



Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services

Ontario Collective Bargaining Review 2012



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FOREWORD

The Ontario Collective Bargaining Review 2012 provides an overview of collective bargaining activity in Ontario for the year 2012. 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 2012 by industry and the total number of employees covered.
- Section I (b) provides an overview of the economic climate for 2012.
- 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 2012. 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 2013.

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Executive Summary

Collective Bargaining Review 2012

- Collective bargaining in 2012 occurred in an environment of sustained yet moderate economic growth as a result of economic uncertainty and volatility caused by the sovereign debt crisis in Europe. High oil prices and the strong Canadian dollar against the U.S. counterpart also impacted Ontario's economy. Ontario's real Gross Domestic Product (GDP)(Chart 1) growth slowed to an estimated 1.6% in 2012, following an increase of 1.8% in 2011. Ontario's unemployment rate remained at 7.8% in 2012. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 1.4% in 2012, down from 3.1% in 2011.
- The records of the Collective Bargaining Information Services indicate that over 2,500 collective agreements covering approximately 421,573 employees were ratified in 2012. Of the 2,500 agreements ratified, 32.6% were in health and social services followed by 6.6% in local government, and 6% in other services.
- Wage increases for the agreements covering 150 or more employees ratified in 2012 declined to 1.3% from 1.7% in 2011. Private sector agreements reported an average annual wage increase of 1.2% in 2011, compared to 1.4% in the public sector. Settlements in the manufacturing sector averaged 0.8%, compared to 1.4% in the non-manufacturing sector, and 1.9% in the construction sector.
- In 2012, approximately 97% of collective agreements were settled without a work stoppage. These Agreements were settled through conciliation, mediation, arbitration or direct bargaining between the parties.
- In 2012, 135 work stoppages involving 65,902 employees under Ontario jurisdiction were reported, resulting in 200,600 person-days lost. This represents 0.01% of the total estimated working time lost in Ontario due to work stoppages.

Collective Bargaining Outlook 2013

- The majority of agreements in 2013 will expire in construction, health and social services, other services, local government and accommodation and food services. In terms of the number of employees covered, most bargaining activity will affect employees in construction, health and social services, local government, and transportation.
- Collective bargaining in 2013 is expected to continue to take place in an environment of sustained moderate economic growth. Public sector fiscal restraints; and the continuing uncertainty regarding the European debt crisis continue to pose risks for Ontario's economy.*

* Ontario Ministry of Finance

Ontario Collective Bargaining Review 2012

Collective Agreements Ratified in 2012

Number of Agreements	2,506
Employees Covered	421,573

Average Annual Wage Increases*

	%
Private Sector	1.2
Public Sector	1.4
All Settlements	1.3

* For agreements covering 150 or more employees

Note: Wage increases may include COLA estimates where applicable

I Collective Bargaining Settlements, 2012

According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2012 involved the ratification of 2,506 collective agreements, covering 421,573 employees. These collective agreements represent 20.7% of the 12,078 collective agreements currently on file with CBIS and affect approximately 24.9% of all Ontario-based employees covered by collective agreements.

Of the 2,506 collective agreements ratified in 2012, 53% were in the private sector, representing 34.5% of all employees covered by collective agreements. By industry (Table 2), 83.5% of all collective agreements reached were in the non-manufacturing and construction sectors, covering 86% of all employees.

Of the 2,506 collective agreements, 2,316 (92.4%) were scheduled renewal agreements, covering 96% of all employees. Of the remaining settlements, 155 (6.2%) were first agreements, 23 (0.9%) were extensions of existing agreements, and 12 (0.5%) were early renewal agreements.

In terms of the number of employees covered, bargaining activity was concentrated in health and social services (92,013), local government (54,713) (Table 1) and education and related services (42,367).

Section I (a)

Table 1: Number of Collective Agreements Ratified in 2012, Non-Manufacturing, Manufacturing, and Construction

	Agreements		Employees Covered	
	Agmts	%	Empls	%
Forestry	2	0.1	266	0.1
Mining, Quarrying	13	0.7	758	0.2
Transportation	124	6.8	32,769	9.2
Storage	14	0.8	692	0.2
Communications	17	0.9	27,219	7.6
Electricity, Gas and Water	74	4.1	10,535	2.9
Wholesale Trade	57	3.1	2,761	0.8
Retail Trade	84	4.6	24,515	6.9
Finance	5	0.3	120	0.0
Real Estate, Insurance Agencies	34	1.9	1,500	0.4
Education & Related Services	102	5.6	42,367	11.8
Health, Social Services	817	45.0	92,013	25.7
Recreational Services	25	1.4	5,101	1.4
Management Services	45	2.5	14,329	4.0
Personal Services	5	0.3	125	0.0
Accommodation, Food Services	69	3.8	5,997	1.7
Other Services	148	8.1	4,031	1.1
Federal Government	14	0.8	27,050	7.6
Provincial Government	1	0.1	10,680	3.0
Local Government	166	9.1	54,713	15.3
Total Non-Manufacturing	1,816	100.0	357,541	100.0
Food, Beverages	64	15.5	9,899	16.9
Rubber, Plastics	24	5.8	2,200	3.8
Textile	5	1.2	601	1.0
Clothing	4	1.0	108	0.2
Wood	9	2.2	1,085	1.9
Furniture, Fixtures	8	1.9	806	1.4
Paper	26	6.3	2,296	3.9
Printing, Publishing	39	9.4	1,163	2.0
Primary Metals	17	4.1	1,493	2.6
Fabricated Metals	61	14.7	3,046	5.2
Machinery	20	4.8	959	1.6
Transportation Equipment	50	12.1	30,759	52.6
Electrical Products	18	4.3	1,713	2.9
Non-Metallic Minerals	38	9.2	719	1.2
Petroleum, Coal	3	0.7	229	0.4
Chemicals	22	5.3	1,245	2.1
Other Manufacturing	6	1.4	128	0.2
Total Manufacturing	414	100.0	58,449	100.0
Construction	276	100.0	5,583	100.0

Table 2: Number of Collective Agreements Ratified in 2012, by Industry

	Agreements		Employees	
	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>%</i>
Non-Manufacturing	1,816	72.5	357,541	84.8
Manufacturing	414	16.5	58,449	13.9
Construction	276	11.0	5,583	1.3
All Industries	2,506	100.0	421,573	100.0

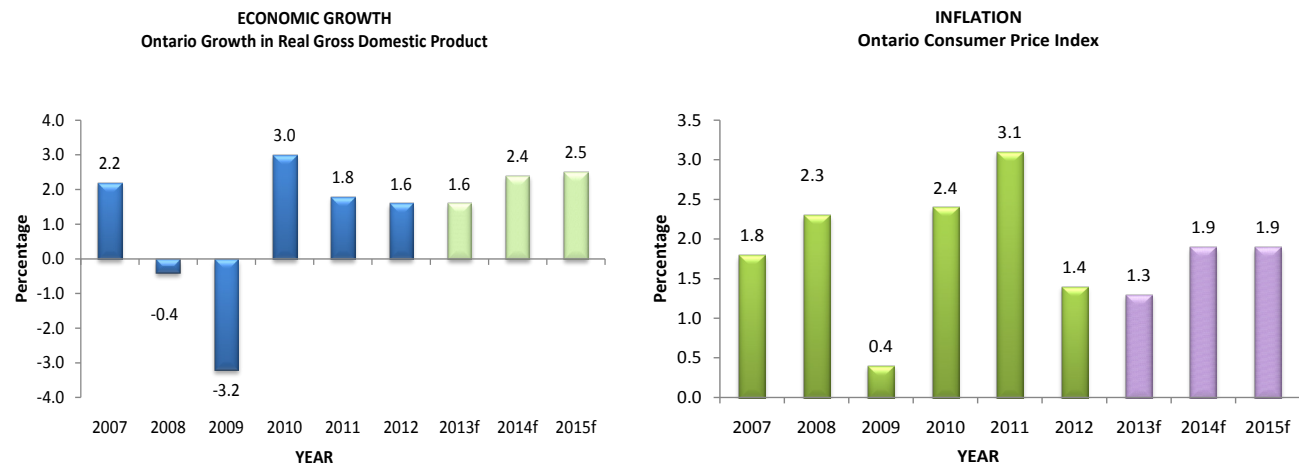
Section I (b)

Economic Climate¹

Collective bargaining in 2012 occurred in an environment of sustained yet moderate economic growth as a result of economic uncertainty and volatility caused by the sovereign debt crisis in Europe. High oil prices and the strong Canadian dollar against the U.S. counterpart also impacted Ontario's economy.

Ontario's real Gross Domestic Product (GDP) (Chart 1) growth slowed to an estimated 1.6% in 2012, following an increase of 1.8% in 2011. Ontario's unemployment rate remained at 7.8% in 2012. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 1.4% in 2012, down from 3.1% in 2011.

Chart 1 : Selected Economic Indicators, 2007 - 2015

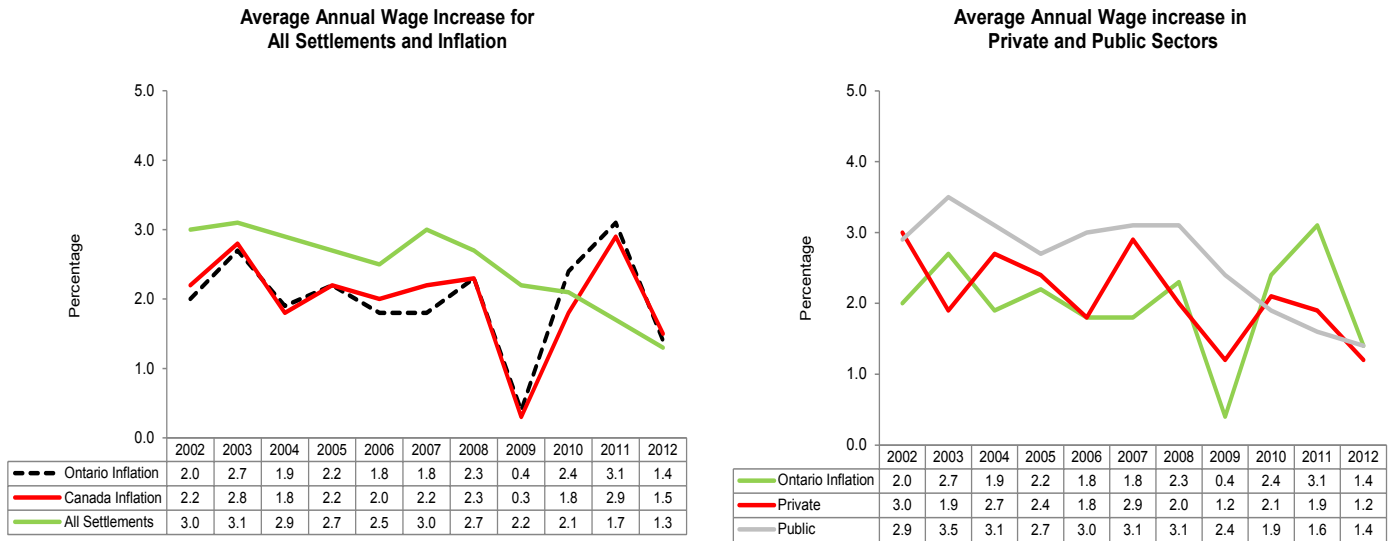


¹ Source: Statistics Canada and Ontario Ministry of Finance

II Negotiated Wage Increases 2012

In 2012, of the 2,506 collective agreements ratified, there were 401 agreements covering 150 or more employees, affecting 322,091 employees. These settlements provided an average annual wage increase of 1.3%, a decrease from 1.7% in 2011. The average annual wage increase in the private sector declined from 1.9% in 2011 to 1.2 % in 2012. Public sector agreements reported an average annual wage increase of 1.4% in 2012, compared to 1.6% in 2011.

Chart 2 : Wage Increases, 2002 - 2012



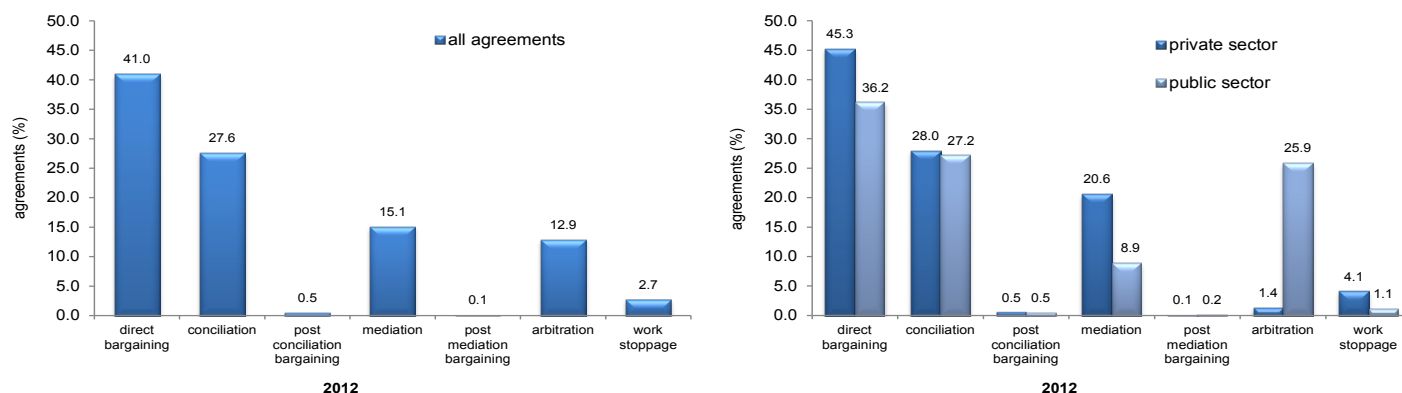
Stage of Settlement

Over 97% of agreements ratified in 2012 (covering approximately 92% of employees) were settled without a work stoppage. Of those, 43.2% were concluded with the assistance of a conciliator or mediator, 41% (Table 3) were reached through direct bargaining, and 12.9% were settled in arbitration. In the public sector, 36.2% of agreements were reached through direct bargaining, compared to 45.3% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator was 36.8% in the public sector and 49.2% in the private sector. In the public sector, 25.9% of agreements were reached through arbitration, compared to 1.4% in the private sector.

Table 3: Number of Collective Agreements Ratified in 2012 and Employees Covered, By Stage of Settlement

	All Agreements			Private Sector			Public Sector		
	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>Agmts</i>	<i>%</i>	<i>Empls</i>
Direct bargaining	1,028	41.0	108,942	602	45.3	33,802	426	36.2	75,140
Conciliation	692	27.6	88,479	372	28.0	49,090	320	27.2	39,389
Post-conciliation bargaining	13	0.5	2,013	7	0.5	1,084	6	0.5	929
Mediation	379	15.1	110,925	274	20.6	45,223	105	8.9	65,702
Post-mediation bargaining	3	0.1	1,454	1	0.1	95	2	0.2	1,359
Arbitration	323	12.9	74,722	18	1.4	3,667	305	25.9	71,055
Work stoppage	68	2.7	35,038	55	4.1	12,755	13	1.1	22,283
All Settlements	2,506	100.0	421,573	1,329	100.0	145,716	1,177	100.0	275,857

Chart 3: Stage of Settlement, by Sector, 2012



Duration of agreement

Of all the agreements ratified in 2012, 52.7% (Table 4) were of three-year duration, 14.9% were of two-year duration, and 23.7% were of a term longer than three years. The majority (59.7%) of agreements in the private sector were of three-year duration, compared to 44.9% in the public sector. Table 5 outlined all collective agreements ratified in 2012 and employees covered, by industry. Three-year terms were negotiated for 52.4% of manufacturing agreements, 49.5% of non-manufacturing agreements, and 74.3% of construction agreements.

Table 4: Duration of Collective Agreements Ratified in 2012, by Sector

	All Agreements			Private Sector			Public Sector		
	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>Agmts</i>	<i>%</i>	<i>Empls</i>
Less than 12 Months	7	0.3	507	5	0.4	393	2	0.2	114
12 Months	104	4.2	13,746	61	4.6	4,139	43	3.7	9,607
13 to 18 Months	20	0.8	1,478	13	1.0	575	7	0.6	903
19 to 23 Months	8	0.3	500	5	0.4	164	3	0.3	336
24 Months	374	14.9	69,494	89	6.7	5,062	285	24.2	64,432
25 to 35 Months	79	3.2	6,481	34	2.6	1,589	45	3.8	4,892
36 Months	1,321	52.7	163,369	793	59.7	61,571	528	44.9	101,798
Over 36 Months	593	23.7	165,998	329	24.8	72,223	264	22.4	93,775
Total	2,506	100.0	421,573	1,329	100.0	145,716	1,177	100.0	275,857

Table 5: Duration of Collective Agreements Ratified in 2012, by Industry

	Manufacturing			Non-Manufacturing			Construction		
	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>Agmts</i>	<i>%</i>	<i>Empls</i>
Less than 12 Months	3	0.7	283	4	0.2	224	-	-	-
12 Months	26	6.3	1,913	74	4.1	11,050	4	1.4	783
13 to 18 Months	5	1.2	349	13	0.7	1,066	2	0.7	63
19 to 23 Months	1	0.2	80	7	0.4	420	-	-	-
24 Months	32	7.7	2,127	338	18.6	67,298	4	1.4	69
25 to 35 Months	6	1.4	540	63	3.5	5,870	10	3.6	71
36 Months	217	52.4	20,492	899	49.5	139,488	205	74.3	3,389
Over 36 Months	124	30.0	32,665	418	23.0	132,125	51	18.5	1,208
Total	414	100.0	58,449	1,816	100.0	357,541	276	100.0	5,583

Duration of Negotiations

In 2012, data regarding the duration of negotiations are maintained for 401 collective agreements covering 150 or more employees. The average duration of negotiations for all sectors was 6.5 months. The average duration of negotiations in the public sector was 8.2 months compared to 3.9 months in the private sector (Table 6 and 7).

In the private sector, 61.9% of negotiations were concluded within one to three months, compared to 36.2% of negotiations in the public sector.

Table 6: Duration of Negotiations

	Total		Private Sector		Public Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
1 - 3 months	185	117,240	96	52,898	89	64,342
4 - 6 months	87	94,059	37	31,577	50	62,482
7 - 9 months	28	21,368	9	3,302	19	18,066
10 - 12 months	36	24,021	8	5,029	28	18,992
13 months and over	65	65,403	5	6,982	60	58,421
Total	401	322,091	155	99,788	246	222,303

Table 7: Average Duration of Negotiations

Average Duration of Negotiations	
	months
Private Sector	3.9
Public Sector	8.2
Total	6.5

Distribution of Wage Increases

In 2012, data regarding the distribution of wage increases are maintained for 401 collective agreements covering 150 or more employees. Overall, 45.1% of employees received increases ranging from 1% to 1.9% while approximately 21.8% of employees (Table 8) received average annual wage increases ranging from 2% to 2.9%, and another 15.3% of employees received increases ranging from 0.1% to 0.9%.

In the public sector, 51.5% of employees received increases ranging from 1.0% to 1.9%, compared to 30.9% of private sector employees. In the private sector, 36.1% of employees received increases ranging from 0.1% to 0.9%, and 20.5% received increases ranging from 2.0% to 2.9%, while 16 agreements, covering 6.9% 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	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
%	%	%	%	%	%	%
Decrease	0.5	0.2	1.3	0.5	0.0	0.0
No Increase	15.2	14.7	10.3	6.9	18.3	18.2
0.1 - 0.9	13.7	15.3	15.5	36.1	12.6	6.0
1.0 - 1.9	33.9	45.1	25.8	30.9	39.0	51.5
2.0 - 2.9	30.9	21.8	36.8	20.5	27.2	22.4
3.0 - 3.9	5.0	2.3	9.7	4.8	2.0	1.2
4.0 - 4.9	0.2	0.1	0.6	0.2	0.0	0.0
5.0 - 5.9	0.2	0.4	0.0	0.0	0.4	0.6
8.0 and Over	0.2	0.1	0.0	0.0	0.4	0.1

Wage Trends by Sector

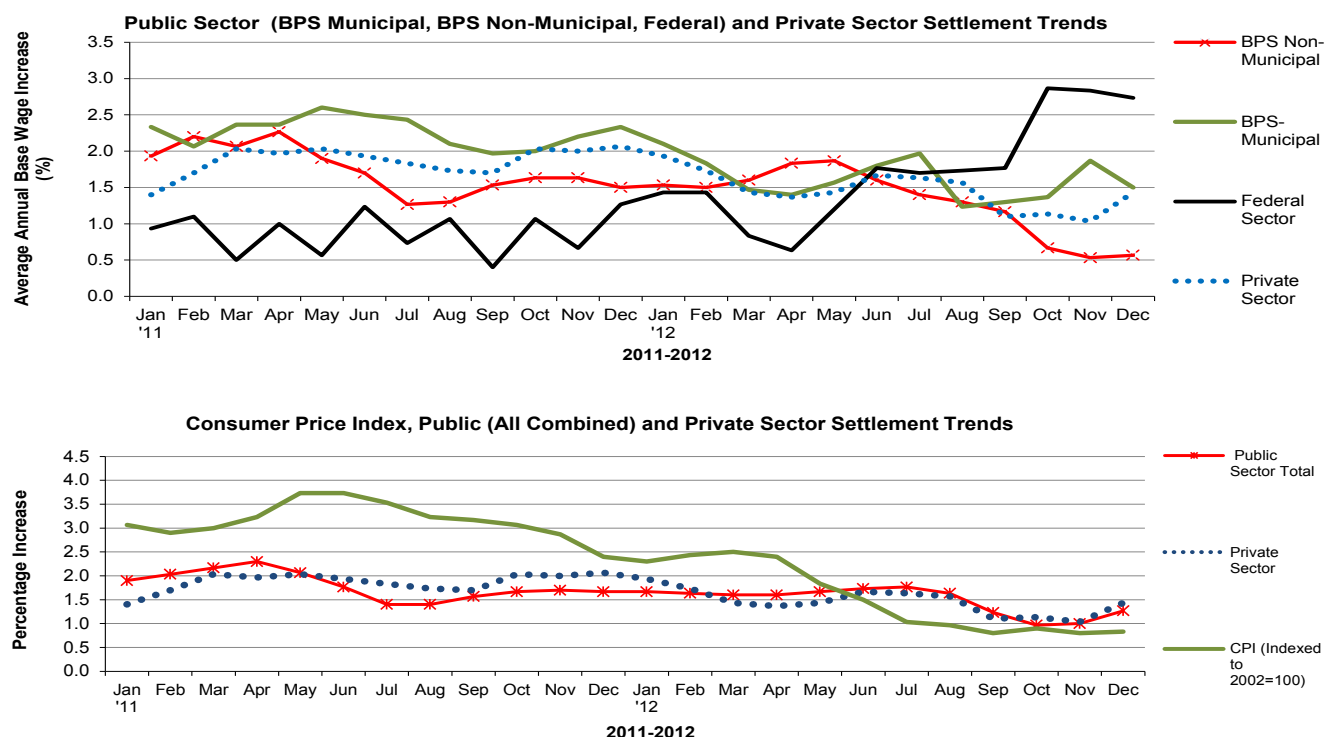
Public Sector (BPS Municipal, BPS Non-Municipal, Federal) and Private Sector Settlement Trends

This graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario during 2011 and 2012. For the period of January 2011 to December 2012, the moving average annual base wage increase for the BPS Non-Municipal had been averaging around 1.53% for this two-year period. The two maxima appear during the spring months of 2011 and 2012. For 2012 the peak occurred in May with 1.87% and declined month-over-month, settling at 0.57% in December 2012. The Federal sector three-month moving average annual base wage increase kept an average pace of 0.88% during 2011, increasing to an average of 1.74% in 2012. The average trended higher in October and edged slightly downward in December 2012. The three-month moving average annual base wage increase for the Private Sector has been declining during the past two years, with an average base wage increase of 1.66%.

Consumer Price Index, Public (All Combined) and Private Sector Settlement Trends

The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees for All Public combined, the Private sector and the Consumer Price Index during 2011 and 2012. For the period of January 2011 to December 2012, the Public Sector combined three-month moving average annual base wage increase averaged 1.6% it had been declining since July of 2012 and settled at 1.3% in December 2012. For the period of January 2011 to December 2012, the three-month moving average for the Consumer Price Index in Ontario had a decreasing trend, and settled at 0.8% in December.

Chart 4: Wage Trends by Sector and Consumer Price Index, 2011-2012



Wage information is based on agreements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario. Wage information is based on agreements ratified between November 1, 2010 to December 31, 2012 as of December 31, 2012. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information for the Private Sector includes COLA estimates.

Quarterly Wage Settlements

In 2012, overall wage settlements varied to some degree from quarter to quarter, with averages ranging from 0.9% to 1.7%. Average annual wage increases ranged from 0.8% to 1.7% in the private sector and from 1.0% to 1.7% 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	1.5	1.3	1.6
Second Quarter	1.7	1.7	1.7
Third Quarter	0.9	0.8	1.0
Fourth Quarter	1.3	1.5	1.2
Total	1.3	1.2	1.4

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

	Manufacturing	Non-Manufacturing	Construction
	%	%	%
First Quarter	1.0	1.6	3.0
Second Quarter	1.6	1.7	2.4
Third Quarter	0.2	1.1	0.0
Fourth Quarter	1.0	1.3	-
Total	0.8	1.4	1.9

Wage Settlements by Industry

In 2012, the average annual wage increases (Table 12) were reported at 1.4% in the non-manufacturing sector, compared to 0.8% in the manufacturing sector, and 1.9% in construction.

In the non-manufacturing sector, the average annual wage increase for the largest concentration of employees (Table 11) was 1.1% in health and social services. The highest wage increase in non-manufacturing occurred in mining and quarrying (3.4%), followed by electricity, gas and water (2.5%). The lowest wage increase with the largest concentration of employees in the manufacturing sector was 0.5% in transportation equipment.

The 24 agreements with cost-of-living allowance (COLA) clauses (Table 12) provided increases averaging 1.2%, decreasing from 2.3% in 2011. In comparison, the remaining 377 agreements without a COLA clause averaged 1.4%, a decrease from 1.7% 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	2	582	3.4	-	-	-	2	582	3.4
Transportation	35	27,979	2.1	3	810	2.2	32	27,169	2.1
Storage	2	335	2.4	-	-	-	2	335	2.4
Communications	5	23,851	1.5	1	18,620	1.4	4	5,231	1.9
Electricity, Gas and Water	5	7,976	2.5	1	6,600	2.7	4	1,376	1.3
Wholesale Trade	3	780	2.2	-	-	-	3	780	2.2
Retail Trade	11	20,790	0.9	-	-	-	11	20,790	0.9
Real Estate, Insurance Agencies	2	859	0.7	-	-	-	2	859	0.7
Education & Related Services	31	37,875	1.2	-	-	-	31	37,875	1.2
Health & Social Services	144	52,832	1.1	-	-	-	144	52,832	1.1
Recreational Services	5	2,143	1.2	-	-	-	5	2,143	1.2
Management Services	16	7,765	1.9	-	-	-	16	7,765	1.9
Accommodation, Food Services	7	2,819	1.5	-	-	-	7	2,819	1.5
Other Services	5	1,448	1.6	-	-	-	5	1,448	1.6
Federal Government	11	26,903	1.9	-	-	-	11	26,903	1.9
Provincial Government	1	10,680	0.0	-	-	-	1	10,680	0.0
Local Government	37	50,171	1.5	-	-	-	37	50,171	1.5
Total Non-Manufacturing	322	275,788	1.4	5	26,030	1.8	317	249,758	1.4
Food, Beverage	20	7,477	1.3	4	1,475	1.9	16	6,002	1.1
Rubber, Plastics	6	1,294	1.0	1	180	1.6	5	1,114	0.9
Clothing	1	220	1.0	-	-	-	1	220	1.0
Wood	2	411	1.3	-	-	-	2	411	1.3
Furniture, Fixtures	1	276	1.4	-	-	-	1	276	1.4
Paper	3	921	0.5	-	-	-	3	921	0.5
Primary Metals	4	900	1.5	2	334	1.8	2	566	1.3
Fabricated Metals	4	900	1.9	-	-	-	4	900	1.9
Machinery	1	176	2.5	-	-	-	1	176	2.5
Transportation Equipment	24	28,908	0.5	12	24,307	0.4	12	4,601	0.7
Electrical Products	4	1,132	1.9	-	-	-	4	1,132	1.9
Petroleum, Coal	1	202	2.9	-	-	-	1	202	2.9
Chemicals	1	543	2.6	-	-	-	1	543	2.6
Forestry	1	250	0.5	-	-	-	1	250	0.5
Total Manufacturing	73	43,610	0.8	19	26,296	0.5	54	17,314	1.2
Construction	6	2,693	1.9	-	-	-	6	2,693	1.9

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	323	276,038	1.4	5	26,030	1.8	318	250,008	1.4
Manufacturing	72	43,360	0.8	19	26,296	0.5	53	17,064	1.2
Construction	6	2,693	1.9	-	-	-	6	2,693	1.9
All Industries	401	322,091	1.3	24	52,326	1.2	377	269,765	1.4

III Major Collective Agreements Ratified in 2012

Non-Manufacturing

Health and Social Sciences

In 2012, the health and social services industry was characterized by a relatively modest volume of centralized bargaining; the nursing home sector received several large central agreements during this past year.

A central arbitration award was issued for 98 Participating Nursing Homes and Service Employees International Union (SEIU). The three-year award covers 14,000 employees for an average annual wage increase of 0% in years one and two, with lump sum payments at the end of both years and a wage reopener in year three.

The 24 Participating Nursing Homes including Leisureworld, Peoplecare, Jarlet, APANS, and the Canadian Auto Workers (CAW) locals 302, 1106, 2163 and 2458 signed a central arbitrated renewal two-year agreement covering 2,407 service and R.P.N employees with no wage increases during the lifetime of the agreement, however lump sum payments are provided in each of the two years.

Trillium Health Centre and the Ontario Nurses Association (ONA) signed a first time three-year arbitrated agreement covering 1,600 registered nurses clinical leaders, clinical quality care leaders with wage increases in years two and three and lump sum payment in April of 2012.

An arbitration award was also issued for Extendicare Canada (10 nursing homes) and Canadian Union of Public Employees (CUPE), representing 1,480 registered practical nurses (R.P.N.), office and service employees. The two-year award provides an average annual wage increase of 2% in the first year and 1.7% in the second year and improved hearing and vision care coverage. Extendicare also signed a two-year arbitrated agreement with CAW locals 302, 504, 830, and 2458, covering 1,400 full time service and R.P.N employees. No wage increases, however lump sum payments are provided in years one and two.

The Canadian Union of Public Employees renewed two agreements. The first a three-year agreement with the Regional Municipality of Durham (long term care homes), providing 1,070 service workers and R.P.Ns with wage increases of 1.75% in the first year, and 1.5% in the last two years. The second is a four-year mediated agreement with Halton Healthcare Services, covering 582 employees with wage increases of 2% for each of the four years of the agreement.

Nova Services Group (provincial long-term care) and the Labourers' International Union of North America (LIUNA) signed a three-year agreement covering some 575 employees with wage increases of \$0.25 in each year.

In the general health sector, the London Health Sciences Centre and the National Automobile, Aerospace, Transportation and General Workers Union Canada (CAW) settled a two-year arbitrated agreement covering 1,200 registered practical nurses with wage increases of 2% each year and improvements to health and welfare benefits. London Health Sciences Centre also received a two-year arbitrated renewal agreement with the Canadian Office and Professional Employees (COPE), providing 402 office and clerical employees with wage increases of 2% each year and modifications to health care benefits as well.

St. Joseph's Health Care and the CAW signed a three-year renewal agreement representing 1,138 R.P.N. and service employees with lump sum payments in the first two years and a 2.75% wage increase in year three, pay equity adjustments and increases in shift premiums.

The Hamilton Health Sciences and OPSEU have reached a three-year renewal agreement providing approximately 992 technicians and technologists with lump sum payments during each of the first and second years and wage increases of 2.75% in the last year.

The Council of Academic Hospitals of Ontario and the Professional Association of Interns and Residents of Ontario signed a two-year agreement with no wage increases representing approximately 4,000 residents.

Education and Related Services

The College Employer Council settled a two-year mediated agreement with OPSEU. This agreement covers 11,590 academic employees, with wages frozen for the duration of the agreement and sick leave plan extended to eligible part-time employees.

The University of Toronto and the Canadian Union of Public Employees (CUPE) signed a three-year mediated agreement covering 4,000 teaching assistants, demonstrators, tutors, markers and instructors with effective wage increases of 1.5% in the first year, 1.75% in the second year and 2% in the final year. This agreement provides a new fund for senior graduate students in the last two years and improvements to sick and paternity leave.

The University of Toronto also signed a renewal agreement with the United Steel, Paper and Energy, Rubber, Manufacturing, Energy, Allied, Industrial and Service Workers Union (USW), covering 2,650 casual employees. This three-year agreement provides wage increases of 1.75% in year one, 2% for year two and 2.25% in year three, with a new personal emergency unpaid leave provision and a letter of intent regarding health care benefits.

McMaster University and the CAW settled a forty-four (44) month agreement covering 2,282 non-academic administrative, professional and technical employees. The agreement provides wage increases of 1.5% in years three and four, lump sum payments in year three and improvements in employee pension contribution rates.

The University of Ottawa and the Association of Professors of the University of Ottawa (APUO) settled a one-year agreement covering 1,200 professors, language teachers, counsellors, librarians and research fellows with a general wage increase of 1.75% during the term of the agreement.

York University settled several major agreements during this past year, first reaching an agreement with CUPE. This three-year mediated agreement covers 2,020 (unit 1) - graduate teaching assistants, 770 (unit 2) - contract faculty members and 1,120 (unit 3) - graduate research assistants with general wage increases of 2% in each year, including improvements to paramedical and post-retirement benefits.

The second half of the year saw a three-year settlement between York University and the York University Faculty Association with a unit of 1,400 faculty and librarians. Monetary items include a lump sum payment in year one, and wage increases of 2% each year of the agreement, improvements to health plan and retiree dental benefits.

Ryerson University and the Ryerson Faculty association reached a four-year renewal agreement providing wage increases of 1.5% in each of the first and second years, 2.5% in the third year and 3% in the fourth year with improvements to health care benefits for approximately 900 faculty members.

The Ottawa Public Library Board and CUPE signed a four-year agreement representing 663 employees, with wage increases averaging 1.95% each year.

Municipal Government

The City of Toronto signed four four-year renewal agreements with the Canadian Union of Public Employees. The mediated deal with CUPE Local 79 represents 11,500 inside workers, 1,150 part-time (Unit B), and 8,525 part-time recreational workers. The other agreement is with CUPE Local 416 (6,037 outside employees). The above agreements cover modifications to extended health care benefits and wage increases of 0.5% in the second year, 1.75% in the third year, and 2.25% during the fourth year with a one-time lump sum payment during the second year.

The City of Ottawa signed two two-year agreements with CUPE Local 503; the first agreement covering 6,284 inside and outside employees, with wage increases of 1.91% in each year, improvements to meal, tool, footwear, mileage allowances and other provisions. The second agreement covers 3,473 part-time recreational staff and it also contains wage increases of 1.91% in both years, with increases in vacation pay and mileage reimbursement.

City of Ottawa and the Civic Institute of Professional Personnel (CIPP) renewed a two-year agreement representing 1,759 employees with wage increases of 1.91% in the first year and 1.93% in the second year. Other items in the renewal agreement includes an increase in long-term disability COLA from 2% to 3%.

The Durham Regional Municipality Police Services Board and the Durham Regional Police Association were handed a one-year award for 867 uniformed and 292 civilian employees with wage increases of 1.5% and 1.48%.

The Halton Regional Police Services Board and the Halton Regional Police Association renewed two three-year agreements. This deal represents 634 uniform and 268 civilian employees. Both agreements provide a wage increase of 2.8% in the first year, a total increase of 2.7% for the second year and 2.4% during the last year.

The Canadian Union of Public Employees (CUPE) signed several four-year renewal agreements with the City of Windsor and the City of Thunder Bay. The City of Windsor agreement covers 1,278 inside and 317 outside employees with an average wage increase of 0.5% per year. The deal between the City of Thunder Bay and CUPE provides wage increases of 1.75% each year and covers 700 employees.

Retail Trade

Pharmx Rexall Drug Stores Ltd. and the United Food and Commercial Workers (UFCW) renewed a three-year agreement covering over 800 workers. This new agreement contains wage increases of \$0.20 per hour in each of the second and third year, including lump sum payments for both full-time and part-time employees.

Metro Ontario signed several agreements with the United Food and Commercial Workers (UFCW, various locals) and one with the Canadian Auto Workers. The agreements between Metro Ontario and UFCW contain different expiry dates, covering over 9,700 employees. The largest agreement spans six years and covers 9,400 employees. The Metro Ontario Food Basics Franchises renewed an agreement with UFCW Local 175 covering 6,800 employees. The agreement between Metro Ontario and the CAW represents 1,250 employees.

Transportation

The Toronto Transit Commission renewed two large agreements during the past year. The first agreement was between the Toronto Transit Commission and the Amalgamated Transit Union; effecting a three-year arbitrated renewal agreement for 9,363 employees with general wage increases of 2% each year for the duration of the agreement. The second was also a three-year renewal agreement, this time with CUPE Local 2, providing 550 employees with a general wage increase of 2% each year.

The Corporation of the City of Mississauga (Transit division) and the Amalgamated Transit Union local 1572 signed a four-year renewal agreement covering 997 employees, providing wage increases of 2% each year.

The Canadian Pacific Railway and the Teamsters have a three-year arbitrated settlement for approximately 1,000 Ontario-based employees. This arbitrated agreement provides wage increases of 3% in the third and fourth year with a retroactive lump sum payment of 3% for railway traffic controllers.

Utilities

Ontario Power Generation and the Canadian Union of Public Employees were handed a three-year arbitration award for 6,600 nuclear and non-nuclear employees. This agreement provides wage increases of 2.75% each year and cost of living allowance (COLA) triggered at 2.75% in the third year.

Provincial Government

The Ontario Government and AMAPCEO signed a two-year renewal agreement with no wage increases and no lump-sum payments for 10,680 public service employees.

Federal Government

The Treasury Board of Canada and the Professional Institute of the Public Services of Canada (PIPSC) renewed several agreements during 2012. The Treasury Board of Canada Computer Systems Department signed a four-year agreement representing 7,581 employees.

The Audit, Commerce and Purchasing department signed a three-year agreement covering 2,315 employees. The Research Department was handed a four-year award covering 1,365 employees and the Health Sciences Group signed a three-year agreement covering 824 employees. Other agreements renewed by the Treasury Board of Canada include a three-year award handed to the Economics and Social Sciences department and the Canadian Association of Professional Employees (CAPE), covering 8,419 employees. The Treasury Board of Canada (Law Department) and the Association of Justice Council renewed a three-year agreement representing 1,344 employees. The Treasury Board of Canada (Electronics Group) and the International Brotherhood of Electrical Workers (IBEW) were handed a four-year arbitration award representing 450 employees.

Canada Revenue Agency (audit, financial and scientific group) and PIPSC signed a three-year agreement representing 3,343 employees with wage increases of 1.75% in year one, 1.5% in year two and 2% in year three.

The Canadian Nuclear Safety Commission and PIPSC renewed a three-year arbitrated agreement for 707 employees with wage increases of 1.75% in year one, 1.5% in year two and 2% in the final year.

Communications

The Canada Post Urban Unit and the Canadian Union of Postal Workers have a five-year legislated settlement representing over 18,600 Ontario based employees. This new agreement provides wage increases of 1.75% in year one, 1.5% in year two and 2% in years three and four with a cost of living allowance triggered at 8%.

Bell Canada (Craft and Services) and the Communications Energy Paperworkers Union renewed a four-year agreement providing over 3,500 Ontario based technical employees with wage increases of 1.5% in year one, 1.75% in year two, and 2% in years three and four.

Other Services

Direct Energy Marketing Limited (Essential Home Services Division) and the CAW signed a three-year mediated agreement following a work stoppage, with no wage increases for 544 employees.

Manufacturing

Transportation Equipment

Chrysler Canada and the CAW renewed a four-year agreement settled through mediation for approximately 8,300 production employees. With frozen wage rates, and an unchanged COLA float, this agreement contains modifications to health and dental benefits, annual lump sum payments of \$2,000 and a ratification bonus payment for eligible employees.

The Ford Motor Company and the CAW mediated agreement spans over four years as well, representing 5,757 production workers. This new agreement contains frozen base wage rates and COLA floats, modifications to health and dental plans, and a CPI linked bonus payable each year.

General Motors of Canada Limited and the CAW have renewed a four-year mediated agreement for approximately 5,600 production employees. Wages and COLA have also remained frozen for the duration of the agreement, with a ratification bonus for eligible employees, lump sum payments payable each year and improvements to health and dental benefits.

Bombardier Aerospace (de Havilland Division and the Regional Aircraft Division) and the Canadian Auto Workers (CAW) renewed two three-year mediated agreements representing 1,800 production and 400 office employees. This agreement contains wage increases of 1.75% in the second year, 2% in the third and a COLA fold-in of \$1.02.

National Steel Car Ltd. renewed a four-year agreement settled through mediation with the United Steel Workers union (USW), representing 1,724 employees. This agreement provides wage increases of 1.25% for the first year, 1.5% in the second year, 1.75% in the third year and 2% in the final year.

Food & Beverage

Maple Lodge Farms and the Food and Commercial Workers (UFCW) local 175 renewed a three-year mediated agreement covering 1,100 employees. There are no wage increases for the duration of the agreement.

IV Work Stoppages Under Ontario Jurisdiction

During 2012, 135 work stoppages under Ontario jurisdiction (Table 13) were reported, compared to 40 reported in 2011. Work stoppages during 2012 involved 65,982 employees and resulted in 200,600 person-days lost, compared to 11,502 employees and 352,160 person days lost in 2011.

In 2012, 17 work stoppages were reported in the manufacturing sector, a decrease from 21 reported in 2011. The non-manufacturing sector reported 101 work stoppages during 2012 compared to 19 reported in 2011.

The number of work stoppages in the private sector increased from 32 in 2011 to 48 in 2012, compared to work stoppages in the public sector which increased from eight in 2011 to 87 in 2012. The number of person-days lost in the private sector decreased from 252,890 in 2011 to 90,120 in 2012. In comparison, the number of person-days lost increased in the public sector from 99,270 in 2011 to 110,480 in 2012.

In 2012, work stoppages in the manufacturing sector accounted for 27.81% of person-days lost compared to 60.34% in 2011. During 2012, 0.01% of the estimated working time in Ontario (Table 14) was lost due to work stoppages, compared to 0.02 in 2011.

Chart 5: Work Stoppages and Person-Days Lost, 1989-2012



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

The number of Ontario work stoppages has a high in 1990 with 218 work stoppages and a low of 40 in 2011. Roughly 50% of the numbers of work stoppages during 2012 were due to School Board Agreements during the month of December.

V Collective Bargaining Outlook for 2013¹

In 2013, collective bargaining is expected to take place in an environment of moderate economic growth. The continuing uncertainty regarding the European debt crisis and U.S. fiscal situation 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 Domestic Product (GDP) is projected to grow by 1.6% in 2013, and 2.4% in 2014 and 2.5% in 2015. Ontario's Consumer Price Index (CPI) inflation is forecast to be 1.3% in 2013 and will increase to 1.9% in both 2014 and 2015. Ontario's employment is expected to increase by 1.2% in 2013 and 1.4% in 2014, while the unemployment rate is expected to decrease to 7.7% in 2013 and 7.4% in 2014.

Collective bargaining activity will involve the negotiations of over 3,243 collective agreements expiring in 2013, in addition to the continuation of bargaining that was not concluded in 2012. Major negotiations continuing from 2012 include federal government, education, retail, electricity, gas and water, municipal government, recreation and personal services, universities and colleges and hospitals.

Collective agreements expiring in 2013 cover approximately 350,890 Ontario-based employees. These expiring agreements represent 26.8% of agreements currently on file, and affect 20.74% of the total number of employees. Bargaining activity in the private sector affects workers employed in construction, transportation, transportation equipment, food and beverage, accommodation and food services, primary metals and other services. Public sector agreements are concentrated in health and social services, local government, education, provincial and municipal administration and utilities.

¹ Ontario Ministry of Finance, *Survey of Economic Forecasters (April 2013)* and Statistics Canada

Table 13: Work Stoppages and Person-Days Lost, by Sector, 2000 - 2012

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
2012	48	4,962	90,120	87	61,020	110,480	135	65,982	200,600

Table 14: Work Stoppages Under Ontario Jurisdiction, 2000 - 2012

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
2012	135	65,982	489	200,600	3.0	13	0.01

Source: Collective Bargaining Information Services, Dispute Resolution Services