

Collective Bargaining Highlights

June 2006

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

AGREEMENTS SETTLED IN JUNE

- ▶ In June, 37 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 33,758 employees, 65% of whom were in the public sector (22,102) with the majority in education and related services (15,902).
- ▶ The overall average annual increase in base wage rates in June was 2.8%, down from 2.9% reported in the previous month. In the public sector, 22 agreements were settled for an average annual wage increase of 3.2%, up from 3.1% in May. In the private sector, 15 agreements were settled with an average annual wage increase of 2%, a decrease from 2.7% in the previous month.
- ▶ Major settlements in June included a four-year agreement between Hamilton Steel and the United Steelworkers, covering 2,400 employees for an average annual wage increase of 1.8% including COLA. Bombardier and the CAW reached two 36-month agreements. Both agreements, covering 2,350 production and 400 office employees, include average annual wage increases of 3% each, including COLA. Maple Leaf Sports & Entertainment and the Teamsters settled an agreement covering 1,125 employees. The five-year agreement includes an average annual wage increase of 2.9%. An arbitration award for the College Compensation and Appointments Council and OPSEU, covering

8,748 academic staff, included an average annual wage increase of 3.4%. McMaster University and the CAW reached a settlement covering 2,075 non-academic employees. The three-year agreement includes an average annual wage increase of 3.7%.

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WAGE SETTLEMENTS — BY INDUSTRY

	JUNE			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date</u> <u>2006</u> %	<u>2005</u> %	<u>2004</u> %
All Settlements	37	33,758	2.8	2.8	2.7	2.8
Public Sector	22	22,102	3.2	3.0	2.7	3.1
Private Sector	15	11,656	2.0	2.2	2.4	2.6
Industries						
Primary	1	350	3.7	3.1	2.5	2.1
Manufacturing	8	7,639	2.1	2.3	2.4	2.6
Construction	-	-	-	3.9	3.5	3.1
Trade and Finance	2	1,693	0.5	1.2	2.3	1.9
Transportation, Communications & Utilities	-	-	-	2.9	2.9	1.4
Public Administration	6	4,320	3.6	3.1	2.6	2.8
Education & Related Services	10	15,902	3.2	3.1	2.7	3.6
Health & Social Services	6	1,880	2.7	2.8	2.9	2.8
Other Services	4	1,974	2.4	2.0	2.1	2.8

JUNE SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Sifto Canada Corp (Goderich Mine)	Communications Energy Paperwrks	3.7 ²	3.7	350	36	2009-03-31
Manufacturing						
Alcoa Wheel Products	Cdn Auto Workers	0.5	0.0	380	36	2009-08-31
Arvinmeritor Canada (Tilbury Brake Assembly Plant)	Cdn Auto Workers	0.0	0.0	340	36	2009-06-03
Bombardier (de Havilland/office, tech)	Cdn Auto Workers	3.0 *	1.5	400	36	2009-06-22
Bombardier (de Havilland/production)	Cdn Auto Workers	3.0 *	1.5	2,350	36	2009-06-22
Hamilton Steel	United Steelworkers	1.8 ^{*2}	0.1	2,400	48	2010-07-31
Olymel (Galco Food Products)	Food & Commercial Workers	2.4 ²	2.5	650	36	2009-05-31
Tembec - Spruce Falls Operations	Multi-union	0.0 ^{1,2}	0.0	649	36	2008-09-30
Tenaris Algoma Tubes	United Steelworkers	3.7	4.0	470	36	2009-05-31
Trade and Finance						
National Grocers (Fresh Distribution Facility)	Food & Commercial Workers	0.0	0.0	1,100	51	2010-07-31
National Grocers Independent Franchisees (YIG)	Food & Commercial Workers	1.5 ²	1.6	593	60	2011-01-31
Public Administration						
Greater Sudbury Police Services Board (uniform)	Police Association	3.2 ²	3.0	249	36	2008-12-31
Ontario Government (prof engineers, land surveyors)	Govt Prof Engineers (PEGO)	2.4	2.0	500	48	2009-06-30
Ottawa Police Services Board (civilian)	Police Association	3.4	3.6	470	24	2006-12-31
Ottawa Police Services Board (uniform)	Police Association	3.4	3.6	1,161	24	2006-12-31
Treasury Board of Canada (correctional services)	Cdn Correctional Officers	4.7 ²	2.5	1,480	96	2010-05-31
Treasury Board of Canada (translation)	Cdn Assn Prof Empl (CAPE)	2.5	2.4	460	24	2007-04-18
Education & Related Services						
Brock University (office, clerical, library support)	Ont Secondary School Teachers	3.3	3.5	215	35	2008-04-30
College Compensation and Appointments Council (academic staff)	Ont Public Service Empls	3.4	3.0	8,748	48	2009-08-31
Hamilton Public Library Board (office, service)	Cdn Public Empls	2.2	2.0	276	48	2009-03-31
McMaster University (non-academic)	Cdn Auto Workers	3.7 ²	3.7	2,075	36	2009-06-15

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* Including COLA clauses and/or COLA estimates

¹ Wage re-opener in the final year of the agreement

² Wage restructuring

JUNE SETTLEMENTS (CONTINUED)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Education & Related Services (continued)						
Niagara Catholic DSB (maintenance, office, teaching assistants, continuing educ)	Cdn Public Empls	2.6	2.5	800	48	2009-08-31
Queen's University (sessional adjuncts)	Queen's University Faculty Assn	3.0 ²	3.0	410	24	2008-04-30
Rainbow DSB (custodian, maintenance, construction)	Cdn Public Empls	2.5	2.5	203	36	2009-08-31
Thames Valley DSB (educational & instructional assistants)	Cdn Public Empls	2.0	2.0	1,117	36	2008-08-31
Toronto Catholic DSB (educ support)	Cdn Public Empls	2.7 ³	2.0	1,294	36	2008-08-31
Toronto Catholic DSB (office, clerical, technical)	Cdn Public Empls	2.7 ³	2.0	764	36	2008-08-31
Health & Social Services						
Bridgepoint Health (service, office)	Cdn Public Empls	2.8 ²	3.0	400	36	2007-09-28
Humber River Regional Hospital (paramedical, professional)	Ont Public Service Empls	3.0	3.0	240	24	2006-03-31
Humber River Regional Hospital (technical, professional)	Ont Public Service Empls	3.0	3.0	245	24	2006-03-31
St Joseph's Health Care (Regional Mental Health Care/nurses)	Ont Public Service Empls	3.0	3.0	370	24	2006-03-31
St Mary's General Hospital (service, office, tech, RPNs)	Cdn Auto Workers	2.0	2.0	425	36	2009-03-31
St Joseph's at Fleming (Marycrest/service, RPNs)	Cdn Public Empls	2.7	2.5	200	36	2009-03-31
Other Services						
Complex Services (Casino Niagara, Fallsview/security)	Ont Public Service Empls	1.7	2.1	370	36	2009-03-31
Maple Leaf Sports & Entertainment (events, catering, etc.)	Teamsters	2.9	2.5	1,125	60	2010-06-30
Progistix-Solutions	Communications Energy Paperwkr	1.8	2.4	230	48	2009-12-31
Richtree Market Restaurants (BCE Place)	Service Employees Intl	1.3 ²	1.9	249	36	2009-01-05

² Wage restructuring

³ Conditional wage adjustments

Hamilton Steel (formerly Stelco Inc.) and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 1005 (2,400 employees)

a four-year renewal agreement effective August 1, 2006, expiring July 31, 2010

- wage increases ranging from \$.64 to \$2.30 over four years and a COLA fold-in of \$.65, in addition to productivity bonus and profit sharing plans; wage restructuring reducing 28 job classes to eight pay levels with selected positions grandfathered
- improvements to life insurance provisions for active and retired employees, and health care benefits for eligible employees
- increases in weekly indemnity payments

Maple Leaf Sports & Entertainment Ltd. and International Brotherhood of Teamsters, Local 847 (1,125 employees)

a five-year renewal agreement effective July 1, 2005, expiring June 30, 2010

- general wage increases of 2.5% in the first year, and 3% in each of the following years
- modifications to seniority, assignment of work, and gratuities' provisions
- increased time allocated for breaks

College Compensation and Appointments Council and Ontario Public Service Employees Union (8,748 academic staff)

a four-year arbitration award issued after a work stoppage, effective September 1, 2005, expiring August 31, 2009

- general wage increases of 3% in both the first and second years, 3.5% in the third year and 4% in the fourth year; addition of Step 21 effective April 1, 2007
- establishment of a Workload Task Force
- previously agreed to improvements to health care coverage and life insurance benefits

McMaster University and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 555 (2,075 non-academic employees)

a three-year renewal agreement effective June 16, 2006, expiring June 15, 2009

- wage increases include 3.75% in each of the first and second years, 2.5% on June 16, 2008, and 1% on December 16, 2008; lump sum payments for eligible employees
- modifications to the pension plan
- improved health care benefits

Bombardier Inc. (de Havilland Aerospace Division) and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Locals 112 and 673 (2,350 production and 400 office employees)

two, three-year renewal agreements effective June 23, 2006, expiring June 22, 2009

- wage increases ranging from \$.39 to \$.63 over three years and a COLA fold-in of \$1.13; special adjustments for skilled trades
- increases to health care benefits, life insurance coverage, and bereavement leave for eligible employees
- improvements to pension and early retirement plans, including implementation of a new Special Retirement Incentive Package for eligible employees

* Based on available information

During the second quarter of 2006, 116 collective agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 75,351 employees, 65% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in education and related services (27,788), followed by health and welfare services (11,820), transportation equipment (8,097) and mining, quarrying (3,725) (Table 3).

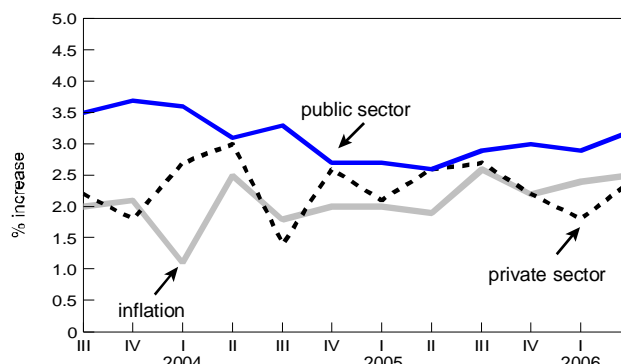
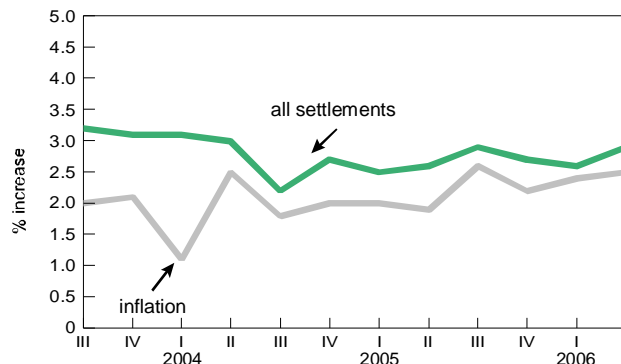
Wage Adjustments

Second quarter settlements provided an overall average annual wage increase of 2.9%, an increase from 2.6% in the previous quarter. In the private sector, the average annual wage increase rose to 2.4% from 1.8%, compared to public sector wage increases that increased to 3.2% from 2.9% in the first quarter. During the second quarter, the average annual wage increases were affected by settlements in education (3.3%), health and welfare services (2.8%), and transportation equipment (2.4%) (Tables 1-3).

In the second quarter of 2006, approximately 52% of all employees received wage increases between 3% and 3.9%, compared to 28% who received increases ranging from 2% to 2.9%. Slightly over 60% of public sector employees and 34% of private sector employees were covered by agreements with average annual wage increases ranging from 3% to 3.9%. Approximately 30% of private sector employees, and 28% of public sector employees received average annual wage increases ranging from 2% to 2.9%.

Of all employees, 46% were covered by three-year agreements. Approximately 32% of public sector employees and 70% of private sector employees were covered by three-year agreements, while 46% of public sector employees and 17% of private sector employees were covered by four-year agreements. Three-year agreements continue to be the most common in the manufacturing sector, covering 78% of employees, compared to 36% of non-manufacturing employees (Table 4).

Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates



CONSUMER PRICE INDEX (1992 = 100)

(Percentage change from year earlier)

	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006 year-to-date</u>	<u>APR 2006</u>	<u>MAY 2006</u>	<u>JUN 2006</u>
Canada	2.8	1.9	2.2	2.5	2.4	2.8	2.5
Ontario	2.7	1.9	2.2	2.5	2.3	2.8	2.4
Toronto	3.0	1.7	1.8	2.3	2.3	2.3	2.2
Ottawa-Gatineau (Ont. part)	2.5	1.9	2.3	2.4	2.4	2.8	2.5
Thunder Bay	2.3	1.3	1.7	2.2	2.1	2.6	2.1

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
Second Quarter 2005 to Second Quarter 2006**

	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>	%
Second Quarter 2005									
All agreements	229	261,197	2.6	112	137,909	2.6	117	123,288	2.6
Public sector	179	233,643	2.6	96	126,221	2.6	83	107,422	2.6
Private sector	50	27,554	2.6	16	11,688	2.7	34	15,866	2.5
Third Quarter 2005									
All agreements	149	176,125	2.9	30	41,878	2.7	119	134,247	2.9
Public sector	117	134,475	2.9	18	14,783	2.7	99	119,692	2.9
Private sector	32	41,650	2.7	12	27,095	2.7	20	14,555	2.6
Fourth Quarter 2005									
All agreements	111	93,392	2.7	37	40,269	2.7	74	53,123	2.6
Public sector	67	55,690	3.0	19	16,825	3.0	48	38,865	3.0
Private sector	44	37,702	2.2	18	23,444	2.5	26	14,258	1.6
First Quarter 2006									
All agreements	80	62,925	2.6	22	20,779	2.7	58	42,146	2.6
Public sector	53	46,785	2.9	15	18,120	2.8	38	28,665	3.0
Private sector	27	16,140	1.8	7	2,659	1.7	20	13,481	1.8
Second Quarter 2006									
All agreements	116	75,351	2.9	14	16,601	2.5	102	58,750	3.0
Public sector	70	48,626	3.2	3	3,058	3.0	67	45,568	3.2
Private sector	46	26,725	2.4	11	13,543	2.4	35	13,182	2.4

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Second Quarter 2005 to Second Quarter 2006

	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>	%
Second Quarter 2005									
All agreements	229	261,197	2.6	112	137,909	2.6	117	123,288	2.6
Manufacturing	29	11,687	2.4	14	5,290	2.5	15	6,397	2.3
Non-manufacturing	199	249,110	2.6	98	132,619	2.6	101	116,491	2.6
Construction	1	400	3.2	-	-	-	1	400	3.2
Third Quarter 2005									
All agreements	149	176,125	2.9	30	41,878	2.7	119	134,247	2.9
Manufacturing	25	31,819	2.6	12	27,095	2.7	13	4,724	2.3
Non-manufacturing	123	143,956	2.9	18	14,783	2.7	105	129,173	2.9
Construction	1	350	4.2	-	-	-	1	350	4.2
Fourth Quarter 2005									
All agreements	111	93,392	2.7	37	40,269	2.7	74	53,123	2.6
Manufacturing	28	26,714	2.5	12	21,530	2.6	16	5,184	1.9
Non-manufacturing	83	66,678	2.8	25	18,739	2.9	58	47,939	2.7
Construction	-	-	-	-	-	-	-	-	-
First Quarter 2006									
All agreements	80	62,925	2.6	22	20,779	2.7	58	42,146	2.6
Manufacturing	18	8,498	2.2	7	2,659	1.7	11	5,839	2.5
Non-manufacturing	62	54,427	2.7	15	18,120	2.8	47	36,307	2.6
Construction	-	-	-	-	-	-	-	-	-
Second Quarter 2006									
All agreements	116	75,351	2.9	14	16,601	2.5	102	58,750	3.0
Manufacturing	30	16,511	2.3	9	9,311	2.3	21	7,200	2.3
Non-manufacturing	85	58,340	3.0	5	7,290	2.7	80	51,050	3.1
Construction	1	500	3.9	-	-	-	1	500	3.9

Table 3: Average Annual Increases in Base Wage Rates by Industry, Second Quarter 2006

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
ALL INDUSTRIES TOTAL	116	75,351	2.9	14	16,601	2.5	102	58,750	3.0
Manufacturing	30	16,511	2.3	9	9,311	2.3	21	7,200	2.3
Food, Beverage	7	3,005	2.4	1	540	3.0	6	2,465	2.3
Rubber, Plastics	1	230	3.8	-	-	-	1	230	3.8
Furniture, Fixtures	1	200	2.7	-	-	-	1	200	2.7
Paper	1	649	0.0	-	-	-	1	649	0.0
Primary Metals	3	3,070	2.1	1	2,400	1.8	2	670	3.2
Fabricated Metals	3	689	2.5	1	230	2.0	2	459	2.7
Machinery	1	359	3.1	-	-	-	1	359	3.1
Transportation Equipment	12	8,097	2.4	6	6,141	2.4	6	1,956	2.3
Other Manufacturing	1	212	2.7	-	-	-	1	212	2.7
Non-manufacturing	85	58,340	3.0	5	7,290	2.7	80	51,050	3.1
Mining, Quarrying	3	3,725	3.4	1	3,132	3.4	2	593	3.1
Transportation	3	979	2.4	-	-	-	3	979	2.4
Storage	1	230	1.8	-	-	-	1	230	1.8
Wholesale Trade	1	267	2.8	-	-	-	1	267	2.8
Retail Trade	3	2,256	0.7	1	1,100	0.0	2	1,156	1.3
Real Estate, Insurance Agencies	2	1,403	3.2	-	-	-	2	1,403	3.2
Education, Related Services	28	27,788	3.3	3	3,058	3.0	25	24,730	3.3
Health, Welfare Services	28	11,820	2.8	-	-	-	28	11,820	2.8
Recreational Services	2	1,495	2.6	-	-	-	2	1,495	2.6
Management Services	1	673	3.1	-	-	-	1	673	3.1
Accommodation, Food Services	2	574	2.1	-	-	-	2	574	2.1
Other Services	1	400	4.0	-	-	-	1	400	4.0
Federal Government	2	1,940	4.1	-	-	-	2	1,940	4.1
Provincial Government	3	2,100	2.9	-	-	-	3	2,100	2.9
Local Government	5	2,690	3.3	-	-	-	5	2,690	3.3
Construction	1	500	3.9	-	-	-	1	500	3.9

**Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector,
Second Quarter 2006**

	All Agreements			Public Sector			Private 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>
ALL AGREEMENTS	116	75,351	2.9	70	48,626	3.2	46	26,725	2.4
One-year agreements	1	300	1.5	1	300	1.5	-	-	-
Two-year agreements	15	7,649	3.0	13	7,160	2.9	2	489	4.4
Three-year agreements	64	34,417	2.7	31	15,700	2.9	33	18,717	2.5
Four-year agreements	28	27,269	3.1	22	22,663	3.4	6	4,606	1.6
Five-year agreements	6	3,586	2.5	1	673	3.1	5	2,913	2.3
Six-year agreements	-	-	-	-	-	-	-	-	-
Seven-year agreements	1	650	3.1	1	650	3.1	-	-	-
Eight-year agreements	1	1,480	4.7	1	1,480	4.7	-	-	-
	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>
ALL AGREEMENTS	30	16,511	2.3	85	58,340	3.0	1	500	3.9
One-year agreements	-	-	-	1	300	1.5	-	-	-
Two-year agreements	2	489	4.4	13	7,160	2.9	-	-	-
Three-year agreements	24	12,813	2.3	39	21,104	2.9	1	500	3.9
Four-year agreements	3	3,009	2.1	25	24,260	3.2	-	-	-
Five-year agreements	1	200	2.7	5	3,386	2.5	-	-	-
Six-year agreements	-	-	-	-	-	-	-	-	-
Seven-year agreements	-	-	-	1	650	3.1	-	-	-
Eight-year agreements	-	-	-	1	1,480	4.7	-	-	-

Negotiations

On average, private sector agreements were settled within 3.9 months from the start of negotiations, compared to 7.5 months in the public sector (Table 5).

Of all settlements reached during the second quarter, 25 agreements involving 19% of employees were settled directly by the parties, compared to 76 agreements, covering 63% of employees, that were reached through conciliation or mediation. Three agreements were reached in arbitration, and 12 agreements were settled following work stoppages.

In the public sector, approximately 57% of employees reached settlements through conciliation or mediation, 20% settled through direct bargaining, and 22% settled following work

stoppages. In the private sector, 73% of employees reached agreements through conciliation or mediation, 17% settled through direct bargaining, and 8% of employees reached settlements following work stoppages (Table 6).

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2006 involve the federal government, school boards, universities, municipalities, hospitals, nursing homes and homes for the aged, the Ontario Government (AMAPCEO), and Loblaws.

Major agreements scheduled to expire during the third quarter include hospitals, school boards, universities, Loblaws (No Frills, Supercentre, Ziggy Stores), Zehrmart, and Great Atlantic & Pacific.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	15,000	Various dates
Various School Boards	Various unions	Various locations	19,000	Various dates
Various Municipalities	Various unions	Various locations	19,000	Various dates
Hospitals	Various unions	Various locations	91,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	23,000	Various dates
Ontario Provincial Police (uniform & civilian)	OPP	Province-wide	7,680	2005-12-31
Ontario Government	AMAPCEO	Province-wide	7,000	2006-03-31
Loblaws Supermarkets Ltd.	UFCW	Various locations	16,000	Various dates
York University	University Professors	Toronto	1,193	2006-04-30
Professional Assn of Cdn Theatres (PACT)	Actors Equity	Province-wide	2,700	2006-06-25
University of Western Ontario	Various unions	Various locations	3,900	Various dates
Zehrmart Ltd.	UFCW	Various locations	8,800	2006-07-01
Carleton University (academic, teaching assistants, sessional lecturers)	Various unions	Ottawa	2,400	Various dates
McMaster University (teaching assistants)	CUPE	Hamilton	2,200	2006-08-31
Great Atlantic & Pacific Co. Canada Ltd.	UFCW	Province-wide	11,200	2006-09-23

As of June 30, 2006, there were 222 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Second Quarter 2006

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	116	75,351	70	48,626	46	26,725
1 – 3 months	53	30,375	23	11,007	30	19,368
4 – 6 months	24	11,840	15	7,832	9	4,008
7 – 9 months	17	10,456	12	7,771	5	2,685
10 – 12 months	10	5,616	9	5,349	1	267
13 months and over	12	17,064	11	16,667	1	397
Average Duration of Negotiations						
<i>months</i>						
TOTAL			6.1			
Public sector			7.5			
Private sector			3.9			

Table 6: Stage of Settlement by Sector, Second Quarter 2006

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	116	75,351	70	48,626	46	26,725
Direct bargaining	25	14,244	18	9,667	7	4,577
Conciliation	23	13,946	14	9,602	9	4,344
Post-conciliation bargaining	13	7,250	12	6,969	1	281
Mediation	38	24,366	19	10,987	19	13,379
Post-mediation bargaining	2	1,625	-	-	2	1,625
Arbitration	3	897	2	630	1	267
Work stoppage	12	13,023	5	10,771	7	2,252

Work Stoppages

During the first six months of 2006, 47 work stoppages under Ontario jurisdiction were reported, a slight increase from 43 for the same period in 2005. In terms of the number of employees and person-days lost, work stoppages for the first six months of 2006 involved 26,789 employees and resulted in 295,230 person-days lost, up from 8,173 employees and 202,340 person-days lost reported for the same period last year.

From January to June 2006, 22 work stoppages were reported in the manufacturing sector, an increase from 19 during the same period last year. The non-manufacturing sector reported 25 work stoppages during the first six months of 2006, also a slight increase from 23 during the same period last year (Table 7). During the first six months of 2006, 0.04% of the estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Person-days Lost, January – June 2005 and 2006

	Work Stoppages		Person-Days Lost	
	<u>Jan - Jun 2006</u>	<u>Jan - Jun 2005</u>	<u>Jan - Jun 2006</u>	<u>Jan - Jun 2005</u>
ALL INDUSTRIES	47	43	295,230	202,340
Manufacturing	22	19	68,850	41,240
Non-manufacturing	25	23	226,380	161,080
Construction	-	1	-	20
Various industries	-	-	-	-

As of June 30, 2006, 10 work stoppages, covering a total of 1,519 employees, were carried over to July 2006.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1985 to June 2006

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
1985	302	72,723	241	1,232,170	16.9	31	0.12
1986	232	62,751	270	940,620	15.0	30	0.09
1987	246	64,339	262	1,108,870	17.2	27	0.10
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* (Jan-Jun)	47	26,789	570	295,230	11.0	38	0.04

* preliminary

Information in this report is based on collective agreements covering 200 or more employees, a sample that represents 76% 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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