

Ministry of Labour, Immigration, Training and Skills Development

User guide: Navigate Collective Bargaining Ontario reports and search tools

Learn how to navigate, search and explore information in Collective Bargaining Ontario interactive reports and search tools.

Version 1.1 – September 2026

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Purpose

This guide provides practical guidance for using Collective Bargaining Ontario interactive reports and search tools. It explains how to use common features such as filters, charts, and maps to find and explore information more efficiently.

Mobile view

Interactive reports and search tools adjust to fit mobile screens, although their layout may differ from the desktop version. Report filters, charts and maps remain available. The Provision library provides the same search, filter, results and navigation functions on mobile devices.

To support accessible use on smaller screens, interactive-report tables are not displayed in the mobile view. Instead, the mobile view provides the number of matching results and a **Download data** button.

To use interactive-report table features such as column filters, column resizing, column selection and column reordering, access the report on a desktop or laptop computer.

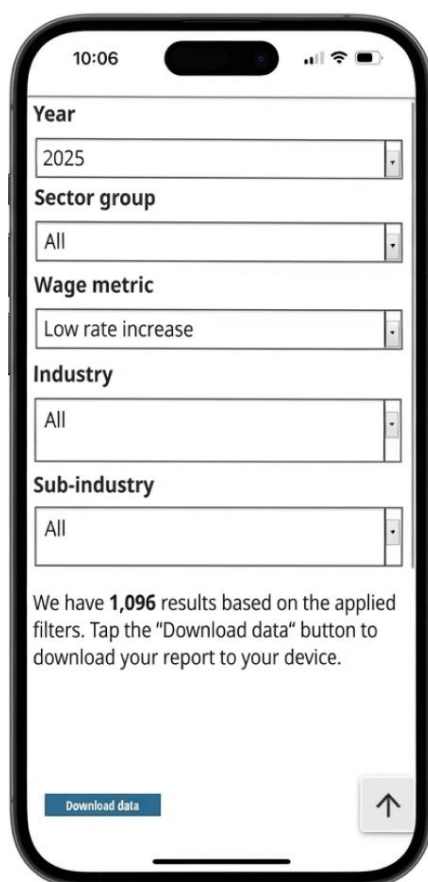


Figure 1. Mobile report view with filters and an option to download table results

Interactive reports

Reports available in English and French

Select the language toggle in the upper-right corner of the page to switch between English and French. Selecting **Français** reloads the same report in French with the same structure and content.

Ontario 

Français

Collective Bargaining Ontario 

Wage trends

This report summarizes collective bargaining activity in Ontario, highlighting wage metrics: low, high, median, and mean wage rate increases. This information is compiled from collective bargaining information reported to the Ministry of Labour, Immigration, Training and Skills Development.

Overview

Sectoral analysis

Industry analysis

Durations and outcomes

Geographic distribution

Agreements listing

Wage provision

Overview

Get an overview of wage trends for the public and private sector. 

This data was last updated on **May 3, 2026**.

Wage increase by sector

Learn about wage increase trends by sector, number of collective agreements and impacted employees.

Use these filters to customize your results.

Figure 2. English report with the Français language toggle.

Ontario 

English

Négociations collectives Ontario 

Tendances salariales

Ce rapport résume les activités de négociation collective en Ontario, en mettant en évidence les paramètres salariaux: les augmentations salariales faibles, élevées, médianes et moyennes. Ces données sont compilées à partir des renseignements sur les négociations collectives communiquées au ministère du Travail, de l'Immigration, de la Formation et du Développement des compétences.

Vue d'ensemble

Analyse sectoriel

Analyse industrie

Durées et résultats

Répartition géographique

Toutes les conventions collectives

Dispositions salariales

Vue d'ensemble

Obtenez un aperçu des tendances salariales dans les secteurs public et privé. 

Ces données ont été mises à jour le **3 mai 2026**.

Augmentations salariales par secteur

Découvrez les tendances en matière d'augmentations salariales par secteur, le nombre de conventions collectives et les salariés concernés.

Figure 3. French report with the English language toggle.

Navigate reports

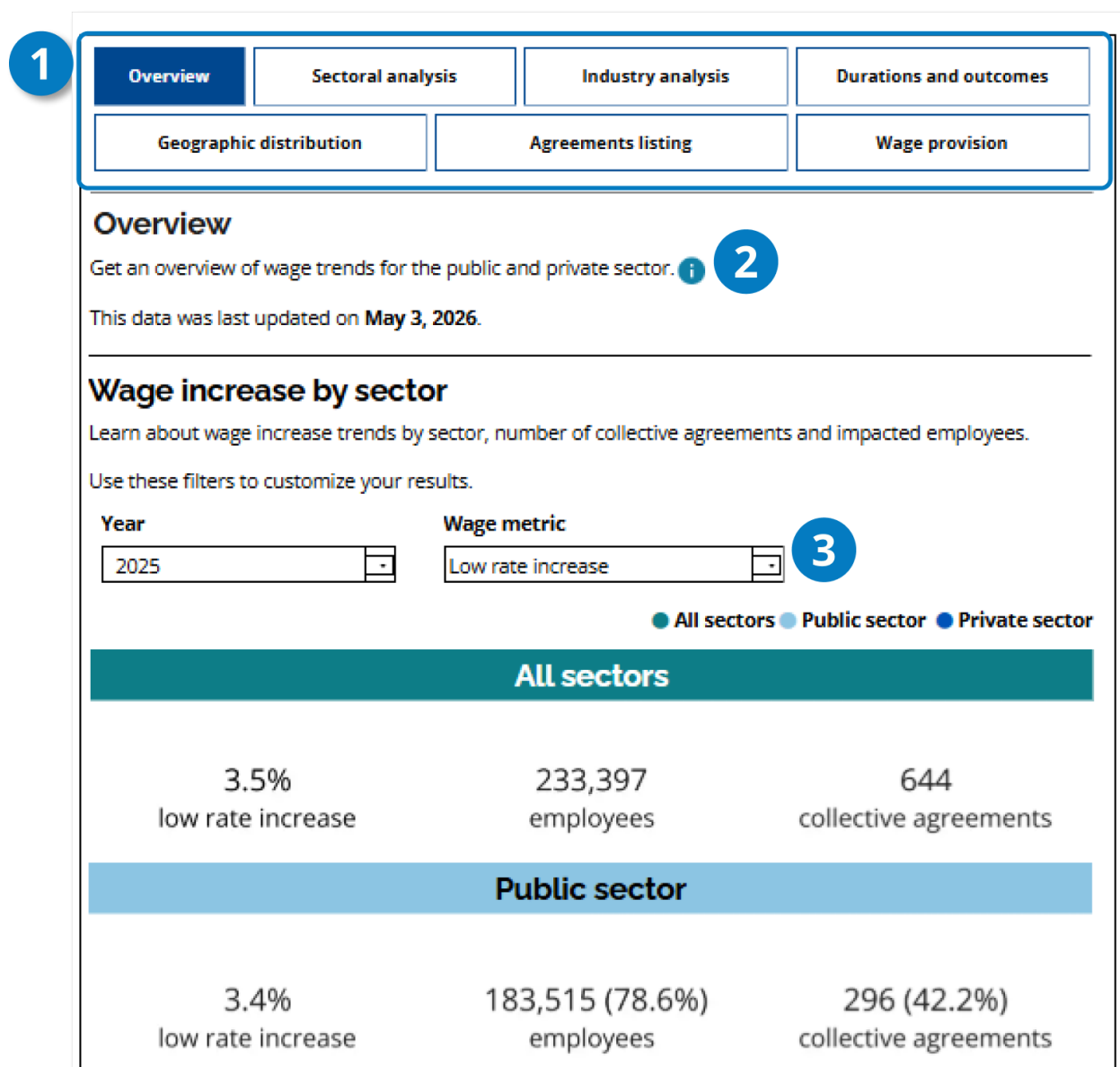


Figure 4. Navigation tabs, information icon and filters.

1. Tabs

- Use the tabs near the top of the page to switch between report views.
- Each tab presents the report data from a different perspective.
- Tabs remain visible so you can move between views without losing context.

2. Information icon

Select the information icon to display information about the report, report sections and filter definitions. Select **X** to close the information panel.

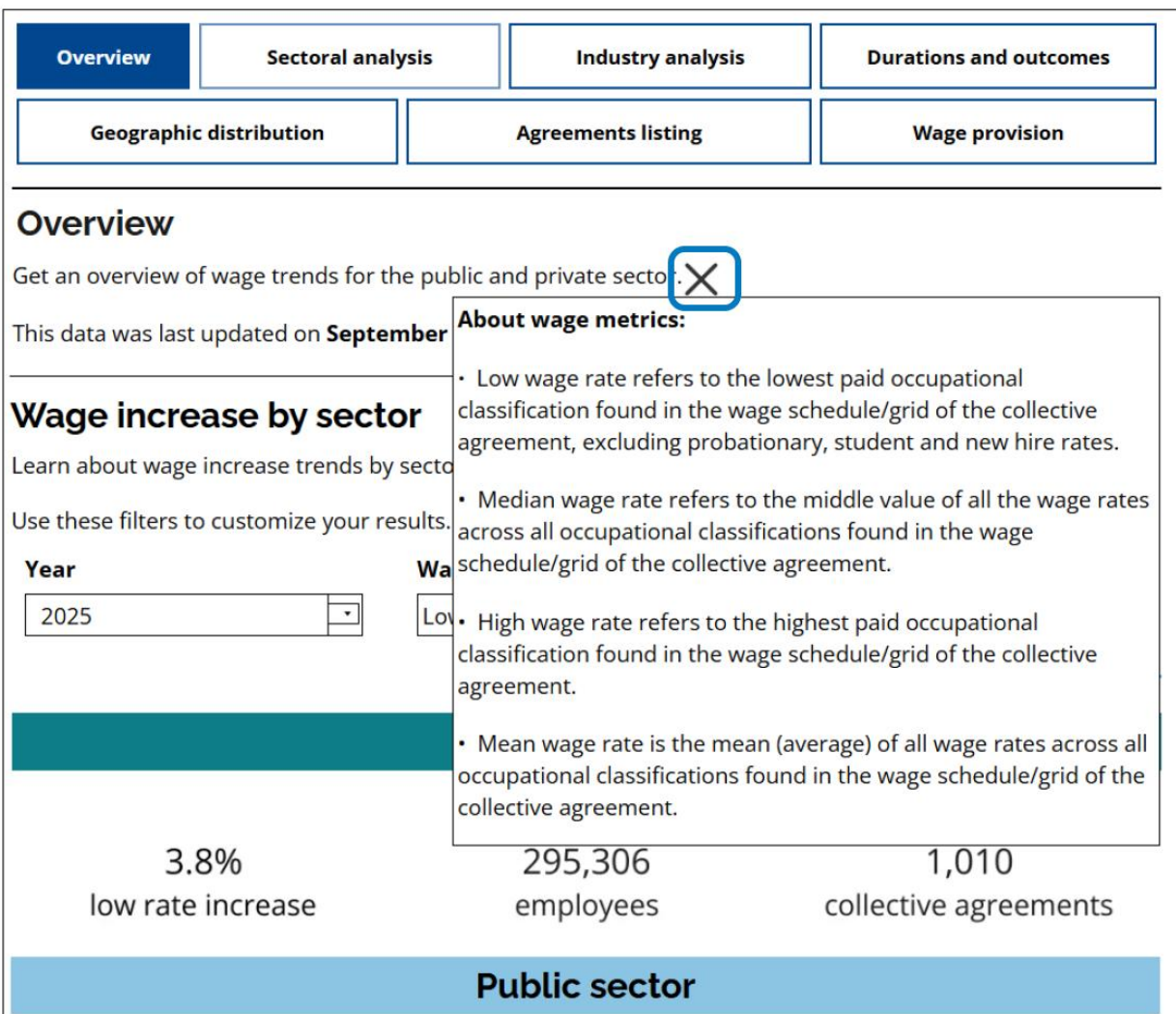


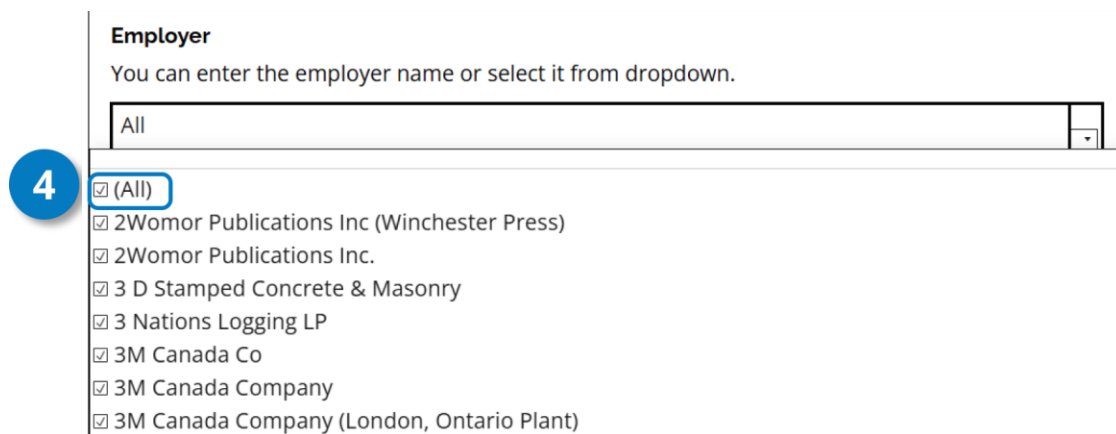
Figure 5. Information panel expanded after selecting the information icon.

3. Filters

- Summary figures and charts update automatically based on your filter selections.
- Filters apply automatically and work together.

4. Searchable dropdown

- By default, "All" is selected in searchable dropdown menus.
- To select specific options, select All to clear the default selection, then search for or select the options you need.



Employer
You can enter the employer name or select it from dropdown.

All

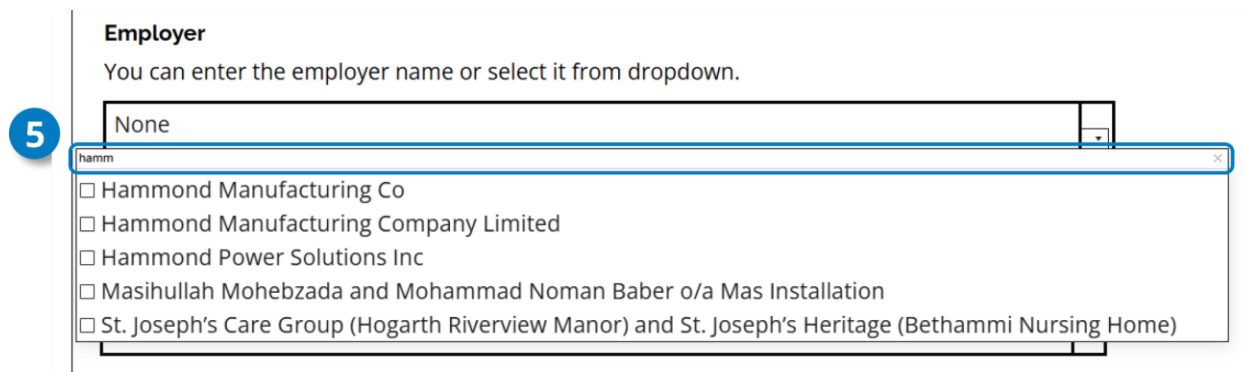
4

- ☒ (All)
- ☒ 2Womor Publications Inc (Winchester Press)
- ☒ 2Womor Publications Inc.
- ☒ 3 D Stamped Concrete & Masonry
- ☒ 3 Nations Logging LP
- ☒ 3M Canada Co
- ☒ 3M Canada Company
- ☒ 3M Canada Company (London, Ontario Plant)

Figure 6. Employer dropdown with All selected.

5. Search and select

- Enter all or part of a name in the search field.
- Select one or more options from the list.
- Select the **X** beside the search field to clear the search.



Employer
You can enter the employer name or select it from dropdown.

None

5

hamm

- ☐ Hammond Manufacturing Co
- ☐ Hammond Manufacturing Company Limited
- ☐ Hammond Power Solutions Inc
- ☐ Masihullah Mohebzada and Mohammad Noman Baber o/a Mas Installation
- ☐ St. Joseph's Care Group (Hogarth Riverview Manor) and St. Joseph's Heritage (Bethammi Nursing Home)

Figure 7. Search field in the employer dropdown.

Use the data dictionary

1. Access the data dictionary

At the bottom of each report, you'll find a link to the data dictionary, which provides definitions and report methodology.



Figure 8. Data dictionary link at the bottom of a report.

Explore report data

1. Expand report results

- Select the arrow beside an industry name to expand the detailed view.
- When an industry is expanded, its annual wage increases appear beneath the industry name.
- Select the arrow again to collapse the detailed view.

Wage increase trends by year

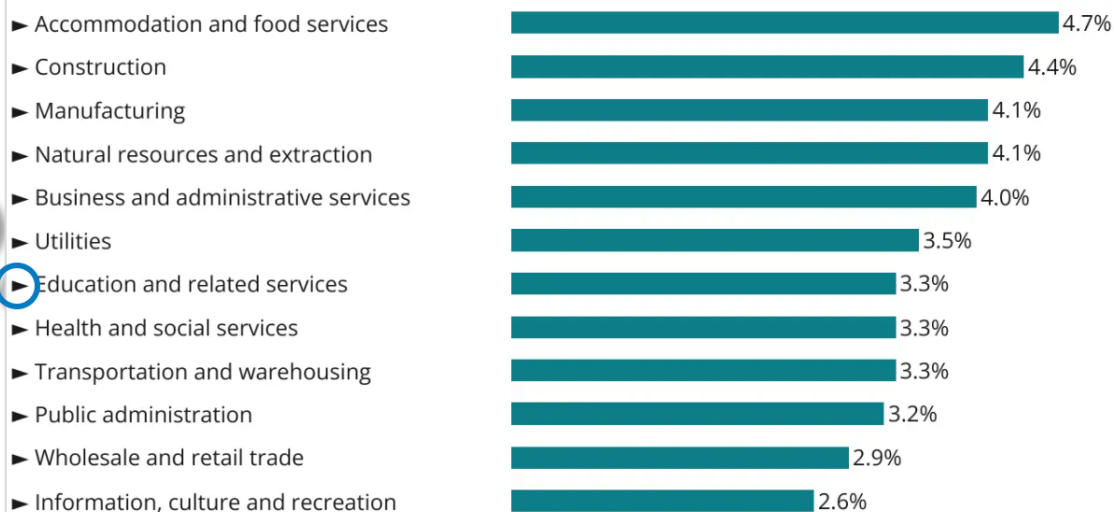
This chart shows wage increase trends for different industries between 2022 and 2026.

Wage metric

Low rate increase

Select the arrow '►' to show and hide annual wage trends for each industry.

● Industry ● Ratification years



[Download data](#)

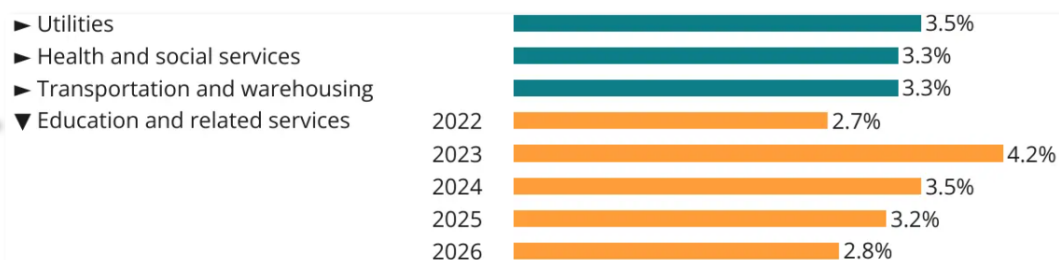


Figure 9. Industry results expanded by year.

2. Tooltip on hover

Hover over or select a data point to display additional details.

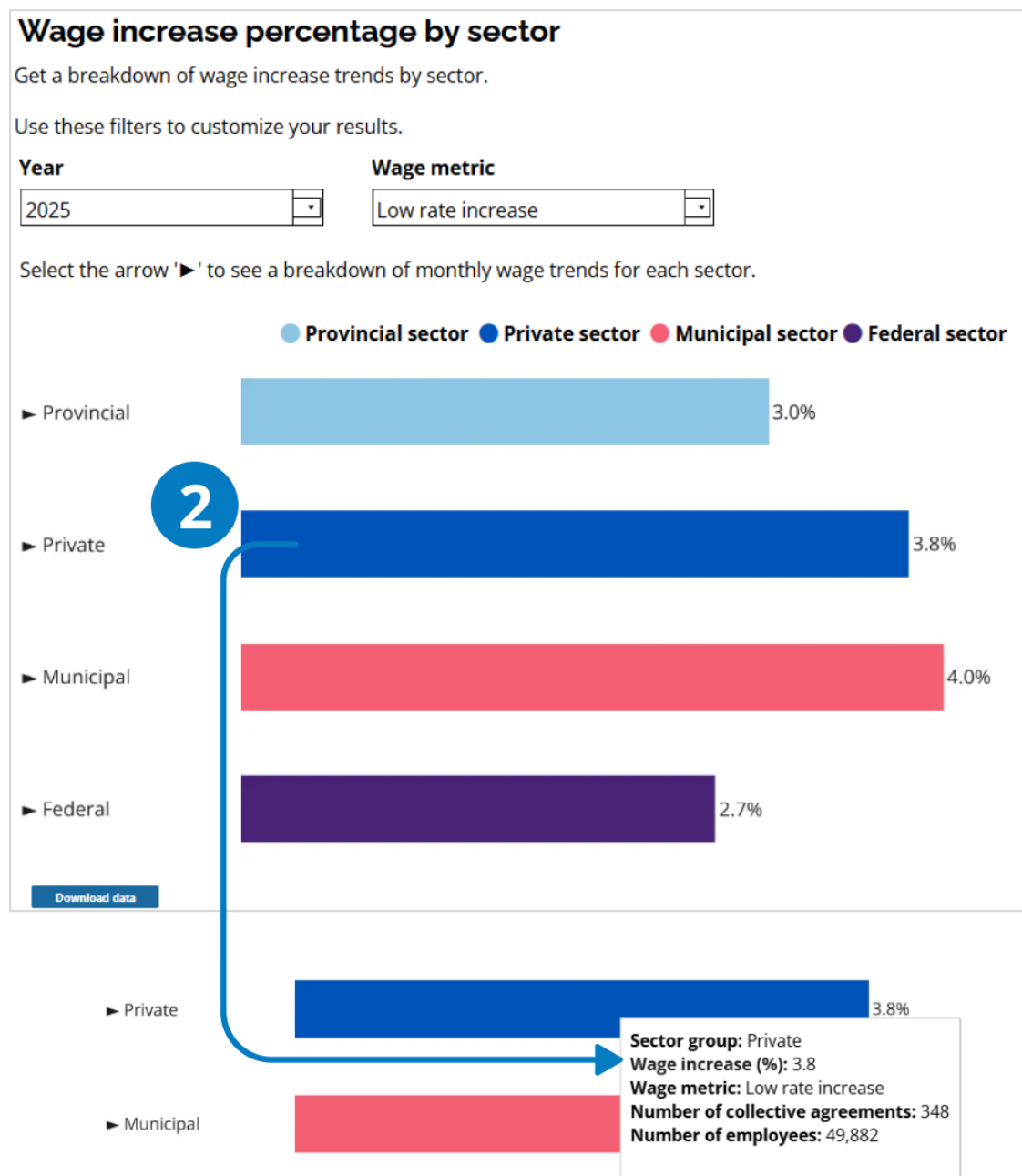


Figure 10. Expanded sector view showing a tooltip on hover.

Explore charts and report details

1. Tooltip on hover

Hover over or select a circle, bar or line point to display additional details.

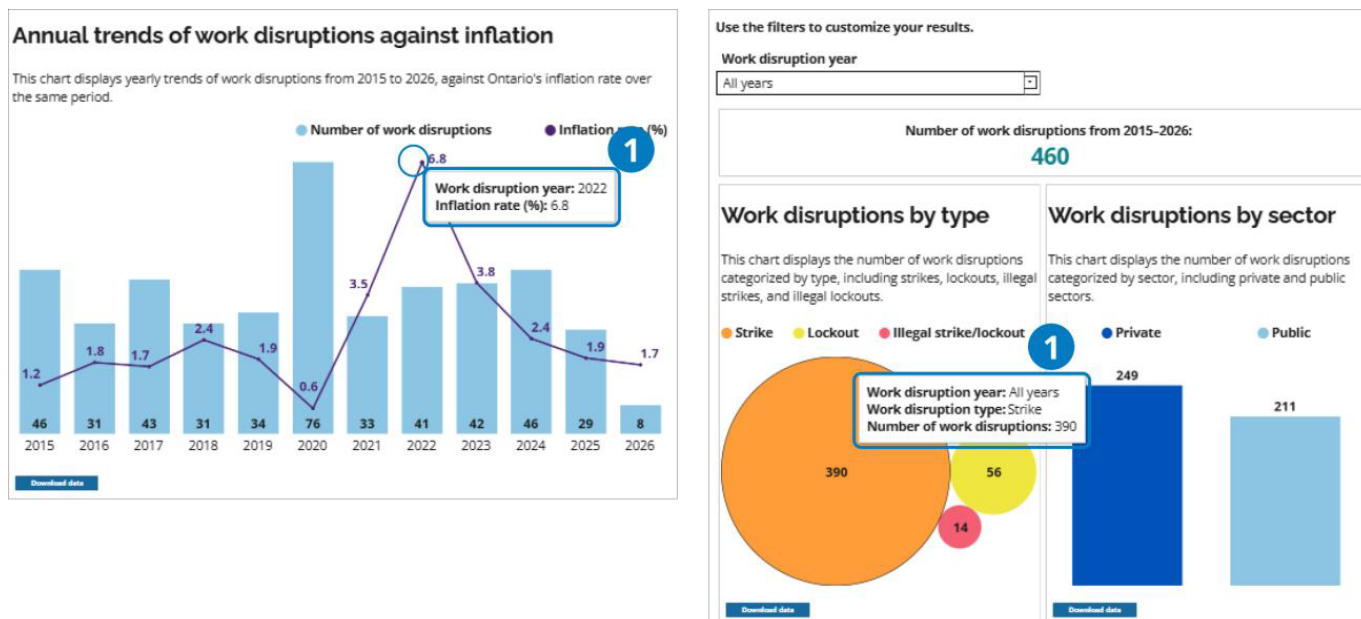
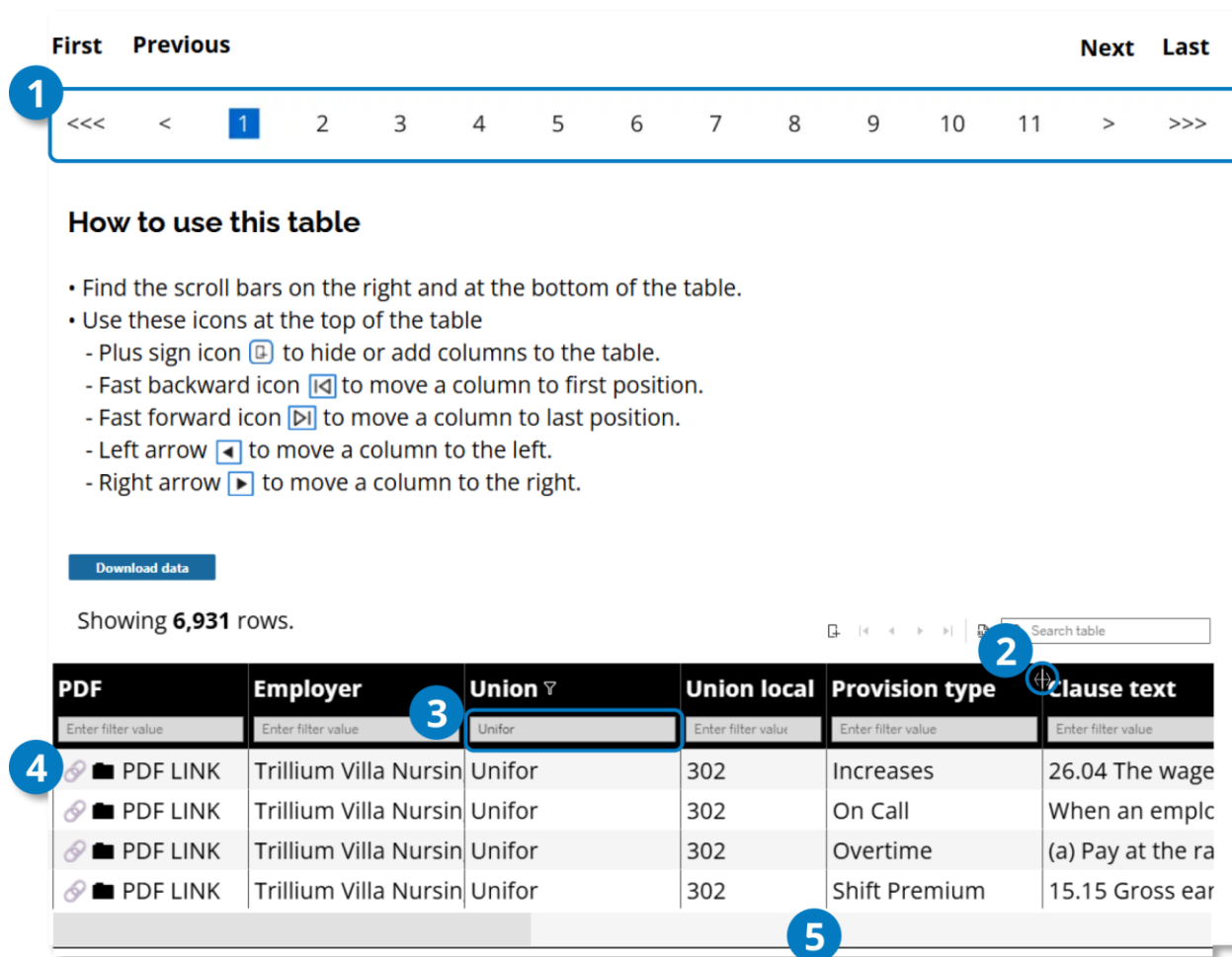


Figure 11. Tooltip displayed for a chart data point.

Navigate tables



First Previous **Next Last**

1 <<< < 1 2 3 4 5 6 7 8 9 10 11 > >>>

How to use this table

- Find the scroll bars on the right and at the bottom of the table.
- Use these icons at the top of the table
 - Plus sign icon  to hide or add columns to the table.
 - Fast backward icon  to move a column to first position.
 - Fast forward icon  to move a column to last position.
 - Left arrow  to move a column to the left.
 - Right arrow  to move a column to the right.

[Download data](#)

Showing **6,931** rows.

Search table

PDF	Employer	Union 	Union local	Provision type	Clause text
Enter filter value	Enter filter value	Enter filter value	Enter filter value	Enter filter value	Enter filter value
 PDF LINK	Trillium Villa Nursin	Unifor	302	Increases	26.04 The wage
 PDF LINK	Trillium Villa Nursin	Unifor	302	On Call	When an emplc
 PDF LINK	Trillium Villa Nursin	Unifor	302	Overtime	(a) Pay at the ra
 PDF LINK	Trillium Villa Nursin	Unifor	302	Shift Premium	15.15 Gross ear

Figure 12. Table navigation, filtering and agreement links.

1. Move between pages

Use page controls to move through more results.

2. Adjust column width

- Hover over the edge of a column header until the resize cursor appears. Drag left or right to adjust the column width.
- Select a table cell when you have finished resizing the column.

3. Narrow results in a table

- Use column filters to quickly narrow results to specific employers, unions, or provision types.
- To clear a column filter, delete the text from the filter field. The table will again include all values for that column.
- Combine column filters for more targeted results.

4. Open an agreement

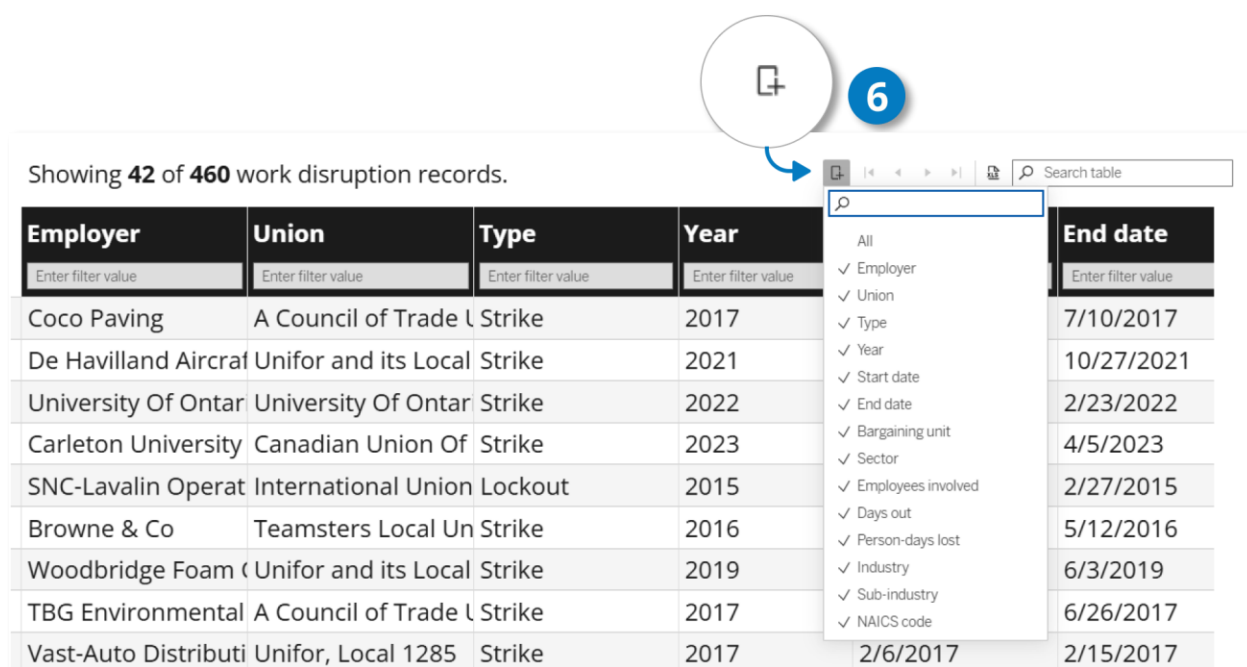
Select the PDF link to open the agreement in a new tab and go directly to the related section.

5. Scroll to display additional columns

- Hover over the bottom of the table to display the scroll bar.
- Drag the scroll bar left or right to display additional columns.

6. Customize the table view

Use the column-selection control to show or hide columns. Columns with a checkmark are visible, and columns without a checkmark are hidden. All columns are visible by default.



Showing 42 of 460 work disruption records.

Employer	Union	Type	Year	End date
Coco Paving	A Council of Trade Unions	Strike	2017	7/10/2017
De Havilland Aircraft	Unifor and its Local	Strike	2021	10/27/2021
University Of Ontario	University Of Ontario	Strike	2022	2/23/2022
Carleton University	Canadian Union Of	Strike	2023	4/5/2023
SNC-Lavalin Operations	International Union	Lockout	2015	2/27/2015
Browne & Co	Teamsters Local Un	Strike	2016	5/12/2016
Woodbridge Foam	Unifor and its Local	Strike	2019	6/3/2019
TBG Environmental	A Council of Trade Un	Strike	2017	6/26/2017
Vast-Auto Distribution	Unifor, Local 1285	Strike	2017	2/15/2017

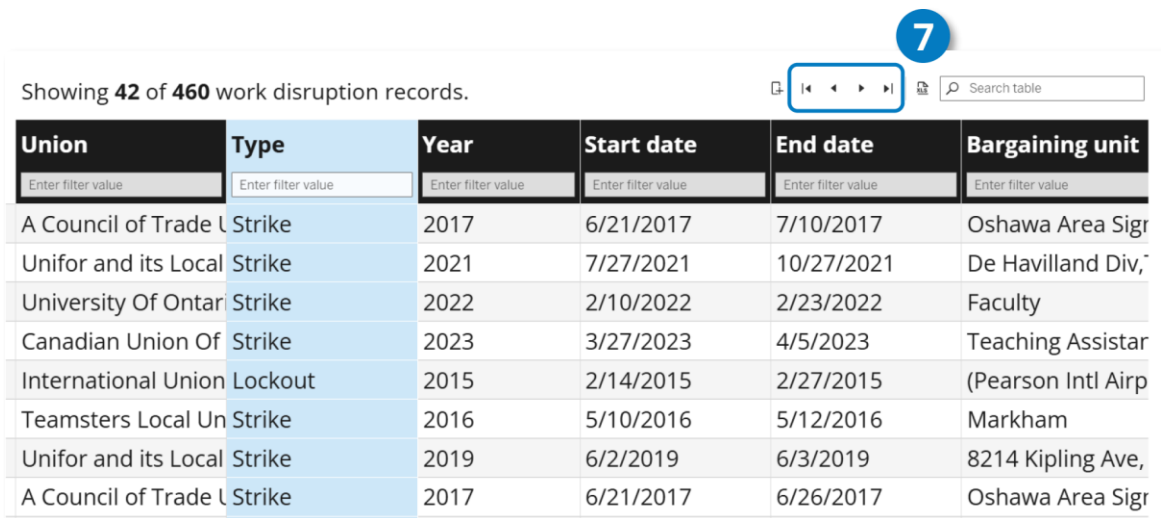
Column-selection menu:

- All
- ✓ Employer
- ✓ Union
- ✓ Type
- ✓ Year
- ✓ Start date
- ✓ End date
- ✓ Bargaining unit
- ✓ Sector
- ✓ Employees involved
- ✓ Days out
- ✓ Person-days lost
- ✓ Industry
- ✓ Sub-industry
- ✓ NAICS code

Figure 13. Column-selection menu for showing or hiding table columns.

7. Reorder columns

- Select the column you want to move. The selected column is indicated in the customization panel and is also highlighted in blue.
- Use the single-arrow controls to move the column one position to the left or right.
- Use the double-arrow controls to move the column to the beginning or end of the table.



Showing 42 of 460 work disruption records.

Union	Type	Year	Start date	End date	Bargaining unit
A Council of Trade U	Strike	2017	6/21/2017	7/10/2017	Oshawa Area Sigr
Unifor and its Local	Strike	2021	7/27/2021	10/27/2021	De Havilland Div,
University Of Ontar	Strike	2022	2/10/2022	2/23/2022	Faculty
Canadian Union Of	Strike	2023	3/27/2023	4/5/2023	Teaching Assistar
International Union	Lockout	2015	2/14/2015	2/27/2015	(Pearson Intl Airp
Teamsters Local Un	Strike	2016	5/10/2016	5/12/2016	Markham
Unifor and its Local	Strike	2019	6/2/2019	6/3/2019	8214 Kipling Ave,
A Council of Trade U	Strike	2017	6/21/2017	6/26/2017	Oshawa Area Sigr

Figure 14. Controls for reordering table columns.

Export data

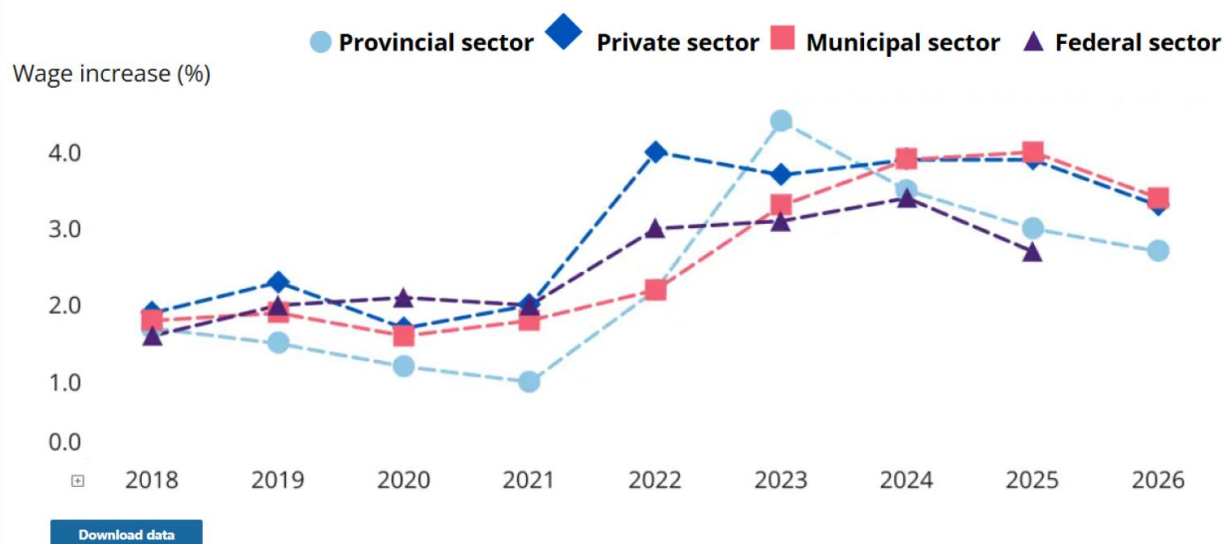
1. Export graph and chart data

Each report section includes a Download data button. Select it to export the numerical values represented in the visualization to an Excel file.

Annual trends of the percentage wage increase

Wage metric

Low rate increase



1

Download data

Figure 15. Download data button for exporting chart values.

2. Export table data

For sections with tables, select Download data to export the results to Excel. You can:

- Sort and filter data.
- Explore data in more detail.

How to use this table

- Find the scroll bars on the right and at the bottom of the table.
- Use these icons at the top of the table
 - Plus sign icon  to hide or add columns to the table.
 - Fast backward icon  to move a column to first position.
 - Fast forward icon  to move a column to last position.
 - Left arrow  to move a column to the left.
 - Right arrow  to move a column to the right.

2

Download data

Showing 45 of 740 agreements.




 Search table

PDF LINK	Document type	Employer	Union	Union Local
Enter filter value	Enter filter value	Enter filter value	Enter filter v	Enter filter value
 PDF LINK	Collective agreement	111008 Canada Inc. o/a ODS M	United Bro	Null
 PDF LINK	Collective agreement	2453454 Ontario Limited opera	United Bro	2486
 PDF LINK	Collective agreement	2594020 Ontario Inc. c.o.b. as T	Christian L	53
 PDF LINK	Collective agreement	Agecare Royal Oak Long Term C	Unifor	2458
 PDF LINK	Collective agreement	Alexander Heaton Crane Servic	Internation	793
 PDF LINK	Collective agreement	Alexandra Hospital	Ontario Nu	Null
 PDF LINK	Collective agreement	Association Pour L'Integration S	Canadian U	3691
 PDF LINK	Collective agreement	Aurum & Tri-Clean JV Inc.	Service Em	2
 PDF LINK	Collective agreement	Banwell Gardens Care Centre	Unifor	2458

Figure 16. Download data button for exporting table results to Excel.

Navigate maps

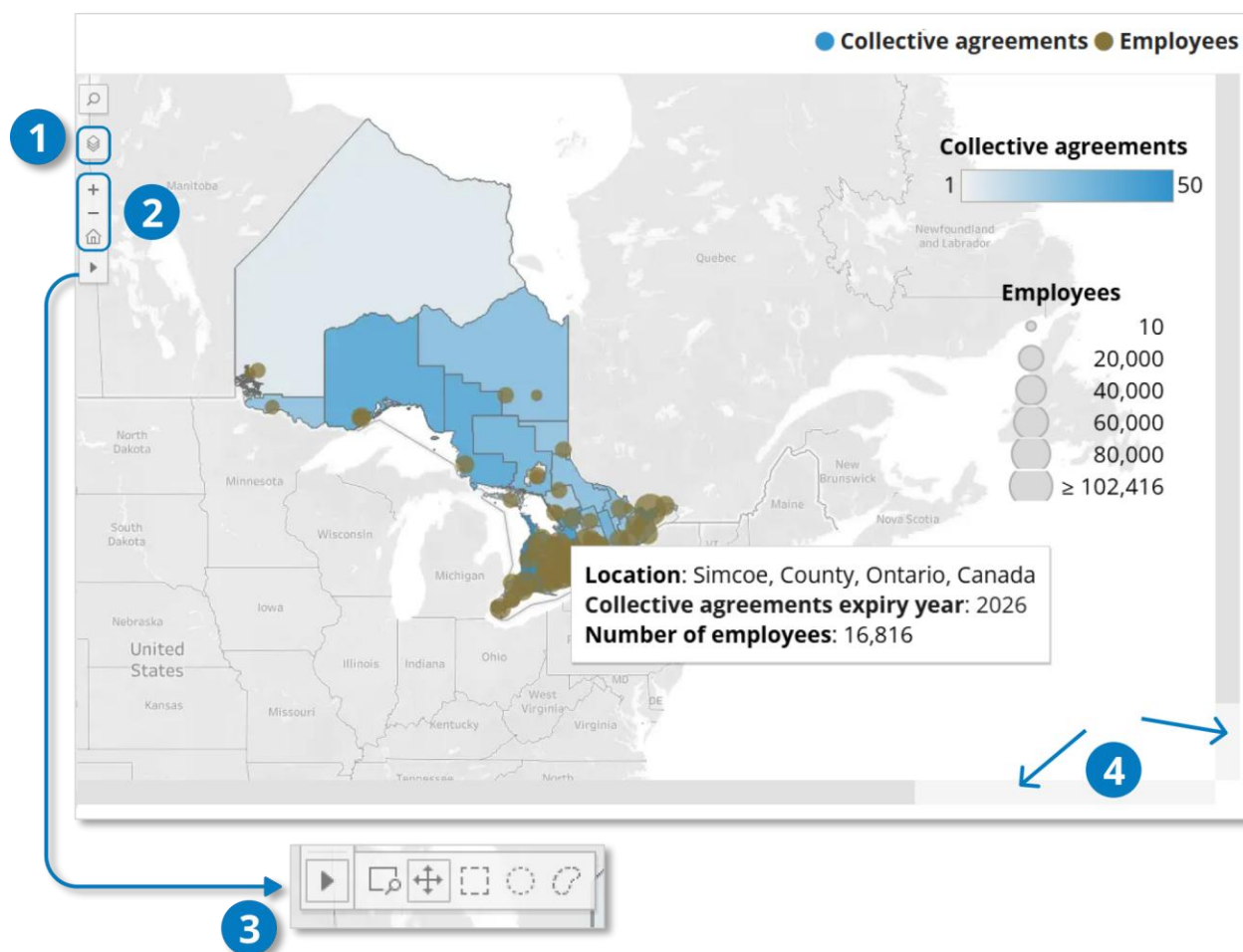


Figure 17. Controls for navigating and customizing a map.

1. Display or hide map details

Select the Layers control to display or hide map details, such as shaded regions.

2. Map controls

- Select the + or – controls to zoom in or out.
- Select Home to return to the default map view.

3. More map tools

Use the additional map tools to zoom in on specific areas, select one or more regions and examine locations more closely.

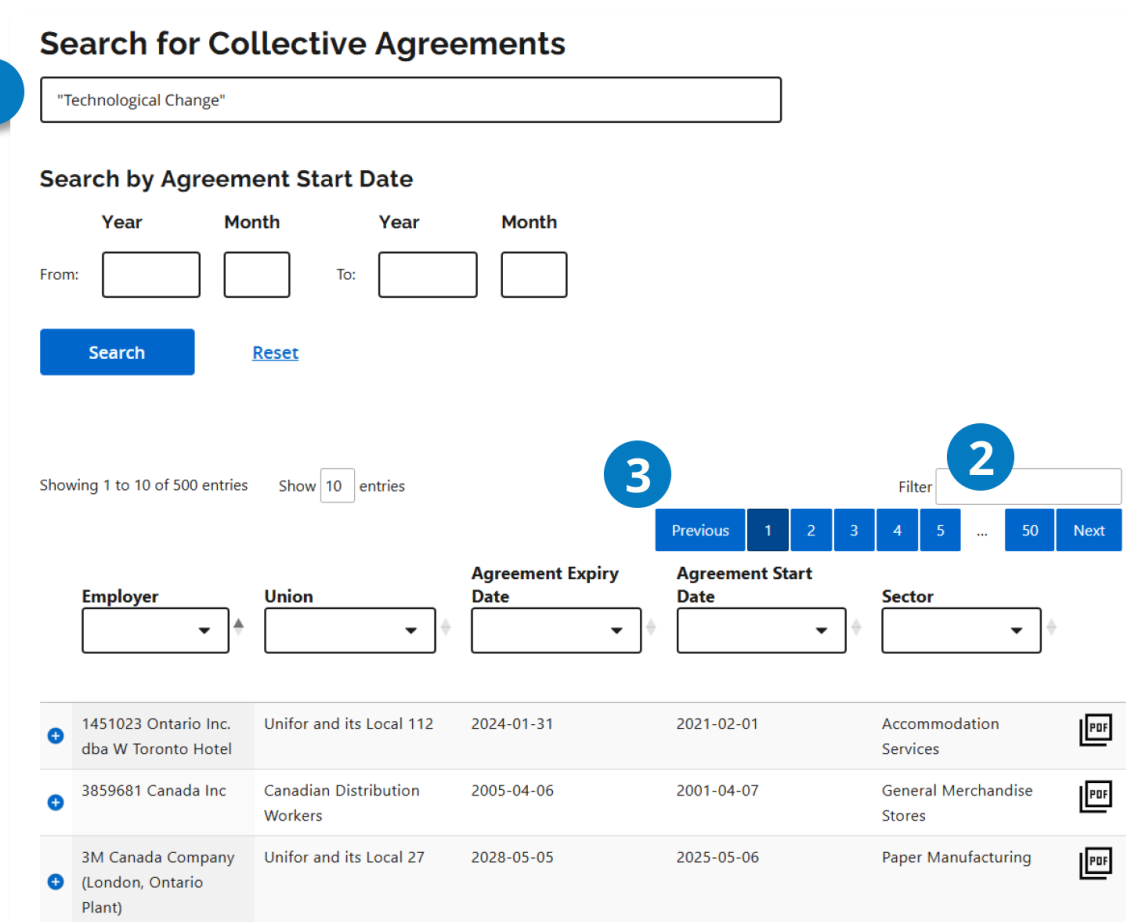
4. Move across maps

- If a horizontal scroll bar is available, drag the scroll bar left or right to move across the map.
- Drag the map left or right to display areas outside the current view.

Search tools

Collective agreement e-Library portal

Search for a keyword or phrase within collective agreements and interest arbitration awards using the collective agreement e-Library portal.



Search for Collective Agreements

1 "Technological Change"

Search by Agreement Start Date

Year Month Year Month

From: To:

[Search](#) [Reset](#)

Showing 1 to 10 of 500 entries Show entries

2 Filter

3 Previous 1 2 3 4 5 ... 50 Next

Employer	Union	Agreement Expiry Date	Agreement Start Date	Sector
1451023 Ontario Inc. dba W Toronto Hotel	Unifor and its Local 112	2024-01-31	2021-02-01	Accommodation Services
3859681 Canada Inc	Canadian Distribution Workers	2005-04-06	2001-04-07	General Merchandise Stores
3M Canada Company (London, Ontario Plant)	Unifor and its Local 27	2028-05-05	2025-05-06	Paper Manufacturing

Figure 18. Search, filter and pagination controls in the collective agreements e-Library.

1. Start a search

- Enter a keyword or phrase in quotation marks, for example, "Technological Change."

- Enter one keyword or phrase at a time. Boolean operators such as AND and OR and commas are not supported.
- Select **Search** to display the results.

2. Filter results

Use the filter field to narrow the displayed results.

3. Navigate pages

Use pagination controls (Previous, Next, or page numbers) to move through results.

Search for Collective Agreements

Search by Agreement Start Date

Year

Month

Year

Month

From:

To:

Search

[Reset](#)

Showing 1 to 10 of 500 entries Show entries Filter

Previous

1

2

3

4

5

...

50

Next

4

Employer

Union

Agreement Expiry Date

Agreement Start Date

Sector

+	1451023 Ontario Inc. dba W Toronto Hotel	Unifor and its Local 112	2024-01-31	2021-02-01	Accommodation Services	
+	3859681 Canada Inc	Canadian Distribution Workers	2005-04-06	2001-04-07	General Merchandise Stores	
+	3M Canada Company (London, Ontario Plant)	Unifor and its Local 27	2028-05-05	2025-05-06	Paper Manufacturing	

5

+

1451023 Ontario Inc. dba W Toronto Hotel

Industry: Hotels (except Casino Hotels) and Motels

Sub-Sector: Hotels (except Casino Hotels) and Motels

Labour Act: Labour Relations Act, 1995

Industrial Sector Type: Private

6



Figure 19. Controls for filtering results, viewing agreement details and opening a collective agreement.

4. Narrow results

Refine your results using filter dropdowns to quickly find specific agreements within your search results.

5. View details

Select the + control to display additional details about the agreement.

6. View a collective agreement

Select the PDF control to open and review the full agreement.

Agreement listing spreadsheet

Use the agreement listing spreadsheet when you need to locate the exact filename of a collective agreement or interest arbitration award. The [spreadsheet](#) is available through a link at the bottom of the e-Library portal page.

1. Narrow search

- Use column filters, such as Employer, Union and Date, to find relevant agreements.
- Use the exact column names shown in the spreadsheet.
- In a filter dropdown, enter part of the employer or union name.

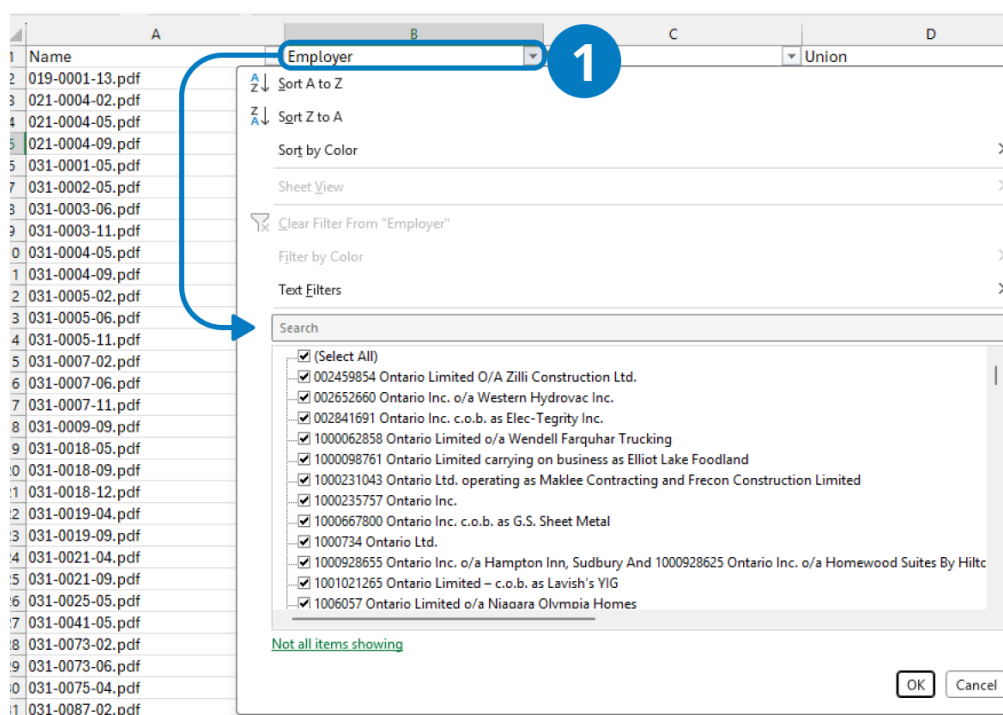


Figure 20. Employer column filter in the agreement listing spreadsheet.

2. Find the document name

After filtering the spreadsheet, locate and copy the agreement filename in column A, for example, 019-0001-13.pdf.



A	B
Name	Employer
019-0001-13.pdf	R.J.'s Tree Farms
021-0004-02.pdf	Beef Improvement Ontario
021-0004-05.pdf	Beef Improvement Ontario
021-0004-09.pdf	Beef Improvement Ontario
031-0001-05.pdf	Abitibi-Price Inc
031-0002-05.pdf	Domtar Inc
031-0003-06.pdf	Tembec Industries Inc
031-0003-11.pdf	Tembec Enterprises Inc
031-0004-05.pdf	Abitibi-Consolidated Company Of Ca
031-0004-09.pdf	Abitibi-Consolidated Company Of Ca
031-0005-02.pdf	Columbia Forest Products (Woods) C

Figure 21. Agreement filename in the filtered spreadsheet.

3. Search in the e-Library

Paste the filename into the search field in the e-Library portal, then select Search.

3

Search for Collective Agreements

Search by Agreement Start Date

From: To:

[Reset](#)

Showing 1 to 1 of 1 entries

Show entriesFilter

Employer

Union

Agreement Expiry
Date

Agreement Start Date

Sector



R.J.'s Tree Farms

International
Brotherhood Of
Teamsters, Local 879

2013-05-01

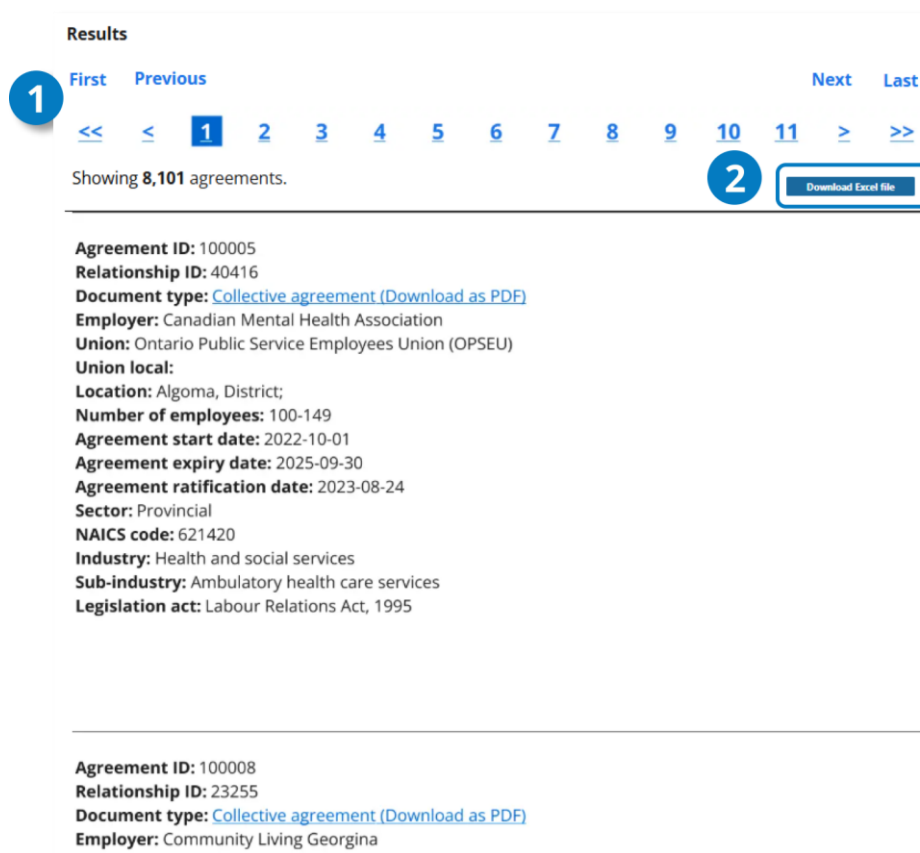
2010-05-02

Crop Production



Collective agreements interactive search tool

Use the [collective agreements interactive search tool](#) to find collective agreements and interest arbitration awards with an effective date of 2011 or later. Agreements are loaded by default, and filters are applied automatically.



Results

1 First Previous Next Last

<< < 1 2 3 4 5 6 7 8 9 10 11 > >>

Showing 8,101 agreements.

2 Download Excel file

Agreement ID: 100005
Relationship ID: 40416
Document type: [Collective agreement \(Download as PDF\)](#)
Employer: Canadian Mental Health Association
Union: Ontario Public Service Employees Union (OPSEU)
Union local:
Location: Algoma, District;
Number of employees: 100-149
Agreement start date: 2022-10-01
Agreement expiry date: 2025-09-30
Agreement ratification date: 2023-08-24
Sector: Provincial
NAICS code: 621420
Industry: Health and social services
Sub-industry: Ambulatory health care services
Legislation act: Labour Relations Act, 1995

Agreement ID: 100008
Relationship ID: 23255
Document type: [Collective agreement \(Download as PDF\)](#)
Employer: Community Living Georgina

Figure 23. Pagination and Excel export controls in the collective agreements interactive search.

1. Navigate pages

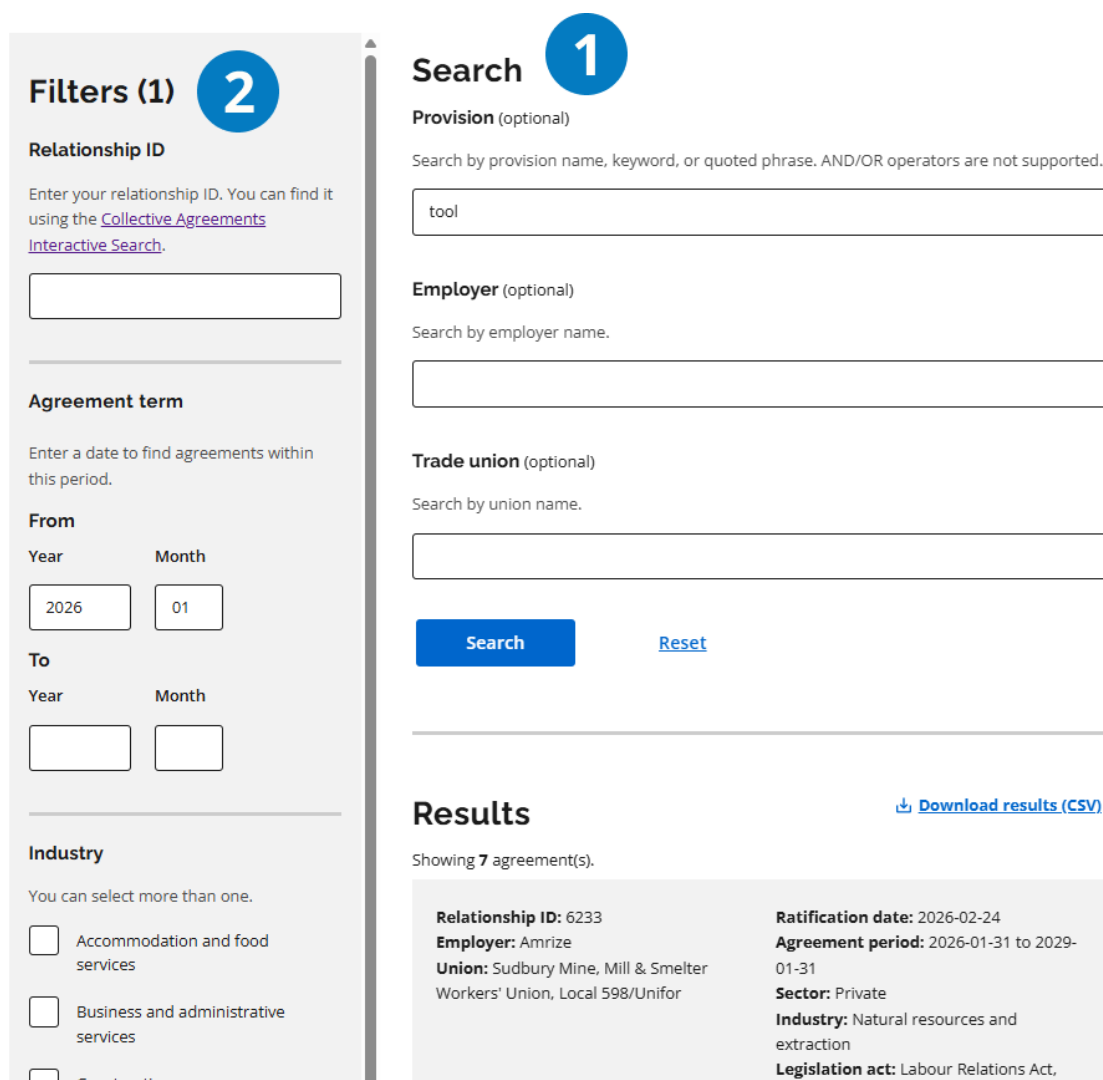
Use First, Previous, Next, Last or a page number to move through the results.

2. Export results

Download the full list of agreements as an Excel file, including links to agreement documents. You can review, sort and filter the exported results in Excel.

Provision library

Use the provision library to search for and compare provisions from collective agreements. Results are grouped by agreement and include links to individual provisions and full collective agreements.



Filters (1) **2**

Relationship ID

Enter your relationship ID. You can find it using the [Collective Agreements Interactive Search](#).

Agreement term

Enter a date to find agreements within this period.

From

Year Month

2026 01

To

Year Month

Industry

You can select more than one.

☐ Accommodation and food services

☐ Business and administrative services

☐ Construction

Search **1**

Provision (optional)

Search by provision name, keyword, or quoted phrase. AND/OR operators are not supported.

tool

Employer (optional)

Search by employer name.

Trade union (optional)

Search by union name.

Search [Reset](#)

Results [Download results \(CSV\)](#)

Showing 7 agreement(s).

Relationship ID: 6233
Employer: Amrize
Union: Sudbury Mine, Mill & Smelter Workers' Union, Local 598/Unifor
Ratification date: 2026-02-24
Agreement period: 2026-01-31 to 2029-01-31
Sector: Private
Industry: Natural resources and extraction
Legislation act: Labour Relations Act,

Figure 24. Provision library search fields and filters.

1. Start a search

Use one or more optional fields to define your search. Enter a full or partial search term. As you type, suggestions may appear. You can select a suggestion or continue typing without selecting one.

- **Provision:** Enter all or part of a provision name, keyword or phrase, with or without quotation marks. Boolean operators such as AND and OR are not currently supported.
- **Employer:** Enter all or part of an employer name.
- **Trade union:** Enter all or part of a trade union name.

Select Search to display the results. Select Reset to clear all search fields and return to the default search view.

2. Filter agreements

Use the optional filters to narrow the collective agreements included in the results. You can use filters on their own or combine them with the Provision, Employer and Trade union search fields.

The number beside **Filters** shows how many filters are currently applied.

- **Relationship ID**

Enter a relationship ID to retrieve collective agreements associated with a specific bargaining relationship and find provisions within those agreements. You can find the relationship ID using the [collective agreements interactive search tool](#).

- **Agreement term**

Enter a date range to find agreements in effect during the defined range.

- Under **From**, enter an effective date using the year and month.
- Under **To**, enter an expiry date using the year and month.
- You can enter either date or both dates to define a range.

- **Industry**

Select one or more industries to narrow the results. Select **Show more** to display additional industry options.

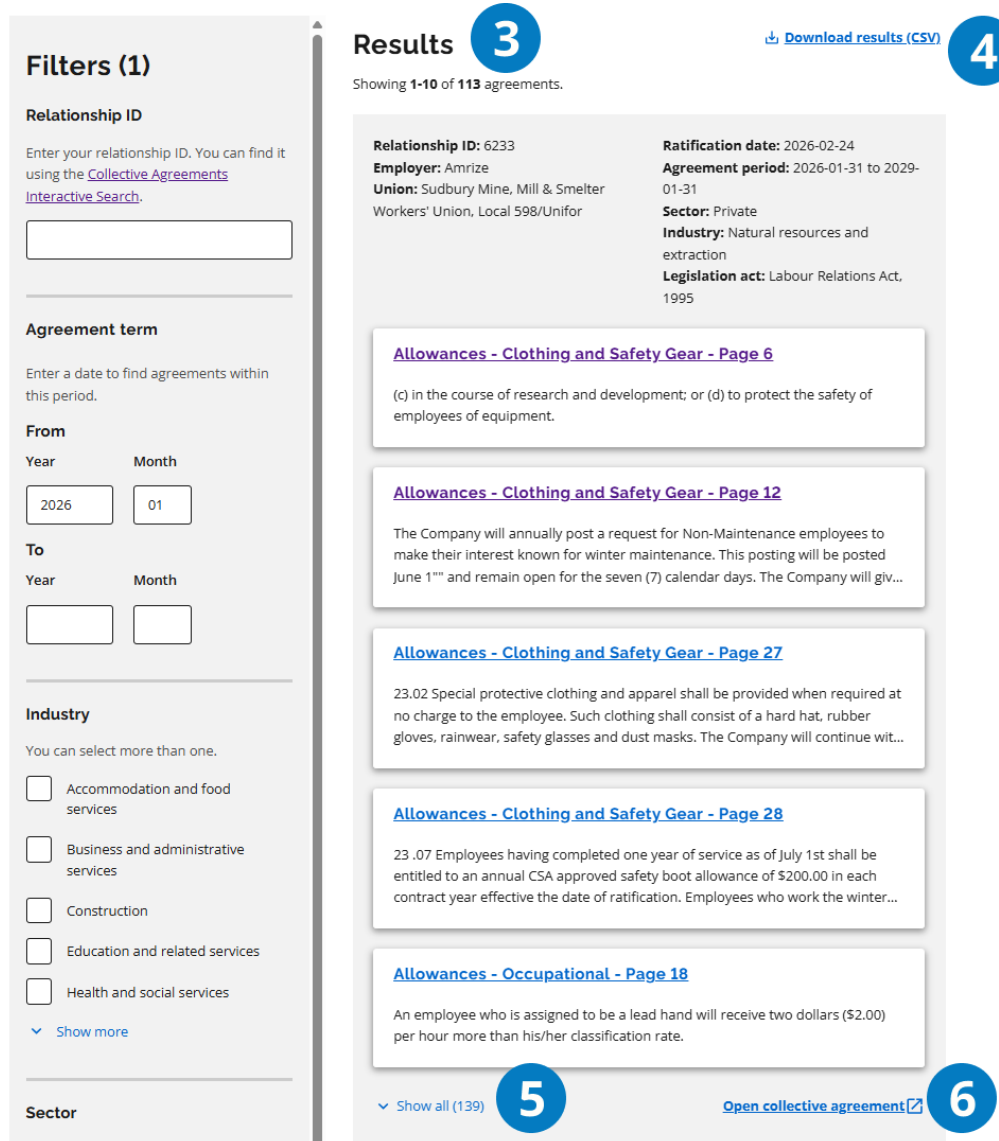
- **Sector**

Select one or more sectors.

- **Apply or reset filters**

- Select **Apply filters** to update the results.
- Select **Reset filters** to clear all filters.

Important: If you see fewer results than expected or no results, select **Reset filters** to clear all filters and search again.



Filters (1)

Relationship ID
Enter your relationship ID. You can find it using the [Collective Agreements Interactive Search](#).

Agreement term
Enter a date to find agreements within this period.

From
Year: 2026, Month: 01

To
Year: , Month:

Industry
You can select more than one.

- ☐ Accommodation and food services
- ☐ Business and administrative services
- ☐ Construction
- ☐ Education and related services
- ☐ Health and social services
- [Show more](#)

Sector
You can select more than one.

Results 3
Showing 1-10 of 113 agreements.

[Download results \(CSV\)](#) **4**

Relationship ID: 6233
Employer: Amrize
Union: Sudbury Mine, Mill & Smelter Workers' Union, Local 598/Unifor

Ratification date: 2026-02-24
Agreement period: 2026-01-31 to 2029-01-31
Sector: Private
Industry: Natural resources and extraction
Legislation act: Labour Relations Act, 1995

[Allowances - Clothing and Safety Gear - Page 6](#)
(c) in the course of research and development; or (d) to protect the safety of employees of equipment.

[Allowances - Clothing and Safety Gear - Page 12](#)
The Company will annually post a request for Non-Maintenance employees to make their interest known for winter maintenance. This posting will be posted June 1st and remain open for the seven (7) calendar days. The Company will giv...

[Allowances - Clothing and Safety Gear - Page 27](#)
23.02 Special protective clothing and apparel shall be provided when required at no charge to the employee. Such clothing shall consist of a hard hat, rubber gloves, rainwear, safety glasses and dust masks. The Company will continue wit...

[Allowances - Clothing and Safety Gear - Page 28](#)
23 .07 Employees having completed one year of service as of July 1st shall be entitled to an annual CSA approved safety boot allowance of \$200.00 in each contract year effective the date of ratification. Employees who work the winter...

[Allowances - Occupational - Page 18](#)
An employee who is assigned to be a lead hand will receive two dollars (\$2.00) per hour more than his/her classification rate.

[Show all \(139\)](#) **5** [Open collective agreement](#) **6**

Figure 25. Provision results and agreement controls.

3. Review search results

The results page shows the number of agreements that match your search. Results are grouped by collective agreement.

Within each agreement group, individual cards show matching provision instances. Each card includes:

- Provision name
- Page number where the provision appears
- Excerpt of the matching text

Select the provision name to open the provision in the collective agreement.

4. Download results

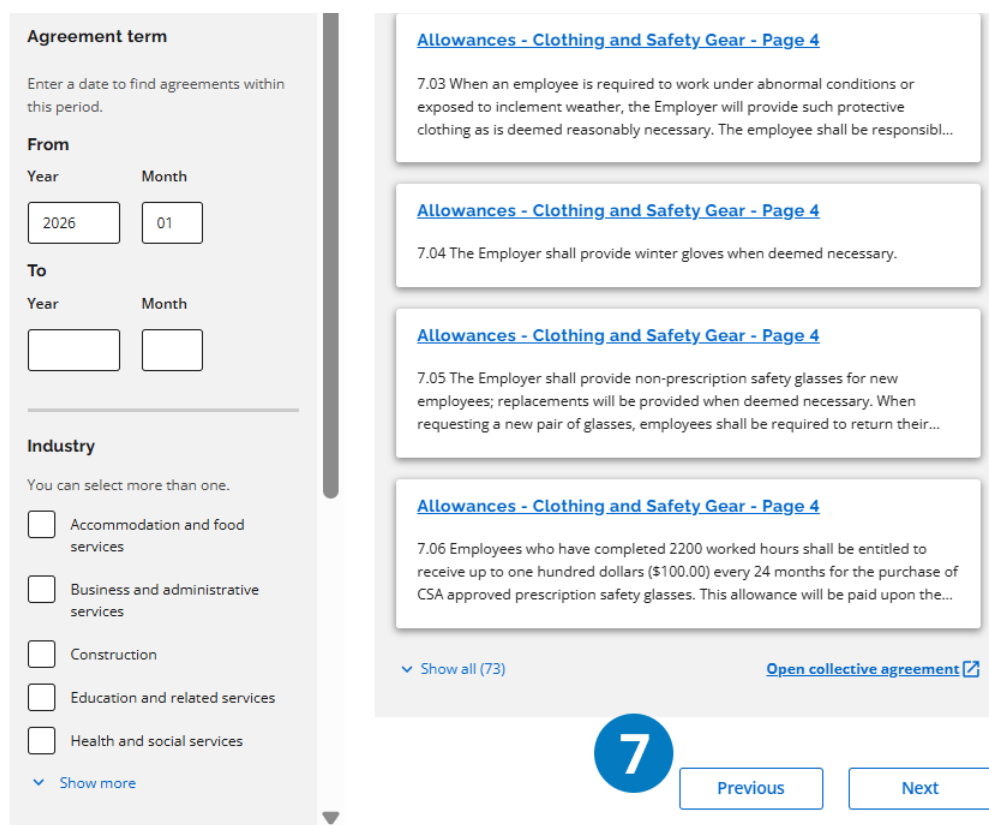
Select **Download results (CSV)** to export the search results. The downloaded file includes additional fields and columns that provide more context about each agreement and provision.

5. Display additional provision instances

Up to five matching provision instances are displayed initially. Select **Show all** to display the remaining matching instances for that agreement. The number in parentheses indicates how many additional instances are available. Select **Show less** to collapse the list.

6. Open the full collective agreement

Select **Open collective agreement** to open and review the complete agreement.



The screenshot displays a search results interface. On the left, there are filters for 'Agreement term' (date range) and 'Industry' (checkboxes for Accommodation and food services, Business and administrative services, Construction, Education and related services, and Health and social services). The main content area shows four provision instances, each with a title 'Allowances - Clothing and Safety Gear - Page 4' and a description. Below the instances, there is a 'Show all (73)' link and an 'Open collective agreement' link. At the bottom, there are navigation buttons 'Previous' and 'Next', and a 'Top' button.

Figure 26. Controls for navigating provision results and returning to the top of the page.

7. Navigate results

Select **Previous** or **Next** to move between groups of search results.

8. Return to the top of the page

Select **Top** to return to the beginning of the page.

Links and resources

Report links

- [Collective agreements due to expire](#)
- [Wage trends](#)
- [Industry snapshot](#)
- [List of current bargaining relationships](#)
- [Work disruptions in Ontario](#)

Search tool links

- [Collective agreements interactive search](#)
- [Collective agreement e-Library portal](#)

Resources

- Industries and sub-industries are defined by the [North American Industry Classification System \(NAICS\)](#)
- [Data dictionary and report methodology](#)