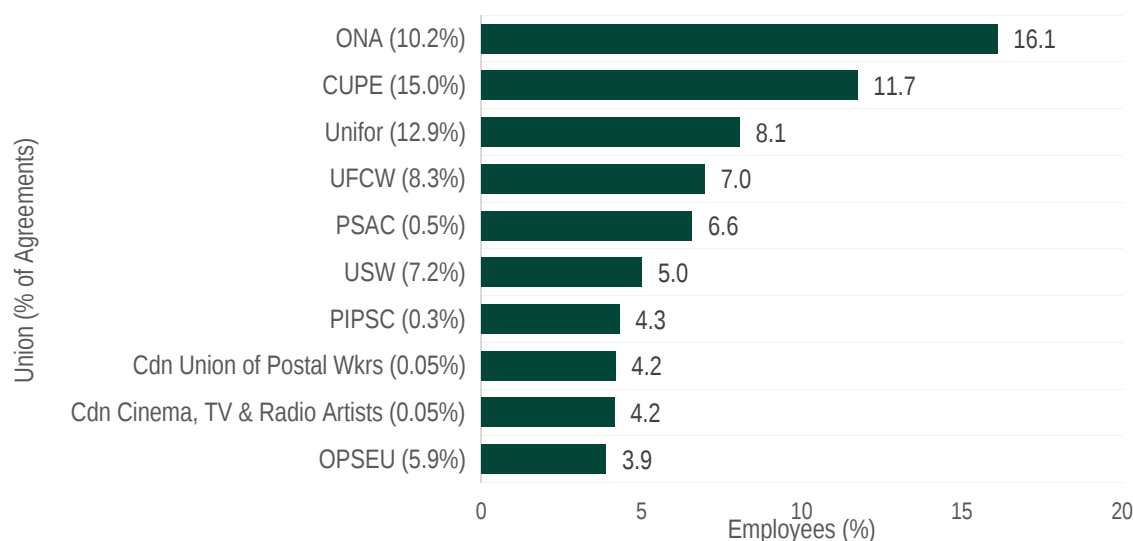
Graph 4: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for Public Sector and Private Sector Settlements (%)⁵



Activity by Union

105 unions will be bargaining on behalf of employees covered by collective agreements expiring during 2018. The ten unions with the largest concentration of employees (Graph 5) represent 71.0% of the total employees covered and 60.6% of the total expiring agreements. The Ontario Nurses' Association (ONA) represents the largest number of employees at 16.1% (63,199 employees). The Canadian Union of Public Employees (CUPE) will be negotiating the largest number of agreements at 15.0%, and will be representing 11.7% (46,060) of the total employees. Unifor accounts for 12.9% of the total number of expiring agreements, covering 8.1% (31,642) of the total employees.

Graph 5: Ontario Collective Agreement Expiries in 2018 by Selected Unions (with the largest number of affected employees)



⁵ Reflects information received at the date of ratification for agreements covering 150 or more employees

Table 1: Key Negotiations in 2018⁶

Month	Employer (*Under Federal Jurisdiction)	Union	Approx. No. of Employees (Ontario)
January	Canada Post Corp*	Canadian Union of Postal Workers	16,400
	Various Hotels	Unite Here, et al	4,600
	Pharma Plus Drugmarts Ltd / Pharmx Rexall Drug Stores Ltd	UFCW	3,300
February	G4S Security Service Canada Ltd	UFCW	3,800
March	Hospitals	ONA, et al	60,000
	Toronto Transit Commission	Amalgamated Transit Union, CUPE	10,500
	Ontario Power Generation Inc	Power Workers' Union	5,400
	Hydro One Inc	Power Workers' Union	5,400
	Motion Picture Studio Production Tech	International Alliance of Theatrical Stage Employees	2,600
	Garda Security Screening Inc*	Machinists & Aerospace Workers, USW	2,100
	Developmental Services (CAS, Community living/services)	CUPE, OPSEU, et al	11,300
	Long-Term Care Homes	CUPE, OPSEU, ONA	1,600
	Various Municipalities (excluding Police Services Boards)	CUPE	1,500
	Canada Post Corp*	Association of Postal Officials	1,300
April	Windsor Casino Ltd	Unifor	2,800
	Universities	Faculty Associations, Professors Associations, CUPE, et al	3,700
May	Bell Technical Solutions Inc*	Unifor	1,700
June	Treasury Board of Canada ^{7*}	PSAC, CAPE, PIPSC	35,500
	Garda Canada Security Corporation	USW	3,000
	Bombardier Aerospace	Unifor	2,400

⁶ Reflects information received at the date of ratification for agreements covering 150 or more employees. Bargaining situations resulting from recent Ontario Labour Relations Board decisions or agreements that have been ratified prior to the release of the current monthly publication may not be reflected if the settlement information has not been reported to Collective Bargaining Information Services at the time of publication.

⁷ The Treasury Board of Canada will also be negotiating a settlement with CAPE, covering 250 employees in April 2018.

Collective Bargaining Agreement Expiries

Month	Employer (*Under Federal Jurisdiction)	Union	Approx. No. of Employees (Ontario)
	Securitas Canada Limited (Ontario)	USW	2,300
	Metrolinx (GO Transit)	Amalgamated Transit Union	1,900
	Paladin Security Group Ltd.	USW	1,700
	Universities	Faculty Associations, OPSEU, et al	5,600
July	Universities	Staff Associations, et al	1,900
August	Metro Ontario Inc	UFCW	6,800
	Universities	Professors Associations, CUPE, et al	2,800
	Treasury Board of Canada*	PSAC, IBEW	2,500
September	Treasury Board of Canada*	PIPSC	5,900
November	Treasury Board of Canada*	Association of Canadian Financial Officers	2,500
December	Canadian Media Production Association (CMPA)*	Canadian Cinema, TV & Radio Artists, Directors Guild of Canada	18,400
	Government of Ontario	Ontario Provincial Police Association	9,000
	Ontario Power Generation Inc	Society of Energy Professionals	3,300
	Paragon Protection Ltd.	UFCW	3,000
	Canada Post Corp*	Canadian Postmasters & Assistants	1,700
	Police Services Boards	Police Associations	11,100
	Various Municipalities (excluding Police Services Boards)	CUPE, Professional Fire Fighters Associations, et al	9,600
	Treasury Board of Canada*	PIPSC	7,400
	Long-Term Care Homes	CUPE, Unifor, et al	2,700

Appendix: Tables for Graphs

Table for Graph 1: Trends of Ontario Collective Agreement Expiries, Employees Covered⁸

Expiries	2010	2011	2012	2013	2014	2015	2016	2017	2018
Employees	453,275	603,681	637,290	407,426	832,830	323,466	550,104	632,556	392,320
Agreements	4,253	3,494	3,316	4,236	4,138	2,415	6,247	3,120	2,051

Table for Graph 2: Trends of Ontario Collective Agreement Expiries in 2018 by Month

Month	No. of Employees	% of Employees	No. of Agreements	% of Agreements
January	27,923	7.1	89	4.3
February	8,635	2.2	68	3.3
March	133,411	34.0	623	30.4
April	17,141	4.4	158	7.7
May	9,128	2.3	86	4.2
June	61,020	15.6	169	8.2
July	5,612	1.4	57	2.8
August	16,584	4.2	103	5.0
September	13,334	3.4	98	4.8
October	4,114	1.0	68	3.3
November	5,250	1.3	62	3.0
December	90,168	23.0	470	22.9
Total	392,320	100.0	2,051	100.0

Table for Graph 3: Ontario Collective Agreement Expiries in 2018 by Industry⁹

Industry	No. of Employees	% of Employees	No. of Agreements	% of Agreements
Health & Social Services	105,525	26.9	615	30.0
Public Administration	91,270	23.3	138	6.7
Transportation, Communications, & Utilities	82,453	21.0	186	9.1
Other Services	44,032	11.2	416	20.3
Manufacturing	26,267	6.7	307	15.0
Trade & Finance	18,175	4.6	130	6.3
Education & Related Services	16,754	4.3	54	2.6
Construction	6,587	1.7	189	9.2
Primary	1,257	0.3	16	0.8
Total	392,320	100.0	2,051	100.0

⁸ The trends of the number of employees covered by expiring agreements is updated according to information received and processed by Collective Bargaining Information Services (CBIS) at the time of publication. Expiries in 2017 include the number of employees covered by the 2014-2017 settlements in the education sector under the *School Boards Collective Bargaining Act, 2014*.

⁹ The industry data used in this report are based on the North American Industry Classification System (NAICS).

Table for Graph 4: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for Public Sector and Private Sector Settlements (%)

Sector	2010	2011	2012	2013	2014	2015	2016	2017
Public	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.6
Private	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1
CPI (2002=100)	2.4	3.1	1.4	1.1	2.3	1.2	1.8	1.7

Table for Graph 5: Ontario Collective Agreement Expiries in 2018 by Selected Unions (with the largest number of affected employees)

Union	No. of Employees	% of Employees*	No. of Agreements	% of Agreements*
Ontario Nurses' Association (ONA)	63,199	16.1	210	10.2
Canadian Union of Public Employees (CUPE)	46,060	11.7	308	15.0
Unifor	31,642	8.1	265	12.9
United Food & Commercial Workers (UFCW)	27,365	7.0	170	8.3
Public Service Alliance of Canada (PSAC)	25,807	6.6	11	0.5
United Steelworkers (USW)	19,676	5.0	148	7.2
Professional Institute of The Public Service (PIPS)	16,920	4.3	7	0.3
Canadian Union of Postal Workers	16,425	4.2	1	0.05
Canadian Cinema, TV & Radio Artists	16,300	4.2	1	0.05
Ontario Public Service Employees Union (OPSEU)	15,272	3.9	122	5.9
Total	278,666	71.0	1,243	60.6

* Percentage based on collective agreement expiring in 2018: 2,051 agreements covering 392,320 employees.