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Ministry of Labour  
Labour Management Services  
Collective Bargaining Information Services

# Ontario Collective Bargaining Agreement Expirations

2006



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## Foreword

This *Ontario Collective Bargaining Agreement Expirations* report is the thirty-ninth annual report on collective agreement expirations produced by Collective Bargaining Information Services (CBIS).

The information in this report is derived from the database of CBIS as of **December 12, 2005**.

Detailed tables and listings of year 2006 expirations by industry, union, and bargaining unit size are available from CBIS.

The names of employers, bargaining agents, and the number of employees listed for each expiry reflect information received by CBIS at the time of ratification of the most current collective agreement. Bargaining situations resulting from recent or future Ontario Labour Relations Board decisions, or expired agreements that have not been ratified as of the publication date are excluded.

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## Executive Summary

The *Ontario Collective Bargaining Agreement Expirations* report provides an overview of the expected collective bargaining activity in Ontario for 2006. The key findings of this report are summarized as follows:

- Collective bargaining activity for 2006 will involve 2,562 collective agreements covering approximately 392,372 employees. Compared to 2005, there is an approximately 20 per cent increase in both the number of collective agreements and the number of employees.
- The majority of agreements in 2006 will expire during the months of March, June, September and December, in health and welfare, education and related services, local government, retail trade, and electric, gas and water sectors. In terms of the number of employees, most bargaining activity will occur during the months of March, July, September and December, affecting workers in health and welfare services, retail trade, and local government.
- Public sector agreements, which account for 47% of all agreements expiring in 2006, cover 55% of the total number of employees.
- Of the 1,213 public sector agreements expiring in 2006, 839 (or 69% of the agreements) are in health and welfare services, and 136 (or 11%) are in education and related services. Public sector agreements expiring in 2006 cover a total of 216,950 employees, of whom 61% (131,703) are in health and welfare services, 16% (33,517) are in education and related services, and 8% (18,162) are in local government.
- Major negotiations in the broader public sector (BPS) for 2006 include hospital support (March, September, December), community services (March), nursing homes (June, December), hospital nurses (March), municipal employees (December), and school support staff (August).
- Key negotiations in the private sector include Loblaw's Supermarkets and Zehrmart (July) Great Atlantic & Pacific (September), CN CP Railways (December), Inco (May) and Stelco Hilton Works (July).
- Under federal jurisdiction, the following Canada-wide agreements will expire in 2006: Treasury Board of Canada (June), Canadian Film and TV Production Association (December), and Canada Food Inspection Agency (December).
- Major unions, representing the largest number of employees covered by agreements expiring in 2006, include the Canadian Union of Public Employees, Ontario Nurses Association, United Food and Commercial Workers, CAW-Canada, and United Steelworkers.

# Ontario Collective Bargaining Agreement Expirations, 2006

## Key Negotiations in 2006\*

MTH	EMPLOYER/SECTOR	UNION(S)	EMPLS
Mar	Ontario Power Generation (fossil, nuclear)	CUPE	8,000
	Ontario Government	AMAPCEO	7,000
	St. Joseph's Health Care (various locations)	ONA	3,400
	Ottawa Hospital (Civic, General, Riverside)	ONA	3,300
	University Health Network	ONA	2,300
	Sunnybrook & Women's College Health Science Centre	ONA	2,300
	May Inco	USW	3,400
Jun	Prof. Assn. of Canadian Theatre (PACT)	Actors Equity	2,700
	University of Western Ontario	Various	2,400
	Bombardier (de Havilland)	CAW	1,800
Jul	Loblaws Supermarkets	UFCW	15,000
	Zehrmart (various div)	UFCW	8,800
	Stelco (Hilton Works)	USW	4,000
Aug	McMaster University	CUPE	2,200
Sep	Great Atlantic & Pacific	UFCW	10,000
	Hamilton Health Sciences	CUPE	3,000
	Ottawa Hospital (office, RPNs, trades)	CUPE	3,000
Dec	City of Toronto (firefighters)	Intl Fire Fighters	3,000
	City of Hamilton (Hamilton Street Railway, office)	Various	2,700
	Bruce Power	CUPE	2,480
	Peel Regional Police	Police Assn	2,200
	Canadian Pacific Railway	Various	2,200
	Canadian National Railway	Various	2,100
	Federal Jurisdiction: Atomic Energy of Canada (Mar/Jun), Treasury Board of Canada (Sep), Canadian Film & TV Production Assn (Dec)		

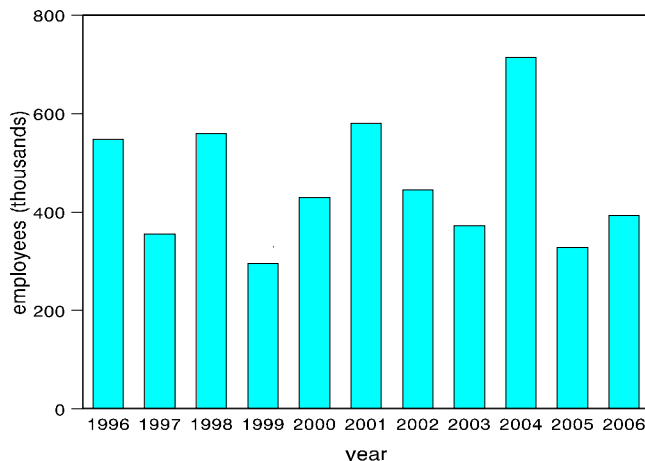
\* Reflects information received as of date of ratification of current agreement.

According to information received by Collective Bargaining Information Services (CBIS) 2,562 collective agreements covering 392,732 Ontario-based employees are scheduled to expire in 2006. These expiring agreements represent 26% of the 9,721 agreements currently on file with the Ministry of Labour and affect 24% of the 1,630,276 employees covered. Both the number of agreements expiring in 2006 and the number of employees covered represent a 20% increase from 2005 (Figure 1). Of the 1,548 agreements that have expired in 2005 and remain unsettled, 363 agreements are in health and welfare services, 150 agreements in local government, and 107 agreements are in education and related services.

Of the collective agreements scheduled to expire in 2006, 47% are public sector agreements, covering 55% of the total employees in the public and private sector. In the public sector, the level of bargaining activity will be concentrated in health and welfare, education and related services, and various governments. As of December 12, 2005, the majority of the outstanding settlements are from the health and welfare sector, including agreements from homes for the aged and nursing homes. Other major outstanding groups include municipal police, and various support staff agreements from school boards and universities.

As mentioned, public sector agreements expiring in 2006 will be concentrated in health and welfare services, education and related services and various governments. In health and welfare, major negotiations will include Hamilton Health Sciences, Ottawa Hospital, St. Joseph's Health Care,

**Figure 1: Ontario Collective Agreement Expirations, Employees Covered, 1996 — 2006**



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

University Health Network and Sunnybrook & Women's College Health Science Centre. In education, major negotiations will include McMaster University, the University of Western Ontario and school board support staff. In the municipal sector, major negotiations will include the City of Hamilton and the Peel Regional Police Services Board. The Government of Ontario will be negotiating with AMAPCEO. The Treasury Board of Canada will be negotiating with the economic and social sciences group.

In 2006, the private sector will account for 53% of all expiring agreements and 45% of all employees covered by the agreements. Private sector expiries will be concentrated in retail trade, transportation, mining and primary metals. In retail trade, Loblaws Supermarkets, Zehmart, and Great Atlantic and Pacific will all be negotiating in 2006. Transportation sector expiries include Bombardier de Havilland, CN and CP Railways. In primary metals, expiries include Stelco Hilton Works and in mining, expiries include Inco. (Table 2 and 3).

### Economic Setting

Ontario's economy is expected to post moderate growth in 2006. In the later half of 2005, a rise in the Canadian dollar and a sharp increase in world oil prices have presented a challenge to the Ontario economy. Despite these adverse global factors, Ontario remains resilient and is expected to post moderate growth next year. On global front, Ontario manufacturers are faced with fierce global competition. Businesses will continue to seek ways to reduce input costs,

and re-orient their production to higher-value products. As a result, business investment in machinery and equipment is expected to strengthen. Low interest and inflation rates, real wage gains and low unemployment rates will support a strong domestic economy in 2006. The average projection in the survey of private-sector forecasters conducted by the Ministry of Finance, calls for Ontario's real Gross Domestic Product (GDP) growth to be 2.5% in both 2005 and 2006, improving to 3% in 2007 (Figure 2)<sup>1</sup>.

The annual inflation rate as measured by the Ontario Consumer Price Index (CPI) was 2.2% for 2005, up slightly from 1.9% in 2004<sup>2</sup>. Private-sector forecasters expect inflation to drop slightly to 2.1% in 2006 and moderate to 1.7% in 2007 (Figure 2)<sup>1</sup>.

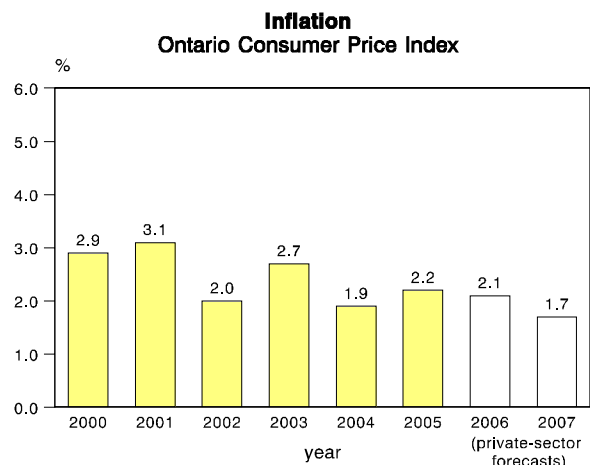
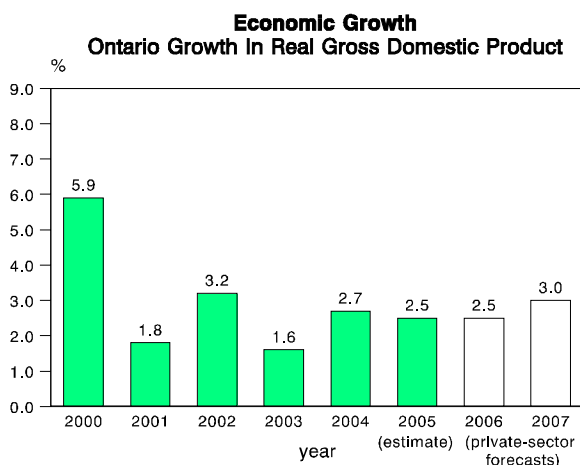
The national unemployment rate for 2005 was 6.7%, down from 7.2% in 2004<sup>2</sup>. Ontario's unemployment rate declined from 6.8% in 2004 to 6.6% in 2005. Private-sector forecasters expect Ontario's unemployment rate will average 6.5% in 2006 and 6.6% in 2007<sup>1</sup>.

During the first ten months of 2005, the annual increase in base wage rates for collective agreements covering 200 or more employees averaged 2.7%, down slightly from 2.8% in 2004. Wage increases for the public and private sectors were closer in 2005 than in 2004. In 2005 (Jan-Oct), the average wage increase in the public sector was 2.7% while the average private sector increase was 2.5%. In 2004 the average wage increase in the public sector was 3.1% compared to 2.6% in the private sector.

<sup>1</sup> Ministry of Finance, Ontario Survey of Economic Forecasts (January 2006)

<sup>2</sup> Source: Statistics Canada

**Figure 2: Selected Economic Indicators, 2000 — 2007**



Source: Statistics Canada and Ontario Ministry of Finance

The Conference Board of Canada reports that key bargaining issues for both management and labour in 2006 will be wages, health benefits, pensions and employment security. As for projected wage increases, an average rise of 2.7% is expected for public sector employees, compared to 2.4% for private sector employees<sup>3</sup>.

### Activity by Month

Collective agreements expiring in March, December, July and September covers the largest number of employees, representing 63% of the total for 2006 (Figure 3). The expiries in March cover the largest number of employees, who are mainly in hospitals, the provincial government, and Ontario Power Generation. For employees covered by agreements expiring in December, 30% are from the municipal sector, followed by health and welfare (13%), transportation (13%), recreation services (10%). The majority of employees covered by agreements expiring in July are in retail trade. For agreements expiring in September, 56% of the employees are from health and welfare.

In terms of the number of agreements expiring in 2006, most activity will be focused in March (health and welfare), June (education and related services, health and welfare, other services), September (health and welfare) and December (health and welfare and local government).

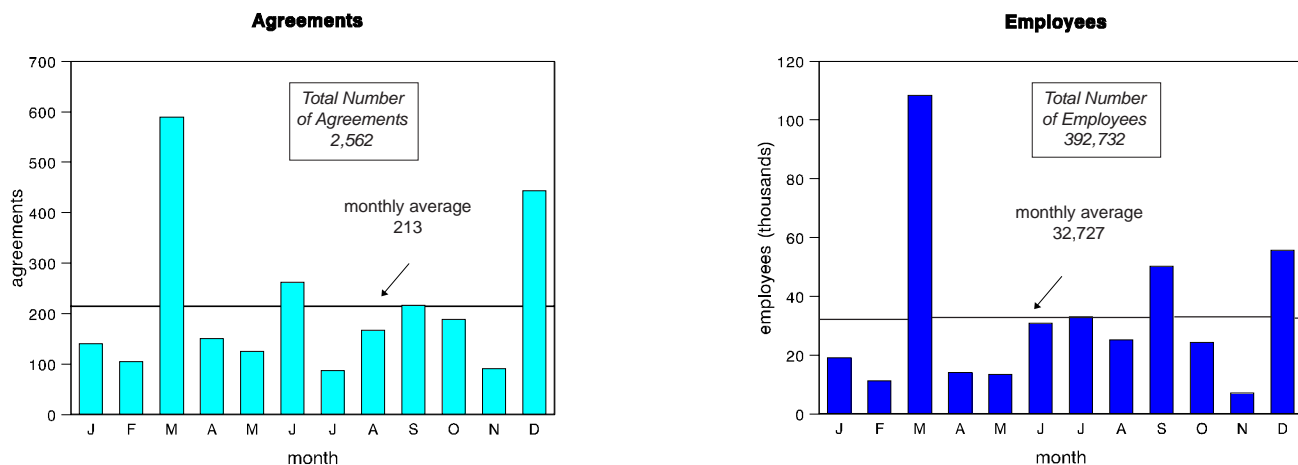
### Activity by Industry

The main concentration of bargaining activity in 2006 will be in the non-manufacturing sector as a result of the large number of agreements expiring in health and welfare, education and related services, other services and retail trade. The non-manufacturing sector accounts for 1,971 agreements and represents 77% of all agreements expiring in 2006. As for the number of employees, non-manufacturing agreements cover 323,864 employees or 82% of all employees covered by agreements. Of the non-manufacturing agreements expiring in 2006, the broader public sector (BPS) accounts for 58% of agreements and covers 63% of all non-manufacturing employees.

Of all the agreements expiring in 2006, the manufacturing sector accounts for 23%, covering 18% of all employees. Collective bargaining will be concentrated in fabricated metals, food and beverage, printing and publishing, and transportation equipment. When combined, these sectors account for 51% of all manufacturing agreements and 56% of the manufacturing employees. The largest number of employees covered by manufacturing agreements expiring in 2006 will be in transportation equipment (20%), food and beverage (15%), fabricated metals (13%) and rubber plastics (8%).

<sup>3</sup> Conference Board of Canada, Compensation Planning Outlook 2006

**Figure 3: Monthly Bargaining Activity, 2006**



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Private sector agreements accounts for 53% of all agreements scheduled to expire in 2006, compared to 61% in 2005. Major private sector bargaining will include:

- *Retail Trade:* Loblaws Supermarkets, Zehrmart, and Great Atlantic & Pacific Co.
- *Mining and Primary Metals:* Inco and Stelco
- *Transportation and Transportation Equipment:* CN and CP Railways, Bombardier de Havilland
- *Electrical, Gas, Water:* Bruce Power, Enbridge Gas Distribution
- *Food, Beverage:* Maple Lodge Farms, Olymel Galco Food Products, Kellogg Canada
- *Printing, Publishing:* Bingo Press and Specialty
- *Accommodation, Food:* Cara Operations, Canadian Niagara Hotels, Delta Chelsea, Westin Harbour Castle, Sheraton Centre Toronto

Major public sector negotiations in 2006 will take place in the following sectors:

- *Health and Welfare:* various hospital agreements with nurses and support services, various nursing homes, Extencicare, Community Living
- *Provincial Government:* Ontario government and AMAPCEO, Alcohol and Gaming Commission of Ontario
- *Municipal Government:* City of Toronto firefighters, Peel Regional Police, City of Hamilton
- *Management Services:* Atomic Energy of Canada, Brinks Canada
- *Recreational Services:* Canadian Film and TV Production Association

### Activity by Union

A total of 83 unions will be bargaining on behalf of all employees whose agreements expire in 2006. Ten unions will represent 77% of the total employees whose agreements expire in 2006 (Table 1). The Canadian Union of Public Employees will be negotiating the largest number of agreements in 2006, at 15% of the total. CUPE will also be representing the largest number of employees at 18% of the total. ■

**Table 1: Unions with Year 2006 Collective Agreement Expiries Covering the Largest Number of Employees**

Union	Agreements	% of Total Expiring Agreements	Employees	% of All Employees with Expiring Agreements
Canadian Union of Public Employees (CUPE)	381	14.9	72,110	18.4
Ontario Nurses' Association (ONA)	249	9.7	53,945	13.7
United Food and Commercial Workers (UFCW)	188	7.3	51,615	13.1
Canadian Auto Workers (CAW - Canada)	254	9.9	33,998	8.7
United Steelworkers of America (USWA)	224	8.7	31,898	8.1
Service Employees International Union Canada (SEIU)	145	5.7	17,602	4.5
Ontario Public Service Employees Union (OPSEU)	152	5.9	15,386	3.9
Communications, Energy and Paperworkers Union of Canada (CEP)	133	5.2	10,004	2.5
International Brotherhood of Teamsters	114	4.4	9,016	2.3
Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO)	1	0.04	7,000	1.8
<b>Total</b>	<b>1,841</b>	<b>71.8</b>	<b>302,574</b>	<b>77.0</b>

Source: Collective Bargaining Information Services, Ontario Ministry of Labour



**Table 2: Ontario Collective Bargaining Agreements Expiring in 2006, Number of Agreements by Month and Industry**

<b>INDUSTRY</b>	<b>JAN</b>	<b>FEB</b>	<b>MAR</b>	<b>APR</b>	<b>MAY</b>	<b>JUN</b>	<b>JUL</b>	<b>AUG</b>	<b>SEP</b>	<b>OCT</b>	<b>NOV</b>	<b>DEC</b>	<b>TOTAL</b>
<b>TOTAL MANUFACTURING</b>	<b>45</b>	<b>55</b>	<b>66</b>	<b>52</b>	<b>43</b>	<b>57</b>	<b>31</b>	<b>39</b>	<b>46</b>	<b>37</b>	<b>40</b>	<b>80</b>	<b>591</b>
Food, Beverage	7	10	11	5	5	6	4	4	5	5	3	13	78
Rubber, Plastics	2	2	2	2	1	4	6	1	9	3	1	2	35
Leather	0	1	0	0	0	0	0	0	0	0	0	0	1
Textile	2	1	1	2	2	2	0	0	1	1	1	2	15
Knitting Mills	1	0	0	0	0	0	0	0	0	0	1	1	3
Clothing	0	0	0	0	1	1	0	0	1	0	3	1	7
Wood	1	2	2	2	2	2	0	12	2	1	3	3	32
Furniture, Fixtures	1	1	3	2	1	1	0	1	1	1	0	1	13
Paper	1	1	1	5	0	1	0	2	1	5	3	5	25
Printing, Publishing	7	3	4	8	3	10	7	1	0	2	0	26	71
Primary Metals	1	1	9	3	6	0	2	0	1	0	2	0	25
Fabricated Metals	12	9	10	6	5	14	4	6	8	8	7	9	98
Machinery	3	1	4	3	3	0	0	2	3	2	0	2	23
Transportation Equipment	3	6	8	4	6	7	3	4	5	1	3	2	52
Electrical Products	1	10	2	2	1	2	2	2	2	0	5	3	32
Non-metallic Minerals	1	2	5	5	1	2	1	0	3	3	6	4	33
Petroleum, Coal	0	0	0	0	1	1	0	0	0	0	0	0	2
Chemicals	2	4	3	3	5	4	2	3	3	4	2	3	38
Other Manufacturing	0	1	1	0	0	0	0	1	1	1	0	3	8
<b>TOTAL NON-MANUFACTURING</b>	<b>95</b>	<b>50</b>	<b>523</b>	<b>98</b>	<b>82</b>	<b>205</b>	<b>56</b>	<b>128</b>	<b>170</b>	<b>152</b>	<b>51</b>	<b>361</b>	<b>1,971</b>
Forestry	0	0	0	0	0	0	0	5	1	0	0	0	6
Mining, Quarrying	0	1	4	0	1	1	1	1	1	2	3	2	17
Transportation	6	1	6	7	16	6	2	5	6	4	1	29	89
Storage	1	1	2	2	1	1	2	0	0	1	0	3	14
Communications	0	0	0	1	0	0	0	2	2	2	2	6	15
Electric, Gas, Water	4	4	20	6	9	7	3	2	2	0	2	20	79
Wholesale Trade	8	5	5	5	5	7	7	4	7	3	6	10	72
Retail Trade	23	5	3	4	7	8	9	13	14	9	7	9	111
Finance, Insurance Carriers	0	1	1	0	2	2	0	1	0	1	0	6	14
Real Estate, Insurance Agencies	1	2	5	2	0	3	1	2	1	2	3	8	30
Education, Related Services	1	3	9	18	0	26	1	67	2	0	0	17	144
Health, Welfare Services	10	5	397	15	18	99	15	7	114	93	7	92	872
Religious Organizations	1	0	0	0	0	0	0	0	0	0	0	1	2
Recreational Services	0	0	4	2	3	5	0	3	1	1	1	10	30
Management Services	1	1	13	3	1	6	2	1	1	1	5	8	43
Personal Services	2	2	2	2	0	1	0	0	1	2	2	5	19
Accommodation, Food Services	26	5	6	8	8	4	4	7	7	12	8	3	98
Other Services	8	6	27	9	4	23	9	5	7	10	2	20	130
Federal Government	0	3	2	1	0	1	0	1	1	0	1	1	11
Provincial Government	0	0	1	0	0	0	0	0	0	2	0	1	4
Local Government	3	2	10	5	5	3	0	0	0	1	0	88	117
Other Government	0	0	0	0	0	0	0	0	0	0	0	1	1
Construction	0	3	6	8	2	2	0	2	2	6	1	21	53
<b>ALL INDUSTRIES</b>	<b>140</b>	<b>105</b>	<b>589</b>	<b>150</b>	<b>125</b>	<b>262</b>	<b>87</b>	<b>167</b>	<b>216</b>	<b>189</b>	<b>91</b>	<b>441</b>	<b>2,562</b>

**Table 3: Ontario Collective Bargaining Agreements Expiring in 2006, Number of Employees Covered by Month and Industry**

<b>INDUSTRY</b>	<b>JAN</b>	<b>FEB</b>	<b>MAR</b>	<b>APR</b>	<b>MAY</b>	<b>JUN</b>	<b>JUL</b>	<b>AUG</b>	<b>SEP</b>	<b>OCT</b>	<b>NOV</b>	<b>DEC</b>	<b>TOTAL</b>
<b>TOTAL MANUFACTURING</b>	<b>5,881</b>	<b>6,452</b>	<b>9,303</b>	<b>6,211</b>	<b>4,993</b>	<b>6,861</b>	<b>6,831</b>	<b>3,649</b>	<b>5,719</b>	<b>3,348</b>	<b>4,003</b>	<b>5,617</b>	<b>68,868</b>
Food, Beverage	830	1,372	1,406	1,113	1,223	667	207	296	289	1,536	210	950	10,099
Rubber, Plastics	205	287	315	81	24	811	1,552	74	1,106	328	150	847	5,780
Leather	0	480	0	0	0	0	0	0	0	0	0	0	480
Textile	102	77	275	208	439	190	0	0	140	11	47	136	1,625
Knitting Mills	100	0	0	0	0	0	0	0	0	0	50	175	325
Clothing	0	0	0	0	46	56	0	0	7	0	313	383	805
Wood	338	170	251	218	138	220	0	1,802	945	27	326	86	4,521
Furniture, Fixtures	19	140	415	60	100	53	0	6	139	24	0	17	973
Paper	78	30	8	435	0	160	0	272	100	673	258	371	2,385
Printing, Publishing	107	226	685	133	14	337	107	12	0	39	0	1,421	3,081
Primary Metals	280	88	1,706	436	912	0	4,013	0	100	0	297	0	7,832
Fabricated Metals	2,393	923	504	507	261	1,214	312	258	754	370	779	347	8,622
Machinery	146	16	652	249	103	0	0	113	500	35	0	78	1,892
Transportation Equipment	810	1,082	2,663	2,368	1,368	2,834	413	680	512	35	810	191	13,766
Electrical Products	279	964	78	133	16	40	124	34	330	0	463	296	2,757
Non-metallic Minerals	60	105	218	149	26	84	45	0	150	113	209	71	1,230
Petroleum, Coal	0	0	0	0	11	50	0	0	0	0	0	0	61
Chemicals	134	192	79	121	312	145	58	96	640	102	91	178	2,148
Other Manufacturing	0	300	48	0	0	0	0	6	7	55	0	70	486
<b>TOTAL NON-MANUFACTURING</b>	<b>13,185</b>	<b>4,784</b>	<b>99,074</b>	<b>7,962</b>	<b>8,460</b>	<b>24,083</b>	<b>26,310</b>	<b>21,480</b>	<b>44,425</b>	<b>20,919</b>	<b>3,142</b>	<b>50,040</b>	<b>323,864</b>
Forestry	0	0	0	0	0	0	0	185	22	0	0	0	207
Mining, Quarrying	0	17	481	0	3,400	60	9	60	185	19	26	101	4,358
Transportation	1,095	98	675	448	785	1,185	651	375	361	377	15	7,212	13,277
Storage	280	8	26	131	11	85	115	0	0	8	0	33	697
Communications	0	0	0	3	0	0	0	47	220	760	1,060	1,131	3,221
Electric, Gas, Water	1,450	163	8,867	103	349	116	30	40	28	0	25	4,395	15,566
Wholesale Trade	174	532	501	239	59	424	223	111	323	53	75	526	3,240
Retail Trade	2,361	995	59	1,227	805	622	24,150	607	11,627	1,623	329	267	44,672
Finance, Insurance Carriers	0	20	15	0	203	755	0	51	0	6	0	226	1,276
Real Estate, Insurance Agencies	2	25	108	10	0	16	8	43	9	12	8	54	295
Education, Related Services	65	1,060	1,256	3,138	0	7,645	42	18,196	945	0	0	1,425	33,772
Health, Welfare Services	612	185	75,664	390	904	2,326	565	268	28,234	15,936	376	7,276	132,736
Religious Organizations	8	0	0	0	0	0	0	0	0	0	0	5	13
Recreational Services	0	0	192	63	83	3,052	0	104	4	64	70	5,925	9,557
Management Services	165	25	1,532	488	190	1,580	57	750	300	239	690	945	6,961
Personal Services	20	54	168	38	0	22	0	0	168	62	24	676	1,232
Accommodation, Food Services	6,333	553	621	495	1,093	347	158	384	494	305	301	78	11,162
Other Services	138	85	850	65	440	916	302	151	243	218	76	556	4,040
Federal Government	0	916	238	270	0	4,800	0	90	1,227	0	17	1,230	8,788
Provincial Government	0	0	7,000	0	0	0	0	0	0	869	0	213	8,082
Local Government	482	36	683	95	104	52	0	0	0	80	0	16,630	18,162
Other Government	0	0	0	0	0	0	0	0	0	0	0	5	5
Construction	0	12	138	759	34	80	0	18	35	288	50	1,131	2,545
<b>ALL INDUSTRIES</b>	<b>19,066</b>	<b>11,236</b>	<b>108,377</b>	<b>14,173</b>	<b>13,453</b>	<b>30,944</b>	<b>33,141</b>	<b>25,129</b>	<b>50,144</b>	<b>24,267</b>	<b>7,145</b>	<b>55,657</b>	<b>392,732</b>