

At A Glance

Average Annual Wage Increase

	Nov	Dec
	%	%
Private Sector	2.1	1.8
Public Sector	1.7	1.8
All Settlements	1.9	1.8

In This Issue

	page
At A Glance	1
Agreements Settled in December	1
Wage Settlements	2
December Settlements	3-4
Selected Settlement Summaries	5
Major Negotiations Underway	16
Consumer Price Index	16

For further information, contact:
 Collective Bargaining Information Services
 400 University Avenue, 8th Floor
 Toronto ON M7A 1T7
 Telephone: 416-326-1260
 Facsimile: 416-326-1277
 E-mail: cbis@ontario.ca

Agreements Settled in December

In December, 27 collective agreements were ratified, each covering 150 or more employees. These agreements covered 26,390 employees, 63% of whom were in the private sector (16,742).

The overall average annual increase in base wage rates in December was 1.8%, compared to 1.9% reported in the previous month. In the public sector, 20 agreements were settled for an average annual wage increase of 1.8%, an increase from 1.7% in November. In the private sector, seven agreements were settled for an average annual wage increase of 1.8%, a decrease from 2.1% reported in the previous month.

For settlements in the month of December, the industry with the highest average annual increase was in transportation, communications and utilities. The lowest average annual wage increase was in trade and finance. The average annual wage increase in transportation, communications and utilities for one settlement was 3.2%, while in public administration (six settlements), and other services (two settlements), the average annual wage increases were 2.2%. Health and social services reported an average annual wage increase of 1.5% for 13 settlements. Trade and finance reported an average annual wage increase of 1.3% for two settlements.

Wage Settlements - December

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	7	16,742	1.8
Public Sector	20	9,648	1.8
All Settlements	27	26,390	1.8

Table 2: Average Annual Increase, Current Three Years

	2011 %	2010 %	2009* %
Private Sector	1.9	2.0	1.3
Public Sector	1.6	1.9	2.5
All Settlements	1.7	2.0	2.2

Table 3: Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	2	382	1.7
Trade & Finance	2	11,210	1.3
Transportation, communications & Utilities	1	4,500	3.2
Public Administration	6	3,537	2.2
Education & Related Services	1	2,657	1.6
Health & Social Services	13	3,454	1.5
Other Services	2	650	2.2
All Settlements	27	26,390	1.8

Table 4: Average Annual Increase by Industry, Current Three Years

	2011 %	2010 %	2009* %
Primary	3.3	2.2	3.4
Manufacturing	1.3	1.5	0.7
Construction	1.3	2.5	1.3
Trade & Finance	1.3	0.7	1.6
Transportation, Communications & Utilities	2.6	1.9	1.8
Public Administration	2.2	1.9	2.0
Education & Related Services	1.9	1.7	3.0
Health & Social Services	1.2	2.0	2.5
Other Services	2.2	2.5	2.2
All Settlements	1.7	2.0	2.2

* 2009 wage settlement data are based on agreements covering 200 or more employees

Table 5: December Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Hammond Power Solutions (plant/warehouse)	Hammond Power Solutions Empls	2.2	2.5	217	36	2014-11-26
Owens Corning Canada (Guelph Glass Plant)	Workers United	1.2	0.0	165	72	2015-05-31
Trade & Finance						
No Frills Franchise Stores	Food & Commercial Workers	1.3 ¹	2.1	10,990	60	2016-06-30
Rogers Broadcasting (Shopping Channel)	United Steelworkers	2.0	2.0	220	36	2014-11-14
Transportation, Communications & Utilities						
Purolator Courier	Teamsters	3.2	3.0	4,500	60	2016-12-31
Public Administration						
City of North Bay (inside/outside)	Cdn Public Empls	2.5	2.7	265	60	2016-12-31
City of Oshawa (firefighters)	Intl Fire Fighters	2.9	3.2	195	24	2011-12-31
Municipal Property Assessment Corp	Ont Public Service Empls	2.1	2.0	1,255	48	2015-12-31
Treasury Board of Canada (architecture/engineering/Land Survey) (NR group)	Professional Institute	1.8	1.8	1,189	36	2014-09-30
Windsor Police Services Board (officers) (unit A)	Police Association	3.1	3.1	474	12	2010-12-31
Windsor Police Services Board (civilians) (unit B)	Police Association	3.1	3.1	159	12	2010-12-31
Education & Related Services						
McMaster University (teaching assistants) (unit 1)	Cdn Public Empls	1.6	0.0	2,657	60	2016-08-31
Health & Social Services						
Benevolent Society Heidehof for the Care of the Aged	Christian Labour Assn	1.4	2.0	163	17	2013-03-31
Champlain Community Care Access Centre (professional employees)	Ont Public Service Empls	0.9	0.0	400	36	2014-12-31
Chartwell Seniors Housing Real Estate Investment Trust (Brant Centre Long Term Care)	Labourers	2.6 ²	2.0	218	24	2012-05-31
Community Living Algoma	Cdn Public Empls	1.2	0.0	300	36	2014-03-31
Community Living Huronia	Ont Public Service Empls	1.2	0.0	175	48	2014-03-31
Hamilton Niagara Haldimand Brant Community Care Access Centre	Ont Public Service Empls	0.9	0.0	225	36	2014-03-31
Humber River Regional Hospital (paramedical)	Ont Public Service Empls	0.9	0.0	246	36	2014-03-31
Middlesex-London Health Unit	Ont Nurses Assn	1.4	0.0	155	48	2014-03-31
North East Community Care Access Centre	Ont Public Service Empls	1.3	0.0	250	36	2014-06-30
Ongwanada Hospital (office/professional)	Ont Public Service Empls	1.4	3.8	350	48	2013-03-31

Cont'd...

¹ wage increases applicable to end rates

² including wage adjustment of \$0.25 on July 1, 2011

Table 5: December Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Health & Social Services (Cont'd)						
Regional Municipality of York (Public Health Branch)	Ont Nurses Assn	2.0	2.2	224	36	2014-03-31
St Joseph's Health Centre (St Joseph's Villa/St Gabriel's Villa)	Cdn Auto Workers	1.8	2.0	293	24	2013-03-31
Windsor Regional Hospital (general service)	Cdn Auto Workers	2.0	2.0	455	24	2012-03-31
Other Services						
Embassy Suites Hotel (Niagara Falls - Fallsview)	Food & Commercial Workers	2.0	1.0	250	48	2015-11-17
Sodexo Canada (Queen's University) (part-time)	Cdn Public Empls	2.4	2.0	400	48	2015-04-30

Selected Settlement Summaries

(Key monetary items based on available information)

Municipal Property Assessment Corporation and Ontario Public Service Employees Union (1,255 employees)

a four-year renewal agreement, effective January 1, 2012, expiring December 31, 2015

- wage increases of 2% in the first two years and 2.2% in each of the third and fourth years
- improvements to life insurance coverage, vision and hearing care plans

Windsor Regional Hospital and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 2458 (455 employees)

a two-year arbitrated renewal agreement, effective April 1, 2010 to March 31, 2012

- general wage increase of 2% in each year
- improvements to vision care, dental plan, and orthodontic coverage as well as shift premiums

No Frills Franchise Stores and United Food and Commercial Workers, Local 1000A (10,990 employees)

a five-year renewal agreement, effective July 1, 2011, expiring June 30, 2016

- wage increases of \$0.35 for full-time employees and \$0.30 for part-time employees applicable to end rates on ratification date, and in each of the third and fifth years; lump sum payment in the second and fourth years
- annual orthotic coverage of \$350 for full-time employees
- increased night shift premium

Champlain Community Care Access Centre and Ontario Public Service Employees Union (400 employees)

Part of a jointly bargained Memorandum of Settlement for four Community Care Access Centres, covering four 36-month renewal agreements for 892 employees, effective on various dates in 2011 (for Champlain, effective date is on January 1, 2012), expiring on various dates in 2014

- lump sum payment in the first two years, and general wage increase of 2.75% in the third year for all classifications in Hamilton Niagara Haldimand Brant, Central East and Champlain, and 4% for North East
- increased shift and weekend premiums

Fourth Quarter 2011 Summary

During the fourth quarter of 2011, 107 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 79,113 employees, 54% of whom were in the public sector. By industry, the majority of employees were in health and social services (18,728), management services (15,500), and education and related services (13,262) (Table 10).

Wage Adjustments

Fourth quarter settlements (Table 7) provided an overall average annual wage increase of 1.8%, an increase from 1.6% reported in the previous quarter. In the public sector, the average annual wage increase was 1.7%, up from 1.6% in the previous quarter. The private sector reported an average annual wage increase of 2% compared to 1.6% in the third quarter. During the fourth quarter of 2011, average annual wage increases (Table 10) were affected by settlements in management services (2.7%), education and related services (1.7%), health and social services (1.3%), and retail trade (1.3%).

In the fourth quarter of 2011, approximately 48% (37,945) of all employees received average annual wage increases ranging from 1% to 1.9%, compared to 33% (26,033) who received average annual wage increases ranging from 2% to 2.9%. In the public sector, 60% (25,403) of employees were covered by agreements with average annual wage increases ranging from 1% to 1.9%, compared to 34% (12,542) of private sector employees. In the private sector, 49% (17,971) of employees received average annual wage increases ranging from 2% to 2.9%.

Of the total number of employees for whom agreements were reached during the fourth quarter of 2011, 48% (37,596) were covered by three-year agreements. Approximately 55% (23,399) of public sector employees and 39% (14,197) of private sector employees were covered by three-year agreements. In the manufacturing sector, approximately 72% (2,016) of employees were covered by three-year agreements, compared to 47% (35,580) of non-manufacturing employees (Table 13 and 14).

Negotiations

On average, private sector agreements were ratified within 5.8 months from the start of negotiations, compared to 8.3 months in the public sector (Table 16).

Of all settlements reached during the fourth quarter of 2011, 16 agreements covering 11% (8,982) of employees were negotiated directly by the parties, compared to 65 agreements, covering 64% (50,686) of employees, reached with the assistance of conciliation or mediation. Twenty-three (23) agreements, covering 9% (6,986) of employees were settled by arbitration, and three (3) agreements were reached following work stoppages (Table 17).

In the public sector, approximately 46% (19,524) of employees reached settlements with the assistance of conciliation or mediation, while 19% (7,918) were settled by direct bargaining. In the private sector, 85% (31,162) of employees reached agreements with the assistance of conciliation or mediation, compared to 3% (1,064) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the first quarter of 2012 include the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, universities, Air Canada, Canada Post, Metro Ontario, and Toronto Transit Commission.

Major agreements scheduled to expire during the first quarter of 2012 include hospitals, nursing homes and homes for the aged, Ontario Power Generation, Metro Ontario (Food Basics), No Frills Franchise Stores, City of Ottawa (transit), and Ontario Government (AMPCEO).

Work Stoppages

During 2011, 40 work stoppages under Ontario jurisdiction were reported, compared to 56 reported in 2010. Work stoppages in 2011 involved 11,502 employees and resulted in 352,160 person-days lost, compared to 10,711 employees and 704,630 person-days lost reported in 2010 (Table 18 and 19).

In 2011, 21 work stoppages were reported in the manufacturing sector, a decrease from 23 reported in 2010. The non-manufacturing sector reported 19 work stoppages compared to 32 reported during 2010. During 2011, 0.02% of the estimated working time in Ontario was lost due to work stoppages (Table 19-20).

Table 6: Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates and Consumer Price Index

Sector and CPI	2009*				2010				2011			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Private Sector	1.9	1.2	1.1	1.2	2.3	2.4	2.2	0.9	2.1	1.8	1.6	2.0
Public Sector	2.5	2.6	2.2	2.3	2.2	2.3	2.0	1.8	2.2	1.4	1.6	1.7
All Settlements	2.4	2.2	1.9	1.8	2.3	2.3	2.2	1.5	2.1	1.5	1.6	1.8
Consumer Price Index	1.6	0.3	-1.1	0.8	1.6	1.9	2.9	3.2	3.1	3.8	3.2	2.4

* 2009 wage data are based on agreements covering 200 or more employees
2010 & 2011 wage data are based on agreements covering 150 or more employees

Table 7: Average Annual Increases in Base Wage Rates by Sector (private and public), Fourth Quarter 2010 to Fourth Quarter 2011

	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>
Fourth Quarter 2010									
Private Sector	52	44,898	0.9	11	4,335	1.3	41	40,563	0.9
Public Sector	73	88,809	1.8	-	-	-	73	88,809	1.8
All agreements	125	133,707	1.5	11	4,335	1.3	114	129,372	1.5
First Quarter 2011									
Private Sector	33	12,646	2.1	7	3,839	2.6	26	8,807	1.9
Public Sector	31	22,808	2.2	1	3,942	3.0	30	18,866	2.0
All agreements	64	35,454	2.1	8	7,781	2.8	56	27,673	2.0
Second Quarter 2011									
Private Sector	42	21,313	1.8	9	3,723	2.2	33	17,590	1.7
Public Sector	126	89,517	1.4	2	472	0.5	124	89,045	1.4
All agreements	168	110,830	1.5	11	4,195	2.0	157	106,635	1.4
Third Quarter 2011									
Private Sector	38	18,808	1.6	4	1,282	1.9	34	17,526	1.6
Public Sector	57	37,644	1.6	-	-	-	57	37,644	1.6
All agreements	95	56,452	1.6	4	1,282	1.9	91	55,170	1.6
Fourth Quarter 2011									
Private Sector	24	36,685	2.0	5	1,850	1.6	19	34,835	2.1
Public Sector	83	42,428	1.7	1	340	2.0	82	42,088	1.7
All agreements	107	79,113	1.8	6	2,190	1.6	101	76,923	1.8

**Table 8: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), Fourth Quarter 2010 to Fourth Quarter 2011**

	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>
Fourth Quarter 2010									
Manufacturing	21	6,421	1.2	8	2,501	1.4	13	3,920	1.1
Non-Manufacturing	98	124,486	1.5	3	1,834	1.0	95	122,652	1.5
Construction	6	2,800	2.6	-	-	-	6	2,800	2.6
All agreements	125	133,707	1.5	11	4,335	1.3	114	129,372	1.5
First Quarter 2011									
Manufacturing	9	2,032	1.7	4	895	1.7	5	1,137	1.7
Non-Manufacturing	52	32,725	2.2	4	6,886	2.9	48	25,839	2.0
Construction	3	697	1.8	-	-	-	3	697	1.8
All agreements	64	35,454	2.1	8	7,781	2.8	56	27,673	2.0
Second Quarter 2011									
Manufacturing	18	5,134	1.3	6	1,919	1.4	12	3,215	1.2
Non-Manufacturing	149	105,101	1.5	5	2,276	2.4	144	102,825	1.5
Construction	1	595	1.8	-	-	-	1	595	1.8
All agreements	168	110,830	1.5	11	4,195	2.0	157	106,635	1.4
Third Quarter 2011									
Manufacturing	12	3,333	1.4	3	1,092	1.7	9	2,241	1.2
Non-Manufacturing	81	51,954	1.7	1	190	3.2	80	51,764	1.7
Construction	2	1,165	0.7	-	-	-	2	1,165	0.7
All agreements	95	56,452	1.6	4	1,282	1.9	91	55,170	1.6
Fourth Quarter 2011									
Manufacturing	10	2,819	1.1	4	1,590	1.2	6	1,229	1.1
Non-Manufacturing	97	76,294	1.9	2	600	2.9	95	75,694	1.9
All agreements	107	79,113	1.8	6	2,190	1.6	101	76,923	1.8

Table 9: Average Annual Increases in Base Wage Rates, Manufacturing, Fourth Quarter 2011

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Rubber, Plastics	1	445	0.0	1	445	0.0	-	-	-
Wood	1	180	1.7	-	-	-	1	180	1.7
Paper	1	317	0.0	-	-	-	1	317	0.0
Primary Metals	2	974	1.6	2	974	1.6	-	-	-
Fabricated Metals	2	350	1.1	-	-	-	2	350	1.1
Machinery	1	171	1.6	1	171	1.6	-	-	-
Electrical Products	1	217	2.2	-	-	-	1	217	2.2
Non-Metallic Minerals	1	165	1.2	-	-	-	1	165	1.2
Total Manufacturing	10	2,819	1.1	4	1,590	1.2	6	1,229	1.1

Table 10: Average Annual Increases in Base Wage Rates, Non-Manufacturing, Fourth Quarter 2011

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Mining, Quarrying	1	260	4.0	1	260	4.0	-	-	-
Transportation	6	8,817	2.2	1	340	2.0	5	8,477	2.2
Retail Trade	3	11,602	1.3	-	-	-	3	11,602	1.3
Education, Related Services	7	13,262	1.7	-	-	-	7	13,262	1.7
Health, Social Services	58	18,728	1.3	-	-	-	58	18,728	1.3
Recreational Services	1	600	2.0	-	-	-	1	600	2.0
Management Services	2	15,500	2.7	-	-	-	2	15,500	2.7
Accommodation, Food Services	3	959	2.3	-	-	-	3	959	2.3
Other Services	3	1,130	1.8	-	-	-	3	1,130	1.8
Federal Government	1	1,189	1.8	-	-	-	1	1,189	1.8
Provincial Government	1	1,255	2.1	-	-	-	1	1,255	2.1
Local Government	11	2,992	2.5	-	-	-	11	2,992	2.5
Total Non-Manufacturing	97	76,294	1.9	2	600	2.9	95	75,694	1.9

Table 11: Average Annual Increases in Base Wage Rates, in Construction, Fourth Quarter 2011

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Construction	-	-	-	-	-	-	-	-	-

Table 12: Average Annual Increases in Base Wage Rates, All Industries, Fourth Quarter 2011

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
Manufacturing	10	2,819	1.1	4	1,590	1.2	6	1,229	1.1
Non-manufacturing	97	76,294	1.9	2	600	2.9	95	75,694	1.9
Construction	-	-	-	-	-	-	-	-	-
All Industries	107	79,113	1.8	6	2,190	1.6	101	76,923	1.8

Table 13: Average Annual Increases in Base Wage Rates by Duration and Sector, Fourth Quarter 2011

	All Agreements			Private Sector			Public Sector		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
One-year agreements	5	3,491	2.0	1	317	0.0	4	3,174	2.2
Two-year agreements	25	8,189	1.9	3	1,580	1.8	22	6,609	1.9
Three-year agreements	50	37,596	1.8	11	14,197	2.3	39	23,399	1.5
Four-year agreements	22	11,260	1.9	6	4,936	2.2	16	6,324	1.7
Five-year agreements	4	18,412	1.8	2	15,490	1.8	2	2,922	1.7
Six-year agreements	1	165	1.2	1	165	1.2	-	-	-
All Agreements	107	79,113	1.8	24	36,685	2.0	83	42,428	1.7

Table 14 Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Fourth Quarter 2011

	Manufacturing			Non-manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
One-year agreements	5	3,491	2.0	1	317	0.0	4	3,174	2.2
Two-year agreements	25	8,189	1.9	-	-	-	25	8,189	1.9
Three-year agreements	50	37,596	1.8	6	2,016	1.2	44	35,580	1.8
Four-year agreements	22	11,260	1.9	2	321	2.0	20	10,939	1.9
Five-year agreements	4	18,412	1.8	-	-	-	4	18,412	1.8
Six-year agreements	1	165	1.2	1	165	1.2	-	-	-
All Agreements	107	79,113	1.8	10	2,819	1.1	97	76,294	1.9

Table 15: Duration of Negotiations by Sector, Fourth Quarter 2011

	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	46	22,649	12	7,432	34	15,217
4-6 Months	24	44,527	7	27,364	17	17,163
7-9 Months	7	2,425	2	930	5	1,495
10-12 Months	3	735	-	-	3	735
13 Months and Over	27	8,777	3	959	24	7,818
Total	107	79,113	24	36,685	83	42,428

Table 16: Average Duration of Negotiations by Sector, Fourth Quarter 2011

Average Duration of Negotiations	
	<i>months</i>
Private sector	5.8
Public sector	8.3
Total	7.7

Table 17: Stage of Settlement by Sector, Fourth Quarter 2011

	Total		Private Sector		Public Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
Direct bargaining	16	8,982	3	1,064	13	7,918
Conciliation	26	25,578	8	17,160	18	8,418
Post-conciliation bargaining	8	2,140	2	775	6	1,365
Mediation	31	22,968	9	13,227	22	9,741
Arbitration	23	6,986	-	-	23	6,986
Work stoppage	3	12,459	2	4,459	1	8,000
Total	107	79,113	24	36,685	83	42,428

Table 18: Work Stoppages, 2010 and 2011

	2011	2010
Manufacturing	21	23
Non-manufacturing	19	32
Construction	-	1
All Industries	40	56

Table 19: Person-Days Lost, 2010 and 2011

	2011	2010
Manufacturing	212,500	242,710
Non-manufacturing	139,660	460,040
Construction	-	1,880
All Industries	352,160	704,630

As of December 31, 2011, 7 work stoppages, covering a total of 594 employees, were carried over to January 2012.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 20: Work Stoppages under Ontario Jurisdiction, 1988 - 2011

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1988	180	62,082	345	1,362,150	21.9	35	0.12
1989	190	45,679	240	868,630	19.0	35	0.08
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
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

Source: Collective Bargaining Information Services, Dispute Resolution Services

* preliminary

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al.	Canada-wide	44,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al.	Various locations	57,100	Various dates
Police Services Boards	Police Association	Various locations	10,300	Various dates
Hospitals	OPSEU, CUPE et al.	Various locations	50,600	Various dates
Nursing Homes/Homes for the Aged	SEIU et al.	Various locations	47,700	Various dates
Universities	CUPE et al.	Various locations	15,300	Various dates
Pulp and Paper	CEP et al.	Various locations	3,600	Various dates
Canada Post Corp.	Postal Workers	Province-wide	22,900	2011-01-31
Air Canada	Machinists et al.	Canada-wide	5,000	Various dates
Toronto Transit Commission	ATU-Intl	Toronto	9,000	2011-03-31
Securitas Canada Ltd	USW	Province-wide	3,500	2011-06-30
G4s Security Services (Canada) Ltd	UFCW et al.	Inter-City	3,500	2011-11-30
Metro Ontario Inc	UFCW	Province-wide	10,000	2011-11-23
Expertech Network Installation	CEP	Province-wide	1,000	2011-11-30
Ontario Government (Provincial Police) (Civilian/Uniform)	Ont Provincial Police	Province-wide	8,200	2011-12-31
Toronto Public Library Board	CUPE	Toronto	2,400	2011-12-31

As of December 31, 2011, there were 403 agreements, each covering 150 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2008	2009	2010	2011	October 2011	November 2011	December 2011
Canada	2.4	0.3	1.8	2.9	2.9	2.9	2.3
Ontario	2.3	0.4	2.4	3.1	2.7	2.5	2.0
Toronto	2.4	0.5	2.5	3.0	2.9	2.6	2.2
Ottawa-Gatineau (Ont. part)	2.2	0.6	2.5	3.0	2.7	2.5	1.9
Thunder Bay	2.2	0.1	2.1	3.1	3.0	2.6	2.0

* Percentage change from previous year
Source: Statistics Canada

Data for the months of March, June, September and December include quarterly information.

Information in this report is based on collective agreements covering 150 or more employees, a sample that represents 81% of unionized employees in Ontario. Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data for the current month are preliminary. 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. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

The Collective Bargaining Highlights may be reproduced and circulated freely. However, Collective Bargaining Information Services should be acknowledged as the source.

This document is available on the Ministry of Labour Website at <http://www.labour.gov.on.ca/english/lr/pubs/index.php>. For further information on this report or other services, please contact us at cbis@ontario.ca or call 416-326-1260.