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Dispute Resolution Services
Collective Bargaining Information Services

Ontario Collective Bargaining Review

2010

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FOREWORD

The *Ontario Collective Bargaining Review 2010* provides an overview of collective bargaining activity in Ontario for the year 2010. 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 2010 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 2010.
- Section II provides information on negotiated wage increases in collective agreements covering 200 or more employees. Average wage settlement calculations are based on base wage rates and are weighted by the number of employees in each bargaining unit. Estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the calculation of the average annual wage increase, where applicable.
- Section III summarizes the key settlements of 2010.The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages, and settlements of public interest.
- Section IV highlights work stoppages data under Ontario jurisdiction. Work stoppages reported include strikes and lockouts that last a minimum of one half day, involving two or more unionized or non-unionized workers and result in ten or more person-days lost.
- Section V provides an outlook for the year 2011.

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

Collective Bargaining Information Services
Ontario Ministry of Labour
400 University Avenue, 8th floor
Toronto ON M7A 1T7
Tel: 416-326-1260
Fax: 416-326-1277
E-mail: cbis@ontario.ca

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Executive Summary

- According to records received by Collective Bargaining Information Services, collective bargaining activity in 2010 involved the ratification of over 2,100 collective agreements covering approximately 429,000 employees. Bargaining activity in health and social services accounted for 25% of all agreements ratified in 2010, followed by construction at 19%.
- Collective bargaining in 2010 was influenced by Ontario's gradual recovery from the global recession. Ontario's real Gross Domestic Product (GDP) increased in 2010, following a decline in 2009. Ontario's unemployment rate declined to 8.7% in 2010, and the inflation rate increased to 2.5% in 2010.
- In 2010, over 98% of collective agreements were settled without a work stoppage. As in previous years, a majority of agreements (87%) were settled through direct bargaining or with conciliation or mediation assistance.
- Wage outcomes achieved in 2010 reached 2%, a decrease from 2.1% in 2009. Public sector agreements reported an average annual wage increase of 1.9% in 2010, compared to 2.1% in the private sector. Settlements in the non-manufacturing sector averaged 1.7%, compared to 1.5% in the manufacturing sector, and 2.5% in the construction sector.
- During 2010, 56 work stoppages involving 10,711 employees under Ontario jurisdiction were reported, resulting in 704,630 person-days lost, and 0.05% of the estimated working time in Ontario was lost due to work stoppages.
- The majority of agreements in 2011 will expire in the health and social services, transportation, public administration, and education sectors. In terms of the number of employees covered, most bargaining activity will affect employees in health and social services, public administration, education, transportation, retail trade, management services, and communications.
- The level of bargaining activity in 2011 will be affected by public sector negotiations continuing from 2010 involving hospitals, nursing homes, homes for the aged, public administration, and universities.
- Collective bargaining in 2011 will take place in a steadily improving economic environment as Ontario's economy benefits from sustained moderate growth.

Ontario Collective Bargaining Review 2010

Collective Agreements Ratified in 2010

Number of Agreements	2,138
Employees Covered	429,400

Average Annual Wage Increases*

	%
Private Sector	2.1
Public Sector	1.9
All Settlements	**2.0**

* For agreements covering 200 or more employees

Note: Wage increases may include COLA estimates where applicable

I Collective Bargaining Settlements, 2010

According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2010 involved the ratification of 2,138 agreements, covering 429,400 employees. These collective agreements represent 18% of the 11,833 agreements currently on file with CBIS and affect 26% of all Ontario-based employees covered by collective agreements.

Of the total number of settlements in 2010, 38% were in the public sector, covering 42% of all employees. By industry, 83% of all agreements reached were in the non-manufacturing and construction sectors, covering 90% of all employees.

Of the 2,138 settlements ratified, 1,992 (93.1%) were renewal agreements, covering 98% of all employees. Of the remaining settlements, 106 (5%) were first agreements, 12 (0.6%) were early renewals, and 28 (1.3%) were extensions of existing agreements.

In terms of the number of employees covered, bargaining activity was concentrated in construction (137,351), health and social services (71,069), and federal government (54,034).

Economic Climate[1]

Collective bargaining in 2010 took place in an economic climate of gradual recovery from the global recession. Although employment has moved above its pre-recession peak early in 2011, international trade and manufacturing remain below pre-recession levels, as the higher Canadian dollar has impacted on the rebound in exports to the United States, Ontario's main export market. In addition to the exchange rate, the Ontario economy is also influenced by interest rates, sovereign debt concerns, trade imbalances, oil prices, and the pace of the U.S. economic recovery. Ontario's real Gross Domestic Product (GDP) (Table 1) increased by 2.8% in 2010, compared to a decline of 3.6% in 2009. Ontario's unemployment rate declined from 9% in 2009 to 8.7% in 2010. The annual inflation rate, as measured by Ontario's Consumer Price Index (CPI) averaged 2.5% in 2010, up from 0.4% in 2009.

Table 1: Ontario Growth in Real Gross Domestic Product (GDP) Consumer Price Index (Ontario 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	-3.6	0.4
2010	2.8	2.5
2011*	2.7	2.7
2012*	2.6	2.1

** private sector forecasts*

Table 2: Average Annual Wage Increase in Collective Agreements - Ontario Consumer Price Index (CPI) - Canada and Ontario

	Negotiated Wages *(Average Annual Increase)*			CPI *(Annual Percentage Change)*	
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
2010	2.0	2.1	1.9	1.8	2.5

[1] *Ontario Ministry of Finance, Survey of Economic Forecasts and Statistics Canada (June, 2011)*

Stage of Settlement

Over 98% of agreements ratified in 2010 (covering approximately 98% of employees) were settled without a work stoppage, 45% were reached through direct bargaining, 42% (Table 3) were concluded with the assistance of a conciliator or mediator, and 12% were settled at arbitration.

In the public sector, 40% of agreements were reached through direct bargaining, compared to 48% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator reached 48% in the private sector and 31% in the public sector. The arbitration process concluded 1% in the private sector, compared to 29% of negotiations in the public sector.

Table 3: Collective Agreements Ratified in 2010 and Employees Covered, by Stage of Settlement

	All Agreements			**Private Sector**			**Public Sector**		
	Agmts	*%*	*Empls*	*Agmts*	*%*	*Empls*	*Agmts*	*%*	*Empls*
Direct bargaining	962	45	151,570	637	48.3	67,308	325	39.6	84,262
Conciliation	543	25.4	78,756	382	29	61,899	161	19.6	16,857
Post-conciliation bargaining	97	4.5	19,943	65	4.9	13,817	32	3.9	6,126
Mediation	245	11.5	84,862	182	13.8	71,879	63	7.7	12,983
Post-mediation bargaining	11	0.5	12,597	9	0.7	1,948	2	0.2	10,649
Arbitration	249	11.6	73,999	15	1.1	24,726	234	28.5	49,273
Work stoppage	31	1.4	7,673	28	2.1	7,422	3	0.4	251
All Settlements	**2,138**	**100.0**	**429,400**	**1,318**	**100.0**	**248,999**	**820**	**100.0**	**180,401**

Term of agreement

Of all the agreements ratified in 2010, 55% (Table 4) were of a three-year duration, 17% were of a two-year duration, and 14% were for a term longer than three years. The majority of agreements (65%) in the private sector were of a three-year duration, compared to 40% in the public sector. Table 5 outlined all collective agreements ratified in 2010 and employees covered, by industry. Three-year agreements were negotiated for 58% of manufacturing settlements, for 46% of non-manufacturing settlements, and also for the vast majority (84%) of construction settlements.

Table 4: Collective Agreements Ratified in 2010 and Employees Covered, by Term of Agreement

	All Agreements			Private Sector			Public Sector		
	Agmts	*%*	*Empls*	*Agmts*	*%*	*Empls*	*Agmts*	*%*	*Empls*
Less than 12 Months	6	0.3	97	4	0.3	53	2	0.2	44
12 Months	150	7.0	10,808	86	6.5	5,449	64	7.8	5,359
13 to 18 Months	58	2.7	15,979	8	0.6	1,094	50	6.1	14,885
19 to 23 Months	10	0.5	639	5	0.4	162	5	0.6	477
24 Months	362	16.9	61,733	82	6.2	6,189	280	34.1	55,544
25 to 35 Months	75	3.5	12,029	60	4.6	9,358	15	1.8	2,671
36 Months	1183	55.3	255,245	857	65	169,591	326	39.8	85,654
Over 36 Months	294	13.8	72,870	216	16.4	57,103	78	9.5	15,767
Total	**2,138**	**100.0**	**429,400**	**1,318**	**100.0**	**248,999**	**820**	**100.0**	**180,401**

Table 5: Collective Agreements Ratified in 2010 and Employees Covered, by Industry

	Manufacturing			Non-Manufacturing			Construction		
	Agmts	*%*	*Empls*	*Agmts*	*%*	*Empls*	*Agmts*	*%*	*Empls*
Less than 12 Months	2	0.5	28	3	0.2	64	1	0.3	5
12 Months	27	7.4	2,243	103	7.5	7,198	20	5.0	1,367
13 to 18 Months	3	0.8	491	55	4.0	15,488	-	-	-
19 to 23 Months	3	0.8	94	7	0.5	545	-	-	-
24 Months	26	7.1	3,718	330	24.1	57,928	6	1.5	87
25 to 35 Months	11	3.0	891	50	3.6	7,015	14	3.5	4,123
36 Months	214	58.3	23,250	635	46.3	106,539	334	83.7	125,456
Over 36 Months	81	22.1	10,181	189	13.8	56,376	24	6.0	6,313
Total	**367**	**100.0**	**40,896**	**1,372**	**100.0**	**251,153**	**399**	**100.0**	**137,351**

Duration of Negotiations

Data regarding the duration of negotiations are maintained for collective agreements covering 200 or more employees. In 2010, 323 agreements covering a minimum of 200 employees were ratified. The average duration of negotiations for all sectors was 4.6 months. In the private sector, the average duration was 3.4 months compared to 6.2 months in the public sector.

In the private sector, 64% of negotiations were concluded within one to three months, compared to 16% in the public sector.

II Negotiated Wage Increases in 2010

Trends

In 2010, 323 agreements covering a minimum of 200 employees were ratified, affecting 343,655 employees. The overall average annual wage increase for these settlements was 2%, a decrease from 2.1% in 2009. The average annual wage increase in the private sector rose from 1.3% in 2009 to 2.1% in 2010. Public sector agreements reported an average annual wage increase of 1.9% in 2010, compared to 2.4% in 2009.

Distribution of Increases

Overall, 53% of employees (Table 6) received average annual wage increases ranging from 2% to 2.9%, while 31% received increases ranging from 1% to 1.9%.

In the private sector, 68% of employees received increases ranging from 2% to 2.9%, compared to 32% of public sector employees. In the private sector, 14 agreements, covering 3% of employees, were settled without a general wage increase. Three private sector agreements, representing 0.4% of employees, included a wage decrease.

Table 6: Average Annual Increases in Base Wage Rates in 2010

Wage Increase	**All Sectors**		**Private Sector**		**Public Sector**	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
%	%	%	%	%	%	%
Decrease	0.9	0.2	1.7	0.4	-	-
No Increase	5.3	2.5	7.8	3.2	2.1	1.5
0.1 - 0.9	3.1	8.1	5.0	12.6	0.7	1.4
1.0 - 1.9	22.9	30.7	25.0	11.5	20.3	58.4
2.0 - 2.9	57.3	53.3	53.9	68.2	61.5	31.8
3.0 - 3.9	9.6	4.7	5.6	3.3	14.7	6.6
4.0 - 4.9	0.6	0.3	0.6	0.3	0.7	0.3
5.0 - 5.9	0.3	0.3	0.6	0.5	-	-

Quarterly Wage Settlements

In 2010, overall wage settlements varied to some degree from quarter to quarter, with averages ranging from 2.3% during the first and second quarters to 1.5% during the fourth quarter. Average annual wage increases ranged from1% to 2.4% in the private sector and from 1.8% to 2.2% in the public sector.

Industry

In 2010, average annual wage increases (Table7) were reported at 1.5% in the manufacturing sector,1.7% in the non-manufacturing sector (Table 8), and 2.5% in the construction sector (Table 9). In the manufacturing sector, average annual wage increases for the largest concentration of employees were 1.8% in food and beverage. The lowest wage increases for the largest number of employees were in retail trade (0.7%). In the non-manufacturing sector, the highest wage increases for the largest number of employees were reported in health and social services (2%).

The 28 agreements with cost-of-living allowance (COLA) clauses provided increases averaging 1.9%, an increase from 0.9% in 2009. In comparison, the 295 agreements without a COLA clause averaged 2%, a slight decrease from 2.3% in the previous year.

Table 7: Wage Settlements 2010, Manufacturing

	%
Food, Beverage	1.8
Rubber, Plastics	1.4
Primary Metals	2.0
Transportation Equipment	1.0
Electrical Products	1.5
Total Manufacturing	**1.5**

Table 8: Wage Settlements 2010, Non-Manufacturing

	%
Mining, Quarrying	2.2
Transportation	1.9
Communications	1.7
Electric, Gas, Water	2.9
Retail Trade	0.7
Education & Related Services	1.7
Health & Social Services	2.0
Management Services	3.6
Federal Government	1.7
Provincial Government	0.4
Local Government	2.8
Total Non-Manufacturing	**1.7**

Table 9: Wage Settlements 2010, Construction

	%
Construction	**2.5**

III Key Settlements Ratified in 2010

Manufacturing

Primary Metals

ESSAR Steel Algoma and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) reached a three-year settlement covering 2,652 hourly employees. The agreement includes an average annual wage increase of 2.3% including COLA.

Electrical Products

General Electric Canada and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW) settled a three-year agreement covering 600 employees. The settlement included an average annual wage increase of 1.8% including COLA.

Food and Beverage

In September 2010, employees at Maple Leaf Consumer Foods Inc. ratified a five-year agreement which included 35 cents per hour per year for all production employees and 45 cents per year for skilled-trades employees. This resulted in an average annual wage increase in base rate of 2.3%[1].

Non-Manufacturing

Mining, Quarrying

Vale and USW settled a 59-month agreement covering 2,832 employees. The agreement includes an average annual wage increase of 2.3% including COLA.

Transportation

United Parcel Service Canada and the International Brotherhood of Teamsters reached an agreement that includes an average annual wage increase of 2.2% including COLA. The five-year settlement covers 3,242 Ontario-based employees.

Retail Trade

The United Food and Commercial Workers Union (UFCW) reached settlements with both Loblaws Supermarkets and Zehrmart. The Loblaws agreement covers 13,000 employees, and the Zehrmart agreement covers 8,000 employees. Both agreements include average annual wage increases of 0.5% over 60 months.

Education and Related Services

The College Compensation and Appointments Council and the Ontario Public Service Employees Union (OPSEU) reached a settlement covering 10,500 academic staff. The three-year agreement provides an average annual wage increase of 1.9%.

[1] *The Maple Leaf Consumer Foods Inc.'s average annual wage increase in base rate of 2.6% over five years published in the September 2010 Collective Bargaining Highlights is corrected to 2.3%.*

The Canadian Union of Public Employees (CUPE) and Carleton University reached three agreements covering a total of 2,900 employees. The two 36-month agreements covering 1,500 unit 1 teaching assistants, and 600 unit 2 sessional lecturers, include average annual wage increases of 1.7% and 1.8% respectively. The four year agreement covering 800 office employees includes an average annual wage increase of 1.7%.

Ryerson University and CUPE reached a settlement covering 1,400 unit 3 teaching and graduate assistants. The agreement provides an average annual wage increase of 2.3% over four years.

Health and Social Services

A central arbitration award issued for the Service Employees International Union (SEIU) and approximately 100 Participating Nursing Homes involved a total of 52 agreements covering 15,498 employees. The award pertained to both 16-month and 12-month agreements. The 16-month agreements include 1.5% average annual wage increases, and the 12-month agreements include 2% average annual wage increases.

An arbitration award issued for various Extendicare Canada Nursing Homes and CUPE involved a total of 10 agreements covering 1,438 employees. The award provided average annual wage increases of 2.3% over two years.

An arbitration award issued for Oakwood Retirement Communities, Long Term Care and SEIU covered 1,150 employees. The award pertained to a two-year agreement and included an average annual wage increase of 2.2%.

A central arbitration award issued for SEIU and a total of 38 Participating Hospitals involving 71 two-year agreements covering 15,855 employees provided average annual wage increases of 2%.

The Ottawa Hospital and CUPE reached a settlement covering 3,300 employees. The three-year agreement provides an average annual wage increase of 2%.

Municipal Government

Two 36-month agreements were negotiated between the York Regional Police Services Board and York Regional Police Association. Both agreements, one covering 1,439 uniform officers and the other covering 520 civilian employees, include average annual wage increases of 3%.

The Regional Municipality of York and CUPE reached a settlement covering 2,108 employees. The three-year agreement provides an average annual wage increase of 2.6%.

Federal Government

The Public Service Alliance of Canada (PSAC) and Treasury Board of Canada reached two major settlements, one covering 34,492 Ontario-based program and administrative services employees, and the other covering 3,060 Ontario-based operational services employees. Both three-year agreements provide average annual wage increases of 1.8%.

The Canada Revenue Agency and PSAC negotiated a two-year agreement covering 15,161 Ontario-based employees, for an average annual wage increase of 1.5%.

Construction

As part of the 399 construction agreements covering 137,351 workers ratified in 2010, 26 Industrial-Commercial-Institutional (ICI) construction agreements covering 84,750 workers were renewed until April 30, 2013. The overwhelming majority of both ICI and non-ICI negotiations were settled through either direct bargaining or with conciliation or mediation assistance. Wage data reported for 23 ICI settlements covering 84,430 workers include average annual wage increases ranging from 1.7% to 3.2%. Wage data reported for 46 non-ICI settlements covering 44,871 workers include average annual wage increases ranging from 0.0% to 3.3%.

Overall, wage increases in the construction sector averaged 2.5% in 2010.

IV Work Stoppages Under Ontario Jurisdiction

During 2010, 56 work stoppages under Ontario jurisdiction (Table 10) were reported, compared to 64 reported in 2009. Work stoppages during 2010 involved 10,711 employees and resulted in 704,630 person-days lost, compared to 42,573 employees and 1,549,560 person-days lost reported in 2009.

In 2010, 23 work stoppages were reported in the manufacturing sector, a decrease from 25 reported in 2009. The non-manufacturing sector reported 32 work stoppages during 2010 compared to 39 reported in 2009.

Work stoppages in the private sector increased slightly from 45 in 2009 to 52 in 2010, compared to work stoppages in the public sector that decreased from 19 in 2009 to four in 2010. In the private sector, person-days lost decreased from 785,570 in 2009 to 691,890 in 2010. Person-days lost in the public sector decreased considerably from 763,990 in 2009 to 12,740 in 2010.

In 2010, work stoppages in the non-manufacturing sector accounted for 65% of person-days lost compared to 80% in 2009. During 2010, 0.05% of the estimated working time in Ontario (Table 11) was lost due to work stoppages, compared to 0.11% in 2009.

Table 10: Work Stoppages and Person-Days Lost, by Sector, 2000 - 2010

Year	Private Sector			Public Sector			Total		
	No of Work Stoppages	*No. of Workers*	*Person-Days Lost*	*No of Work Stoppages*	*No. of Workers*	*Person-Days Lost*	*No of Work Stoppages*	*No. of Workers*	*Person-Days Lost*
2000	110	26,159	406,170	36	29,108	243,560	146	55,267	649,730
2001	101	13,118	290,280	43	21,534	381,710	144	34,652	671,990
2002	86	11,946	255,060	31	54,626	1,255,520	117	66,572	1,510,580
2003	77	13,892	428,230	17	9,915	66,650	94	23,807	494,880
2004	73	18,835	426,940	26	2,117	59,900	99	20,952	486,840
2005	58	8,753	323,410	18	3,486	79,800	76	12,239	403,210
2006	54	9,990	214,480	16	20,250	180,120	70	30,240	394,600
2007	57	21,150	333,690	18	4,107	55,440	75	25,257	389,130
2008	43	3,651	153,850	21	15,467	127,920	64	19,118	281,770
2009	45	8,872	785,570	19	33,701	763,990	64	42,573	1,549,560
2010	52	10,473	691,890	4	238	12,740	56	10,711	704,630

Table 11: Work Stoppages under Ontario Jurisdiction, 2000 - 2010

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005	76	12,239	161	403,210	32.9	45	0.03
2006	70	30,240	432	394,600	13.0	48	0.03
2007	75	25,257	337	389,130	15.4	39	0.03
2008	64	19,118	299	281,770	14.7	48	0.02
2009	64	42,573	665	1,549,560	36.4	71	0.11
2010	56	10,711	191	704,630	65.8	71	0.05

V Outlook For 2011[1]

In 2011, collective bargaining will take place in a steadily improving economic environment as Ontario's economy will benefit from sustained moderate growth aided by improved trade with other Canadian provinces and foreign countries, and increasing consumer demand for goods and services. Private sector forecasters surveyed by the Ministry of Finance estimate that, on average, Ontario's real GDP will grow by 2.7% in 2011 and 2.6% in 2012. Ontario's Consumer Price Index inflation in 2011 is forecast to be 2.7% in 2011, up from 2.5% in 2010, before slowing to 2.1% in 2012. Ontario's employment is projected to increase by 1.8% in 2011 and 1.7% in 2012. Ontario's unemployment rate is projected to be 8.1% in 2011 and decline to 7.6% in 2012.

Collective bargaining in 2011 will involve the negotiation of over 2,500 agreements expiring in 2011, in addition to the continuation of bargaining that was not concluded in 2010. Major negotiations continuing from 2010 include hospitals, nursing homes, homes for the aged, public administration, and universities.

Collective agreements expiring in 2011 cover over 490,000 Ontario-based employees. These expiring agreements represent 21% of agreements currently on file, and affect 30% of the total number of employees. Bargaining activity in the private sector affects workers employed in retail and security. Public sector agreements are concentrated in health and social services, education, urban transit, and municipal and federal administration.

Wages remain a major negotiation issue for both management and labour in 2011. Productivity also continues to be a key priority for management, while labour bargains for employment security, pensions, and benefits.

[1] *Ontario Ministry of Finance, Survey of Economic Forecasts and Statistics Canada (June, 2011)*

Table 12: Collective Agreements Ratified in 2010 - Manufacturing

	Agreements		Employees covered	
	Agmts	*%*	*Empls*	*%*
Food, Beverages	50	13.6	8,879	21.7
Rubber, Plastics	26	7.1	2,727	6.7
Leather	1	0.3	31	0.1
Textile	7	1.9	1,728	4.2
Knitting Mills	2	0.5	129	0.3
Clothing	6	1.6	598	1.5
Wood	11	3.0	743	1.8
Furniture, Fixtures	6	1.6	315	0.8
Paper	15	4.1	1,983	4.8
Printing, Publishing	35	9.5	1,764	4.3
Primary Metals	25	6.8	6,251	15.3
Fabricated Metals	53	14.4	2,885	7.1
Machinery	15	4.1	851	2.1
Transportation Equipment	32	8.7	4,924	12.0
Electrical Products	16	4.4	3,245	7.9
Non-Metallic Minerals	37	10.1	1,519	3.7
Petroleum, Coal	3	0.8	654	1.6
Chemicals	22	6.0	1,507	3.7
Other Manufacturing	5	1.4	163	0.4
Total	**367**	**100.0**	**40,896**	**100.0**

Table 13: Collective Agreements Ratified in 2010 - Non-Manufacturing

	Agmts	*%*	*Empls*	*%*
Forestry	2	0.1	107	0.0
Mining, Quarrying	17	1.2	4,578	1.8
Transportation	68	5.0	14,285	5.7
Storage	8	0.6	1,061	0.4
Communications	8	0.6	3,181	1.3
Electric, Gas, Water	63	4.6	3,341	1.3
Wholesale Trade	42	3.1	1,933	0.8
Retail Trade	69	5.0	30,138	12.0
Finance	5	0.4	536	0.2
Real Estate, Insurance Agencies	48	3.5	1,931	0.8
Education & Related Services	69	5.0	25,295	10.1
Health & Social Services	538	39.2	71,069	28.3
Recreational Services	35	2.6	4,225	1.7
Management Services	38	2.8	5,225	2.1
Personal Services	10	0.7	655	0.3
Accommodation, Food Services	62	4.5	3,779	1.5
Other Services	138	10.1	3,605	1.4
Federal Government	10	0.7	54,034	21.5
Provincial Government	3	0.2	2,160	0.9
Local Government	138	10.1	20,008	8.0
Other Government	1	0.1	7	0.0
Total	**1,372**	**100.0**	**251,153**	**100.0**

Table 14: Collective Agreements Ratified in 2010 - Construction

	Agmts	*%*	*Empls*	*%*
Construction	**399**	**100.0**	**137,351**	**100.0**

Table 15: Collective Agreements Ratified in 2010, by Industry

	Agreements		Employees	
	Agmts	*%*	*Agmts*	*%*
Manufacturing	367	17.2	40,896	9.5
Non-Manufacturing	1,372	64.2	251,153	58.5
Construction	399	18.7	137,351	32
All Industries	**2,138**	**100.0**	**429,400**	**100.0**

Table 16: Duration of Negotiations in 2010

	Total		Private Sector		Public Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
1 – 3 months	138	200,603	115	137,797	23	62,806
4 – 6 months	91	79,484	42	45,695	49	33,789
7 – 9 months	25	29,795	13	12,742	12	17,053
10 – 12 months	15	8,218	5	2,412	10	5,806
13 months and over	54	25,555	5	4,267	49	21,288
Total	**323**	**343,655**	**180**	**202,913**	**143**	**140,742**

Table 17: Average Duration of Negotiations in 2010

	Months
Private sector	3.4
Public sector	6.2
Total	**4.6**

Table 18: Average Annual Increase in 2010, by Quarter and Sector

	All Agreements	Private Sector	Public Sector
	%	%	%
First Quarter	2.3	2.3	2.2
Second Quarter	2.3	2.4	2.2
Third Quarter	2.2	2.3	2.0
Fourth Quarter	1.5	1.0	1.8
Total	**2.0**	**2.1**	**1.9**

Table 19: Average Annual Increase in 2010, by Quarter and Industry

	Manufacturing	Non-Manufacturing	Construction
	%	%	%
First Quarter	1.6	2.1	2.6
Second Quarter	0.9	2.2	2.5
Third Quarter	2.2	2.0	2.4
Fourth Quarter	1.3	1.5	2.6
Total	**1.5**	**1.7**	**2.5**

Table 20: Average Annual Increase in Base Wage Rates in 2010, Manufacturing

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Food, Beverage	14	6,347	1.8	-	-	-	14	6,347	1.8
Rubber, Plastics	5	1,414	1.4	3	930	1.3	2	484	1.6
Textile	2	1,040	1.4	-	-	-	2	1,040	1.4
Clothing	1	300	0.0	-	-	-	1	300	0.0
Paper	4	1,080	-0.7	-	-	-	4	1,080	-0.7
Printing, Publishing	2	860	1.2	-	-	-	2	860	1.2
Primary Metals	7	5,091	2.0	5	4,564	2.0	2	527	1.9
Fabricated Metals	2	452	0.8	1	232	1.5	1	220	0.0
Machinery	1	259	0.8	-	-	-	1	259	0.8
Transportation Equipment	7	2,986	1.0	4	1,688	1.5	3	1,298	0.4
Electrical Products	8	2,753	1.5	3	1,228	2.0	5	1,525	1.1
Non-Metallic Minerals	2	555	1.3	2	555	1.3	-	-	-
Petroleum, Coal	2	459	2.9	-	-	-	2	459	2.9
Chemicals	3	710	3.0	-	-	-	3	710	3.0
Total	**60**	**24,306**	**1.5**	**18**	**9,197**	**1.8**	**42**	**15,109**	**1.4**

Table 21: Average Annual Increase in Base Wage Rates in 2010, Non-Manufacturing

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Mining, Quarrying	3	4,146	2.2	3	4,146	2.2	-	-	-
Transportation	17	9,998	1.9	3	4,146	1.8	14	5,852	1.9
Storage	2	749	1.4	-	-	-	2	749	1.4
Communications	4	3,020	1.7	1	2,000	2.1	3	1,020	1.0
Electric, Gas, Water	5	1,470	2.9	1	242	3.1	4	1,228	2.9
Wholesale Trade	1	388	1.6	-	-	-	1	388	1.6
Retail Trade	11	27,866	0.7	1	930	1.2	10	26,936	0.6
Finance, Insurance Carriers	1	330	2.7	-	-	-	1	330	2.7
Real Estate, Insurance Agencies	2	1,203	2.5	-	-	-	2	1,203	2.5
Education & Related Services	19	22,713	1.7	-	-	-	19	22,713	1.7
Health and Social Services	82	42,815	2.0	-	-	-	82	42,815	2.0
Recreational Services	1	353	2.0	-	-	-	1	353	2.0
Management Services	7	3,146	3.6	-	-	-	7	3,146	3.6
Personal Services	1	300	1.5	-	-	-	1	300	1.5
Accommodation, Food Services	3	967	1.8	-	-	-	3	967	1.8
Other Services	1	252	1.9	1	252	1.9	.	.	.
Federal Government	5	53,549	1.7	-	-	-	5	53,549	1.7
Provincial Government	2	2,000	0.4	-	-	-	2	2,000	0.4
Local Government	27	14,783	2.8	-	-	-	27	14,783	2.8
Total	**194**	**190,048**	**1.7**	**10**	**11,716**	**2.0**	**184**	**178,332**	**1.7**

Table 22: Average Annual Increase in Base Wage Rates in 2010, Construction

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Construction	**69**	**129,301**	**2.5**	**-**	**-**	**-**	**69**	**129,301**	**2.5**

Table 23: Average Annual Increase in Base Wage Rates in 2010, by Industry

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
Manufacturing	60	24,306	1.5	18	9,197	1.8	42	15,109	1.4
Non-manufacturing	194	190,048	1.7	10	11,716	2.0	184	178,332	1.7
Construction	69	129,301	2.5	-	-	-	69	129,301	2.5
All Industries	**323**	**343,655**	**2.0**	**28**	**20,913**	**1.9**	**295**	**322,742**	**2.0**