Ontario

Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services

Ontario Collective Bargaining Review

2011

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FOREWORD

The *Ontario Collective Bargaining Review 2011* provides an overview of collective bargaining activity in Ontario for the year 2011. The information in this report is compiled from collective agreement settlements and work stoppages reported to Collective Bargaining Information Services (CBIS) as at the publication date. The data reflect settlements for Ontario-based employees covered under Ontario or federal jurisdictions. Work stoppages data are reported for employees under Ontario jurisdiction only.

The report consists of five sections:

- Section I (a) provides data on the total number of agreements settled in 2011 by industry and the total number of employees covered.

- Section I (b) provides an overview of the economic climate for 2011.

- Section II provides information on negotiated wage increases in collective agreements covering 150 or more employees. Average wage settlement calculations are based on base wage rates and are weighted by the number of employees in each bargaining unit. Estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the calculation of the average annual wage increase, where applicable. It also provides information on the stage of settlements, the duration of agreements, and the duration of negotiations.

- Section III summarizes the key settlements of 2011. The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages, and settlements of public interest.

- Section IV highlights work stoppages data under Ontario jurisdiction. Work stoppages reported include strikes and lockouts that last a minimum of one half day, involving two or more unionized or non-unionized workers and result in ten or more person-days lost.

- Section V provides a collective bargaining outlook for the year 2012.

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Executive Summary

Collective Bargaining Review 2011

- Collective bargaining in 2011 occurred in an environment of slow economic growth as a result of economic uncertainty and volatility in the financial market. Ontario’s real Gross Domestic Product (GDP)* growth slowed to 1.8% in 2011, following an increase of 3% in 2010. Ontario’s unemployment rate declined from 8.7% in 2010 to 7.8% in 2011. The Ontario Consumer Price Index (CPI) inflation rate averaged 3.1% in 2011, up from 2.5% in 2010.
- The records of the Collective Bargaining Information Services indicate that over 2,400 collective agreements covering approximately 374,000 employees were ratified in 2011. Of the 2,400 agreements ratified, 37% were in health and social services followed by 8.4% in construction and 6.3% in local government.
- Wage increases for the agreements covering 150 or more employees ratified in 2011 declined to 1.7% from 2% in 2010. Private sector agreements reported an average annual wage increase of 1.9% in 2011, compared to 1.6% in the public sector. Settlements in manufacturing sector averaged 1.4%, compared to 1.7% in the non-manufacturing sector, and 1.3% in the construction sector.
- In 2011, approximately 98% of collective agreements were settled without a work stoppage. These agreements were settled through either conciliation, mediation, arbitration or direct bargaining between the parties.
- In 2011, 40 work stoppages involving 11,502 employees under Ontario jurisdiction were reported, resulting in 352,160 person-days lost. This represents 0.02% of the total estimated working time lost in Ontario due to work stoppages.

Collective Bargaining Outlook 2012

- The majority of agreements in 2012 will expire in education and related services, health and social services, provincial and municipal administration, transportation, and utilities. In terms of the number of employees covered, most bargaining activity will affect employees in education and related services, provincial and municipal administration, and transportation equipment.
- Collective bargaining in 2012 is expected to take place in an economic environment of modest econimic growth. Public sector fiscal restraints, the continuing uncertainty regarding European debt crisis continue to pose risk for Ontario's economy.*

* Ontario Ministry of Finance

Ontario Collective Bargaining Review 2011

Collective Agreements Ratified in 2011

Number of Agreements	2,407
Employees Covered	374,014

Average Annual Wage Increases*

	%
Private Sector	1.9
Public Sector	1.6
All Settlements	**1.7**

* For agreements covering 150 or more employees
Note: Wage increases may include COLA estimates where applicable

I Collective Bargaining Settlements, 2011

According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2011 involved the ratification of 2,407 collective agreements, covering 374,014 employees.These collective agreements represent 20% of the 11,861 collective agreements currently on file with CBIS and affect approximately 22% of all Ontario-based employees covered by collective agreements.

Of the 2,407 collective agreements ratified in 2011, 51% were in the private sector, representing 65% of all employees covered by collective agreements. By industry (Table 2), 82% of all collective agreements reached were in the non-manufacturing and construction sectors, covering 92% of all employees.

Of the 2,407 collective agreements, 2,246 (93.3%) were scheduled renewal agreements, covering 97% of all employees. Of the remaining settlements, 130 (5.4%) were first agreements, 26 (1.1%) were extensions of existing agreements, and 5 (0.2%) were early renewal agreements.

In terms of the number of employees covered, bargaining activity was concentrated in health and social services (147,639), education and related service (38,499), and local government (29,859) (Table 1).

Section I (a)

Table 1: Number of Collective Agreements Ratified in 2011, Non-Manufacturing, Manufacturing, and Construction

	Agreements		Employees covered	
	Agmts	*%*	*Empls*	*%*
Forestry	1	0.1	89	0.0
Mining, Quarrying	17	1.0	1,415	0.4
Transportation	103	5.8	22,419	6.6
Storage	5	0.3	379	0.1
Communications	8	0.5	2,690	0.8
Electric, Gas, Water	50	2.8	14,092	4.2
Wholesale Trade	49	2.8	1,614	0.5
Retail Trade	57	3.2	24,526	7.3
Finance	11	0.6	876	0.3
Real Estate, Insurance Agencies	33	1.9	892	0.3
Education & Related Services	91	5.1	38,499	11.4
Health & Social Services	878	49.5	147,639	43.7
Recreational Services	31	1.7	7,564	2.2
Management Services	34	1.9	21,250	6.3
Personal Services	22	1.2	1,282	0.4
Accommodation, Food Services	109	6.1	9,866	2.9
Other Services	111	6.3	4,042	1.2
Federal Government	4	0.2	3,443	1.0
ProvincialGovernment	9	0.5	5,665	1.7
Local Government	152	8.6	29,859	8.8
Total Non-Manufacturing	**1,775**	**100.0**	**338,101**	**100.0**
Food, Beverages	60	14.0	5,316	17.1
Tobacco	1	0.2	12	0.0
Rubber, Plastics	23	5.3	2,019	6.5
Leather	1	0.2	71	0.2
Textile	6	1.4	363	1.2
Knitting Mills	1	0.2	26	0.1
Clothing	6	1.4	345	1.1
Wood	12	2.8	673	2.2
Furniture, Fixtures	6	1.4	283	0.9
Paper	27	6.3	2,333	7.5
Printing,Publishing	46	10.7	2,096	6.7
Primary Metals	17	4.0	2,630	8.4
Fabricated Metals	67	15.6	4,285	13.7
Machinery	20	4.7	1,178	3.8
Transportation Equipment	26	6.0	4,234	13.6
Electrical Products	13	3.0	1,262	4.0
Non-Metallic Minerals	69	16.0	2,770	8.9
Petroleum, Coal	1	0.2	75	0.2
Chemicals	21	4.9	615	2.0
Other Manufacturing	7	1.6	589	1.9
Total Manufacturing	**430**	**100.0**	**31,175**	**100.0**
Construction	**202**	**100.0**	**4,738**	**100.0**

Table 2: Number of Collective Agreements Ratified in 2011, by Industry

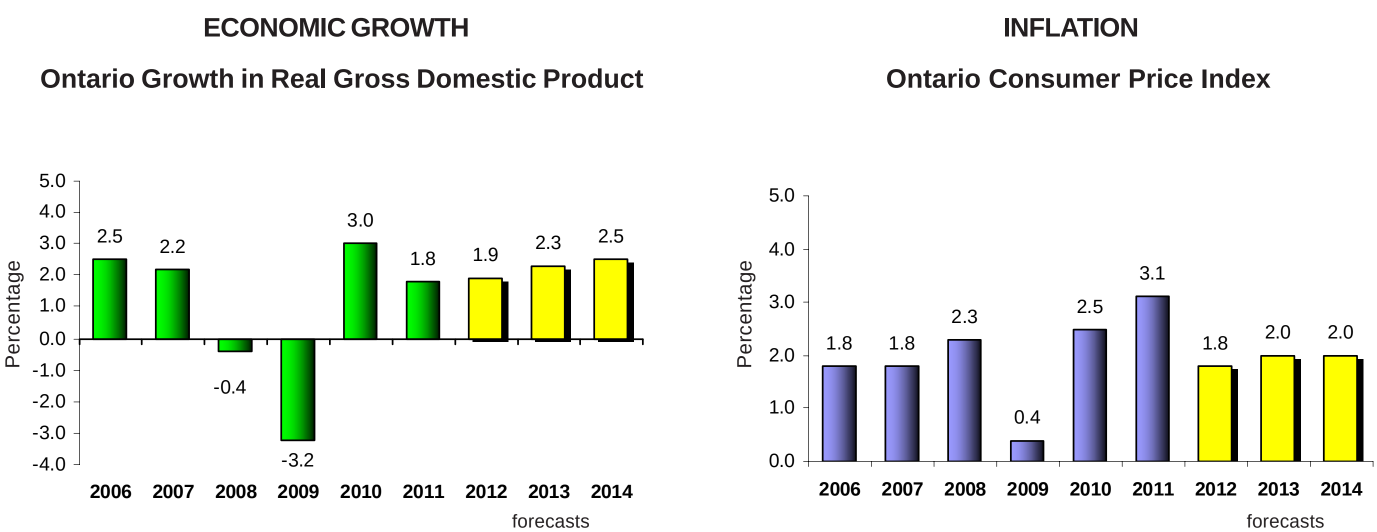
	Agreements		Employees	
	Agmts	*%*	*Agmts*	*%*
Non-Manufacturing	1,775	73.7	338,101	90.4
Manufacturing	430	17.9	31,175	8.3
Construction	202	8.4	4,738	1.3
All Industries	**2,407**	**100.0**	**374,014**	**100.0**

Section I (b)

Economic Climate[1]

Collective bargaining in 2011 occurred in an environment of slow economic growth as a result of economic uncertainty and volatility in the financial market caused by the sovereign debt crisis in Europe. The rising oil prices and the Canadian dollar against the U.S. counterpart also impacted Ontario's economy. Ontario's real Gross Domestic Product (GDP) (Chart 1) growth slowed to 1.8% in 2011, following an increase of 3% in 2010. Ontario's unemployment rate declined from 8.7% in 2010 to 7.8% in 2011. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 3.1% in 2011, an increase from 2.5% in 2010.

Chart 1: Selected Economic Indicators, 2006 — 2014



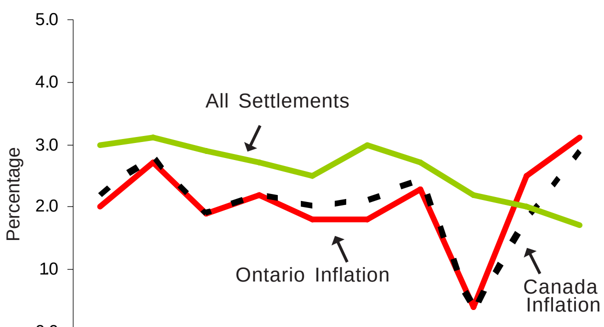
[1] *Source: Statistics Canada and Ontario Ministry of Finance*

II Negotiated Wage Increases in 2011

In 2011, of the 2,407 collective agreements ratified, there were 453 agreements covering 150 or more employees, affecting 289,713 employees. These settlements provided an average annual wage increase of 1.7%, a decrease from 2% in 2010. The average annual wage increase in the private sector declined from 2% in 2010 to 1.9 % in 2011. Public sector agreements reported an average annual wage increase of 1.6% in 2011, compared to 1.9% in 2010.

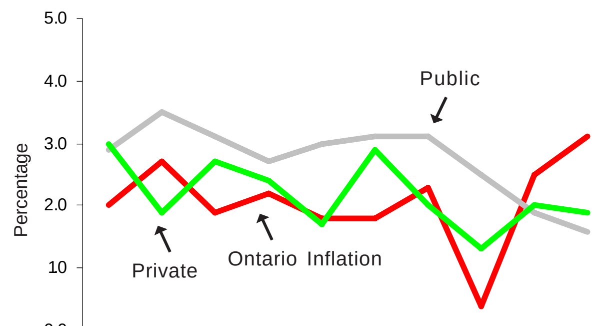
Chart 2: Wage Increases, 2002 — 2011

Average Annual Wage Increase for All Settlements and Inflation



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Ontario Inflation	2.0	2.7	19	2.2	18	18	2.3	0.4	2.5	3.1
Canada Inflation	2.2	2.8	19	2.2	2.0	2.1	2.4	0.3	18	2.9
All Settlements	3.0	3.1	2.9	2.7	2.5	3.0	2.7	2.2	2.0	17

Average Annual Wage Increase in Private and Public Sectors



	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Ontario Inflation	2.0	2.7	19	2.2	18	18	2.3	0.4	2.5	3.1
Public	2.9	3.5	3.1	2.7	3.0	3.1	3.1	2.5	19	16
Private	3.0	19	2.7	2.4	17	2.9	2.0	13	2.0	19

Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Stage of Settlement

Over 98% of agreements ratified in 2011 (covering approximately 95% of employees) were settled without a work stoppage. Of those, 41.5% were concluded with the assistance of a conciliator or mediator, 35.3% (Table 3) were reached through direct bargaining, and 21.7% were settled in arbitration.

In the public sector, 27% of agreements were reached through direct bargaining, compared to 44% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator was 31% in the public sector and 52% in the private sector. In the public sector, 42% of agreements were reached through arbitration, compared to 1% in the private sector.

Table 3: Number of Collective Agreements Ratified in 2011 and Employees Covered, by Stage of Settlement

	All Agreements			Private Sector			Public Sector		
	Agmts	*%*	*Empls*	*Agmts*	*%*	*Empls*	*Agmts*	*%*	*Empls*
Direct bargaining	850	35.3	69,410	528	44.3	35,918	322	26.5	33,492
Conciliation	653	27.1	81,558	397	33.3	42,544	256	21.1	39,014
Post-conciliation bargaining	64	2.7	16,593	29	2.4	5,143	35	2.9	11,450
Mediation	278	11.5	72,336	195	16.4	35,386	83	6.8	36,950
Post-mediation bargaining	5	0.2	415	3	0.3	314	2	0.2	101
Arbitration	522	21.7	115,595	12	1.0	352	510	41.9	115,243
Work stoppage	35	1.5	18,107	27	2.3	9,581	8	0.7	8,526
All Settlements	**2,407**	**100.0**	**374,014**	**1,191**	**100.0**	**129,238**	**1,216**	**100.0**	**244,776**

Duration of agreement

Of all the agreements ratified in 2011, 56% (Table 4) were of three-year duration, 12% were of two-year duration, and 19% were of a term longer than three years. The majority (59%) of agreements in the private sector were of three-year duration, compared to 54% in the public sector. Table 5 outlined all collective agreements ratified in 2011 and employees covered, by industry. Three-year terms were negotiated for 58% of manufacturing agreements, 55% of non-manufacturing agreements, and 68% of construction agreements.

Table 4: Duration of Collective Agreements Ratified in 2011, by Sector

	All Agreements			**Private Sector**			**Public Sector**		
	Agmts	*%*	*Empls*	*Agmts*	*%*	*Empls*	*Agmts*	*%*	*Empls*
Less than 12 Months	6	0.2	672	5	0.4	658	1	0.1	14
12 Months	168	7.0	25,036	75	6.3	4,291	93	7.6	20,745
13 to 18 Months	21	0.9	1,745	5	0.4	692	16	1.3	1,053
19 to 23 Months	16	0.7	1,215	9	0.8	832	7	0.6	383
24 Months	294	12.2	39,852	101	8.5	5,815	193	15.9	34,037
25 to 35 Months	100	4.2	9,147	31	2.6	1,446	69	5.7	7,701
36 Months	1,355	56.3	195,436	703	59.0	62,445	652	53.6	132,991
Over 36 Months	447	18.6	100,911	262	22.0	53,059	185	15.2	47,852
Total	**2,407**	**100.0**	**374,014**	**1,191**	**100.0**	**12,238**	**1,216**	**100.0**	**244,776**

Table 5: Duration of Collective Agreements Ratified in 2011, by Industry

	Manufacturing			**Non-Manufacturing**			**Construction**		
	Agmts	*%*	*Empls*	*Agmts*	*%*	*Empls*	*Agmts*	*%*	*Empls*
Less than 12 Months	2	0.5	631	3	0.2	30	1	0.5	11
12 Months	36	8.4	1,866	127	7.2	22,496	5	2.5	674
13 to 18 Months	-	-	-	21	1.2	1,745	-	-	-
19 to 23 Months	1	0.2	55	13	0.7	1,135	2	1.0	25
24 Months	30	7.0	990	248	14.0	38,179	16	7.9	683
25 to 35 Months	6	1.4	412	85	4.8	8,544	9	4.5	191
36 Months	249	57.9	19,929	969	54.6	173,593	137	67.8	1,914
Over 36 Months	106	24.7	7,292	309	17.4	92,379	32	15.8	1,240
Total	**430**	**100.0**	**31,175**	**1,775**	**100.0**	**338,101**	**202**	**100.0**	**4,738**

Duration of Negotiations

In 2011, data regarding the duration of negotiations are maintained for 453 collective agreements covering 150 or more employees. The average duration of negotiations for all sectors was 6 months. The average duration of negotiations in the public sector was 6.9 months compared to 4 months in the private sector (Table 6 and 7).

In the private sector, 59% of negotiations were concluded within one to three months, compared to 28% of negotiations in the public sector.

Table 6: Duration of Negotiations

	Total		Private Sector		Public Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
1 – 3 months	170	90,780	82	41,687	88	49,093
4 – 6 months	180	156,420	38	40,545	142	115,875
7 – 9 months	36	18,199	11	4,903	25	13,296
10 – 12 months	10	3,584	2	1,182	8	2,402
13 months and over	57	20,730	6	1,598	51	19,132
Total	**453**	**289,713**	**139**	**89,915**	**314**	**199,798**

Table 7: Average Duration of Negotiations

	Average Duration of Negotiations
	months
Private sector	4.0
Public sector	6.9
Total	**6.0**

Distribution of Wage Increases

In 2011, data regarding the distribution of wage increases are maintained for 453 collective agreements covering 150 or more employees. Overall, 32% of employees (Table 8) received average annual wage increases ranging from 2% to 2.9%, while approximately 29% of employees received increases ranging from 0.1% to 0.9%, and another 29% received increases ranging from 1% to 1.9%.

In the public sector, 36% of employees received increases ranging from 0.1% to 0.9%, compared to 12% of private sector employees. In the private sector, 40% of employees received increases ranging from 2% to 2.9%, and 31% received increases ranging from 1% to 1.9%, while 10 agreements, covering 4% of employees, were settled without a general wage increase.

Table 8: Distribution of Wage Increases by Sector

Wage Increase	**All Sectors**		**Private Sector**		**Public Sector**	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
%	%	%	%	%	%	%
No Increase	2.9	2.6	7.2	4.0	1.0	2.0
0.1 - 0.9	30.0	28.6	11.5	11.6	38.2	36.2
1.0 - 1.9	27.6	28.8	27.3	31.3	27.7	27.7
2.0 - 2.9	33.6	31.7	44.6	39.5	28.7	28.2
3.0 - 3.9	5.1	7.6	7.2	12.3	4.1	5.4
4.0 - 4.9	0.4	0.3	1.4	0.9	0.0	0.0
5.0 - 5.9	0.2	0.3	0.0	0.0	0.3	0.5
8.0 and Over	0.2	0.1	0.7	0.3	0.0	0.0

Quarterly Wage Settlements

In 2011, overall wage settlements varied to some degree from quarter to quarter, with averages ranging from 1.5% to 2.1%. Average annual wage increases ranged from 1.6% to 2.1% in the private sector and from 1.4% to 2.2% in the public sector (Table 9).

Table 9: Average Annual Increase in Base Wage Rates, by Quarter and Sector

	All Agreements	Private Sector	Public Sector
	%	%	%
First Quarter	2.1	2.1	2.2
Second Quarter	1.5	1.8	1.4
Third Quarter	1.6	1.6	1.6
Fourth Quarter	1.8	2.1	1.6
Total	**1.7**	**1.9**	**1.6**

Table 10: Average Annual Increase in Base Wage Rates, by Quarter and Industry

	Manufacturing	Non-Manufacturing	Construction
	%	%	%
First Quarter	1.7	2.2	1.8
Second Quarter	1.3	1.5	1.8
Third Quarter	1.4	1.7	0.7
Fourth Quarter	1.2	1.8	-
Total	**1.4**	**1.7**	**1.3**

Wage Settlements by Industry

In 2011, average annual wage increases (Table 12) were reported at 1.7% in the non-manufacturing sector, compared to 1.4% in the manufacturing sector, and 1.3% in construction. In the non-manufacturing sector, the average annual wage increase for the largest concentration of employees (Table 11) was 1.2% in health and social services. The highest wage increase in non-manufacturing occurred in mining and quarrying (3.3%), followed by electric, gas and water (3%). The lowest wage increase with the largest concentration of employees in the manufacturing sector was 1.2% in transportation equipment.

The 29 agreements with cost-of-living allowance (COLA) clauses (Table 12) provided increases averaging 2.3%, an increase from 1.9% in 2010. In comparison, the remaining 424 agreements without a COLA clause averaged 1.7%, a decrease from 2% in the previous year.

Table 11: Average Annual Increase in Base Wage Rates, Non-manufacturing, Manufacturing, and Construction

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Mining, Quarrying	4	1,030	3.3	3	630	3.1	1	400	3.4
Transportation	30	16,967	2.1	3	812	1.1	27	16,155	2.2
Communications	4	2,523	2.1	-	-	-	4	2,523	2.1
Electric, Gas, Water	7	12,864	3.0	4	7,949	3.0	3	4,915	3.0
Wholesale Trade	2	544	2.8	-	-	-	2	544	2.8
Retail Trade	12	22,959	1.2	-	-	-	12	22,959	1.2
Finance, Insurance Carriers	1	633	1.9	-	-	-	1	633	1.9
Real Estate, Insurance Agencies	2	551	2.0	1	311	1.9	1	240	2.0
Education & Related Services	34	35,851	1.9	-	-	-	34	35,851	1.9
Health and Social Services	215	113,296	1.2	-	-	-	215	113,296	1.2
Recreational Services	7	6,003	1.4	.	.	.	7	6,003	1.4
Management Services	7	18,160	2.7	1	250	3.0	6	17,910	2.7
Personal Services	4	872	2.3	.	.	.	4	872	2.3
Accommodation, Food Services	19	6,045	2.3	.	.	.	19	6,045	2.3
Other Services	5	1,550	1.7	.	.	.	5	1,550	1.7
Federal Government	3	3,327	1.6	.	.	.	3	3,327	1.6
Provincial Government	3	5,249	1.9	.	.	.	3	5,249	1.9
Local Government	38	25,317	2.4	.	.	.	38	25,317	2.4
Total Non-Manufacturing	**397**	**273,741**	**1.7**	**12**	**9,952**	**2.8**	**385**	**263,789**	**1.7**
Food, Beverage	8	2,628	1.5	3	1,396	1.4	5	1,232	1.6
Rubber, Plastics	3	818	0.5	1	445	0.0	2	373	1.1
Clothing	1	262	1.0	-	-	-	1	262	1.0
Wood	1	180	1.7	-	-	-	1	180	1.7
Paper	3	842	0.4	-	-	-	3	842	0.4
Printing, Publishing	1	350	0.8	-	-	-	1	350	0.8
Primary Metals	8	2,125	1.6	6	1,680	1.6	2	445	1.4
Fabricated Metals	6	1,287	1.8	-	-	-	6	1,287	1.8
Machinery	3	526	1.7	2	371	1.8	1	155	1.6
Transportation Equiment	8	3,016	1.2	4	1,419	1.7	4	1,597	0.8
Electrical Products	3	586	1.8	1	185	2.0	2	401	1.7
Non-Metallic Minerals	3	495	1.1	-	-	-	3	495	1.1
Other Manufacturing	2	400	2.4	-	-	-	2	400	2.4
Total Manufacturing	**50**	**13,515**	**1.4**	**17**	**5,496**	**1.5**	**33**	**8,019**	**1.3**
Construction	**6**	**2,457**	**1.3**	**-**	**-**	**-**	**6**	**2,457**	**1.3**

Table 12: Average Annual Increase in Base Wage Rates, by Industry

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Non-manufacturing	397	273,741	1.7	12	9,952	2.8	385	263,789	1.7
Manufacturing	50	13,515	1.4	17	5,496	1.5	33	8,019	1.3
Construction	6	2,457	1.3	-	-	-	6	2,457	1.3
All Industries	**453**	**289,713**	**1.7**	**29**	**15,448**	**2.3**	**424**	**274,265**	**1.7**

III Major Collective Agreements Ratified in 2011

Non-Manufacturing

Health and Social Services

In 2011, the health and social services industry was characterized by major centralized bargaining: the Ontario Hospital Association (OHA) on behalf of its Participating Hospitals and OPSEU, and the OHA on behalf of Participating Hospitals and Ontario Nurses' Association (ONA). Arbitration Awards were issued for the Participating Hospitals and both OPSEU and Ontario Nurses’ Association (ONA). The OPSEU award covered approximately 9,033 paramedical and professional employees at 46 hospitals, and the ONA award covered approximately 56,266 nurses, paramedical and professional employees at 137 hospitals. Both awards included average annual wage increases of 0.9% over three years, and lump sum payments in each of the first and second years.

A central arbitration award was issued for 98 Participating Nursing Homes and Service Employees International Union (SEIU). The 12-month award involved 55 agreements covering 15,965 employees for an average annual wage increase of 2%. A central arbitration award was also issued for ONA, involving 115 agreements. This three-year award covered 2,189 employees at 163 Participating Nursing Homes with an average annual wage increase of 0.9% and lump sum payments. An award was also issued for 14 Participating Nursing Homes and CAW, representing 2,107 R.P.N., registered nurses, service and office employees. The award provided an average annual wage increase of 1.7% over 28 months.

A centrally negotiated settlement was reached between the 10 Community Care Access Centres and ONA. The three-year settlement covering 2,957 employees provided an average annual wage increase of 0.9% in addition to lump sum payments.

In 2011, two arbitration awards were issued for Ottawa Hospital and OPSEU, representing approximately 2,500 paramedical, professional, and office employees. The 24-month award issued on January 20, 2011, provided average annual wage increases of 2.5%, and the 36-month award issued on December 23, 2011, provided average annual wage increases of 0.9% in addition to lump sum payments.

The Centre for Addiction and Mental Health (CAMH) and OPSEU, representing 1,700 employees reached a three-year agreement for an average annual wage increase of 0.9% in addition to lump sum payments.

Education and Related Services

The College Employer Council settled an agreement with OPSEU following a work stoppage. The three-year agreement provides 8,000 support staff with an average annual wage increase of 1.8%.

Brock University settled three-year agreements with CUPE and Brock University Faculty Association. The settlements provided 1,300 course coordinators, instructors, teaching assistants, demonstrators, and marker/graders, and 560 academic staff with average annual wage increases of 1.7%. The University also reached an agreement with the Ontario Secondary Teachers' Association (OSSTF), representing 240 office, clerical, and library support employees, for an average annual wage increase of 1.8% over two years.

McMaster University settled a five-year agreement with CUPE providing 2,657 (unit 1) employees with a 1.6% average annual wage increase and lump sum payments.

Queen's University and the Queen's University Faculty Association reached a four-year agreement for 1,350 academic employees for an average annual wage increase of 1.7%.

The University of Guelph settled three-year agreements with CUPE, Guelph Faculty Association and USW. The three CUPE agreements covering a total of 1,443 employees include average annual wage increases ranging 1.7% to 1.9%. The agreement reached with the Guelph Faculty Association covers 790 librarian/faculty employees and provides an average annual wage increase of 1.7%, while the USW agreement provided 850 support staff with an average annual wage increase of 2%.

The University of Ottawa and CUPE settled a three-year agreement for 3,500 teaching and research assistants for an average annual wage increase of 1.7%. The University and the University of Ottawa Part-time Professors Association also settled a three-year agreement covering 1,400 part-time professors for an average annual wage increase of 1.7%.

The University of Toronto and USW reached a three-year for 3,700 staff appointed employees for an average annual wage increase of 2%. The University also settled a four-year agreement with CUPE. The agreement provides 600 full-time service employees with an average annual wage increase of 1.7%.

York University settled a 36-month agreement with the York University Staff Association, providing 1,565 office employees with a 2% average annual wage increase. The University also reached a three-year agreement with CUPE, providing 400 employees with an average annual wage increase of 2%.

Municipal Government

Municipal Property Assessment Corporation and OPSEU reached an agreement for 1,255 employees. The four-year agreement provides an average annual wage increase of 2.1%.

CUPE settled a four-year agreement with the City of Hamilton and two, three-year agreements with Durham Regional Municipality. The City of Hamilton agreement provides 3,200 employees with an average annual wage increase of 1.4%, while both agreements settled with the Durham Regional Municipality cover a total of 1,853 employees and include a 2.3% average annual wage increase over three years.

The Toronto Police Services Board and the Toronto Police Association, representing 5,654 officers, and 2,365 (units A, C, D) civilian employees, reached four 48-month agreements. Each agreement includes an average annual wage increase of 2.8%.

Regional Municipality of Peel Police Services Board and Peel Regional Police Association also settled four-year agreements, providing 1,930 uniform and 770 civilian employees with average annual wage increases of 2.8%.

Retail Trade

Metro Ontario Inc. negotiated two 50-month agreements with CAW and two 60-month agreements with UFCW. The CAW agreements cover 4,400 employees at the New Dominion Stores and 560 employees at the Sav-A-Centre Stores; and the UFCW agreements cover 1,275 employees. All four agreements provide average annual wage increases of 0.6% and lump sum payments.

No Frills Franchise Stores settled a five-year agreement with UFCW providing 10,990 employees with an average annual wage increase of 1.3% and lump sum payments.

Pharma Plus Drugmarts Ltd. negotiated three-year agreements with both UFCW and CAW. The UFCW and CAW agreements provide 2,932 employees (UFCW: 2,540, CAW: 392) with an average annual wage increase of 1.2% and 1.7% respectively in addition to lump sum payments.

Transportation

Following a work stoppage, an arbitration award was issued for Air Canada and the Canadian Union of Public Employees (CUPE). The 48-month award provided 3,815 Ontario-based flight attendants with an average annual wage increase of 2.3%. A four-year agreement settled with CAW, following a work stoppage, also provided 1,640 Ontario-based employees with a 2.3% average annual wage increase.

The Amalgamated Transit Union (ATU-Intl) negotiated agreements with the City of Ottawa and Metrolinx (GO Transit). The 12-month agreement with the City of Ottawa provides 2,378 employees with a general wage increase of 2%, while the agreement with Metrolinx (GO Transit) provides 1,530 employees with an average annual wage increase of 2.1% over three years.

Utilities

Hydro One and CUPE reached a two-year agreement covering 3,847 employees for an average annual wage increase of 3%.

A 24-month arbitration award issued for Ontario Power Generation Inc. and the Society of Energy Professionals, covering 3,942 nuclear and non-nuclear employees, included an average annual wage increase of 3% and a COLA clause.

Bruce Power LP negotiated a three-year agreement with CUPE and a four-year agreement with the Society of Energy Professionals. The three-year agreement reached with CUPE covers 2,453 employees and provides an average annual wage increase of 3%, including COLA differential in each of the second and third years of the agreement. The four-year agreement with the Society of Energy Professionals representing covers 1,157 employees and includes an average annual wage increase of 2.9% and a COLA clause.

Provincial Government

The Workplace Safety and Insurance Board and CUPE settled a five-year agreement. The agreement covering 3,600 employees includes an average annual wage increase of 1.9%.

Federal Government

Treasury Board of Canada settled agreements with the Professional Institute of the Public Service of Canada (PIPSC) and the Association of Canadian Financial Officers (ACFO). The PIPSC agreement covering 1,189 Ontario-based architecture, engineering, and land survey employees provides an average annual wage increase of 1.8% over three years. The ACFO agreement provide 1,973 Ontario-based employees with a 1.5% an average annual wage increase.

Communications

Bell Technical Solutions Inc. and the Communications Energy Paperworkers Union (CEP) reached an early renewal agreement for 3,942 employees. The agreement provides an average annual wage increase of 2.8% over 84 months.

Other Services

Windsor Casino Ltd. (Caesars Windsor) and the CAW reached a three-year agreement, providing 2,620 employees with an average annual wage increase of 1.2%.

Canadian Advertisers Association and Communication Agencies Institute and Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) reached a settlement covering 11,000 Ontario-based employees. The three-year agreement includes an average annual wage increase of 2.5%.

Purolator Courier Ltd. and the International Brotherhood of Teamsters, representing 4,500 Ontario-based employees, settled a five-year agreement for an average annual wage increase of 3.2%.

Garda Security Group Inc. and USW, representing 1,200 employees, reached a three-year agreement. The USW and the Paladin Security Group (Ontario) Ltd. also settled a three-year agreement for 600 employees. Both agreements include average annual wage increases of 1.7%.

Manufacturing

Transportation Equipment

Bombardier Transportation (Thunder Bay plant) and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) settled a three-year agreement following a work stoppage. The agreement covering 675 employees provides an average annual wage increase of 1.8% including COLA.

Food, Beverage

H. J. Heinz Co. of Canada Ltd. (Plant) and United Food and Commercial Workers Canada (UFCW) reached a four-year agreement covering 700 employees for an average annual wage increase of 0.9% including COLA.

Primary Metals

U. S. Steel Canada Inc. (Hamilton Works) and United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied, Industrial and Service Workers International Union (USW) reached a settlement following a work stoppage. The three-year agreement provides 644 employees with an average annual wage increase of 1.2% based solely on COLA fold-in.

IV Work Stoppages Under Ontario Jurisdiction

During 2011, 40 work stoppages under Ontario jurisdiction (Table 13) were reported, compared to 56 reported in 2010. Work stoppages during 2011 involved 11,502 employees and resulted in 352,160 person-days lost, compared to 10,711 employees and 704,630 person days lost in 2010.

In 2011, 21 work stoppages were reported in the manufacturing sector, a decrease from 23 reported in 2010. The non-manufacturing sector reported 19 work stoppages during 2011 compared to 32 reported in 2010.

The number of work stoppages in the private sector decreased from 52 in 2010 to 32 in 2011, compared to work stoppages in the public sector that increased from four in 2010 to eight in 2011. The number of person-days lost in the private sector decreased from 691,890 in 2010 to 252,890 in 2011. In comparison, the number of person-days lost increased in the public sector from 12,740 in 2010 to 99,270 in 2011.

In 2011, work stoppages in the manufacturing sector accounted for 60% of person-days lost compared to 34% in 2010. During 2011, 0.02% of the estimated working time in Ontario (Table 14) was lost due to work stoppages, compared to 0.05 in 2010.

V Collective Bargaining Outlook For 2012[1]

In 2012, collective bargaining will continue to take place in an environment of modest economic growth. Public sector fiscal restraints, the continuing uncertainty regarding the European debt crisis continue to pose risk for Ontario's economy. According to a survey of private-sector forecasters conducted by the Ministry of Finance, Ontario's real Gross Domestics Product (GDP) is projected to grow by 1.9% in 2012, and 2.3% in 2013 and 2.5% in 2014. Ontario's Consumer Price Index (CPI) inflation is forecast to be 1.8% in 2012, down from 3.1% in 2011, and will increase to 2% in both 2013 and 2014. Ontario's employment is projected to increase by 0.9% in 2012 and 1.4% in 2013. Ontario's unemployment rate is expected to remain unchanged at 7.8% in 2012 before declining to 7.5% in 2013.

Collective bargaining activity will involve the negotiations of over 2,500 collective agreements expiring in 2012, in addition to the continuation of bargaining that was not concluded in 2011. Major negotiations continuing from 2011 include hospitals, nursing homes, homes for the aged, universities, federal and municipal administration, and community services.

Collective agreements expiring in 2012 cover approximately 590,000 Ontario-based employees. These expiring agreements represent 22% of agreements currently on file, and affect 35% of the total number of employees. Bargaining activity in the private sector affects workers employed in other services, wholesale and retail trade, transportation, fabricated metals, food and beverages, and transportation equipment. Public sector agreements are concentrated in health and social services, education, provincial and municipal administration and utilities.

[1] *Ontario Ministry of Finance, Survey of Economic Forecasters (April 2012) and Statistics Canada*

Table 13: Work Stoppages and Person-Days Lost, by Sector, 2000 - 2011

Year	Private Sector			Public Sector			Total		
	No of Work Stoppages	*No. of Workers*	*Person-Days Lost*	*No of Work Stoppages*	*No. of Workers*	*Person-Days Lost*	*No of Work Stoppages*	*No. of Workers*	*Person-Days Lost*
2000	110	26,159	406,170	36	29,108	243,560	146	55,267	649,730
2001	101	13,118	290,280	43	21,534	381,710	144	34,652	671,990
2002	86	11,946	255,060	31	54,626	1,255,520	117	66,572	1,510,580
2003	77	13,892	428,230	17	9,915	66,650	94	23,807	494,880
2004	73	18,835	426,940	26	2,117	59,900	99	20,952	486,840
2005	58	8,753	323,410	18	3,486	79,800	76	12,239	403,210
2006	54	9,990	214,480	16	20,250	180,120	70	30,240	394,600
2007	57	21,150	333,690	18	4,107	55,440	75	25,257	389,130
2008	43	3,651	153,850	21	15,467	127,920	64	19,118	281,770
2009	45	8,872	785,570	19	33,701	763,990	64	42,573	1,549,560
2010	52	10,473	691,890	4	238	12,740	56	10,711	704,630
2011	32	3,559	252,890	8	7,943	99,270	40	11,502	352,160

Table 14: Work Stoppages under Ontario Jurisdiction, 2000 - 2011

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005	76	12,239	161	403,210	32.9	45	0.03
2006	70	30,240	432	394,600	13.0	48	0.03
2007	75	25,257	337	389,130	15.4	39	0.03
2008	64	19,118	299	281,770	14.7	48	0.02
2009	64	42,573	665	1,549,560	36.4	71	0.11
2010	56	10,711	191	704,630	65.8	71	0.05
2011	40	11,502	288	352,160	30.6	65	0.02