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Dispute Resolution Services
Collective Bargaining Information Services

Ontario Collective Bargaining Review 2013



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FOREWORD

The Ontario Collective Bargaining Review 2013 provides an overview of collective bargaining activity in Ontario for the year 2013. 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 2013 by industry and the total number of employees covered.
- Section I (b) provides an overview of the economic climate for 2013.
- 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 2013. 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 2014.

For further information on this publication or other services, please contact:

Collective Bargaining Information Services
Dispute Resolution Services
Ontario Ministry of Labour
400 University Avenue, 8th floor
Toronto ON M7A 1T7
Telephone No.: 416-326-1260
Fax No.: 416-326-1277
Email Address: cbis@ontario.ca

Executive Summary

Collective Bargaining Review 2013

- Collective bargaining in 2013 occurred in an environment of sustained yet moderate economic growth. Ontario's real Gross Domestic Product (GDP) (Chart 1) growth was an estimated 1.3% in 2013, matching the 2012 rate of growth. Ontario's unemployment rate decreased to 7.5% in 2013. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 1.0% in 2013, the lowest pace of inflation in four years and down from 1.4% in 2012.
- The records of the Collective Bargaining Information Services indicate that over 2,563 collective agreements covering approximately 715,339 employees were ratified in 2013. Of the 2,563 agreements ratified, 23% were in health and social services followed by 20% in education and related services, and 5.6% in municipal and regional public administration.
- Wage increases for the agreements covering 150 or more employees ratified in 2013 declined to 1.0% from 1.3% in 2012. Private sector agreements reported an average annual base wage increase of 2.3% in 2013, compared to 0.5% in the public sector. Settlements in the manufacturing sector averaged 1.2%, compared to 0.6% in the non-manufacturing sector, and 2.6% in the construction sector.
- In 2013, approximately 96% of collective agreements were settled without a work stoppage. These agreements were settled through conciliation, mediation, arbitration or direct bargaining between the parties.
- In 2013, 35 work stoppages involving 13,155 employees under Ontario jurisdiction were reported, resulting in 288,310 person-days lost. This represents 0.02% of the total estimated working time lost in Ontario due to work stoppages.

Collective Bargaining Outlook 2014

- The majority of agreements in 2014 will expire in healthcare and social assistance, education and related services, other services (except public administration), and local, municipal and regional public administration. In terms of the number of employees covered, most bargaining activity will affect employees in healthcare and social assistance, education and related services, federal and provincial governments.
- In 2014, collective bargaining is expected to take place in an economic environment of moderate but improving growth. Ontario's economic growth is expected to strengthen in 2015 and 2016.*

* Ontario Ministry of Finance

Ontario Collective Bargaining Review 2013

Collective Agreements Ratified in 2013

Number of Agreements	2,563
Employees Covered	715,339

Average Annual Wage Increases*

	%
Private Sector	2.3
Public Sector	0.5
All Settlements	1.0

* For agreements covering 150 or more employees

Note: Wage increases may include COLA estimates where applicable

I Collective Bargaining Settlements, 2013

According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2013 involved the ratification of 2,563 collective agreements, covering 715,339 employees. These collective agreements represent 19.8% of the 12,887 collective agreements currently on file with CBIS and affect approximately 41.9% of all Ontario-based employees covered by collective agreements.

Of the 2,563 collective agreements ratified in 2013, 45.3% were in the private sector, representing 30.7% of all employees covered by collective agreements. By industry (Table 2), 90.3% of all collective agreements reached were in the non-manufacturing and construction sectors, covering 95.5% of all employees.

Of the 2,563 collective agreements, 2,283 (89%) were scheduled renewal agreements, covering 96.3% of all employees. Of the remaining settlements, 172 (6.7%) were first agreements, eight (0.3%) were extensions of existing agreements, and five (0.2%) were early renewal agreements.

In terms of the number of employees covered, bargaining activity was concentrated in education and related services (290,281), construction (124,654), health and social services (96,890) (Table 1) and provincial and territorial public administration (35,293).

Section I (a)

Table 1: Number of Collective Agreements Ratified in 2013, Non-Manufacturing, Manufacturing, and Construction

	Agreements		Employees Covered	
	Agmts	%	Empls	%
Accommodation & Food Services	52	2.7	3,263	0.6
Administrative & Support, Waste Management & Remediation Services	138	7.1	7,785	1.4
Agriculture, Forestry, Fishing & Hunting	3	0.2	513	0.1
Arts, Entertainment & Recreation	35	1.8	4,145	0.7
Finance & Insurance	8	0.4	480	0.1
Information & Cultural Studies	53	2.7	23,246	4.2
Mining, Quarrying, Oil & Gas Extraction	7	0.4	1,408	0.3
Other Services (Except Public Administration)	91	4.7	6,147	1.1
Professional, Scientific & Technical Services	21	1.1	993	0.2
Real Estate, Rental & Leasing	51	2.6	2,542	0.5
Retail Trade	40	2.1	16,250	2.9
Transportation & Warehousing	74	3.8	11,303	2.0
Utilities	37	1.9	12,168	2.2
Wholesale Trade	60	3.1	2,311	0.4
Education & Related Services	522	26.9	290,281	52.0
Health & Social Services	587	30.3	96,890	17.3
Federal Public Administration	13	0.7	16,910	3.0
Local, Municipal & Regional Public Administration	143	7.4	26,800	4.8
Provincial & Territorial Public Administration	5	0.3	35,293	6.3
Total Non-Manufacturing	1,940	100.0	558,728	100.0
Beverage & Tobacco Product Manufacturing	6	2.4	1,316	4.1
Chemical Manufacturing	15	6.0	2,054	6.4
Clothing Manufacturing	6	2.4	85	0.3
Computer & Electronic Product Manufacturing	2	0.8	16	0.1
Electrical Equipment, Appliance & Component Manufacturing	7	2.8	1,544	4.8
Paper Manufacturing	31	12.4	1,535	4.8
Food Manufacturing	27	10.8	5,975	18.7
Furniture & Related Product Manufacturing	4	1.6	241	0.8
Leather & Allied Product Manufacturing	1	0.4	20	0.1
Machinery Manufacturing	22	8.8	1,082	3.4
Miscellaneous Manufacturing	5	2.0	74	0.2
Non-Metallic Mineral Product Manufacturing	32	12.8	1,126	3.5
Paper Manufacturing	4	1.6	458	1.4
Petroleum & Coal Product Manufacturing	5	2.0	658	2.1
Plastics & Rubber Product Manufacturing	25	10.0	2,906	9.1
Primary Metal Manufacturing	14	5.6	4,564	14.3
Printing & Related Support Activities	7	2.8	214	0.7
Textile Mills	2	0.8	74	0.2
Transportation Equipment Manufacturing	28	11.2	7,386	23.1
Wood Product Manufacturing	7	2.8	629	2.0
Total Manufacturing	250	100.0	31,957	100.0
Construction	373	100.0	124,654	100.0

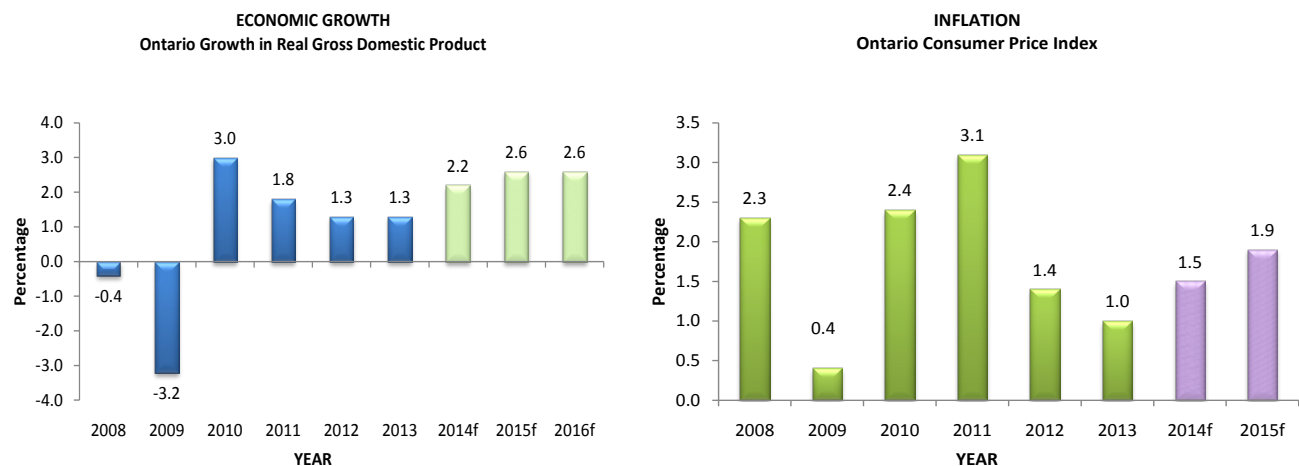
Table 2: Number of Collective Agreements Ratified in 2013, by Industry

	Agreements		Employees	
	<i>Agmts</i>	%	<i>Empls</i>	%
Non-Manufacturing	1,940	75.7	558,728	78.1
Manufacturing	250	9.8	31,957	4.5
Construction	373	14.6	124,654	17.4
All Industries	2,563	100.0	715,339	100.0

Section I (b)

Economic Climate¹

Collective bargaining in 2013 occurred in an environment of sustained yet moderate economic growth. Ontario's real Gross Domestic Product (GDP) (Chart 1) growth was an estimated 1.3% in 2013, matching the 2012 rate of growth. Ontario's unemployment rate decreased to 7.5% in 2013. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 1.0% in 2013, the lowest pace of inflation in four years and down from 1.4% in 2012.

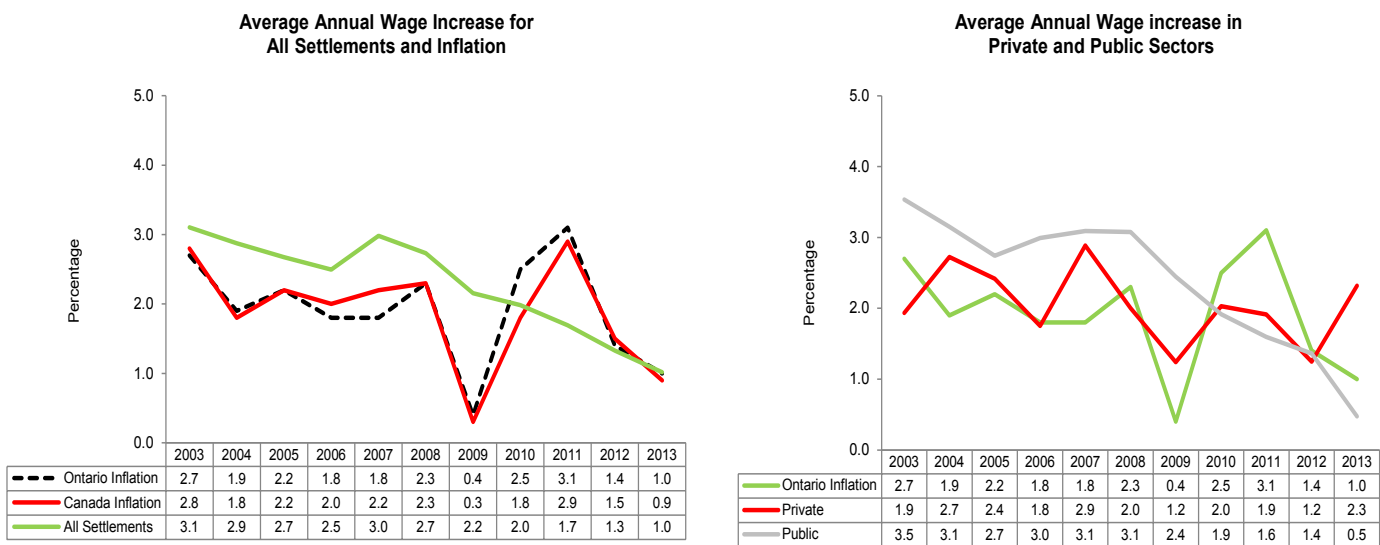
Chart 1 : Selected Economic Indicators, 2008 - 2016

¹ Source: Statistics Canada and Ontario Ministry of Finance
f Forecast

II Negotiated Wage Increases 2013

In 2013, of the 2,563 collective agreements ratified, there were 775 agreements covering 150 or more employees, affecting 637,099 employees. These settlements provided an average annual wage increase of 1.0%, a decrease from 1.3% in 2012. The average annual wage increase in the private sector increased from 1.2% in 2012 to 2.3 % in 2013. Public sector agreements reported an average annual wage increase of 0.5% in 2013, compared to 1.4% in 2012.

Chart 2 : Wage Increases, 2003 - 2013



Stage of Settlement

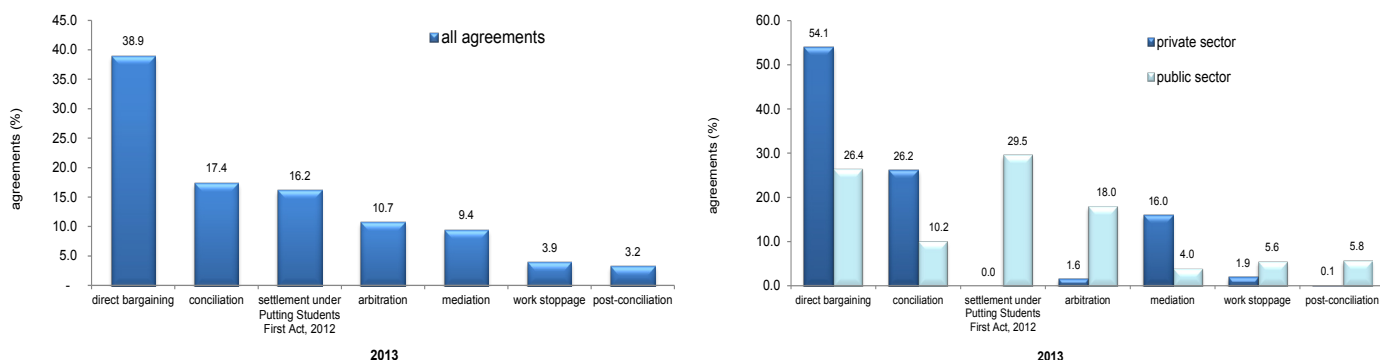
Over 96% of agreements ratified in 2013 (covering approximately 86.8% of employees) were settled without a work stoppage. Of those, 26.8% of agreements were concluded with the assistance of a conciliator or mediator, 38.9% (Table 3) were reached through direct bargaining, and 10.7% were settled in arbitration. In the public sector, 26.4% of agreements were reached through direct bargaining, compared to 54.1% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator was 14.2% in the public sector and 42.2% in the private sector. In the public sector, 18% of agreements were reached through arbitration, compared to 1.6% in the private sector.

Table 3: Number of Collective Agreements Ratified in 2013 and Employees Covered, by Stage of Settlement

	All Agreements			Private Sector			Public Sector		
	Agmts	%	Empls	Agmts	%	Empls	Agmts	%	Empls
Direct Bargaining	998	38.9	139,309	628	54.1	92,494	370	26.4	46,815
Conciliation	447	17.4	108,836	304	26.2	50,961	143	10.2	57,875
Post Conciliation	83	3.2	34,278	1	0.1	140	82	5.8	34,138
Mediation	242	9.4	65,591	186	16.0	45,159	56	4.0	20,432
Post Mediation	2	0.1	149	1	0.1	34	1	0.1	115
Arbitration	275	10.7	77,964	18	1.6	19,584	257	18.0	58,380
O.L.R.B. Imposed Settlement	1	0.0	5	1	0.1	5	-	-	-
Settlement under the <i>Putting Students First Act, 2012</i>	414	16.2	194,924	0	0.0	0	414	29.5	194,924
Work stoppage*	101	3.9	94,283	22	1.9	11,305	79	5.6	82,978
All Settlements	2,563	100.0	715,339	1,161	100.0	219,682	1,402	100.0	495,657

* includes school board agreements

Chart 3: Stage of Settlement, by Sector, 2013



Duration of agreement

Of all the agreements ratified in 2013, 43.1% (Table 4) were of three-year duration, 35% were of two-year duration, and 19.4% were of a term longer than three years. The majority (69.1%) of agreements in the private sector were of three-year duration, compared to 21.5% in the public sector. Table 5 outlined all collective agreements ratified in 2013 and employees covered, by industry. Three-year terms were negotiated for 57.2% of manufacturing agreements, 32.7% of non-manufacturing agreements, and 87.4% of construction agreements.

Table 4: Duration of Collective Agreements Ratified in 2013, 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	3	0.1	91	3	0.3	91	-	-	-
1 Yr Agreement	63	2.5	4,256	38	3.3	1,564	25	1.8	2,692
2 Yr Agreement	896	35.0	369,971	93	8.0	5,446	803	57.3	364,525
3 Yr Agreement	1,104	43.1	239,388	802	69.1	179,506	302	21.5	59,882
4 Yr Agreement	404	15.8	84,447	146	12.6	19,816	258	18.4	64,631
5 Yr Agreement	72	2.8	14,286	63	5.4	10,806	9	0.6	3,480
6 Yr Agreement	14	0.5	1,873	10	0.9	1,707	4	0.3	166
7 Yr Agreement	3	0.1	39	3	0.3	39	-	-	-
9 Yr Agreement	2	0.1	698	1	0.1	417	1	0.1	281
10 Yr Agreement	2	0.1	290	2	0.2	290	-	-	-
Total	2,563	100.0	715,339	1,161	100.0	219,682	1,402	100.0	495,657

Table 5: Duration of Collective Agreements Ratified in 2013, 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	1	0.4	84	-	-	-	2	0.5	7
1 Yr Agreement	10	4.0	952	49	2.5	3,264	4	1.1	40
2 Yr Agreement	14	5.6	516	867	44.7	369,029	15	4.0	426
3 Yr Agreement	143	57.2	17,318	635	32.7	98,493	326	87.4	123,577
4 Yr Agreement	55	22.0	9,475	328	16.9	74,766	21	5.6	206
5 Yr Agreement	19	7.6	2,514	48	2.5	11,374	5	1.3	398
6 Yr Agreement	6	2.4	1,069	8	0.4	804	-	-	-
7 Yr Agreement	2	0.8	29	1	0.1	10	-	-	-
9 Yr Agreement	-	-	-	2	0.1	698	-	-	-
10 Yr Agreement	-	-	-	2	0.1	290	-	-	-
Total	250	100.0	31,957	1,940	100.0	558,728	373	100.0	124,654

Duration of Negotiations

In 2013, data regarding the duration of negotiations are maintained for 775 collective agreements covering 150 or more employees. The average duration of negotiations for all sectors was 5.7 months. The average duration of negotiations in the public sector was 6.5 months compared to 3.4 months in the private sector (Table 6 and 7).

In the private sector, 68.4% of negotiations were concluded within one to three months, compared to 37.5% 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	351	285,683	134	112,095	217	173,588
4 - 6 months	262	238,503	38	41,935	224	196,568
7 - 9 months	52	40,615	14	18,508	38	22,107
10 - 12 months	19	18,005	8	15,242	11	2,763
13 months and over	91	54,293	2	450	89	53,843
Total	775	637,099	196	188,230	579	448,869

Table 7: Average Duration of Negotiations

	Average Duration of Negotiations
	months
Private Sector	3.4
Public Sector	6.5
Total	5.7

Distribution of Wage Increases

In 2013, data regarding the distribution of wage increases are maintained for 775 collective agreements covering 150 or more employees. Overall, 49.7% of employees did not receive wage increases, while approximately 25.6% of employees (Table 8) received average annual wage increases ranging from 2% to 2.9%, and another 14.2% of employees received increases ranging from 1.0% to 1.9%.

In the public sector, 69.7% of employees did not receive wage increases, compared to 2.2% of private sector employees. In the private sector, 66.8% of employees received increases ranging from 2.0% to 2.9%, and 21.6% received increases ranging from 1.0% to 1.9%, while 14 agreements, covering 2.2% 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						
No Increase	45.8	49.7	7.1	2.2	58.9	69.7
0.1 - 0.9	13.4	8.8	9.2	4.7	14.9	10.6
1.0 - 1.9	16.1	14.2	23.0	21.6	13.8	11.1
2.0 - 2.9	21.5	25.6	51.0	66.8	11.6	8.3
3.0 - 3.9	3.0	1.5	9.2	4.2	0.9	0.4
5.0 - 5.9	0.1	0.2	0.5	0.5	-	-

Wage Trends by Sector

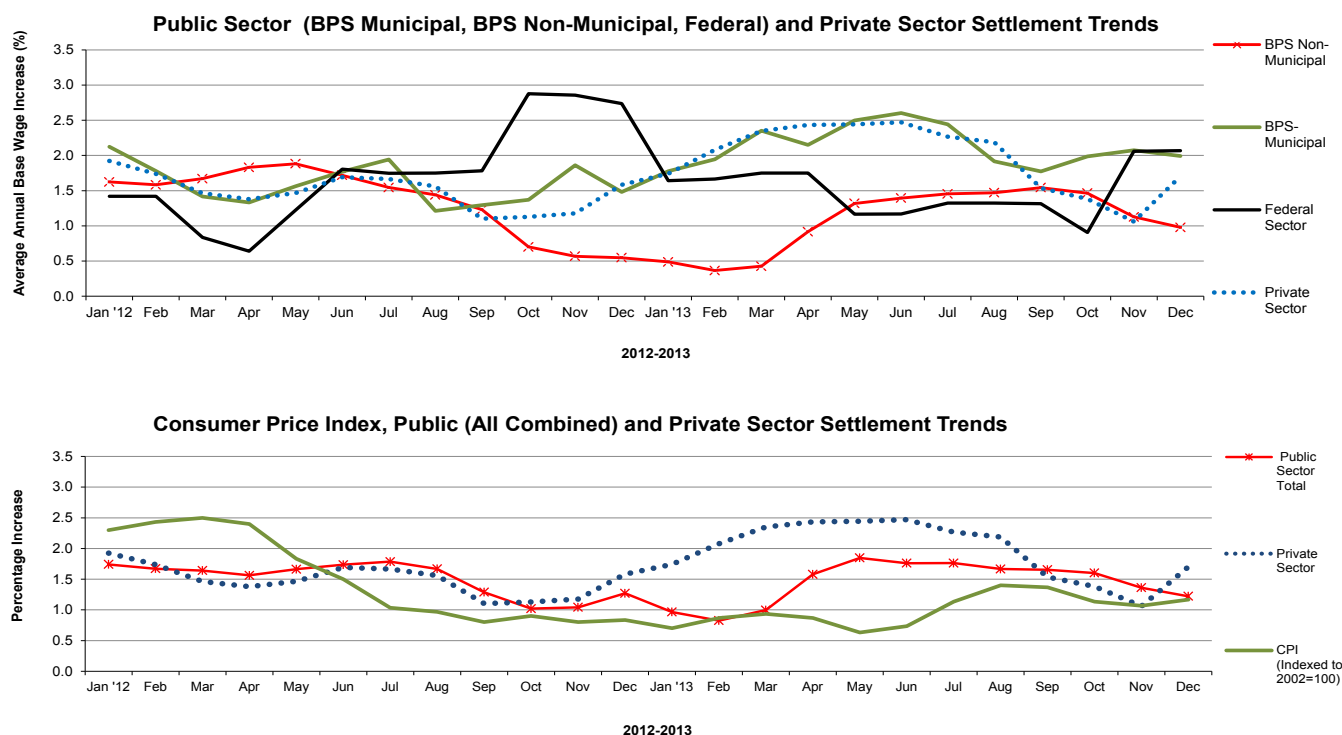
Public Sector (BPS Municipal, BPS Non-Municipal, Federal) and Private Sector Settlement Trends

The first graph below 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 2012 and 2013. The BPS Non-Municipal sector had been averaging at 1.1% in 2013, compared to 1.3% in 2012. The two maxima appear during the spring of 2012 and summer 2013. For 2013, the peak occurred from July through October with 1.5%, settling at 1.0% in December 2013. The BPS Municipal sector had been averaging at 2.2% during 2013, compared to 1.5% in 2012. For 2013 the peak occurred in June with 2.6% and settled at 2.0% in December 2013. The Federal sector three-month moving average annual base wage increase kept an average pace of 1.8% during 2012, decreasing to an average of 1.6% in 2013.

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

The second graph below 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 2012 and 2013. The Public Sector combined three-month moving average annual base wage increase was reported at 1.5% for 2012 compared to 1.4% in 2013. The Private sector three-month moving average annual base wage increase for 2012 was 1.5% compared to 2.0% in 2013. The three-month moving average for the Consumer Price Index in Ontario had averaged at 1.1% during 2013 and the three-month moving average reported at 1.2% in December 2013.

Chart 4: Wage Trends by Sector and Consumer Price Index, 2012-2013



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, 2011 to December 31, 2013 as of December 31, 2013. 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 2013, overall wage settlements varied to some degree from quarter to quarter, with averages ranging from 0.4% to 2.2%. Average annual wage increases ranged from 1.8% to 2.5% in the private sector and from 0.1% to 1.8% 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	0.4	2.3	0.1
Second Quarter	2.2	2.5	1.8
Third Quarter	1.7	1.8	1.7
Fourth Quarter	1.2	1.8	1.1
Total	1.0	2.3	0.5

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

	Manufacturing	Non-Manufacturing	Construction
	%	%	%
First Quarter	1.4	0.2	2.6
Second Quarter	1.3	1.8	2.6
Third Quarter	1.1	1.7	2.5
Fourth Quarter	1.1	1.1	2.8
Total	1.2	0.6	2.6

Wage Settlements by Industry

In 2013, the average annual wage increases (Table 12) were reported at 1.2% in the manufacturing sector, compared to 0.6% in the non-manufacturing sector, and 2.6% in construction.

In the non-manufacturing sector, the average annual wage increase for the largest concentration of employees (Table 11) was 0.0% in education and related services. The highest wage increase in non-manufacturing occurred in wholesale trade (2.7%) followed by transportation and warehousing with 2.5%. The lowest wage increase with the largest concentration of employees in the manufacturing sector was 0.6% in transportation equipment.

The 23 agreements with cost-of-living allowance (COLA) clauses (Table 12) provided increases averaging 1.4%, increasing from 1.2% in 2012. In comparison, the remaining 752 agreements without a COLA clause averaged 1.0%, a decrease from 1.4% 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	%
Accommodation & Food Services	5	1,328	2.1	-	-	-	5	1,328	2.1
Administrative & Support, Waste Management & Remediation Services	7	3,921	2.2	1	650	1.0	6	3,271	2.5
Agriculture, Forestry, Fishing & Hunting	1	400	1.7	-	-	-	1	400	1.7
Arts, Entertainment & Recreation	4	1,967	1.6	-	-	-	4	1,967	1.6
Finance & Insurance	1	174	1.5	-	-	-	1	174	1.5
Information & Cultural Studies	7	18,266	1.9	-	-	-	7	18,266	1.9
Mining, Quarrying, Oil & Gas Extraction	3	1,355	2.2	2	1,075	2.3	1	280	1.9
Other Services (except Public Administration)	9	3,369	2.1	1	250	2.4	8	3,119	2.0
Professional, Scientific & Technical Services	3	709	1.5	-	-	-	3	709	1.5
Real Estate, Rental & Leasing	4	1,718	2.2	-	-	-	4	1,718	2.2
Retail Trade	7	14,804	1.3	1	6,000	1.8	6	8,804	1.0
Transportation & Warehousing	21	8,295	2.5	-	-	-	21	8,295	2.5
Utilities	7	11,270	2.1	2	4,980	1.6	5	6,290	2.5
Wholesale Trade	4	1,073	2.7	1	417	2.4	3	656	2.9
Education & Related Services	329	277,965	0.0	-	-	-	329	277,965	0.0
Health & Social Services	172	71,404	1.0	-	-	-	172	71,404	1.0
Federal Government Public Administration	12	16,875	1.8	-	-	-	12	16,875	1.8
Local, Municipal & Regional Public Administration	41	23,255	2.3	-	-	-	41	23,255	2.3
Provincial & Territorial Public Administration	4	35,279	0.0	-	-	-	4	35,279	0.0
Total Non-Manufacturing	641	493,427	0.6	8	13,372	1.7	633	480,055	0.6
Beverage & Tobacco Product Manufacturing	2	980	1.0	-	-	-	2	980	1.0
Chemical Manufacturing	4	1,495	1.6	1	200	0.7	3	1,295	1.7
Electrical Equipment, Appliance & Component Manufacturing	4	1,351	1.9	1	600	3.0	3	751	1.0
Fabricated Metal Product Manufacturing	1	153	0.0	-	-	-	1	153	0.0
Food Manufacturing	13	4,874	1.4	-	-	-	13	4,874	1.4
Machinery Manufacturing	2	426	1.3	-	-	-	2	426	1.3
Non-Metallic Mineral Product Manufacturing	2	488	1.3	1	238	0.0	1	250	2.6
Paper Manufacturing	2	343	1.0	-	-	-	2	343	1.0
Petroleum & Coal Product Manufacturing	3	639	3.5	-	-	-	3	639	3.5
Plastics & Rubber Product Manufacturing	7	1,649	1.7	2	599	0.6	5	1,050	2.4
Primary Metal Manufacturing	7	4,230	1.3	4	3,644	1.2	3	586	1.6
Transportation Equipment Manufacturing	12	6,345	0.6	6	4,198	0.6	6	2,147	0.6
Total Manufacturing	59	22,973	1.2	15	9,479	1.0	44	13,494	1.4
Construction	75	120,699	2.6	-	-	-	75	120,699	2.6

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

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
Non-Manufacturing	641	493,427	0.6	8	13,372	1.7	633	480,055	0.6
Manufacturing	59	22,973	1.2	15	9,479	1.0	44	13,494	1.4
Construction	75	120,699	2.6	-	-	-	75	120,699	2.6
All Industries	775	637,099	1.0	23	22,851	1.4	752	614,248	1.0

III Major Collective Agreements Ratified in 2013

Non-Manufacturing

Health and Social Services

In 2013, the health and social services industry was characterized by a large volume of centralized bargaining; the hospital sector received several large central agreements during this past year.

The Toronto City (Homes for the Aged) and Canadian Union of Public Employees (CUPE) were handed a four-year arbitrated renewal agreement for 1,946 part-time services personnel with a lump sum during the first year of the agreement and wage increases of 0.5%, 1.75% and 2.25% in January of each subsequent year.

Revera Long-term Care Inc. and Revera Inc. (Intercity) and the Christian Labour Association of Canada (CLAC) signed two, three-year renewal agreements for 500 and 722 employees respectively with no wage increases in years one and two and a wage reopener in year three.

Regional Municipality of Halton (Allendale/Creek Way Village and Post Inn Village) and the Ontario Public Service Employees Union (OPSEU) were handed an arbitrated two-year renewal agreement covering 700 registered practical nurses and service employees with wage increases in years one and two except level 6 employees who receive lump sum payments in years one and two.

Circle of Home Care Services in Toronto and Service Employees International Union (SEIU) were handed a three-year arbitration award representing 600 full and part-time service employees. The award contains a general wage increase of 1% in year one, 1.5% in year two and 2% in year three of the agreement and a shift premium of 20 cents per hour on weekends and weeknights.

The Waypoint Centre for Mental Health Care and Ontario Public Service Employees Union (OPSEU) were handed a three-year arbitrated renewal agreement for 1,055 service, technical, office and clerical employees with distinct lump sum payments for different classifications in years one and two and a general wage increase of 2.75% in year three. The Ontario Agency for Health Protection and Promotion and OPSEU were handed a three-year arbitrated renewal agreement resulting from the merger of three distinct bargaining units and covering 625 lab testing, service, and administrative personnel. Due to this merger, wage increases and lump sum payments are varied and the agreement includes market adjustments to various groups. Providence Care Centre (Mental Health Services) and OPSEU were handed a four-year arbitrated award, covering 575 employees with wage increases of 2.5% in the first year, lump sum payments in the second and third years and 2.75% in the final year and special adjustments for registered practical nurses. The agreement also provides improvements to vision and hearing coverage, shift and weekend premiums and vacation leave.

The Participating Hospitals and the National Automobile, Aerospace, Transportation and General Workers Union (CAW), were handed two, two-year Arbitration awards with no wage increase during the term of both agreements. The first award was for the Participating Western Group Hospitals (seven Hospitals including Grand River Hospital), representing 3,000 employees. The second award was for the Participating Northern Group Hospitals (nine hospitals including Sault Area Hospital) representing 1,300 employees, both awards represent registered practical nurses (R.P.N.), office and clerical , technical, service and maintenance staff.

The Participating Hospitals and Service Employees International Union (SEIU) settled two central bargaining renewal agreements; the two-year renewal agreement, which was settled in May through arbitration, involves 34 hospitals and 12,098 R.P.Ns and service employees. The agreement provides wage increases of 2% each year and includes improvement to vision care benefits. The other centrally negotiated agreement (a 51 - month renewal) provides average annual base wage increases of 0.7% in addition to lump sum payments, improved health benefits, and increases in safety footwear allowance, stand-by pay and shift premiums. The agreement involves 33 hospitals and 12,977 employees.

The Canadian Union of Public Employees (CUPE) signed a four-year centrally bargained renewal agreement with 55 participating hospitals near the end of the year, covering approximately 24,000 R.P.Ns, service, office, and paramedical employees. This agreement provides average annual base wage increases of 0.7% in addition to a lump sum payment in each of the four years and includes improved health benefits, increased stand-by premium and safety allowance.

Mackenzie Health (formerly York Central Hospital) was handed a two-year arbitrated agreement with Ontario Public Service Employees Union (OPSEU) local 374, covering 600 R.P.Ns and service employees. This agreement provides wage increases of 2% each year and improvements to vision care coverage.

The London Health Sciences Centre reached a two-year renewal with CAW (now UNIFOR) representing 1,400 services, R.P.N. and technical employees, the agreement provides no wage increases for the duration of the agreement.

Canadian Blood Services signed a two-year renewal agreement with Ontario Public Service Employees Union (OPSEU), various locals for 950 support staff. The agreement provides wage increases of 2% each year.

Education and Related Services

In the Education sector, 487 total collective agreements were either approved or imposed under the *Putting Students First Act, 2012*. Out of these agreements, 230 covering 190,696 employees were for elementary, secondary, occasional teachers and 257 agreements were for 85,669 support staff and maintenance bargaining units. These agreements provide for no wage increase during the two-year term, restructuring of short-term sickness plan to 10 days and the elimination of the bankable unused sickness time.

Brock University and the Canadian Union of Public Employees (CUPE), Local 4207 signed a 38-month renewal agreement covering 1,804 course coordinators, instructors, teaching assistants, demonstrators and markers with lump sum payments in September 2014 and wage increase of 2% in September 2015.

The University of Ottawa signed a four-year renewal agreement with the Association of Professors of the University of Ottawa, representing 1,250 academic staff and librarians. The agreement provides wage increases of 2% each year, including a 1.5% catch-up in years three and four and improvements to vision care coverage, psychologist visits and increases to employee pension contributions.

The University of Western Ontario renewed four collective agreements during 2013. In the beginning of the year the university signed a three-year renewal agreement with the Public Service Alliance of Canada (PSAC). This agreement covers 2,075 graduate teaching assistants and provides no wage increases during the term of the agreement. The second half of the year saw a four-year agreement with the University of Western Ontario Staff Association, representing 1,022 office, clerical and technical employees with lump-sums for continuing and sessional employees and wage increases of 1.5% in the first year, 1.25% in the second year and 1% in the third and fourth years of the agreement. A two-year renewal agreement was signed with CUPE 2692, covering 600 food services personnel with lump sum payments each year and no wage increases during the term of the agreement. The fourth agreement, signed with CUPE, covering 344 maintenance and service employees in the Physical Plant/Thompson Arena, with wage increases of 1.5% in the first year, 1.25% in the second year and 1% in the third and fourth years of the agreement.

The University of Toronto and the Canadian Union of Public Employees (CUPE) renewed three collective agreements. The first a two-year renewal agreement with CUPE local 3902 covering 800 Unit 3 Sessional Lecturers with no wage increases during the term of the agreement. The second a four-year renewal with CUPE local 3261 covering 385 casual service employees with wage increases of 1.0% in year one, 1.7% in year two, 1.9% in year three and 2.2% in year four. The third a three-year renewal agreement with CUPE local 1230 with 300 student casual employees and no wage increases for the duration of the agreement.

The University of Windsor renewed three three-year agreements; the first agreement is a renewal with CUPE local 1001 for 380 maintenance and service employees with wage increases of 1% each year. The second agreement is a renewal with CUPE local 1393, covering 277 technicians with wage increases of 1% each year of the agreement as well. The third agreement renewed was with UNIFOR (previously CAW) representing 304 full-time office and clerical employees with wage increases of 1.5% each year during the term of the agreement.

Municipal Government

The Regional Municipality of York concluded a three-year renewal agreement with the Canadian Union of Public Employees (CUPE). The agreement covering 2,380 inside, outside and ambulance workers provides wage increases of 1.9% in the first year and 2% each year of the remainder three-year duration, includes increases to vision care, and modifications to the benefit plan for post 65 employees.

The Regional Municipality of Waterloo negotiated a three-year and a four-year renewal agreement with the Canadian Union of Public Employees (CUPE) representing 882 office, clerical and technical employees and 199 public works employees respectively. The three-year agreement provides wage increases of 1.5% in the first year and 1.25% in each of the second and third years and includes modifications to health and welfare benefits and early retiree benefits. The four-year agreement provides wage increases of 1.5% each year.

City of Greater Sudbury and CUPE renewed two three-year agreements representing a combined 1,482 employees (984 inside and 498 outside employees) with wage increases of 1.5% in the first year, 1.75% in the second year and 1.9% in the third year. Other items in the renewal agreement include increases in meal allowances, shift differentials, stand-by premiums and other provisions, and wage adjustments for some classifications in the outside unit.

The York Regional Municipality Police Services Board and the York Regional Police Association signed two, three-year renewal agreements for 1,450 uniformed and 520 civilian employees with combined wage increases of 2.9% in year one, 2.35% in year two and 2.65% in year three.

The Ottawa Police Services Board and the Ottawa Police Association were handed an arbitration award for the renewal of two, two-year agreements. This award covers 1,331 uniform and 566 civilian employees and provides wage increases of 2.99% in the first year, and 2.95% for the second year of the agreement and service pay provisions for civilian employees.

The Waterloo Regional Police Services Board and the Waterloo Police Association were handed two-three-year arbitrated renewal agreements for 758 uniform officers and 288 civilian employees. The award provides wage increases of 2.7% in each of years one and two and 2.95% in year three, including increases to vision care and other provisions.

A 12-month arbitration award was issued for the Niagara Region Police Services Board and the Niagara Police Association on May 29, 2013. The award provides a wage increase of 3.05%. In August 2013, the Police Services Board and the Association settled two 36-month renewal agreements. The agreements covering 697 uniform and 301 civilian employees provide wage increases of 2.6% in the first year, 2.5% in each of the second and third years.

The City of Ottawa and The Ottawa Professional Firefighters' Association were handed a two-year arbitrated renewal agreement for 1,018 firefighters. The award provides a wage increase of 2.9% in year one and maintenance of parity for the second year, with the first class police constable, it also includes increases to vision care and amendments to vacation and statutory holiday provisions.

Retail Trade

Brewer's Retail Inc. (The Beer Store) and the United Food and Commercial Workers (UFCW) signed a three-year renewal agreement. The agreement covers 6,000 distribution and retail store employees, providing wage increases of 1.75% each year of the agreement and lump sum payments on each of the third and fourth years of the agreement.

The Liquor Control Board of Ontario and the Ontario Public Service Employees Union settled a four-year renewal agreement representing 6,918 employees. The agreement provides lump sum payments in the first and second years and wage increases of 1.95% in the third and fourth years, including improvements to vision care and clothing allowance.

Transportation

The London Transit Commission and the Amalgamated Transit Union local 741 effected a three-year renewal agreement for 741 employees with wage increases of 2% each year for the duration of the agreement. The deal also includes improvements to extended health care benefits.

Utilities

Ontario Power Generation and the Society of Energy Professionals were handed a three-year arbitration award for 3,453 nuclear and non-nuclear employees. This agreement provides wage increases of 0.75% in the first year and 1.75% in each of the second and third years and a COLA escalator clause included. Items included are two year freeze on progression on the salary grid, amendments to pregnancy and parental leave and increased safety wear allowance.

Hydro One renewed two agreements, first with the Society of Energy Professionals, a three-year renewal, representing 1,527 employees with wage increases of 2% in the first year and 2.25% in each of the second and third years. The second agreement with CUPE local 100 for 5,000 employees provides wage increases of 2.5% in each of the total two years of the agreement. This deal includes increases in paramedical coverage, pension contributions and to safety apparel allowances.

Provincial Government

The Ontario Government and the Ontario Public Service Employees union reached a two-year renewal agreement with no wage increases and no lump-sum payments for 29,043 unified and 5,422 correctional public service employees. Highlights include lower start rate for new hires, elimination of surplus factor 80, restructuring of short-term sickness plan and improvements to job security provisions.

Federal Government

An arbitration award was issued for the Treasury Board of Canada and the Association of Canadian Financial Officers. The three-year arbitrated renewal agreement covering 2,199 Ontario-based employees provides wage increases of 1.75% in the first year, 1.5% in the second year, and 2% in the third year and includes a wage restructuring in the pay grid.

Communications

Bell Canada and the Communications, Energy and Paperworkers' Union CEP (now UNIFOR) have a fifty-four month renewal agreement representing 4,900 clerical and associated employees. The agreement provides wage increases of 1.5% during the first year, 1.75% in the second year, 2.0% in the third and fourth years and 1.0% in the final year with improvements to jobs security provisions on outsourcing.

Construction

As part of the 373 construction agreements covering 124,654 workers ratified in 2013, 27 Industrial- Commercial-Institutional (ICI) construction agreements covering 79,486 workers were renewed until April 30, 2016. The overwhelming majority of both ICI and non-ICI negotiations were settled through either direct bargaining or with conciliation or mediation assistance. Wage data reported for 25 ICI settlements covering 77,286 workers include average annual wage increases ranging from 2.0% to 3.0%. Wage data reported for 50 non-ICI settlements covering 41,413 workers include average annual wage increases ranging from 1.7% to 3.8%.

Overall, wage increases in the construction sector averaged 2.6% in 2013.

Primary

Xstrata Canada Corp. (Xstrata Nickel Sudbury Operations) and the Sudbury Mine, Mill and Smelter Workers Union (CAW-Canada Local 598) signed a four-year renewal agreement representing 860 employees. This deal provides wage increases of 1% each year for the duration of the agreement, with a signing bonus, a lump sum payment in the third year and a COLA fold-in of \$1.12.

Other Services

Brink's Canada and the National Automobile, Aerospace, Transportation and General Workers Union (CAW, now UNIFOR) renewed a three-year agreement representing 1,100 production and clerical employees with wage increases of 50 cents per hour and lump-sum payments during the first and fourth years.

Manufacturing

Transportation Equipment

CAMI Automotive and UNIFOR local 88 (previously CAW and CEP), renewed a four-year agreement representing 2,712 skilled trades and production employees with no wage increases and lump sum payments in each year of the agreement. Other provisions of this agreement include a ratification bonus and a 33 cent per hour COLA float.

Food & Beverage

Coca-Cola Refreshments Company of Canada and the CAW (now UNIFOR) signed a 35-month renewal agreement following a work disruption (22 days). The deal represents 810 Brampton Plant employees with wage increases of 50 cents per hour for each of the second and third years of the agreement.

Maple Leaf Foods Inc. (Poultry Division) and the United Food and Commercial Workers (UFCW) renewed a three-year renewal agreement covering 700 employees. The agreement contains wage increases of 35 cents per hour in each of the second and third years and a lump sum at ratification, increases to safety apparel and tool allowances and physiotherapy coverage.

Primary

Essar Steel Algoma and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) Local 2551, renewed a three-year agreement for 2,272 production and office employees. The deal provides no wage increase during the first year, a lump sum during the second and a 2% increase during the third year with possible increase to 3% (increase based on Fiscal 2015 results). Other items include cost of living adjustments, improvements to extended health benefits, life insurance and early retirement options.

U.S. Steel Canada (Lake Erie Works) and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) renewed a five-year agreement following a work disruption representing 950 employees. There are no wage increases for the term of the agreement; however there are lump-sum payments on each of the second through fifth years of the agreement, increases to Group R.R.S.P. contributions and COLA provisions.

IV Work Stoppages Under Ontario Jurisdiction

During 2013, 35 work stoppages under Ontario jurisdiction (Table 13) were reported, compared to 135 reported in 2012. Work stoppages during 2013 involved 13,155 employees and resulted in 288,310 person-days lost, compared to 65,982 employees and 200,600 person days lost in 2012.

In 2013, 13 work stoppages were reported in the manufacturing sector, a decrease from 18 reported in 2012. The non-manufacturing sector reported 14 work stoppages during 2013 compared to 98 reported in 2012.

The number of work stoppages in the private sector decreased from 48 in 2012 to 28 in 2013, compared to work stoppages in the public sector which also decreased from 87 in 2012 to seven in 2013. The number of person-days lost in the private sector increased from 90,120 in 2012 to 267,030 in 2013. In comparison, the number of person-days lost decreased in the public sector from 110,480 in 2012 to 21,280 in 2013.

In 2013, work stoppages in the manufacturing sector accounted for 44.7% of person-days lost compared to 33% in 2012. During 2013, 0.02% of the estimated working time in Ontario (Table 14) was lost due to work stoppages, compared to 0.01% in 2012.

Chart 5: Work Stoppages and Person-Days Lost, 1989-2013



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

The number of work stoppages has a decreasing trend from 1988 to 2011. The high was in 1990 with 218 work stoppages. The low is reported in 2013 with 35 work stoppages. Roughly 50% of the numbers of work stoppages during 2012 were due to School Board Agreements during the month of December. For the period between January and December 2013 there were 35 work stoppages covering 13,155 employees with 288,310 person-days lost in total.

V Collective Bargaining Outlook for 2014¹

In 2014, collective bargaining is expected to take place in an economic environment of moderate but improving growth. Ontario's economic growth is expected to strengthen in 2015 and 2016. 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 2.2% in 2014, and 2.6% in 2015 and 2016. Ontario's consumer price inflation is forecast to be 1.5% in 2014 and will increase to 1.9% in 2015 and 2.0% in 2016. Ontario's employment is expected to increase by 1.1% in 2014 and 1% in 2015, while the unemployment rate is expected to decrease to 7.3% in 2014 and 6.9% in 2015.

Collective bargaining activity will involve the negotiations of over 3,473 collective agreements expiring in 2014, in addition to the continuation of bargaining that was not concluded in 2013. Major negotiations continuing from 2013 include hospitals, various municipalities, universities, nursing homes and homes for the aged, and community services.

Collective agreements expiring in 2014 cover approximately 791,836 Ontario-based employees. These expiring agreements represent 26.9% of agreements currently on file, and affect 46.4% of the total number of employees. Bargaining activity in the private sector affects workers employed in manufacturing, construction, in non-manufacturing administrative and support, waste management and remediation services, accommodation and food services, transportation and warehousing and other services. Public sector agreements are concentrated in education, health care and social services sector, Ontario public services, universities, municipal police, and municipal and provincial community services.

¹ Ontario Ministry of Finance, *Survey of Economic Forecasters (April 2014)* and Statistics Canada

Table 13: Work Stoppages and Person-Days Lost, by Sector, 2001 - 2013

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
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
2013*	28	11,123	267,030	7	2,032	21,280	35	13,155	288,310

Table 14: Work Stoppages Under Ontario Jurisdiction, 2001 - 2013

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
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
2013*	35	13,155	376	288,310	21.9	48	0.02

* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services