

Collective Bargaining Review 2018

Spring 2019

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Foreword

The Collective Bargaining Review 2018 provides an overview of collective bargaining activity in Ontario for the year 2018. The information in this report is compiled from collective agreement settlements and work disruptions reported to Collective Bargaining Information Services (CBIS) as of April 3, 2019. The data reflects settlements for Ontario-based employees covered under Ontario or federal jurisdictions. Work disruptions data are reported for employees under Ontario jurisdiction only.

The report consists of seven sections:

- Section I: provides an overview of the total number of settlements ratified from January 1, 2018 to December 31, 2018.
- Section II: provides information on negotiated wage increases in settlements covering 150 or more employees. It also reports on lump sum payments.
- Section III: provides information on the stage of settlements, the duration of settlements and the duration of negotiations.
- Section IV: provides highlights of work disruptions data under Ontario jurisdiction.
- Section V: provides an overview of union coverage in Ontario.
- Section VI: provides a summary of the key settlements of 2018. The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages and settlements of public interest.
- Section VII: provides a collective bargaining outlook for the year 2019.

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Executive Summary

Annual Collective Bargaining Review 2018

- Collective bargaining activity for 2018 involved the ratification of 2,376 settlements, covering 388,995 employees. The majority of the settlements ratified were in health and social services, accounting for 925 (38.9%) of all settlements and 180,142 (46.3%) of all employees.
- Average annual base wage increases for the settlements covering 150 or more employees ratified in 2018 decreased to 1.7% from 1.9% in 2017. Private sector settlements reported an average annual base wage increase of 1.9%, compared to 1.6% in the public sector.
- The economic environment in 2018 experienced a decrease in the Ontario real Gross Domestic Product (GDP) by 2.2% from 2.8% reported in 2017. Ontario's labour market also decreased in employment by 1.6% in 2018, compared to 1.8% in 2017, and the unemployment rate dropped to 5.6% in 2018 from 6.0% in 2017¹. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI), averaged 2.4%².
- Approximately 99% of all settlements were reached without a work disruption.
- There were 31 work disruptions involving 11,016 employees under Ontario jurisdiction resulting in 303,230 person-days lost.
- In 2018, approximately 1.6 million employees were covered by a collective agreement, corresponding to a union coverage rate of 26.3%.

Collective Bargaining Outlook 2019

- In 2019, Ontario's labour market is expected to remain steady with Ontario's real Gross Domestic Product (GDP) projected to grow by 1.4%. The annual CPI in Ontario is also projected to increase to 1.9% in 2019¹.
- Collective bargaining activity in 2019 will involve 7,257 expiring collective agreements covering approximately 705,969 Ontario-based employees.
- Collective agreements expiring during 2019 will affect employees primarily in education and related services (300,459 employees), in construction (145,616 employees), and in health and social services (92,025 employees).

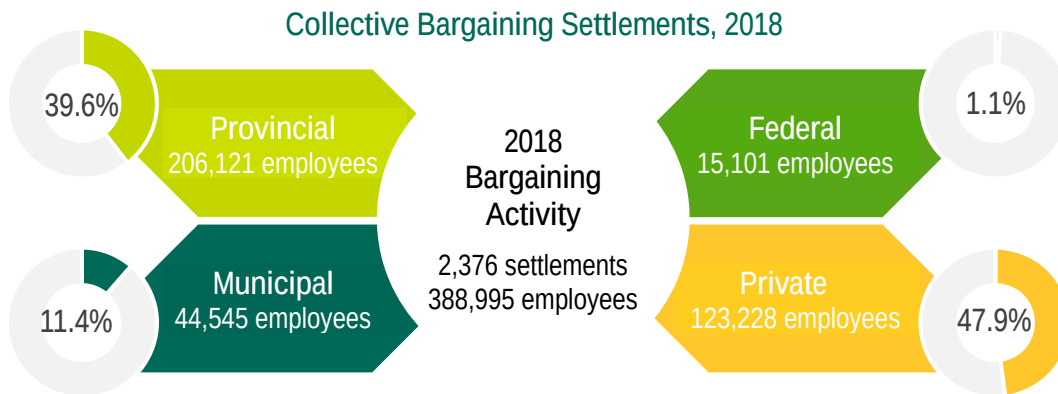
¹ [Chapter 2: Economic Outlook](#), 2019 Ontario Budget, Ministry of Finance.

² Statistics Canada

I. Annual Collective Bargaining Review 2018

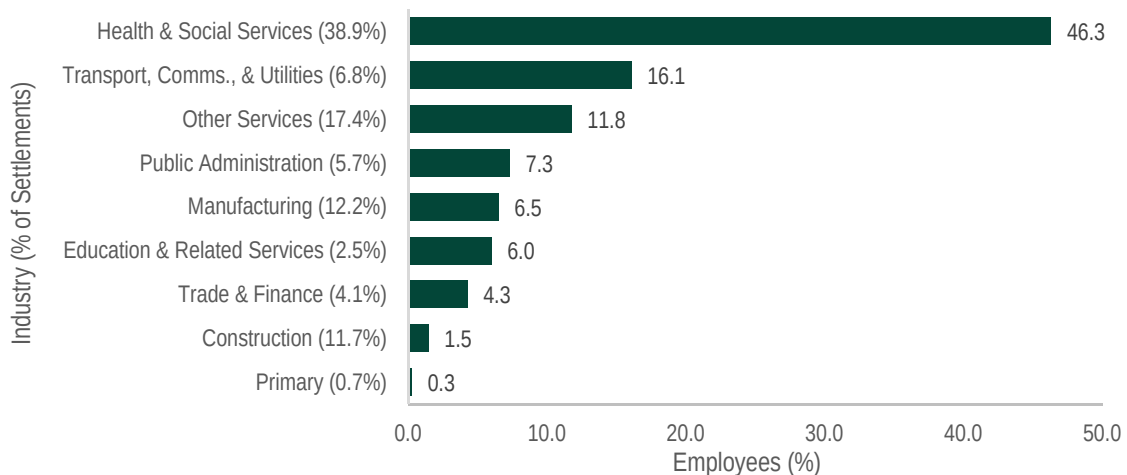
Collective bargaining activity for 2018 involved the ratification of 2,376 settlements, covering 388,995 employees. These represent 13.7% of the 17,327 settlements currently on file with Ministry of Labour (MOL) and affect approximately 21.6% of all Ontario-based employees covered.

Of the settlements ratified in 2018, 52.1% were in the public sector, representing 68.3% of employees.



By industry, the majority of settlements reached were in health and social services, accounting for 925 (38.9%) of all settlements and 180,142 (46.3%) of all employees. In terms of employee coverage, following the health sector, bargaining was concentrated in transportation, communication and utilities covering 62,538 (16.1%) employees (Graph 1).

Graph 1: Settlements Ratified in 2018 by Industry



II. Negotiated Wage Increases 2018

Information regarding wage increases is recorded for settlements covering 150 or more employees³. In 2018, of the 2,376 settlements ratified, wage information was recorded for 465 (19.6%) of the settlements and affected 299,206 (76.9%) of the employees. These settlements provided an average annual base wage increase of 1.7%, down from 1.9% in 2017.

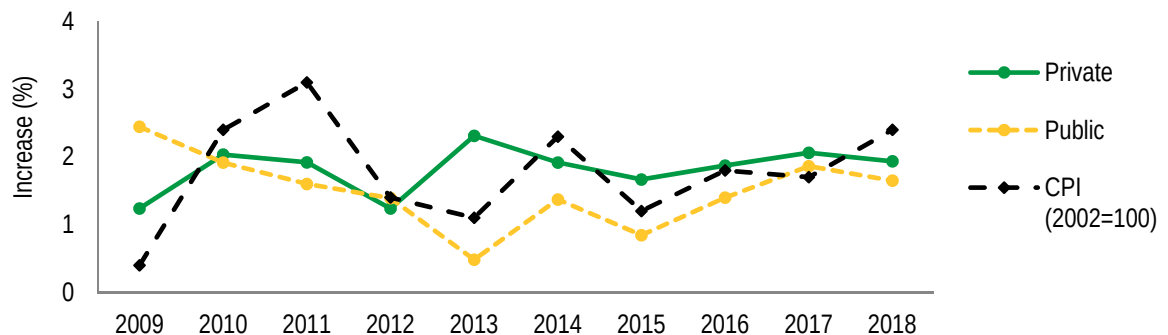
The average annual base wage increase in the private sector was 1.9% in 2018, compared to 2.1% in 2017. Public sector settlements reported an average annual base wage increase of 1.6% in 2018, also down from 1.9% in 2017.

Economic Setting

The economic environment in 2018 experienced a decrease in the Ontario real Gross Domestic Product (GDP) by 2.2% from 2.8% reported in 2017. Ontario's labour market also decreased in employment by 1.6% in 2018, compared to 1.8% in 2017, and the unemployment rate dropped to 5.6% in 2018 from 6.0% in 2017⁴.

The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI)⁵, averaged 2.4% in 2018, up from the 1.7% reported in 2017. In 2018, both the public sector and the private sector average annual base wage increases (1.6% and 1.9% respectively), were reported lower than the CPI. (Graph 2)

Graph 2: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)



³ Settlements covering 150 or more employees, excepting school sector, where wage increases include all bargaining units above and below 150 employees.

⁴ [Chapter 2: Economic Outlook](#), 2019 Ontario Budget, Ministry of Finance.

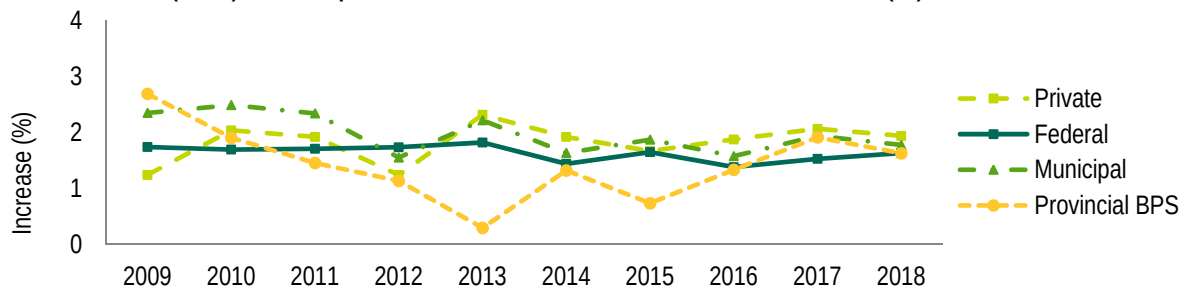
⁵ Statistics Canada

Wage Trends by Sector

In the provincial broader public sector (BPS), the average annual base wage increases were reported at 1.6% in 2018, compared to 1.9% in 2017. The average annual base wage increases for the municipal sector also decreased to 1.8% in 2018 from 1.9% in 2017. The federal sector average annual base wage increases rose to 1.6% in 2018 from 1.5% in 2017 (Graph 3).

The average annual base wage increases over a ten-year period show to be steady from 2009 to 2018, except for the provincial BPS where increases reported were the highest in 2009 (2.7%), and the lowest in 2013 (0.3%).

Graph 3: Trends of the Average Annual Base Wage Increases for the Provincial Broader Public Sector (BPS), Municipal, Federal and Private Sector Settlements (%)

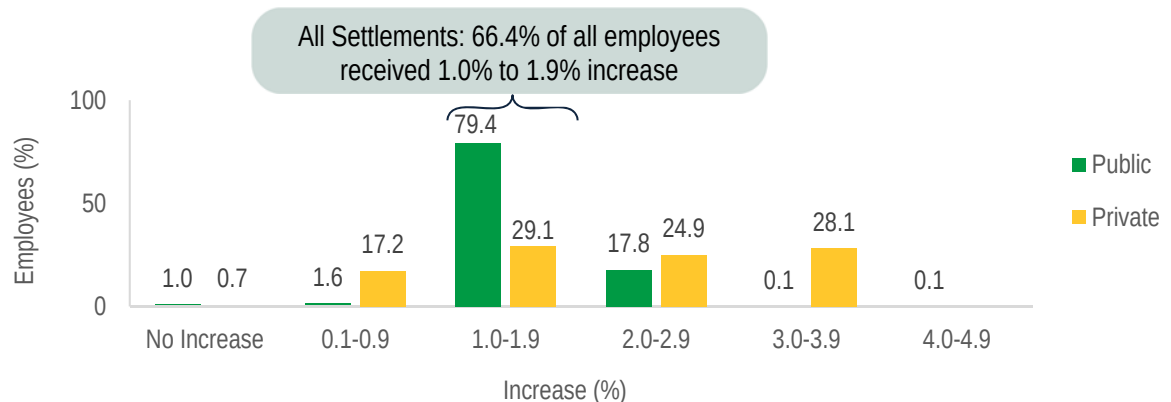


Distribution of Wage Increases

Overall, 0.9% of employees did not receive wage increases, 66.4% of employees received average annual base wage increases ranging from 1.0% to 1.9%, and 19.6% of employees received increases ranging from 2.0% to 2.9% (Graph 4).

In the public sector, 79.4% of employees received average annual base wage increases ranging from 1.0% to 1.9%, compared to 29.1% of private sector employees. Settlements with wage increases of 3.0% or more covered 28.1% of the private sector employees, versus 0.2% of the public sector employees.

Graph 4: Distribution of Average Annual Base Wage Increases (%) by Sector, 2018



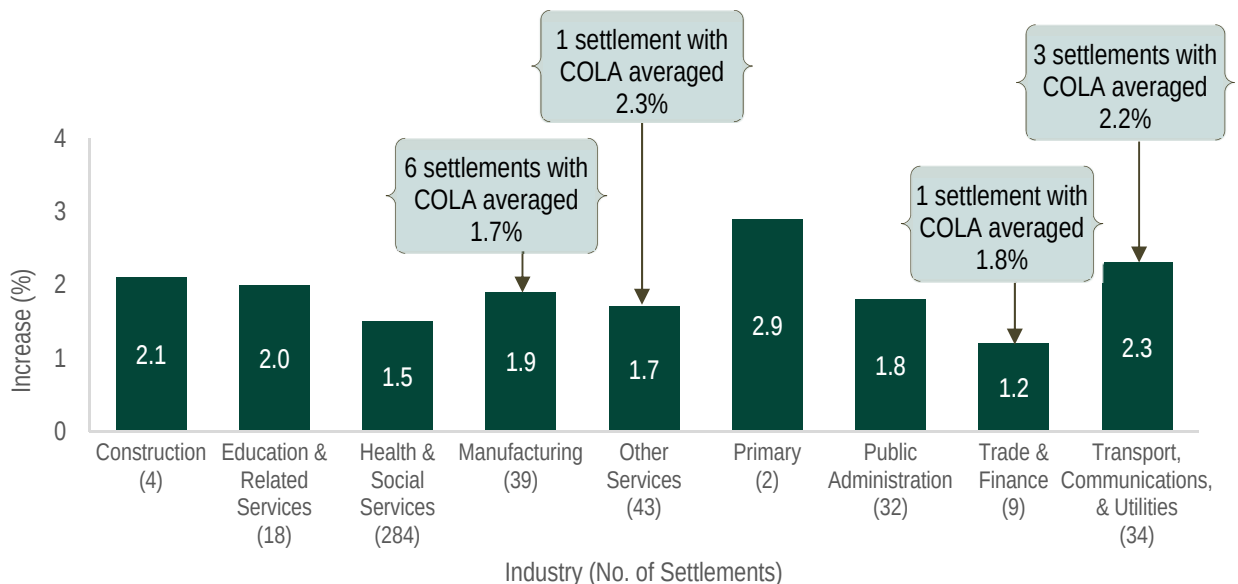
Settlements by Industry

The highest average annual base wage increases reported in 2018 was for the primary industry (2.9%), which represented 625 employees (Graph 5). The average annual base wage increase for the largest concentration of employees was 1.5% in the health and social services sector (145,220 employees). The health sector includes the centrally bargained settlements for the Participating Hospitals covered under Ontario Nurses' Association (ONA), Canadian Union of Public Employees (CUPE), Service Employees International Union (SEIU), and Unifor.

The lowest average annual base wage increase reported was 1.2% for trade and finance covering 9,786 employees.

There were 11 settlements (7,408 employees) with cost-of-living adjustment (COLA) clauses that provided annual base wage increases averaging 2.0%, an increase from 1.8% reported in 2017⁶. In comparison, the remaining 454 settlements (291,798 employees) without a COLA clause provided annual base wage increases averaging 1.7%.

Graph 5: Average Annual Base Wage Increases (%) by Industry, 2018

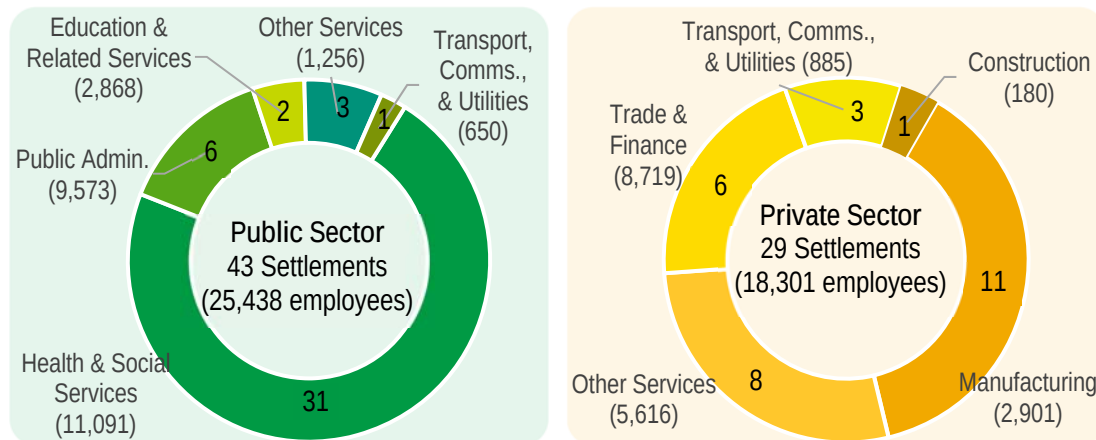


⁶ Cost-of-living adjustments (COLA) are calculated at projected rates of inflation for the duration of the collective agreement.

Private and Public Sector Lump Sum Payments⁷

In 2018, 72 settlements (43,739 employees) were reported with lump sum information, representing 15.5% of the settlements⁸. Of the settlements reported, 43 were in the public sector and 29 in the private sector. The majority of employees that received lump sum payments were in health and social services (11,091 employees) in the public sector, and in trade and finance (8,719 employees) in the private sector.

Settlements (No. of Employees) with Reported Lump Sums by Sector and Industry, 2018



Common payout methods of lump sums included dollar amounts or percentage of a wage rate. Some payments were negotiated as a signing or ratification bonus where the payout was contingent on ratification occurring prior to an agreed date.

Public Sector Lump Sum Payments ⁹		Private Sector Lump Sum Payments ⁹	
30 settlements with dollar amount payments		25 settlements with dollar amount payments	
\$	- No. of employees: 19,639	\$	- No. of employees: 16,259
	- Average amount: \$824		- Average amount: \$3,146
13 settlements with percentage payments		3 settlements with percentage payments	
%	- No. of employees: 5,799	%	- No. of employees: 1,370
	- Average percentage: 0.9%		- Average percentage: 3.8%
1 settlement with dollars per hour payment		2 settlements with dollars per hour payment	
\$/hr	- No. of employees: 650	\$/hr	- No. of employees: 852
	- Average amount: \$0.25/hr		- Average amount: \$0.47/hr

⁷ Lump Sum Data

- Lump sums are based on information received at ratification and are recorded for full-time employees only.
- Averages of lump sums (dollar or percentage) are weighted by the 'number of employees'.
- 'Number of employees' refers to the total number of employees in the bargaining unit and not necessarily for those specifically receiving the lump sum (e.g., full-time, selected wage groups etc.).

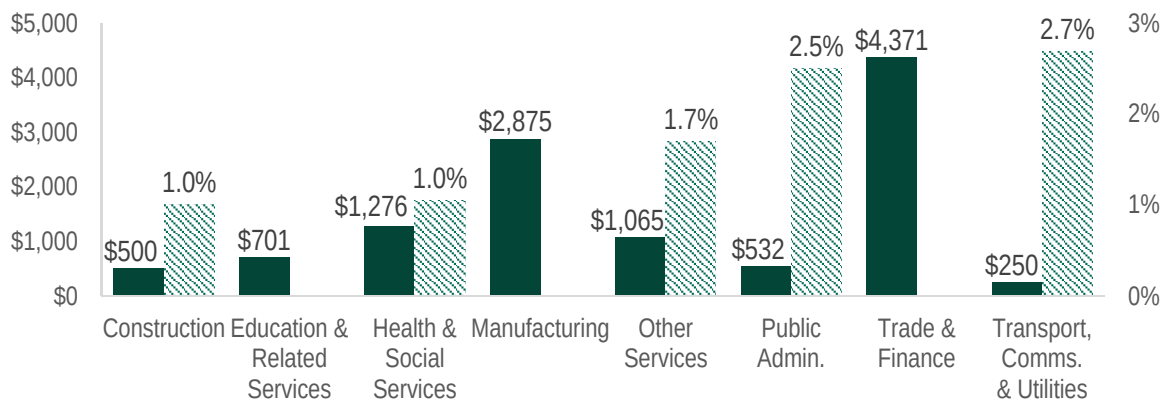
⁸ Settlements covering 150 or more employees, excepting school sector, where wage increases include all bargaining units above and below 150 employees.

⁹ Settlements providing multiple payout methods (e.g., payments in both dollar and dollars per hour or percentage and dollar payments) are captured separately under each payment type.

Dollar Amounts and Percentage Payouts by Industry

Weighted average dollar amount lump sum payouts and percentage payouts by industry is displayed in Graph 6. The highest lump sum dollar amount payout was in trade and finance (\$4,371) and the highest percentage payout was in transportation, communication, and utilities (2.7%).

Graph 6: Dollar Amount and Percentage Lump sum Payouts by Industry, 2018

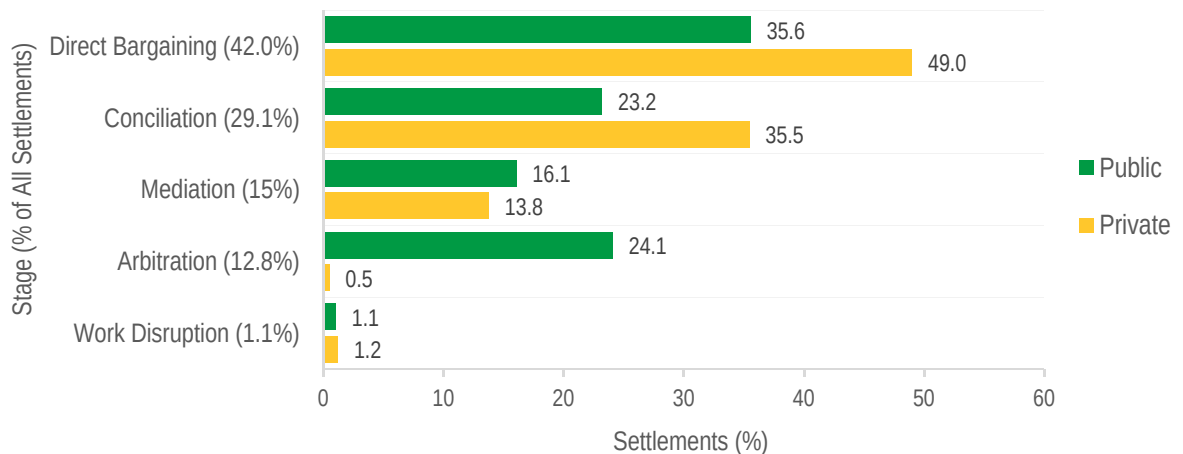


III. Settlement Negotiations 2018

Stage of Settlement

In 2018, 98.9% of settlements (covering approximately 97.5% of employees) were reached without a work disruption. Of the settlements ratified, 44.1% were settled through conciliation or mediation, 42.0% were reached through direct bargaining, and 12.8% were settled at arbitration (Graph 7). Settlements settled at arbitration represented 24.1% of the settlements in the public sector, compared to 0.5% in the private sector.

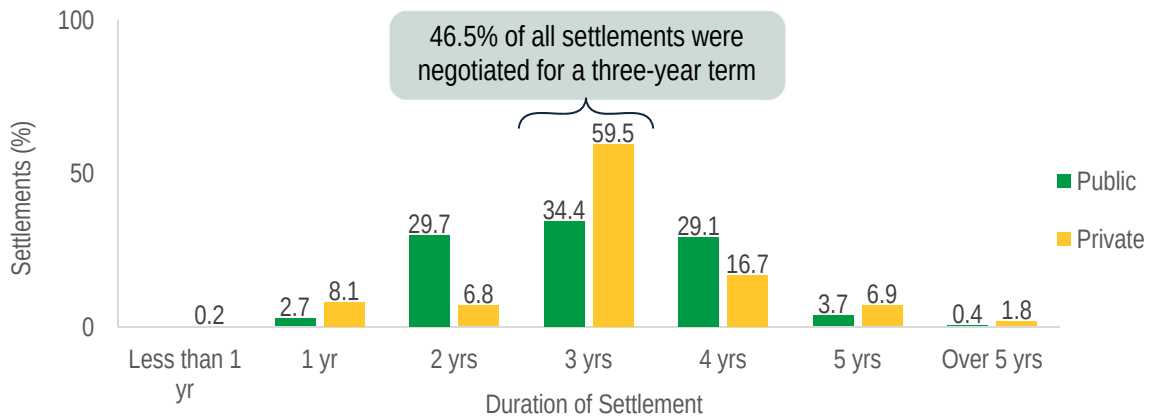
Graph 7: Stage of Settlement by Sector, 2018



Settlement Duration¹⁰

Of the settlements ratified in 2018, 46.5% were negotiated for a three-year term, and another 23.1% for a four-year term. In the public sector, 29.7% of settlements were negotiated for a two-year term, compared to 6.8% of settlements in the private sector (Graph 8). All settlements covering five-year term or more represented 8.7% of the private sector settlements and 4.1% of the public sector settlements.

Graph 8: Duration of Settlement by Sector, 2018

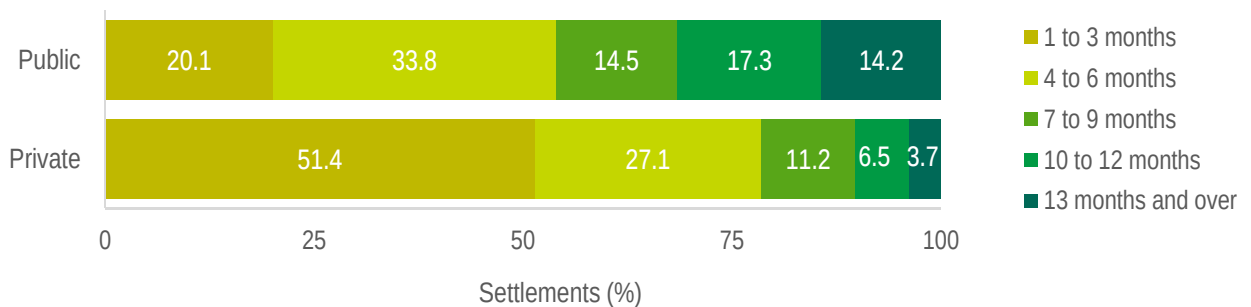


Duration of Negotiations¹¹

On average, settlements in 2018 were negotiated within 7.5 months. The average duration of negotiations in the public sector was 8.5 months compared to 4.3 months in the private sector.

In the public sector, 20.1% of negotiations were concluded within one to three months, compared to 51.4% of negotiations in the private sector (Graph 9). The public sector negotiations were affected by the settlements in public administration, where the average duration of negotiations was 17.1 months.

Graph 9: Duration of Negotiations by Sector, 2018



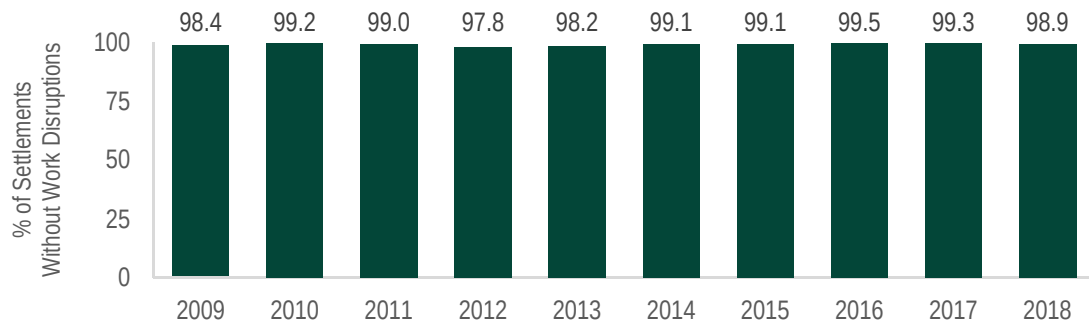
¹⁰ Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.

¹¹ Data regarding the duration of negotiations are maintained for settlements covering 150 or more employees, and where the time period between the first meeting date of negotiations and the ratification date has been reported.

IV. Work Disruptions¹²

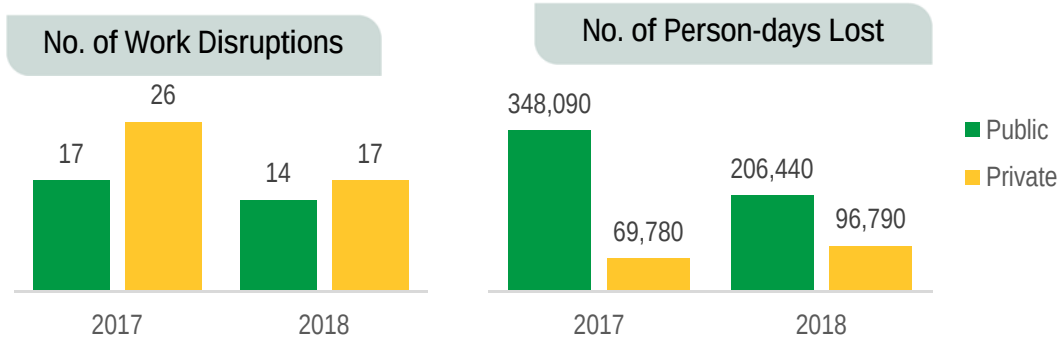
Over the past 10 years, more than 97% of negotiations have resulted in settlements without work disruptions. In 2018, settlements were reached without a strike or lockout in 98.9% of negotiations in the province (Graph 10).

Graph 10: Trends of Settlements without Work Disruptions (%)



In 2018, there were 31 work disruptions reported under Ontario jurisdiction, compared to 43 reported in 2017 (Graph 11). Work disruptions in 2018 involved 11,016 employees and resulted in 303,230 person-days lost, which represent an estimated loss of 0.02% of work time in Ontario.

Graph 11: Work Disruptions and Person-days Lost, 2017 and 2018



The highest largest number of person-days lost (154,000) was reported in education and related services sector, which resulted from the work disruption by York University and the Canadian Union of Public Employees (CUPE), representing graduate teaching assistants and the contract faculty.

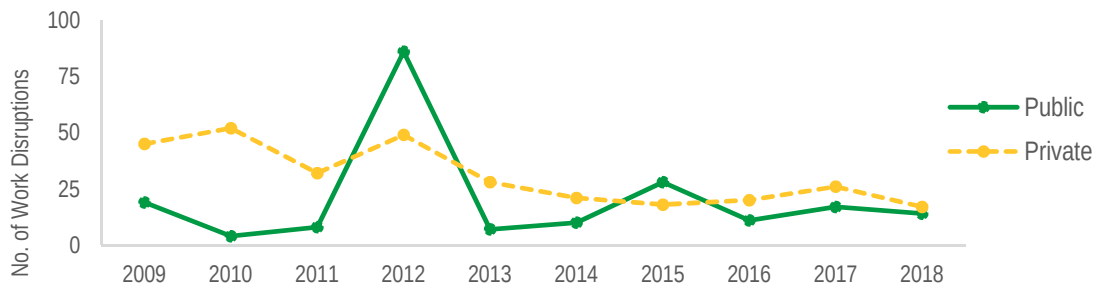
Other work disruptions during 2018 included Windsor Casino Ltd. and Unifor, the Board of Governors of Exhibition Place and the International Alliance

¹² Data for all work disruptions reported under Ontario jurisdiction. Work disruptions include strikes or lock-outs involving two or more employees, with a minimum duration of a half working day and resulting in a minimum of ten person-days lost.

Theatrical Stage Employees (IATSE), as well as Compass Minerals Canada Corporation and Unifor.

The number of work disruptions has had an overall decreasing trend from 2009 to 2018, except for those reported in 2012 (Graph 12). The fewest work disruptions (31) were reported in 2014, 2016, and 2018.

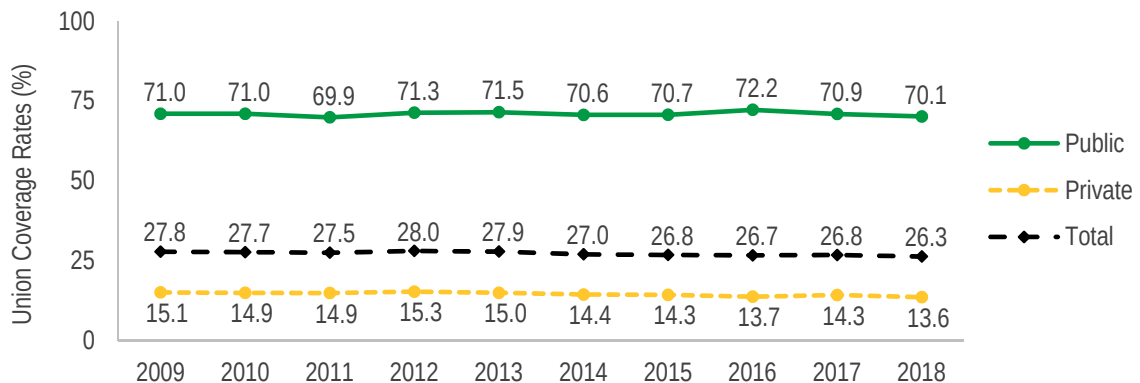
Graph 12: Trend of Work Disruptions, 2009 to 2018



V. Union Coverage¹³ in Ontario

In 2018, slightly more than 1.6 million employees were covered by a collective agreement, corresponding to a union coverage rate of 26.3%, a minor decrease from 26.8% in 2017. Union coverage in the private sector decreased to 13.6% in 2018 from 14.3% in 2017, and coverage in the public sector fell to 70.1% in 2018 from 70.9% in 2017 (Graph 13).

Graph 13: Trends of Union Coverage (%), by Sector, 2009 to 2018¹⁴



¹³ Union coverage refers to employees who are members of a union and employees who are not union members but who are covered by a collective agreement or a union contract.

¹⁴ Calculations based on Statistics Canada's Labour Force Survey, Table:14-10-0070-01 (formerly CANSIM 282-0078).

VI. Major Settlements Ratified in 2018

In the **Construction** industry, Non-Destructive Testing Companies and NDT Management Association reached a three-year agreement with the Quality Control Council of Canada (United Association of Journeyman and Apprentices of The Plumbers and Pipe Fitter Industry of The United States and Canada/International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers), providing approximately 1,500 employees with average annual base wage increases of 2.0% over the term of the collective agreement.

In the **Education** sector, multiple agreements were reached among Ontario Universities, including York University, Ryerson University, Brock University, Carleton University, Trent University, University of Guelph, University of Ottawa, University of Waterloo, and University of Western Ontario, altogether covering more than 14,000 employees.

The Ontario government passed Back to Class Act (York University), 2018 (Bill 2) to end a work disruption by York University and the Canadian Union of Public Employees (CUPE), representing graduate teaching/research assistants and contract faculty.

In the **Health** sector, major settlements included centrally negotiated settlements between the Participating Hospitals and CUPE, Service Employees Union (SEIU), and Unifor, and arbitrated settlement for the Participating Hospitals and Ontario Nurses' Association (ONA). The four-year settlement reached with CUPE, SEIU, and Unifor provided wage increases of 1.4% in the first and second years, 1.6% in the third year, and 1.65% in the fourth year. The ONA arbitrated settlement provided wage increases of 1.4% in the first year and 1.75% in the second year.

In **Manufacturing**, Bombardier Aerospace and Unifor concluded a three-year agreement, with average annual base wage increase of 1.2% for 1,600 employees. The settlement also included continued cost-of-living-adjustment (COLA) and adjustments for skilled trades. Another major settlement was reached between Canada Goose Inc. and Workers United Canada Council for a four-year term, covering 685 employees with average annual wage increase of 1.4%.

In the **Municipal Government**, the City of Toronto and Toronto Professional Fire Fighters' Association, representing 3,069 employees, reached a five-year agreement. Wage increases in each year range from 1.8% to 2.5%, representing an average annual wage increase of 2.1%. Several other settlements between Ontario Professional Fire Fighters' Association and various municipalities include the Cities of Hamilton, Brampton, Windsor, Markham, Kitchener, Burlington, Barrie, Vaughan, and Town of Richmond

Hill. These settlements covered a total of 2,672 employees and provided average annual wage increases ranging from 1.4% to 2.8%.

Other major settlement in the municipal government was reached between the Regional Municipality of Durham and CUPE, representing 1,700 employees. The three-year agreement includes wage increases of 1.9% in 2018, 1.7% in 2019, and 1.5% in 2020. CUPE also settled agreements for 874 employees of the Regional Municipality of Niagara and 832 employees of City of London for an average annual wage increase of 1.5% and 1.8% respectively over four years. inside/outside employees.

In the **Provincial Government**, the Alcohol and Gaming Commission of Ontario and OPSEU reached a four-year agreement for an average annual wage increase of 1.9%. The agreement, which covered 381 employees, also includes a signing bonus of \$200 to all members who are employed at the date of ratification.

In **Trade**, Metro Ontario Inc. and United Food and Commercial Workers (UFCW) settled a four-year agreement. The agreement provides 7,000 employees with an average annual wage increase of 1.0%.

In **Transportation, Communications and Utilities**, Canadian Media Producers Association and the Alliance of Canadian Cinema, Television and Radio Artists negotiated a three-year agreement, covering approximately 11,920 employees. The deal reports average annual wage increase of 3.0%.

Toronto Transit Commission reached a three-year agreement with Amalgamated Transit Union, representing approximately 11,000 employees. The settlement includes annual wage increases of 2.0% over the term of the collective agreement, and adjustments for skilled trades.

Other negotiations in transport, communications and utilities sector include Hydro One Inc. and CUPE, Ontario Power Generation Inc. and the Society of United Professionals, as well as Bell Technical Solutions Inc. and Unifor.

In **Other Services**, Garda Canada Security Corp., Securitas Canada Ltd., and Paladin Security Group Ltd. each negotiated two-year agreements with the United Steelworkers (USW). The agreements covered approximately 13,000 security.

Several agreements were reached for casinos including Windsor Casino Ltd., Casino Rama Services, Great Blue Heron Casino, Elements Casino Brantford, Casino Ajax, and Casino Woodbine, Gateway Casinos and Entertainment Ltd., and Elements Casino Mohawk, each negotiating three-year or four-year agreements with Unifor.

These and other selected major settlements are summarized in the table below.

Table 1: Selected Major 2018 Settlements by Sector

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date
Construction					
Non-Destructive Testing Companies and NDT Management Association	Quality Control Council of Canada (United Association of Journeyman and Apprentices of The Plumbers and Pipe Fitter Industry of The United States and Canada/International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers)	1,500	2.0	1-May-2018	30-Apr-2021
Hand Association of Sewer Watermain and Road Contractors	Labourers' International Union of North America	500	2.1	01-Jan-2019	31-Dec-2022
Education and Related Services					
University of Toronto (Teaching Assistants, Instructors)	Canadian Union of Public Employees	7,000	1.9	01-Jan-2018	31-Dec-2020
University of Western Ontario	Public Service Alliance of Canada	1,958	1.7	1-Sep-2017	31-Aug-2020
York University (Grad Teaching Assistants)	Canadian Union of Public Employees	1,900	2.2	1-Sep-2017	31-Aug-2020
York University	York University Faculty Association	1,450	2.2	1-May-2018	30-Apr-2021
Board of Governors of Ryerson University	Canadian Union of Public Employees	1,406	1.8	1-Sep-2017	31-Dec-2020
University of Ottawa	Association of Professors of the University of Ottawa	1,300	2.0	1-May-2018	30-Apr-2021
York University (Contract Faculty)	Canadian Union of Public Employees	1,100	2.2	1-Sep-2017	31-Aug-2020
Carleton University (Support Staff)	Canadian Union of Public Employees	920	1.9	1-Jul-2017	30-Jun-2020
Carleton University (Academic Staff/Librarians)	Carleton University Academic Staff Association	910	2.0	1-May-2017	30-Apr-2021
Health and Social Services					
Ottawa Hospital	Ontario Nurses' Association	3,783	1.6	1-Apr-2018	31-Mar-2020
Hamilton Health Sciences	Canadian Union of Public Employees	3,747	1.5	29-Sep-2017	28-Sep-2021
University Health Network	Ontario Nurses' Association	3,288	1.6	1-Apr-2018	31-Mar-2020
London Health Sciences Centre	Ontario Nurses' Association	3,207	1.6	1-Apr-2018	31-Mar-2020

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date
Hamilton Health Sciences	Ontario Nurses' Association	3,027	1.6	1-Apr-2018	31-Mar-2020
Sunnybrook Health Sciences Centre	Ontario Nurses' Association	2,310	1.6	1-Apr-2018	31-Mar-2020
William Osler Health Centre	Ontario Nurses' Association	2,136	1.6	1-Apr-2018	31-Mar-2020
Sunnybrook Health Sciences Centre	Service Employees International Union	2,007	1.5	1-Jan-2018	31-Dec-2021
Schlegel Villages Inc.	Service Employees International Union	1,931	2.0	1-Apr-2017	31-Mar-2019
City of Toronto	Canadian Union of Public Employees	1,906	1.3	1-Jan-2016	31-Dec-2019
St Michael's Hospital	Ontario Nurses' Association	1,774	1.6	1-Apr-2018	31-Mar-2020
Credit Valley Hospital and Trillium Health Centre	Ontario Nurses' Association	1,719	1.6	1-Apr-2018	31-Mar-2020
St Josephs Healthcare	Canadian Union of Public Employees	1,643	1.5	29-Sep-2017	28-Sep-2021
Lakeridge Health Corporation	Canadian Union of Public Employees	1,581	1.5	29-Sep-2017	28-Sep-2021
Trillium Health Partners	Canadian Union of Public Employees	1,565	1.5	29-Sep-2017	28-Sep-2021
St. Joseph's Health Care London	Unifor	1,535	1.6	1-Apr-2018	31-Mar-2022
Niagara Health System	Ontario Nurses' Association	1,520	1.6	1-Apr-2018	31-Mar-2020
London Health Sciences Centre	Unifor	1,500	1.5	11-Oct-2017	10-Oct-2021
Niagara Health System	Service Employees International Union	1,451	1.5	1-Jan-2018	31-Dec-2021
St Josephs Healthcare (Hamilton)	Ontario Nurses' Association	1,449	1.6	1-Apr-2018	31-Mar-2020
Manufacturing					
Bombardier Aerospace de Havilland Division (Toronto)	Unifor	1,600	1.2	23-Jun-2018	22-Jun-2021
Canada Goose Inc.	Workers United Canada Council	685	1.4	1-Jan-2018	31-Dec-2022
Waterville TG Inc.	United Automobile Workers	651	2.5	25-Nov-2017	25-Nov-2020
Flex-N-Gate Howard	Unifor	572	1.3	18-May-2018	17-May-2021
Other Services					
Garda Canada Security Corporation	United Steelworkers	7,250	0.3	1-Jul-2018	30-Jun-2020
Securitas Canada Limited	United Steelworkers	3,444	0.3	1-Jul-2018	30-Jun-2020
Paladin Security Group Limited	United Steelworkers	2,250	0.3	1-Jul-2018	30-Jun-2020
Windsor Casino Ltd.	Unifor	2,120	3.8	4-Apr-2018	3-Apr-2021

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date
Municipal Property Assessment Corp.	Ontario Public Service Employees Union	1,431	1.9	1-Jan-2019	31-Dec-2022
Fairmont Royal York Hotel	UNITE HERE	940	3.1	17-Jul-2017	30-Apr-2022
Nova Services Group Inc. - Compass Group Canada Ltd.	Labourers International Union of North America	869	2.0	1-Jul-2018	30-Jun-2021
Brinks Canada Ltd.	Unifor	810	3.7	27-Aug-2017	26-Aug-2021
Ontario Gaming GTA LP c.o.b. Great Blue Heron Casino	Unifor	800	2.0	24-Jul-2018	23-Jul-2022
Parks Canada Agency	Public Service Alliance of Canada	784	1.2	5-Aug-2014	4-Aug-2018
Primary					
Lac Des Iles Mines Ltd.	United Steelworkers	425	3.0	1-Jun-2018	31-May-2021
Public Administration					
Treasury Board of Canada	Public Service Alliance of Canada	6,177	1.8	21-Jun-2014	20-Jun-2018
City of Toronto	Toronto Professional Fire Fighters' Association	3,069	2.1	1-Jan-2019	31-Dec-2023
Regional Municipality of Durham	Canadian Union of Public Employees	1,700	1.7	1-Apr-2018	31-Mar-2021
Treasury Board of Canada	Association of Justice Counsel	1,616	1.5	10-May-2014	9-May-2018
Communications Security Establishment Canada	Public Service Alliance of Canada	1,360	1.4	10-Feb-2015	9-Feb-2019
Canadian Food Inspection Agency	Public Service Alliance of Canada	1,124	1.4	1-Jan-2015	31-Dec-2018
Regional Municipality of Niagara	Canadian Union of Public Employees	874	1.5	1-Jan-2018	31-Dec-2021
Corporation of the City of London	Canadian Union of Public Employees	832	1.8	1-Jan-2019	31-Dec-2022
National Research Council of Canada	Professional Institute of The Public Service of Canada	754	1.6	20-Jul-2014	19-Jul-2018
Treasury Board of Canada	Professional Association of Foreign Service officers	567	1.2	1-Jul-2014	30-Jun-2018
City of Hamilton	Hamilton Professional Fire Fighters Association	530	2.5	1-Jan-2016	31-Dec-2017

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increase (%)	Agreement Effective Date	Agreement Expiry Date
Alcohol and Gaming Commission of Ontario	Ontario Public Service Employees Union	381	1.9	1-Jan-2018	31-Dec-2021
Trade and Finance					
Metro Ontario Inc.	United Food of Commercial Workers	7,000	1.0	19-Nov-2017	20-Nov-2021
Metro Ontario Inc.	Unifor	878	1.5	22-Oct-2017	23-Oct-2021
Green Shield Canada	Unifor		1.8	1-Mar-2018	28-Feb-2021
Transportation, Communications and Utilities					
Canadian Media Producers Association	Alliance of Canadian Cinema, Television of Radio Artists	11,920	3.0	1-Jan-2019	31-Dec-2021
Toronto Transit Commission	Amalgamated Transit Union	11,000	2.0	1-Apr-2018	31-Mar-2021
Hydro One Inc.	Canadian Union of Public Employees	5,189	2.2	8-Apr-2018	31-Mar-2020
Ontario Power Generation Inc.	Society of United Professionals	3,656	2.0	1-Jan-2019	31-Dec-2019
Bell Technical Solutions Inc.	Unifor	3,400	1.7	7-May-2018	7-May-2022
Bruce Power LP	Canadian Union of Public Employees	3,198	2.1	1-Jan-2018	31-Dec-2021
Bell Canada	Unifor	2,600	1.9	1-Dec-2017	30-Nov-2021
Metrolinx (Go Transit)	Amalgamated Transit Union	2,133	2.2	2-Jun-2018	1-Jun-2022
Canadian Media Producers Association	Unifor	1,200	3.0	1-Jan-2019	31-Dec-2021
Canada Post Corp.	Public Service Alliance of Canada	881	1.6	1-Sep-2016	31-Aug-2020
Canadian Pacific Railway Co	Teamsters Canada Rail Conference	700	2.2	1-Jan-2018	31-Dec-2021
Toronto Transit Commission	Canadian Union of Public Employees	650	1.3	1-Apr-2018	31-Mar-2022

VII. Collective Bargaining Outlook for 2019

In 2019, according to the 2019 Budget¹⁵, Ontario's labour market is expected to remain steady with employment projected to increase by 1.3%, the unemployment rate projected to decrease to 5.5%, and Ontario's real Gross Domestic Product (GDP) is expected to grow by 1.4% in 2019. The annual inflation rate, measured by Ontario's Consumer Price Index (CPI), is projected to increase to 1.9% in 2019.

Collective bargaining activity for 2019 will involve 7,257 collective agreements covering 705,969 Ontario-based employees. Public sector agreements account for 25.4% of all agreements expiring in 2019 and cover 68.3% of all employees. Of the collective agreements that will expire in the public sector, 1,444 agreements (389,435 employees) are in the provincial broader public sector (BPS), 372 agreements (86,195 employees) are in the municipal sector, and 24 agreements (6,433 employees) are in the federal sector.

Most of the expiries (59.9%) will occur during the month of April. Collective agreements expiring during 2019 will affect employees primarily in education and related services (300,459 employees), in construction (145,616 employees), and in health and social services (92,025 employees).

Major unions representing the largest number of employees covered by agreements expiring in 2019 include Canadian Union of Public Employees (covering 141,546 employees), Elementary Teachers Federation of Ontario (covering 82,886 employees), and Ontario Secondary School Teachers Federation (covering 65,829 employees).

¹⁵ [Chapter 2: Economic Outlook](#), 2019 Ontario Budget, Ministry of Finance.

Table 2: Consumer Price Index (2002=100)¹⁶

Location	2018	2017	2016	2015
Canada	2.3	1.6	1.4	1.1
Ontario	2.4	1.7	1.8	1.2
Toronto	2.5	2.1	2.0	1.6
Ottawa-Gatineau (Ont. part)	2.5	1.5	1.3	0.9
Thunder Bay	1.9	1.2	1.6	1.1

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

Information in this report is based on settlements covering 150 or more employees, a sample that represents 80% of unionized employees in Ontario, with the exception of education sector central settlements (as of September 2015). Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data reported are preliminary and subject to updates. All percentage wage data are calculated on the base rate, weighted by the number of employees and include cost-of-living adjustments (COLA) where applicable, calculated at projected rates of inflation. Average annual wage increases for settlements exclude lump sum/bonus payments. The increases do not necessarily reflect the average increase for each member of the bargaining unit. Reported values on the average increases may be rounded from original values.

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¹⁶ Percentage change from previous year (Source: Statistics Canada)

Glossary

Term	Definition
<i>Arbitration</i>	MOL defined settlement stage period for this report where a settlement has been reached by the parties without a work stoppage, after a Ministerial or voluntary appointment of an arbitrator.
<i>Average Annual Increase</i>	Calculated average annual increase in base wages over the duration of the wage schedule in a collective agreement, using base wage rates, weighted by the number of employees, excluding lump sums and including cost-of-living allowance where applicable.
<i>Base Wage Rate</i>	Defined as the lowest post-probationary wage found in the wage grid (some exclusions may apply).
<i>Conciliation</i>	MOL defined settlement stage period for this report where a settlement has been reached after a request for assistance of a government-appointed conciliation officer, from either party, under the <i>Ontario Labour Relations Act, 1995</i> is acknowledged by the Ministry of Labour and prior to a Ministerial or voluntary appointment of a mediator or arbitrator.
<i>Days Out</i>	Number of days a work disruption is in effect, includes including statutory holidays only where unit is required to work.
<i>Direct Bargaining</i>	MOL defined settlement stage period for this report where a settlement has been reached prior to the Ministry of Labour's acknowledgement of a request for assistance of a government-appointed conciliation officer from either party under the <i>Ontario Labour Relations Act, 1995</i> .
<i>Duration of Negotiations</i>	Calculated as the time period in months between the first meeting date of negotiations and the date of ratification.
<i>Duration of Settlement</i>	Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.
<i>First Agreement</i>	A ratified settlement between two parties which represents their first collective bargaining agreement for a specific unit.
<i>Mediation</i>	MOL defined settlement stage period for this report where a settlement has been reached by the parties without a work stoppage, following unsuccessful efforts under the conciliation procedures of the <i>Ontario Labour Relations Act, 1995</i> and prior to a Ministerial or voluntary appointment of an arbitrator, or reached by the parties with the assistance of a private mediator.
<i>Person-Days Lost</i>	Calculated as the number of employees involved in the work stoppage multiplied by working days based on a five-day work week and rounded to the nearest factor of 10. (Part-time employees are factored as ½ a full-time employee).
<i>Renewal Agreement</i>	A ratified settlement where an active bargaining relationship history exists between those two parties for a specific unit.
<i>Settlement Stage</i>	MOL defined stages for this report to best reflect where in the bargaining process a settlement was reached by the parties.
<i>Work Disruption</i>	Defined as either a strike or lock-out under Ontario jurisdiction, recorded only where there is a minimum of two employees in the unit, with a minimum duration of half a working day and resulting in a minimum of 10 person-days lost.

Appendix: Tables for Graphs

Table for Graph 1: Settlements Ratified in 2018 by Industry

Industry	No. of Settlements	% of Settlements	No. of Employees	% of Employees
Construction	278	11.7	5,758	1.5
Education & Related Services	59	2.5	23,320	6.0
Health & Social Services	925	38.9	180,142	46.3
Manufacturing	289	12.2	25,328	6.5
Other Services	413	17.4	45,791	11.8
Primary	17	0.7	993	0.3
Public Administration	136	5.7	28,533	7.3
Trade & Finance	97	4.1	16,592	4.3
Transportation, Communications, & Utilities	162	6.8	62,538	16.1
All Settlements	2,376	100	388,995	100

Table for Graph 2: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)

Sector	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Public	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.9	1.6
Private	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1	1.9
CPI (2002=100)	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	1.7	2.4

Table for Graph 3: Trends of the Average Annual Base Wage Increases for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements (%)

Sector	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Provincial	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.9	1.6
Municipal	2.3	2.5	2.3	1.5	2.2	1.6	1.9	1.6	1.9	1.8
Federal	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.5	1.6
Private	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1	1.9
All Settlements	2.2	2.0	1.7	1.3	1.0	1.5	1.0	1.6	1.9	1.7

Table for Graph 4: Distribution of Average Annual Base Wage Increases (AAI) by Sector, 2018 (%)

Distribution of AAI (%)	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
No Increase	2.6	0.9	2.5	1.0	2.8	0.7
0.1 - 0.9	3.2	5.6	2.8	1.6	4.7	17.2
1.0 - 1.9	71.8	66.4	85.8	79.4	25.2	29.1
2.0 - 2.9	17.2	19.6	8.4	17.8	46.7	24.9
3.0 - 3.9	4.9	7.3	0.3	0.1	20.6	28.1
4.0 - 4.9	0.2	0.1	0.3	0.1	0.0	0.0

Table for Graph 5: Average Annual Base Wage Increases (AAI) by Industry, 2018

Industry	No. of Settlements	No. of Employees	AAI (%)
Construction	4	2,364	2.1
Education & Related Services	18	21,170	2.0
Health & Social Services	284	145,220	1.5
Manufacturing	39	12,069	1.9
<i>With COLA</i>	6	2,625	1.7
<i>Without COLA</i>	33	9,444	1.9
Other Services	43	31,211	1.7
<i>With COLA</i>	1	290	2.3
<i>Without COLA</i>	42	30,921	1.7
Primary	2	625	2.9
Public Administration	32	24,563	1.8
Trade & Finance	9	9,786	1.2
<i>With COLA</i>	1	550	1.8
<i>Without COLA</i>	8	9,236	1.2
Transport, Communications, & Utilities	34	52,198	2.3
<i>With COLA</i>	3	3,943	2.2
<i>Without COLA</i>	31	48,255	2.3
All Settlements	465	299,206	1.7
<i>With COLA</i>	11	7,408	2.0
<i>Without COLA</i>	454	291,798	1.7

Table for Graph 6: Dollar Amount and Percentage Lump sum Payouts by Industry, 2018

Industry	Dollar Amount Payment	Percentage Payment (%)
Construction	\$500	1.0%
Education & Related Services	\$701	0.0%
Health & Social Services	\$1,276	1.0%
Manufacturing	\$2,875	0.0%
Other Services	\$1,065	1.7%
Primary	---	---
Public Administration	\$532	2.5%
Trade & Finance	\$4,371	0.0%
Transportation, Communications, & Utilities	\$250	2.7%

Table for Graph 7: Stage of Settlement by Sector, 2018 (%)

Settlement Stage	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Direct Bargaining	42.0	28.1	35.6	23.6	49.0	38.0
Conciliation	29.1	24.1	23.2	18.8	35.5	35.5
Mediation	15.0	19.3	16.1	18.2	13.8	21.6
Arbitration	12.8	26.0	24.1	37.6	0.5	1.1
Work Disruption	1.1	2.5	1.1	1.9	1.2	3.8

Table for Graph 8: Duration of Settlement by Sector, 2018 (%)

Settlement Duration	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Less than 1 year	0.1	0.01	---	---	0.2	0.03
1 year	5.3	2.5	2.7	1.9	8.1	3.7
2 years	18.7	27.6	29.7	34.3	6.8	13.3
3 years	46.5	32.4	34.4	25.2	59.5	48.0
4 years	23.1	32.7	29.1	34.8	16.7	28.3
5 years	5.3	4.2	3.7	3.6	6.9	5.4
Over 5 years	1.1	0.6	0.4	0.2	1.8	1.3

Table for Graph 9: Duration of Negotiations by Sector, 2018 (%)

Duration of Negotiations	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 to 3 months	27.3	23.9	20.1	17.5	51.4	42.3
4 to 6 months	32.3	37.1	33.8	39.7	27.1	29.7
7 to 9 months	13.8	17.5	14.5	15.7	11.2	22.5
10 to 12 months	14.8	11.4	17.3	14.2	6.5	3.5
13 months and over	11.8	10.1	14.2	12.9	3.7	2.0

Table for Graph 12: Trend of Work Disruptions, 2009 to 2018

Year	Public No. of Work Disruptions	Public No. of Workers	Public Person-Days Lost	Private No. of Work Disruptions	Private No. of Workers	Private Person-Days Lost
2009	19	33,701	763,990	45	8,872	785,570
2010	4	238	12,740	52	10,473	691,890
2011	8	7,943	99,270	32	3,559	252,890
2012	86	61,009	110,010	49	4,973	90,590
2013	7	2,032	21,280	28	11,123	267,030
2014	10	3,015	28,870	21	2,464	103,330
2015	28	18,365	265,520	18	2,877	71,950
2016	11	1,582	51,790	20	10,476	193,010
2017	17	15,540	348,090	26	4,515	69,780
2018	14	4,983	206,440	17	6,033	96,790

Table for Work Disruptions under Ontario Jurisdiction, 2009 to 2018

Year	No. of Work Disruptions	No. of Employees Involved	No. of Employees Per Work Disruption	No. of Person-Days Lost	No. of Person-Days Lost Per Employee Involved	Average Duration of Work Disruption (Days Out)	Person-Days Lost as % of Estimated Working Time
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
2014	31	5,479	177	132,200	24.1	59	0.01
2015	46	21,242	462	337,470	15.9	54	0.02
2016	31	12,058	389	244,800	20.3	37	0.01
2017	43	20,055	466	417,870	20.8	27	0.03
2018	31	11,016	355	303,230	27.5	45	0.02

Table for Graph 13: Trends of Union Coverage (%), by Sector, 2009 to 2018¹⁷

Employees (000's)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	1,508.3	1,528.2	1,549.6	1,586.8	1,604.5	1,572.4	1,564.4	1,574.8	1,611.3	1,608.9
Public Sector	875.3	890.9	904.2	917.1	939.2	922.1	914.5	943.4	942.5	965.6
Private Sector	633.0	637.3	645.4	669.7	665.3	650.3	649.9	631.4	668.8	643.3
Percentage (%)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total	27.8	27.7	27.5	28.0	27.9	27.0	26.8	26.7	26.8	26.3
Public Sector	71.0	71.0	69.9	71.3	71.5	70.6	70.7	72.2	70.9	70.1
Private Sector	15.1	14.9	14.9	15.3	15.0	14.4	14.3	13.7	14.3	13.6

¹⁷ Calculations based on Statistics Canada's Labour Force Survey, Table:14-10-0070-01 (formerly CANSIM 282-0078).