



**Ministry of Labour
Dispute Resolution Services
Collective Bargaining Information Services**

Ontario Collective Bargaining Review

2009

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FOREWORD

The *Ontario Collective Bargaining Review 2009* provides an overview of collective bargaining activity in Ontario for the year 2009. 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 provides data on the total number of agreements settled in 2009 by industry and the total number of employees covered. It also provides information on the stage of settlements, the term of agreements, and the duration of negotiations, as well as an overview of the economic climate in 2009. Section II provides information on negotiated wage increases in collective agreements covering 200 or more employees. Section III summarizes the key settlements of 2009. Section IV highlights work stoppages data under Ontario jurisdiction and Section V provides an outlook for the year 2010.

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.

The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages, and settlements of public interest.

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.

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Executive Summary

- According to records received by Collective Bargaining Information Services, collective bargaining activity in 2009 involved the ratification of over 2,000 collective agreements covering approximately 592,400 employees. Bargaining activity in health and social services and education and related services represented 38% of all agreements ratified in 2009.
- Collective bargaining in 2009 was impacted by Ontario's economic climate. Ontario's real Gross Domestic Product (GDP) improved during the last two quarters, following a series of decline in the GDP. The unemployment rate rose in 2009, and the inflation rate decreased.
- In 2009, 98% of collective agreements were settled without a work stoppage. Approximately 92% of agreements were settled in direct bargaining or with conciliation or mediation assistance.
- Wage outcomes achieved in 2009 reached 2.1%, a decrease from 2.7% in 2008. Settlements provided an average annual wage increase of 2.4% in the public sector and 1.3% in the private sector. Settlements in the manufacturing sector averaged 0.7%, compared to 2.3% in the non-manufacturing sector.
- During 2009, 64 work stoppages involving 42,573 employees under Ontario jurisdiction were reported, resulting in 1,549,560 person-days lost. This represents 0.11% of the total estimated working time.
- The majority of agreements in 2010 will expire in the health and social services, municipal administration, and construction sectors. In terms of the number of employees covered, most activity will affect employees in construction, retail trade, utilities, education, health and social services and public administration.
- The level of bargaining activity in 2010 will be affected by public sector negotiations continuing from 2009 involving nursing homes and homes for the aged, hospitals, universities, and public administration.
- Collective bargaining in 2010 will take place in a cautiously optimistic economic environment as the global economy improves, and Ontario's economy begins to recover.

Ontario Collective Bargaining Review 2009

Collective Agreements Ratified in 2009

Number of Agreements	2,025
Employees Covered	592,418

Average Annual Wage Increases*

	%
Private Sector	1.3
Public Sector	2.4
All Settlements	2.1

* For agreements covering 200 or more employees
Note: Wage increases may include COLA estimates where applicable

I Collective Bargaining Settlements, 2009

According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2009 involved the ratification of 2,025 agreements, covering 592,418 employees. These collective agreements represent approximately 18% of the 11,298 agreements currently on file with CBIS and affect 36% of all Ontario-based employees who are covered by collective agreements.

Of the total number of settlements in 2009, 50% were in the public sector, covering 73% of all employees. By industry, 83% of all agreements reached were in the non-manufacturing and construction sectors, covering 89% of all employees.

Of the 2,025 settlements ratified, 1,911 (94%) were renewal agreements, covering 94% of all employees, 84 (4%) were deemed first agreements, 15 (0.7%) were extensions of existing agreements, nine (0.4%) were early renewal agreements, and one agreement resulted from the amalgamation of bargaining units under the Public Sector Labour Relations Transition Act (Bill 136).

In terms of the number of employees covered, bargaining activity was concentrated in education and related services (146,167), health and social services (74,991), federal government (73,712), provincial government (58,708), local government (52,016), and transportation equipment (39,924).

Major Industrial Wage Settlements

Wage Settlements 2009, Manufacturing

	%
Food Beverage	1.8
Rubber, Plastics	0.4
Primary Metals	1.3
Transportation Equipment	0.3
Other Manufacturing	1.8
Manufacturing	0.7

Wage Settlements 2009, Non-Manufacturing

	%
Transportation	1.1
Communications	1.7
Electric, Gas, Water	3.0
Wholesale Trade	0.9
Retail Trade	1.6
Real Estate, Insurance Agencies	3.0
Education & Related Services	3.0
Health & Social Services	2.4
Recreational Services	2.0
Management Services	2.0
Accommodation, Food Services	2.0
Other Services	3.0
Federal Government	1.7
Provincial Government	2.0
Local Government	2.3
Non-Manufacturing	2.3

Wage Settlement 2009, Construction

	%
Construction	2.5

Selected Economic Indicators, 2004- 2012

Ontario Growth in Real Gross Domestic Product (GDP) and CPI

Year	GDP %	CPI %
2004	2.7	1.9
2005	2.9	2.2
2006	2.6	1.8
2007	2.3	1.8
2008	-0.4	2.3
2009	-3.4	0.4
2010	3.0	1.9
2011	3.2	2.1
2012	3.2	2.0

Average Annual Increase in Collective Agreements in Ontario and CPI for Canada and Ontario, 2000 - 2009

Year	Negotiated Wages (Average Annual Increase)			CPI (Percentage Change From Previous Year)	
	All Sectors %	Private %	Public %	Canada %	Ontario %
2000	2.6	2.4	2.7	2.7	2.9
2001	3.0	3.0	2.9	2.6	3.1
2002	3.0	3.0	2.9	2.2	2.0
2003	3.1	1.9	3.5	2.8	2.7
2004	2.9	2.7	3.1	1.9	1.9
2005	2.7	2.4	2.7	2.2	2.2
2006	2.5	1.7	3.0	2.0	1.8
2007	3.0	2.9	3.1	2.1	1.8
2008	2.7	2.0	3.1	2.4	2.3
2009	2.1	1.3	2.4	0.3	0.4

Economic Climate¹

Collective bargaining in 2009 took place in the midst of the deepest global recession since World War II. Most industries experienced a sharp contraction in output with the manufacturing sector being the hardest hit. Ontario's real Gross Domestic Product (GDP) in 2009 fell by 3.4%, compared to a decline of 0.5% in 2008. Ontario real GDP declined for four consecutive quarters, falling 4.7% from the second quarter of 2008 to the second quarter of 2009. Real GDP grew by 0.5% in the third quarter and 1.6% in the fourth quarter of 2009. Despite the improvement in the last two quarters of 2009, the level of real GDP was still 2.8% below the pre-recession level. Ontario lost 249,700 jobs between September 2008 and May 2009 and the unemployment rate rose from 6.5% in 2008 to 9.0% in 2009. Since May 2009, employment has increased by 142,500, recovering about 57% of the jobs lost during the global downturn. The inflation rate, as measured by Ontario's Consumer Price Index (CPI), averaged 0.4% in 2009, down from 2.3% in 2008, reflecting the weakness in the economy and significantly lower gasoline prices.

Stage of Settlement

In 2009, 98% of agreements ratified (covering approximately 92% of employees) were settled without a work stoppage. Approximately 46% of settlements were concluded with the assistance of a conciliator or mediator, 46% were also reached through direct bargaining, and almost 6% were settled at arbitration.

In the public sector, 42% of agreements were reached through direct bargaining, compared to 50% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator was 46% in the public sector and 47% in the private sector. The arbitration process was used for 10% of agreements in the public sector, compared to 1% of agreements in the private sector.

Collective Agreements Ratified in 2009 and Employees Covered, by Stage of Settlement

	All Agreements			Private Sector			Public Sector		
	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>Agmts</i>	<i>%</i>	<i>Empls</i>
Direct bargaining	930	45.9	308,286	502	49.6	81,807	428	42.3	226,479
Conciliation	494	24.4	109,395	275	27.2	25,375	219	21.6	84,020
Post-conciliation bargaining	26	1.3	8,297	11	1.1	2,601	15	1.5	5,696
Mediation	416	20.5	93,367	191	18.9	44,202	225	22.2	49,165
Post-mediation bargaining	4	0.2	3,419	2	0.2	593	2	0.2	2,826
Arbitration	114	5.6	23,670	11	1.1	1,124	103	10.2	22,546
Work stoppage	41	2.0	45,984	2.0	2.0	4,478	21	2.1	41,506
All Settlements	2,025	100.0	592,418	1,012	100.0	160,180	1,013	100.0	432,238

¹ Ontario Ministry of Finance, *Economic Survey of Forecasts (May 6, 2010)*

Term of agreement

Of all the agreements ratified in 2009, 44% were of a three-year duration, 18% were of a two-year duration, and 25% were of a term longer than three years. The majority of agreements (55%) in the private sector were of a three-year duration, compared to 33% in the public sector. Three-year terms were also negotiated for 52% of manufacturing agreements, 41% of non-manufacturing agreements, and 53% of construction agreements.

Collective Agreements Ratified in 2009 and Employees Covered, by Term of Agreement

	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	4	0.2	299	3	0.3	290	1	0.1	9
12 Months	140	6.9	39,498	100	9.9	33,010	40	3.9	6,488
13 to 18 Months	30	1.5	903	23	2.3	469	7	0.7	434
19 to 23 Months	23	1.1	11,497	16	1.6	11,125	7	0.7	372
24 Months	370	18.3	46,824	87	8.6	17,789	283	27.9	29,035
25 to 35 Months	57	2.8	6,444	38	3.8	1,978	19	1.9	4,466
36 Months	889	43.9	191,125	555	54.8	65,925	334	33.0	125,200
Over 36 Months	512	25.3	295,828	190	18.8	29,594	322	31.8	266,234
Total	2,025	100.0	592,418	1,012	100.0	160,180	1,013	100.0	432,238

Collective Agreements Ratified in 2009 and Employees Covered, 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	0.3	280	1	0.1	9	2	1.1	10
12 Months	40	11.8	28,435	67	4.5	10,288	33	18.2	775
13 to 18 Months	4	1.2	165	12	0.8	668	14	7.7	70
19 to 23 Months	5	1.5	100	15	1.0	11,381	3	1.7	16
24 Months	28	8.3	1,952	340	22.6	44,817	2	1.1	55
25 to 35 Months	12	3.5	1,235	32	2.1	4,971	13	7.2	238
36 Months	178	52.5	25,405	615	40.9	163,673	96	53.0	2,047
Over 36 Months	71	20.9	9,822	423	28.1	285,810	18	9.9	196
Total	339	100.0	67,394	1,505	100.0	521,617	181	100.0	3,407

Duration of Negotiations

Data regarding the duration of negotiations are maintained for collective agreements covering 200 or more employees. In 2009, 397 agreements covering a minimum of 200 employees were ratified. The average duration of negotiations for all sectors was 6.7 months. The average length of negotiations in the public sector was 8 months, while in the private sector the average was 3.7 months. In the private sector, 58% of negotiations were concluded between one to three months, compared to 16% of agreements in the public sector.

II Negotiated Wage Increases In 2009

Trends

In 2009, 397 agreements covering a minimum of 200 employees were ratified, affecting 512,177 employees. The overall average annual wage increase for these agreements was 2.1%, a decrease from 2.7% in 2008. In the private sector, average annual wage increases declined from 2% in 2008 to 1.3% in 2009. In the public sector, the average annual wage increase declined from 3.1% in 2008 to 2.4% in 2009.

Distribution of Increases

Overall, 37% of employees received average annual wage increases ranging from 2% to 2.9%, while 32% received increases ranging from 1% to 1.9%.

In the public sector, slightly over 39% of employees received increases ranging from 2% to 2.9%, compared to 26% of private sector employees. In the private sector, 22 agreements, covering 36% of employees, were settled without a general wage increase. One private sector agreement, covering 0.3% of employees, contained a wage decrease.

Average Annual Increases in Base Wage Rates in 2009

Wage Increase %	All Sectors		Private Sector		Public Sector	
	% Agmts	% Empls	% Agmts	% Empls	% Agmts	% Empls
Decrease	0.3	0.1	0.9	0.3	-	-
No Increase	6.0	8.7	19.0	36.4	0.7	0.2
0.1 - 0.9	2.3	0.8	7.8	3.2	-	-
1.0 - 1.9	17.9	32.1	27.6	26.3	13.9	33.9
2.0 - 2.9	41.3	36.5	30.2	26.1	45.9	39.7
3.0 - 3.9	29.5	19.9	10.3	6.3	37.4	24.0
4.0 - 4.9	1.0	0.5	0.9	0.3	1.1	0.5
5.0 - 5.9	0.8	0.5	0.9	0.4	0.7	0.5
6.0 - 6.9	0.8	1.0	1.7	0.5	0.4	1.1
7.0 - 7.9	0.3	0.0	0.9	0.2	-	-

Quarterly Wage Settlements

In 2009, overall wage settlements varied from quarter to quarter, with averages ranging from 2.4% during the first quarter to 1.8% during the fourth quarter. Average wage increases ranged from 2.2% to 2.6% in the public sector and from 1.2% to 2% in the private sector.

Industry

In 2009, average annual wage increases were reported at 2.3% in the non-manufacturing sector, compared to 0.7% in the manufacturing sector, and 2.5% in the construction sector. The highest wage increases for the largest number of employees in the non-manufacturing sector were reported in education and related services, and utilities (3%), and health and social services (2.4%). The lowest increases for the largest number of employees were in transportation (1.1%), followed by retail trade (1.6%). In the manufacturing sector, average annual wage increases for the largest concentration of employees were 0.3% in transportation equipment and 1.8% in food and beverage.

The 24 agreements with cost-of-living allowance (COLA) clauses provided increases averaging 0.9%, a decrease from 1.5% in 2008. In comparison, the 373 agreements without a COLA clause averaged 2.3%, a decrease from 2.9% in the previous year.

III Key Settlements Ratified in 2009

Manufacturing

Food, Beverage

Maple Lodge Farms Ltd. and the United Food and Commercial Workers Union (UFCW-Can) reached a three-year agreement covering 1,150 employees for an average annual wage increase of 0.5%.

Transportation Equipment

Major settlements included agreements for the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) and Chrysler Canada Inc., Ford Motor Co. of Canada Ltd., and General Motors of Canada Ltd. In May, CAW Canada, representing 8,000 employees, and Chrysler settled a 12-month agreement with a wage freeze. In June and November, General Motors and Ford also settled 12-month agreements, covering 10,500 and 7,000 employees respectively also with a wage freeze. In September, Cami Automotive Inc. and CAW Canada settled a three-year agreement for 2,143 employees also with a wage freeze. All four CAW Canada agreements include the reactivation of COLA adjustments in June 2012.

Other major settlements included two agreements between Bombardier Aerospace (De Havilland Aircraft Division) and CAW Canada. The 36-month agreements provide 2,600 production and 460 office employees with average annual wage increases of 2.4% and 2.1% respectively, including COLA.

Non-Manufacturing

Communications

Bell Canada and the Communications, Energy and Paperworkers Union of Canada (CEP), representing 4,190 Ontario-based employees, reached a four-year agreement for an average annual wage increase of 1.9%.

Bell Technical Solutions Inc. and the CEP reached a five-year agreement providing 2,000 employees with an average annual wage increase of 1.5%.

Canada Post Corporation and the Association of Postal Officials of Canada, representing 1,358 Ontario-based operations and supervisory employees, settled a five-year agreement for an average annual wage increase of 1.9%.

The Canadian Broadcasting Corporation and the Communications Workers of America (CWA) negotiated a five-year agreement for 2,200 Ontario-based employees. The agreement includes a 1.4% average annual wage increase with a wage re-opener in April 2011.

Transportation

Air Canada and the Canadian Union of Public Employees (CUPE), CAW Canada, the International Association of Machinists and Aerospace Workers (Machinists), and the Air Canada Pilots Association, representing a total of 10,887 Ontario-based employees in various occupational groups, settled 21-month agreements with no wage increases.

An arbitration award was issued for the City of Ottawa (Transit) and the Amalgamated Transit Union (ATU- Intl). The award provided 2,354 employees with an average annual wage increase of 2.8% over three years.

Nav Canada and CAW Canada reached a two-year agreement providing 469 Ontario-based air traffic controllers with a 2.3% average annual wage increase. Nav Canada also settled agreements with the Public Service Alliance of Canada (PSAC) and the Professional Institute of the Public Service Alliance of Canada (PIPSC), representing 287 and 361 Ontario-based employees. The two-year agreements also provide average annual wage increases of 2.3%. The Greater Toronto Airports Authority and CAW Canada settled a four-year agreement covering 900 Ontario-based employees for an average annual wage increase of 3%.

Utilities

CUPE reached two five-year agreements with Toronto Hydro Corporation, two three-year agreements with Ontario Power Generation and one 12-month agreement with Bruce Power LP. The agreements provide 11,326 employees with average annual wage increases of 3%.

Bruce Power LP and the Society of Energy Professionals negotiated a 12-month agreement covering 850 employees, for a 3% average annual wage increase.

Retail Trade

Metro Ontario Inc. negotiated a two-year agreement with UFCW-Can and a three-year agreement with CAW Canada. The two-year agreement reached with UFCW-Can covers 10,000 employees and provides an average annual wage increase of 1.4%. The three year-agreement with CAW Canada covers 1,100 employees and includes an average annual wage increase of 1.9%.

No Frills Franchise Stores settled a three-year agreement with CAW Canada providing 1,200 employees with a 1.9% average annual wage increase.

The Liquor Control Board of Ontario and the Ontario Public Service Employees Union (OPSEU) reached a four-year agreement covering 5,500 employees for an average annual wage increase of 1.9%.

Education and Related Services

York University and CUPE settled three 36-month agreements providing a total of 3,200 employees with average annual wage increases of 3%. The university also settled a three-year agreement with the York University Faculty Association (YUFA), representing 1,400 librarians and faculty employees. The agreement provides an average annual wage increase of 2.8%.

CUPE also negotiated three agreements with the University of Toronto. The agreements, covering a total of 5,681 employees, provide average annual wage increases ranging from 2.9% to 6.5% and range from 24 months to 36 months in duration.

McMaster University reached a two-year agreement with CUPE, providing 3,175 (unit 1) employees with an average annual wage increase of 3.3%. The university also settled an agreement with CAW Canada. The 38-month agreement, covering 2,200 non-academic employees, includes an average annual wage increase of 1.8%.

Carleton University settled a two-year agreement with CUPE providing 1,700 (unit 1) employees with a 3% average annual wage increase. The university also settled a one-year agreement with the Carleton University Academic Staff Association for 812 academic staff and librarians. The settlement provided an average annual wage increase of 3.1%.

The Toronto Public Library Board and CUPE reached a three-year agreement providing 2,400 employees with a 2% average annual wage increase.

During 2009, district school boards settled a total of 126 agreements covering 118,042 teachers and support staff. Of the total number of settlements, wage data are available for 100 agreements, each covering a minimum of 200 employees. Of these, 51 agreements provide 54,012 elementary teachers and 23,461 secondary teachers with average annual wage increases of 2.5% and 3% respectively. There were 44 agreements covering 31,807 occasional teachers and five agreements covering 6,871 secondary and occasional teachers (combined). The annual wage increases for these agreements averaged 3.4% and 3% respectively. Overall, the annual wage increases for the 100 agreements covering 116,151 teachers averaged 2.9%.

Health and Social Services

A centrally negotiated four-year settlement was reached between the Participating Hospitals and CUPE involving 76 agreements covering 20,126 registered practical nurses, and service, office and paramedical employees. The settlement provided an average annual wage increase of 2%. A central arbitration award was issued for Participating Hospitals and OPSEU, representing 7,967 paramedical and professional employees. The award included an average annual wage increase of 2.5% over two years.

The Council of Academic Hospitals of Ontario (CAHO) and the Professional Association of Internes and Residents of Ontario (PAIRO) reached a three-year agreement covering 3,300 residents, for an average annual wage increase of 2.7%.

City of Toronto (Homes for the Aged) and CUPE settled a three-year agreement providing 1,900 part-time employees with an average annual wage increase of 2%.

St. Joseph's Health Care and CAW Canada settled an agreement that provides 1,131 employees with an average annual wage increase of 2.9% over three years.

Regional Municipality of Durham (Long Term Care Homes) and CUPE, representing 1,021 registered practical nurses and service employees, reached a four-year agreement for an average annual wage increase of 2.8%.

Other Services

Cara Operations Ltd and UFCW-Can reached an agreement for 2,660 employees. The five-year agreement provides an average annual wage increase of 1.9%.

The Canadian Film and Television Production Association reached a 36-month agreement with the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA), and a 24-month agreement with the Writers Guild of Canada, representing 15,000 and 950 Ontario-based employees respectively. Each agreement provides an average annual wage increase of 2%.

Municipal Government

Following work stoppages, the City of Toronto and CUPE reached four three-year agreements. The agreements, covering 26,900 employees, provide 2% average annual wage increases.

The City of Windsor settled agreements with CUPE following work stoppages. The two four-year agreements provide 1,870 employees with average annual wage increases of 1.6%.

The City of Ottawa negotiated two agreements with CUPE, one agreement with the Civic Institute of Professional Personnel (CIPP), and one agreement with the Ottawa Firefighters' Association. The two three-year agreements with CUPE, representing 8,048 employees, were settled for average annual wage increases of 2.6%. The settlement reached with CIPP provides 1,642 nurses and professional employees with a 2.6% average annual wage increase over three years. The three-year agreement with the Firefighters' Association provides 926 firefighters with a 3.3% average annual wage increase over two years and wage parity with the Ottawa Police agreement in the final year.

An arbitration award issued for the Durham Regional Police Services Board and the Durham Police Association covers 399 civilian employees and 973 uniform officers. Each agreement (of 24 months' duration) includes a 3.1% average annual wage increase.

The York Regional Police Services Board settled two 12-month agreements with the York Regional Police Association providing 1,350 uniform officers and 491 civilian employees with wage increases of 3.8%.

Provincial Government

The Government of Ontario negotiated two agreements with OPSEU, an agreement with the Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO), and an agreement with the Professional Engineers Government of Ontario (PEGO). Two agreements were also reached between the Ontario Provincial Police (OPP), and the Ontario Provincial Police Association (OPPA).

The two four-year agreements with OPSEU, representing 33,785 Unified Unit employees, and 6,333 Correctional Unit employees, were settled for 1.9% and 2.4% average annual wage increases respectively (including special wage adjustments to specific job classifications). The three-year agreement settled with AMAPCEO provides 9,798 employees with an average annual wage increase of 1.9%. The 42-month PEGO settlement covering 578 Professional Engineers and Land Surveyors included a 1.6% average annual wage increase. The two three-year OPP agreements, covering 2,600 civilian employees and 5,600 uniform officers, provide 2.2% average annual wage increases.

Federal Government

In the federal public sector, negotiations for renewal agreements involving approximately 73,000 Ontario-based employees were significantly impacted by the provisions of the Expenditure Restraint Act of the Budget Implementation Act (Bill C-10). The legislation, which received Royal Assent on March 21, 2009, provided maximum economic increases of 2.5% in 2006, 2.3% in 2007, 1.5% in 2008, 1.5% in 2009 and 1.5% in 2010.

Major settlements in the federal public sector involved 13 agreements between the Treasury Board of Canada, and PSAC, PIPSC, and the Canadian Association of Professional Employees (CAPE). The agreements range from 36 months to 48 months in duration, and provide 62,382 Ontario-based employees with average annual wage increases ranging from 1.7% to 1.9%.

Canada Customs and Revenue Agency (CCRA) and PIPSC reached a four year agreement providing 2,800 Ontario-based employees in the audit, financial and scientific group with an average annual wage increase of 1.7%.

The National Research Council of Canada settled four-year agreements with PIPSC and the Research Council Employees' Association (RCEA), providing 754 Ontario-based research employees and 686 Ontario-based technical employees with average annual wage increases of 1.7%. The Council also negotiated a three-year agreement with RCEA covering 450 Ontario-based employees for a 1.5% average annual wage increase.

IV Work Stoppages Under Ontario Jurisdiction

During 2009, 64 work stoppages under Ontario jurisdiction were reported, unchanged from last year. Work stoppages in 2009 involved 42,573 employees and resulted in 1,549,560 person-days lost, an increase from 19,118 employees and 281,770 person-days lost reported in 2008.

Work stoppages in the private sector increased from 43 in 2008 to 45 in 2009, and work stoppages in the public sector decreased from 21 in 2008 to 19 in 2009. Both private and public sectors recorded increases in the number of person-days lost in 2009. In the private sector, the number of person-days lost increased from 153,850 in 2008 to 785,570 in 2009. The number of person-days lost in the public sector increased from 127,920 in 2008 to 763,990 in 2009.

In 2009, work stoppages in the non-manufacturing sector accounted for 80% of person-days lost compared to 57% in 2008. During 2009, 0.11% of the estimated working time in Ontario was lost due to work stoppages.

V Outlook For 2010¹

In 2010, collective bargaining will take place in an increasingly optimistic economic environment as the global economy improves, and the Ontario economy continues to recover. Private-sector economists forecast that Ontario's real GDP will grow by 3.3% in 2010 and 3.1% in 2011. Despite the improvement, the level of real GDP is projected to remain below its pre-recession level until the first quarter of 2011. Ontario's economic growth is expected to strengthen due to improving U.S and global demand, a rebound in consumer spending and business confidence. However, the fragility of the global economy, concerns about sovereign debt, increases in oil prices, a strengthening Canadian dollar and rising interest rates represent challenges for Ontario's economic recovery.

Private-sector forecasts expect the annual inflation rate to rise from 0.4% in 2009 to 2.0% in 2010 and 2.1% in 2011. Inflation is expected to average close to 2% in 2012 and 2013. The forecasts reflect the introduction of the Harmonized Sales Tax (HST) in Ontario. The HST has a one-time impact on prices, not an ongoing change in inflation.

¹ Ontario Ministry of Finance Survey of Forecasts (May 6, 2010)

In its September 2009 report, TD Economics estimates that the introduction of the HST will initially increase Ontario consumer prices by about 1.5%. However, once businesses pass on their savings to consumers by lowering pre-tax prices, the net effect will be a permanent rise of only 0.7% in the Ontario CPI. Ontario employment is projected to increase by 1.3% in 2010 and strengthen to an average of 2.1% annually over 2011 to 2013. The unemployment rate is expected to stabilize at 9.0% in 2010 and decline to 8.4% in 2011, 7.5% in 2012 and 6.9% in 2013.

Collective bargaining activity in 2010 will involve the negotiation of over 2,800 agreements expiring in 2010, and the continuation of bargaining that was not concluded in 2009. Major negotiations continuing from 2009 include hospitals, nursing homes, homes for the aged, universities, and public administration.

Collective agreements expiring in 2010 cover over 396,000 employees. These agreements represent 26% of agreements currently on file, and affect 24% of the total number of employees. Bargaining activity in the private sector will take place mainly in construction and retail trade. Public sector agreements are concentrated in health and social services, universities, and municipal and federal administration.

Wages will remain a major negotiation issue for both management and labour in 2010. Productivity and flexible work practices will be among other priorities for management, while labour will continue to bargain for employment security, health benefits and pensions.

Collective Agreements Ratified in 2009 - Manufacturing

	Agreements		Employees covered	
	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>%</i>
Food, Beverages	64	18.9	12,360	18.3
Rubber, Plastics	21	6.2	1,855	2.8
Textile	8	2.4	616	0.9
Clothing	2	0.6	82	0.1
Wood	12	3.5	975	1.4
Furniture, Fixtures	9	2.7	1,082	1.6
Paper	11	3.2	956	1.4
Printing, Publishing	19	5.6	724	1.1
Primary Metals	18	5.3	1,993	3.0
Fabricated Metals	46	13.6	2,948	4.4
Machinery	13	3.8	429	0.6
Transportation Equipment	48	14.2	39,924	59.2
Electrical Products	15	4.4	859	1.3
Non-Metallic Minerals	28	8.3	714	1.1
Petroleum, Coal	2	0.6	41	0.1
Chemicals	15	4.4	1,078	1.6
Other Manufacturing	8	2.4	758	1.1
Total	339	100.0	67,394	100.0

Collective Agreements Ratified in 2009 - Non-Manufacturing

	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>%</i>
Forestry	1	0.1	199	0.0
Mining, Quarrying	10	0.7	706	0.1
Transportation	77	5.1	23,173	4.4
Storage	6	0.4	537	0.1
Communications	13	0.9	11,032	2.1
Electric, Gas, Water	69	4.6	16,779	3.2
Wholesale Trade	48	3.2	2,825	0.5
Retail Trade	46	3.1	22,213	4.3
Finance	11	0.7	316	0.1
Real Estate, Insurance Agencies	37	2.5	1,025	0.2
Education & Related Services	183	12.2	146,167	28.0
Health & Social Services	591	39.3	74,991	14.4
Religious Organizations	1	0.1	5	0.0
Recreational Services	24	1.6	20,688	4.0
Management Services	29	1.9	3,437	0.7
Personal Services	12	0.8	692	0.1
Accommodation, Food Services	61	4.1	7,976	1.5
Other Services	120	8.0	4,420	0.8
Federal Government	34	2.3	73,712	14.1
Provincial Government	7	0.5	58,708	11.3
Local Government	125	8.3	52,016	10.0
Total	1,505	100.0	521,617	100.0

Collective Agreements Ratified in 2009 - Construction

	<i>Agmts</i>	<i>%</i>	<i>Empls</i>	<i>%</i>
Construction	181	100.0	3,407	100.0

Collective Agreements Ratified in 2009, by Industry

	Agreements		Employees	
	<i>Agmts</i>	%	<i>Agmts</i>	%
Manufacturing	339	16.7	67,394	11.4
Non-Manufacturing	1,505	74.3	521,617	88.0
Construction	181	8.9	3,407	0.6
All Industries	2,025	100.0	592,418	100.0

Duration of Negotiations in 2009

	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	113	138,288	67	91,545	46	46,743
4 – 6 months	89	134,201	36	19,683	53	114,518
7 – 9 months	139	135,660	6	6,343	133	129,317
10 – 12 months	18	20,268	4	1,889	14	18,379
13 months and over	38	83,760	3	1,003	35	82,757
Total	397	512,177	116	120,463	281	391,714

Average Duration of Negotiations in 2009

	Months
Private sector	3.7
Public sector	8.0
Total	6.7

Average Annual Increase in 2009, by Quarter and Sector

	All Agreements	Private Sector	Public Sector
	%	%	%
First Quarter	2.4	2.0	2.4
Second Quarter	2.2	1.2	2.6
Third Quarter	1.9	1.2	2.2
Fourth Quarter	1.8	1.2	2.3
Total	2.1	1.3	2.4

Average Annual Increase in 2009, by Quarter and Industry

	Manufacturing	Non-Manufacturing	Construction
	%	%	%
First Quarter	1.7	2.4	-
Second Quarter	0.6	2.5	2.5
Third Quarter	0.5	2.0	-
Fourth Quarter	0.5	2.1	-
Total	0.7	2.3	2.5

Average Annual Increase in Base Wage Rates in 2009, Manufacturing

	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>
Food, Beverage	21	9,668	1.8	1	275	2.0	20	9,393	1.8
Rubber, Plastics	4	901	0.4	.	.	.	4	901	0.4
Wood	1	275	0.0	.	.	.	1	275	0.0
Furniture, Fixtures	1	303	6.8	.	.	.	1	303	6.8
Paper	1	200	1.0	.	.	.	1	200	1.0
Printing, Publishing	1	313	1.4	.	.	.	1	313	1.4
Primary Metals	2	880	1.3	1	435	0.5	1	445	2.0
Fabricated Metals	1	296	1.4	.	.	.	1	296	1.4
Transportation Equipment	25	37,915	0.3	14	33,462	0.2	11	4,453	0.7
Electrical Products	1	242	1.7	.	.	.	1	242	1.7
Chemicals	1	619	2.7	.	.	.	1	619	2.7
Other Manufacturing	2	476	1.8	.	.	.	2	476	1.8
Total	61	52,088	0.7	16	34,172	0.2	45	17,916	1.5

Average Annual Increase in Base Wage Rates in 2009, Non-Manufacturing

	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>
Mining, Quarrying	1	390	3.4	-	-	-	1	390	3.4
Transportation	21	19,289	1.1	1	650	1.0	20	18,639	1.1
Storage	1	200	3.2	1	200	3.2	-	-	-
Communications	7	10,832	1.7	1	1,358	1.9	6	9,474	1.6
Electric, Gas, Water	12	14,821	3.0	5	11,326	3.0	7	3,495	2.9
Wholesale Trade	2	550	0.9	-	-	-	2	550	0.9
Retail Trade	7	18,761	1.6	-	-	-	7	18,761	1.6
Real Estate, Insurance Agencies	1	500	3.0	-	-	-	1	500	3.0
Education & Related Services	122	142,470	3.0	-	-	-	122	142,470	3.0
Health and Social Services	83	46,706	2.4	-	-	-	83	46,706	2.4
Recreational Services	4	16,721	2.0	-	-	-	4	16,721	2.0
Management Services	3	2,245	2.0	-	-	-	3	2,245	2.0
Personal Services	1	430	2.8	-	-	-	1	430	2.8
Accommodation, Food Services	8	5,583	2.6	-	-	-	8	5,583	2.6
Other Services	4	1,639	3.0	-	-	-	4	1,639	3.0
Federal Government	23	71,480	1.7	-	-	-	23	71,480	1.7
Provincial Government	6	58,694	2.0	-	-	-	6	58,694	2.0
Local Government	29	48,136	2.3	-	-	-	29	48,136	2.3
Total	335	459,447	2.3	8	13,534	2.8	327	445,913	2.3

Average Annual Increase in Base Wage Rates in 2009, Construction

	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>
Construction	1	642	2.5	-	-	-	1	642	2.5

Average Annual Increase in Base Wage Rates in 2009, 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>
Manufacturing	61	52,088	0.7	16	34,172	0.2	45	17,916	1.5
Non-manufacturing	335	459,447	2.3	8	13,534	2.8	327	445,913	2.3
Construction	1	642	2.5	-	-	-	1	642	2.5
All Industries	397	512,177	2.1	24	47,706	0.9	373	464,471	2.3

Work Stoppages and Person-Days Lost, by Sector, 2000 - 2009

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

Work Stoppages under Ontario Jurisdiction, 2000 - 2009

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