

At A Glance

Average Annual Wage Increase

	Aug %	Sep %
Private Sector	1.5	0.3
Public Sector	1.4	0.6
All Settlements	1.5	0.5

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Agreements Settled in September

In September, 48 collective agreements were ratified, each covering 150 or more employees. These agreements covered 57,630 employees, 63% of whom were in the public sector (36,348).

The overall average annual increase in base wage rates in September was 0.5% compared to 1.5% reported in the previous month. In the public sector, 41 agreements were settled for an average annual wage increase of 0.6%, a decrease from 1.4% in August. In the private sector, seven agreements were settled for an average annual wage increase of 0.3%, a decrease from 1.5% reported in the previous month.

For settlements in the month of September, the industry with the highest average annual wage increase was primary industry. The lowest average annual wage increase was in manufacturing. The average annual wage increase in primary industry for two settlements was 3.4%, while in public administration, the average annual wage increase for two settlements was 3.0%. Transportation, communications and utilities reported an average annual wage increase of 1.9% for one settlement. In manufacturing (four settlements), the average annual wage increase was 0.1%.

Wage Settlements - September

Table 1: Average Annual Increase, Current Month

	Agmts	Empls	September Average Annual Wage Increase Increase %
Private Sector	7	21,282	0.3
Public Sector	41	36,348	0.6
All Settlements	48	57,630	0.5

Table 2: Average Annual Increase, Current Three Years

	Jan - Sep 2012 %	2011 %	2010 %
Private Sector	1.2	1.9	2.0
Public Sector	1.4	1.6	1.9
All Settlements	1.4	1.7	2.0

Table 3: Average Annual Increase By Industry, Current Month

	Agmts	Empls	September Average Annual Wage Increase Increase %
Primary	2	582	3.4
Manufacturing	4	20,030	0.1
Transportation, Communications & Utilities	1	259	1.9
Public Administration	2	1,159	3.0
Education & Related Services	7	16,039	0.5
Health & Social Services	30	18,697	0.6
Other Services	2	864	1.7
All Settlements	48	57,630	0.5

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

	Jan - Sep 2012 %	2011 %	2010 %
Primary	2.5	3.3	2.2
Manufacturing	0.7	1.4	1.4
Construction	2.8	1.3	2.5
Trade & Finance	1.3	1.3	0.7
Transportation, Communications & Utilities	2.2	2.6	1.9
Public Administration	1.5	2.2	1.9
Education & Related Services	1.2	1.8	1.7
Health & Social Services	1.1	1.2	2.0
Other Services	1.7	2.2	2.5
All Settlements	1.4	1.7	2.0

Table 5: September Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Lac Des Iles Mines Ltd	United Steelworkers	4.0 ¹	4.0	200	36	2015-05-31
Sifto Canada Corp (Goderich Mine)	Communications Energy Paperworkers	3.1 ¹	3.1	382	36	2015-03-31
Manufacturing						
Chrysler Canada Inc	Cdn Auto Workers	0.2* ^{2,3}	0.0	8,299	48	2016-09-19
Ford Motor Co Of Canada Ltd	Cdn Auto Workers	0.2* ^{2,3}	0.0	5,757	48	2016-09-19
General Motors Of Canada Ltd	Cdn Auto Workers	0.2* ^{2,3}	0.0	5,600	48	2016-09-19
Western Waffles Corp (Ralcorp Frozen Bakery Products)	Food & Commercial Workers	0.0 ^{1,2}	0.0	374	36	2015-06-30
Transportation, Communications & Utilities						
Transit Windsor (drivers/office)	Amalgamated Transit (ATU-Intl)	1.9 ¹	1.8	259	36	2015-09-30
Public Administration						
Durham Regional Municipality Police Services Board (civilians)	Police Assn (Durham Regional)	3.0 ¹	3.0	292	12	2012-12-31
Durham Regional Municipality Police Services Board (uniforms)	Police Assn (Durham Regional)	3.0 ¹	3.0	867	12	2012-12-31
Education & Related Services						
Carleton University (academic staff/librarians)	Carleton Univ Academic Staff	1.2 ¹	1.2	850	24	2014-04-30
College Employer Council (academic staff)	Ont Public Service Empls	0.0 ¹	0.0	11,590	24	2014-08-31
Nipissing University (academic staff)	Nipissing University Faculty	2.0 ¹	2.0	186	36	2015-04-30
Northern Ontario School Of Medicine (office, clerical, admin)	Ont Public Service Empls	2.0 ¹	2.0	150	48	2016-04-30
Ottawa Public Library Board	Cdn Public Empls	1.9	1.9	663	48	2015-12-31
University Of Ottawa (academic staff/librarians)	U Of Ottawa Professors Assn	1.7 ¹	1.7	1,200	12	2012-04-30
York University (faculty/librarians)	York University Faculty Assn	2.0 ¹	2.0	1,400	36	2015-04-30
Health & Social Services						
Apans Health Services (Grace Villa Nursing Home)	Service Employees Intl	0.0 ¹	0.0	215	36	2015-09-15
Bridgepoint Hospital (nurses/paramedical) (full-time)	Cdn Public Empls	0.9 ¹	0.0	200	36	2014-03-31
Bridgepoint Hospital (nurses/paramedical) (part-time)	Cdn Public Empls	0.9 ¹	0.0	200	36	2014-03-31

Cont'd...

* including COLA clauses and/or COLA estimates

¹ excluding lump sum payments

² two-tier wage schedule

³ COLA remains unchanged until June 2016

Table 5: September 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)						
Bruyere Continuing Care (St Vincent/ Elisabeth Bruyere Hosp & Residence)	Cdn Public Empls	2.0	2.0	824	24	2012-03-31
Cedarvale Terrace Long Term Care (Lincoln Place Nursing)	Service Employees Intl	0.0 ¹	0.0	154	36	2015-09-15
Chartwell Seniors Housing Reit (Ballycliffe Lodge) (service/RPN)	Service Employees Intl	0.0 ¹	0.0	207	36	2015-09-15
Cooksville Care Centre (Responsive Management)	Service Employees Intl	0.0 ¹	0.0	368	36	2015-09-15
Dundurn Place Care Centre (Responsive Management)	Service Employees Intl	0.0 ¹	0.0	376	36	2015-09-15
Eatonville Care Centre (Responsive Management)	Service Employees Intl	0.0 ¹	0.0	280	36	2015-09-15
Extendicare (Canada) (service/RPN) (full-time)	Service Employees Intl	0.0 ¹	0.0	992	36	2015-09-15
Extendicare (Canada) (service/RPN) (part-time)	Service Employees Intl	0.0 ¹	0.0	2,449	36	2015-09-15
Harold and Grace Baker Centre (Revera Long Term Care)	Service Employees Intl	0.0 ¹	0.0	187	36	2015-09-15
Hawthorne Place Care Centre (service/RPN) (unit 13 & 13a)	Service Employees Intl	0.0 ¹	0.0	317	36	2015-09-15
Heritage Nursing Home (service/RPN) (unit 25/25a)	Service Employees Intl	0.0 ¹	0.0	196	36	2015-09-15
Kennedy Lodge Nursing Home (Revera Long Term Care) (part-time)	Service Employees Intl	0.0 ¹	0.0	250	36	2015-09-15
Leisureworld Caregiving Centres (service/RPN)	Service Employees Intl	0.0 ¹	0.0	2,936	36	2015-09-15
Leisureworld Caregiving Centres (Tullamore/Altamont/Rockcliff/ Cheltenham/Chelsey Park)	Service Employees Intl	0.0 ¹	0.0	918	36	2015-09-15
Municipality of Chatham-Kent (Riverview Gardens Service)	Cdn Auto Workers	1.0 ²	1.0	400	36	2014-12-31
O'Neill Centre (Responsive Management)	Service Employees Intl	0.0 ¹	0.0	162	36	2015-09-30
Ottawa Hospital (office/service/trades/tech/RPN)	Cdn Public Empls	2.0	2.0	3,800	12	2013-09-28
Parkview Home For Aged (service/RPN)	Service Employees Intl	0.0 ¹	0.0	200	36	2015-09-15
Parkview Nursing Centre	Service Employees Intl	0.0 ¹	0.0	195	36	2015-09-15
Revera Long Term Care (Burloak LTC West Oak Northridge) (service/RPN)	Service Employees Intl	0.0 ¹	0.0	184	36	2015-09-15
Revera Long Term Care (various homes) (service/RPN)	Service Employees Intl	0.0 ¹	0.0	1,105	36	2015-09-15

Cont'd...

¹ excluding lump sum payments

² two-tier wage schedule

Table 5: September 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)						
Revera Long Term Care (Westside Special Care) (service/RPN) (part-time)	Service Employees Intl	0.0 ¹	0.0	197	36	2015-09-15
Shepherd Village (service/RPN)	Service Employees Intl	0.0 ¹	0.0	321	36	2015-09-15
Specialty Care/Woodhall Park Inc (service/RPN)	Service Employees Intl	0.0 ¹	0.0	205	36	2015-12-31
St Joseph Religious Hospitallers (Hotel Dieu Hospital Kingston) (office)	Ont Public Service Empls	2.0	2.0	200	24	2011-10-31
Tendercare Nursing Homes (Tendercare Living Centre)	Service Employees Intl	0.0 ¹	0.0	169	36	2015-09-15
Toronto Central Community Care Access Centre	Cdn Office Prof Empls	0.9	0.0	490	36	2014-07-07
Other Services						
Candu Energy Inc (scientists/engineers)	Prof Engineers Society	1.9	1.5	670	72	2016-12-31
Hamilton Entertainment and Convention Facilities Inc (Hamilton Convention Centre)	Food & Commercial Workers	0.9	0.0	194	48	2016-06-30

¹ excluding lump sum payments

Selected Settlement Summaries
(Key monetary items based on available information)

York University and York University Faculty Association (1,400 employees)

a three-year renewal agreement: effective May 1, 2012, expiring April 30, 2015

- wage increases of 2% each year and lump sum payments in year 1.
- improvements to health benefits for all plan members
- improvements to retiree dental benefits

Ottawa Public Library Board and CUPE Local 503 (663 employees)

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

- wage increases each year averaging 1.95%

Durham Regional Municipality Police Services Board and Durham regional Police Association (867 uniformed and 292 civilian employees)

two one-year arbitrated renewal agreements, effective January 1, 2012 expiring December 31, 2012

- wage increases of 1.5% on January 1, 2012 and 1.48% on July 1, 2012
- improvements to extended health care benefits, life insurance, dental plan and retiree benefits
- increases to the two-shift premium

College Employer Council (For the Colleges of Applied Arts and Technology) and OPSEU (For Academic Employees) (11,590 employees)

a two-year renewal agreement: effective September 1, 2011, expiring August 31, 2014

- base wage rates frozen for duration of agreement
- sick-leave plan extended to eligible part-load employees

University of Ottawa and APUO (1,200 employees)

a one-year renewal agreement: effective May 1, 2011, expiring April 30, 2012

- wage increase year 1: 1.71%
- increase in health care benefits

Participating Nursing Homes and Service Employees International Union Local 1 (54 Agreements covering approximately 14,000 employees)

a three-year renewal agreement: 51 agreements effective September 16, 2012, expiring September 15, 2015, the rest effective and expiring on various dates

- zero percent wage increases in year 1 and 2, wage reopener in year 3
- lump-sum payment payable in final week of first 2 years of agreement

Selected Settlement Summaries (Cont'd)
(Key monetary items based on available information)

Ford Motor Co. of Canada and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various Locals (5,757 production workers)

a four year renewal agreement effective September 18, 2012, expiring September 19, 2016

- base wage rates remain frozen for duration of agreement, 0.33 COLA float remains unchanged until June 2016
- annual CPI-Linked bonuses of \$2,000 to be paid December of each year
- modifications to health and dental plans
- new jobs and investments for Oakville and Windsor plants
- improved job and income security program
- restructuring and retirement incentives of \$50,000 lump sum (\$60,000 for trades), and a \$20,000 vehicle voucher for eligible employees

Chrysler Canada Inc. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various Locals (8,299 production workers)

a four-year renewal agreement, effective September 18, 2012, expiring September 19, 2016

- base wage rates remain frozen for duration of agreement and current 0.33 COLA float remains unchanged until June 2016; ratification bonus of \$3,000 for eligible employees
- annual lump-sum payments of \$2,000 will be paid in December each year
- modification to health care and dental benefits
- improved job and income security program
- new retiree health care account for CAW member hired after May 4, 2009 and prior to ratification
- effective January 1, 2012, future retirees will have option to take commuted value of pension at retirement in lieu of monthly pension

Third Quarter 2012

During the third quarter of 2012, 93 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 93,732 employees (Table 7), 61% of whom were in the public sector. By industry, the majority of employees were in health and social services (20,852), transportation equipment (20,076) and education and related services (19,503) (Table 10).

Wage Adjustments

Third quarter settlements (Table 7) provided an overall annual increase of 0.9%, a decrease from 1.7% the previous quarter. In the public sector, the average annual wage increase was 1%, compared to 1.6% in the previous quarter. The private sector reported an average annual wage increase of 0.8%, down from 1.6% in the previous quarter. The industries with the highest average annual wage increases in the third quarter (Table 10) were mining and quarrying (3.4%), transportation (2.5%), management services (2%), and local government (1.9%). Annual wage adjustments for the industries with the highest concentration of employees averaged 0.6% in health and social services (20,852), 0.2% in transportation equipment (20,076) and 1.7% in the federal government (9,208).

In the third quarter of 2012, approximately 36% (33,709) of all employees (Table 8) received average annual wage increases ranging from 1% to 1.9%, compared to 8% (7,514) who received average annual wage increases ranging from 2% to 2.9%. In the public sector, 44% (25,004) of employees were covered by agreements with average annual wage increases ranging from 1% to 1.9%, compared to 24% (8,705) of the private sector employees. In the private sector 9.7% (3,553) of employees received average annual wage increases ranging from 2% to 2.9%, compared to 6.9% (3,961) of public sector employees.

Of the total number of employees for whom agreements were reached during the third quarter of 2012, 41% (38,468) were covered by three-year agreements. In the private sector, four-year agreements were the most common, covering 54% (19,656) of employees compared to 16% (6,037) of employees covered by three-year agreements. In the public sector, a total of 62% (35,269) of employees were covered by three year agreements (57% - 32,431) and four-year agreements (5% - 2,838). Approximately 5% (1,041) of manufacturing employees and 52% (37,427) of non-manufacturing employees were covered by three-year agreements.

Negotiations

On average, private sector agreements were ratified within 5.4 months from the start of negotiations, compared to 5.1 months in the public sector (Table 15).

Of all settlements reached during the third quarter of 2012, 17 agreements covering 9% (8,782) of employees were negotiated directly by the parties, compared to 34 agreements covering 55% (51,880) of employees reached with the assistance of conciliation or mediation. Thirty-six (36) agreements, covering 31% (29,151) of employees were settled by arbitration, and six (6) agreements were reached following work stoppages (Table 16).

In the public sector, approximately 36% (20,499) of employees reached settlements with the assistance of conciliation or mediation, while 12% (7,051) were settled by direct bargaining. In the private sector, 86% (31,381) reached agreements with the assistance of conciliation or mediation, compared to 5% (1,731) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2012 include the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, universities, Canada Post Corp, Bell Canada.

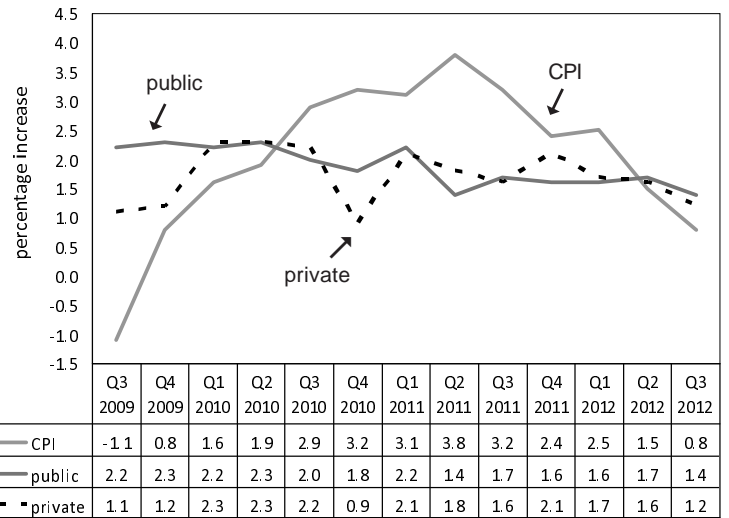
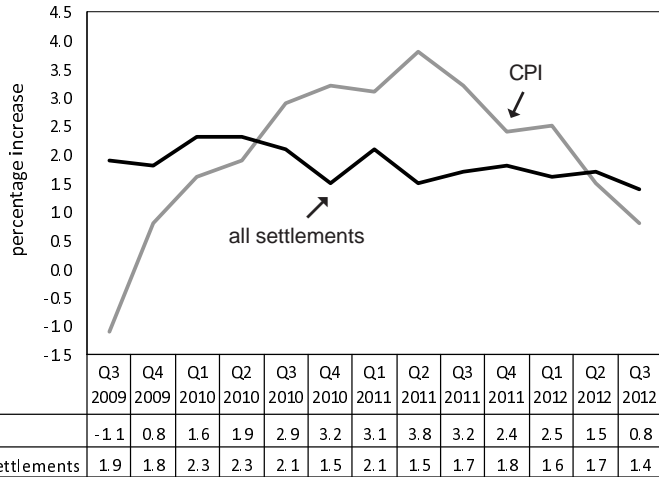
Major agreements scheduled to expire during the fourth quarter of 2012 include Ontario Government (provincial police), municipalities, Police Services Boards, hospitals, nursing homes and homes for the aged, Canadian Media Production Association, Ontario Power Generation, Brewers Retail (The Beer Store), and the Ontario Government.

Work Stoppages

During the third quarter of 2012, 56 work stoppages were reported under Ontario jurisdiction, compared to 32 reported for the same period in 2011. Work stoppages during the first 9 months of 2012 involved 7,908 employees and resulted in 133,450 person-days lost, compared to 10,606 employees and 302,960 person-days lost reported for the same period last year (Table 17 and 18).

From January to September 2012, 14 work stoppages were reported in the manufacturing sector, a decrease from 19 reported during the same period in 2011. In comparison, the non-manufacturing sector reported 25 work stoppages compared to 13 reported during the same period of last year. In the construction sector, 17 work stoppages were reported during the first nine months of 2012. During the third quarter of 2012, 0.01% of the estimated working time in Ontario was lost due to work stoppages (Table 18-19).

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



* 2009 wage data are based on agreements covering 200 or more employees
 2010, 2011 & 2012 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), Third Quarter 2011 to Third Quarter 2012

	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>	%
Third Quarter 2011									
Private Sector	39	19,003	1.6	4	1,282	1.9	35	17,721	1.6
Public Sector	70	40,741	1.7	-	-	-	70	40,741	1.7
All agreements	109	59,744	1.7	4	1,282	1.9	105	58,462	1.6
Fourth Quarter 2011									
Private Sector	27	37,337	2.1	5	1,850	1.6	22	35,487	2.1
Public Sector	102	50,300	1.6	1	340	2.0	101	49,960	1.6
All agreements	129	87,637	1.8	6	2,190	1.6	123	85,447	1.8
First Quarter 2012									
Private Sector	42	15,166	1.7	6	1,528	1.5	36	13,638	1.8
Public Sector	77	36,854	1.6	-	-	-	77	36,854	1.6
All agreements	119	52,020	1.6	6	1,528	1.5	113	50,492	1.6
Second Quarter 2012									
Private Sector	46	20,932	1.6	7	3,653	2.2	39	17,279	1.5
Public Sector	50	64,510	1.7	1	6,600	2.7	49	57,910	1.6
All agreements	96	85,442	1.7	8	10,253	2.6	88	75,189	1.6
Third Quarter 2012									
Private Sector	27	36,504	0.8	5	20,116	0.2	22	16,388	1.5
Public Sector	66	57,228	1.0	-	-	-	66	57,228	1.0
All agreements	93	93,732	0.9	5	20,116	0.2	88	73,616	1.1

Table 8: Distribution of Average Annual Increases in Base Wage Rates by Sector (private and public), Third Quarter 2012

	All Agreements			Private Sector			Public Sector		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
No Increase	26	25,447	27.1	2	1,274	3.5	24	24,173	42.2
0.1 - 0.9 percent	18	25,051	26.7	9	22,120	60.6	9	2,931	5.1
1.0 - 1.9 percent	29	33,709	36.0	6	8,705	23.8	23	25,004	43.7
2.0 - 2.9 percent	15	7,514	8.0	7	3,553	9.7	8	3,961	6.9
3.0 - 3.9 percent	5	2,011	2.1	3	852	2.3	2	1,159	2.0
All Agreements	93	93,732	100.0	27	36,504	100.0	66	57,228	100.0

**Table 9: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), Third Quarter 2011 to Third Quarter 2012**

	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>
Third Quarter 2011									
Manufacturing	13	3,528	1.4	3	1,092	1.7	10	2,436	1.3
Non-Manufacturing	94	55,051	1.7	1	190	3.2	93	54,861	1.7
Construction	2	1,165	0.7	-	-	-	2	1,165	0.7
All Agreements	109	59,744	1.7	4	1,282	1.9	105	58,462	1.6
Fourth Quarter 2011									
Manufacturing	12	3,205	1.3	4	1,590	1.2	8	1,615	1.4
Non-Manufacturing	117	84,432	1.8	2	600	2.9	115	83,832	1.8
All Agreements	129	87,637	1.8	6	2,190	1.6	123	85,447	1.8
First Quarter 2012									
Manufacturing	19	5,414	1.0	6	1,528	1.5	13	3,886	0.8
Non-Manufacturing	99	46,156	1.7	-	-	-	99	46,156	1.7
Construction	1	450	3.0	-	-	-	1	450	3.0
All Agreements	119	52,020	1.6	6	1,528	1.5	113	50,492	1.6
Second Quarter 2012									
Manufacturing	27	10,725	1.6	7	3,653	2.2	20	7,072	1.3
Non-Manufacturing	67	73,947	1.7	1	6,600	2.7	66	67,347	1.6
Construction	2	770	2.6	-	-	-	2	770	2.6
All Agreements	96	85,442	1.7	8	10,253	2.6	88	75,189	1.6
Third Quarter 2012									
Manufacturing	10	21,448	0.2	3	19,656	0.2	7	1,792	0.9
Non-Manufacturing	83	72,284	1.1	2	460	2.4	81	71,824	1.1
All Agreements	93	93,732	0.9	5	20,116	0.2	88	73,616	1.1

**Table 10: Average Annual Increases in Base Wage Rates by Industry,
Third Quarter 2012**

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing									
Food, Beverage	1	374	0.0	-	-	-	1	374	0.0
Rubber, Plastics	1	217	0.8	-	-	-	1	217	0.8
Wood	1	250	1.3	-	-	-	1	250	1.3
Paper	2	531	0.5	-	-	-	2	531	0.5
Transportation Equipment	5	20,076	0.2	3	19,656	0.2	2	420	2.1
Total	10	21,448	0.2	3	19,656	0.2	7	1,792	0.9
Non-Manufacturing									
Forestry	1	250	0.5	-	-	-	1	250	0.5
Mining, Quarrying	2	582	3.4	-	-	-	2	582	3.4
Transportation	6	3,659	2.5	2	460	2.4	4	3,199	2.5
Retail Trade	2	8,000	1.2	-	-	-	2	8,000	1.2
Education, Related Services	11	19,503	0.8	-	-	-	11	19,503	0.8
Health, Social Services	38	20,852	0.6	-	-	-	38	20,852	0.6
Recreational Services	1	194	0.9	-	-	-	1	194	0.9
Management Services	5	2,133	2.0	-	-	-	5	2,133	2.0
Accommodation, Food Services	2	1,166	0.1	-	-	-	2	1,166	0.1
Other Services	1	575	1.8	-	-	-	1	575	1.8
Federal Government	3	9,208	1.7	-	-	-	3	9,208	1.7
Local Government	11	6,162	1.9	-	-	-	11	6,162	1.9
Total	83	72,284	1.1	2	460	2.4	81	71,824	1.1
Construction	-	-	-	-	-	-	-	-	-
All Industries	93	93,732	0.9	5	20,116	0.2	88	73,616	1.1

Table 11: Average Annual Increases in Base Wage Rates, All Industries, Third Quarter 2012

	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	10	21,448	0.2	3	19,656	0.2	7	1,792	0.9
Non-Manufacturing	83	72,284	1.1	2	460	2.4	81	71,824	1.1
Construction	-	-	-	-	-	-	-	-	-
All Industries	93	93,732	0.9	5	20,116	0.2	88	73,616	1.1

Table 12: Average Annual Increases in Base Wage Rates by Duration and Sector, Third Quarter 2012

	All Agreements			Private Sector			Public Sector		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
One-year agreements	5	6,334	2.1	-	-	-	5	6,334	2.1
Two-year agreements	7	15,845	0.5	1	220	2.0	6	15,625	0.5
Three-year agreements	61	38,468	1.1	15	6,037	1.3	46	32,431	1.1
Four-year agreements	12	22,494	0.3	3	19,656	0.2	9	2,838	1.4
Five-year agreements	5	2,891	2.2	5	2,891	2.2	-	-	-
Six-year agreements	3	7,700	1.4	3	7,700	1.4	-	-	-
All Agreements	93	93,732	0.9	27	36,504	0.8	66	57,228	1.0

Table 13: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Third Quarter 2012

	Manufacturing			Non-Manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
One-year agreements	-	-	-	5	6,334	2.1	-	-	-
Two-year agreements	1	220	2.0	6	15,625	0.5	-	-	-
Three-year agreements	4	1,041	0.9	57	37,427	1.1	-	-	-
Four-year agreements	3	19,656	0.2	9	2,838	1.4	-	-	-
Five-year agreements	2	531	0.5	3	2,360	2.6	-	-	-
Six-year agreements	-	-	-	3	7,700	1.4	-	-	-
All Agreements	10	21,448	0.2	83	72,284	1.1	-	-	-

Table 14: Duration of Negotiations by Sector, Third Quarter 2012

	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	52	56,098	15	24,133	37	31,965
4-6 Months	17	14,398	5	8,464	12	5,934
7-9 Months	6	5,127	3	897	3	4,230
10-12 Months	9	11,743	1	270	8	11,473
13 Months and Over	9	6,366	3	2,740	6	3,626
Total	93	93,732	27	36,504	66	57,228

Table 15: Average Duration of Negotiations by Sector, Third Quarter 2012

Average Duration of Negotiations	
	<i>months</i>
Private sector	5.4
Public sector	5.1
Total	5.2

Table 16: Stage of Settlement by Sector, Third Quarter 2012

	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	17	8,782	7	1,731	10	7,051
Conciliation	16	14,863	5	9,031	11	5,832
Mediation	18	37,017	10	22,350	8	14,667
Arbitration	36	29,151	1	270	35	28,881
Work stoppage	6	3,919	4	3,122	2	797
Total	93	93,732	27	36,504	66	57,228

Table 17: Work Stoppages, January to September 2011 and 2012

	January - September 2012	January - September 2011
Manufacturing	14	19
Non-manufacturing	25	13
Construction	17	-
All Industries	56	32

Table 18: Person-Days Lost, January to September 2011 and 2012

	January - September 2012	January - September 2011
Manufacturing	49,730	191,470
Non-manufacturing	81,830	111,490
Construction	1,890	-
All Industries	133,450	302,960

As of September 30, 2012, 5 work stoppages, covering a total of 203 employees, were carried over to October 2012.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 19: Work Stoppages under Ontario Jurisdiction, 1988 - September 2012

<u>Year</u>	<u>Number of Work Stoppages</u>	<u>Number of Employees Involved</u>	<u>Number of Employees Per Work Stoppage</u>	<u>Number of Person-Days Lost</u>	<u>Number of Person-Days Lost Per Employee Involved</u>	<u>Average Duration of Work Stoppages (Days Out)</u>	<u>Person-Days Lost as % of Estimated Working Time</u>
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
2012* (Jan-Sep)	56	7,908	141	133,450	16.9	25	0.01

* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

Work Stoppages

The number of work stoppages has a decreasing trend (Chart 1) over the last 24 years. The high was in 1990 with 218 Work Stoppages, the low in 2011 was 40.



Table 20: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	47,000	Various dates
Various Municipalities (excluding Police services Board)	CUPE et al	Various locations	20,400	Various dates
Police services Boards	Police Association	Various locations	12,000	Various dates
Hospitals	OPSEU, CUPE et al	Various locations	35,668	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	48,200	Various dates
Universities	CUPE et al	Various locations	10,600	Various dates
Canada Post Corp. (urban unit)	Postal Workers	Province-wide	22,900	2011-01-31
Ontario Government (provincial police) (civilian/Uniform)	Ontario Provincial Police	Province-wide	5,600	2011-12-31
Ontario Government (AMAPCEO)	AMAPCEO	Province-wide	10,680	2012-03-31
District School Boards (teachers, occasional, support staff)	OSSTF, ETFO, CUPE et al	Province-wide	255,000	2012-08-31
Bell Canada (Craft and Services)	CEP	Province-wide	3,500	2012-11-30
Canadian Media Production Association (Performers IPA)	Canadian TV and Radio Artists	Canada-wide	15,000	2012-12-31
Ontario Power Generation	Society of Energy Professionals	Province-wide	3,900	2012-12-31
Brewers Retail (The Beer Store)	UFCW	Province-wide	6,000	2012-12-31
Ontario Government	OPSEU	Province-wide	33,785	2012-12-31

As of September 30, 2012, there were 577 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 21: Consumer Price Index (2002=100)*

	2009	2010	2011	Year-to-date 2012	July 2012	August 2012	September 2012
Canada	0.3	1.8	2.9	1.7	1.3	1.2	1.2
Ontario	0.4	2.4	3.1	1.6	0.7	1.0	0.7
Toronto	0.5	2.5	3.0	1.7	1.0	1.1	0.7
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	1.5	0.7	1.0	0.7
Thunder Bay	0.1	2.1	3.1	1.1	0.1	0.3	-0.1

* 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.

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