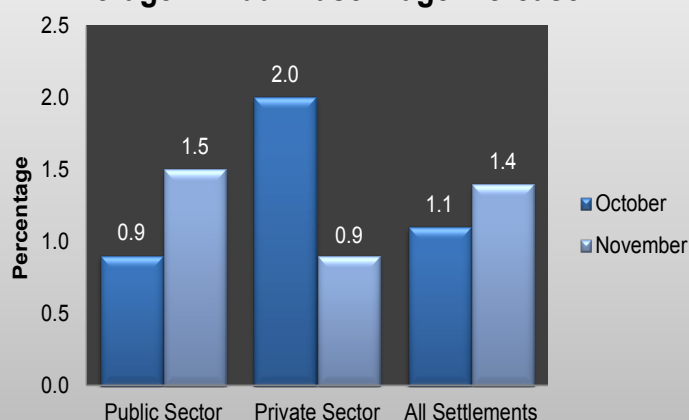


Collective Bargaining Highlights November 2012



At A Glance

Average Annual Base Wage Increase



Agreements Settled in November

In November, 17 collective agreements were ratified, each covering 150 or more employees. These agreements covered 13,753 employees, 84% of whom were in the public sector (11,622).

The overall average annual increase in base wage rates in November was 1.4% compared to 1.1% reported in the previous month. In the public sector, 11 agreements were settled for an average annual base wage increase of 1.5%, an increase from 0.9% in October. In the private sector, six agreements were settled for an average annual base wage increase of 0.9%, a decrease from 2% reported in the previous month.

For settlements in the month of November, the industry with the highest average annual base wage increase was transportation, communications, and utilities. The lowest average annual base wage increase was in other services sector.

The average annual base wage increase in transportation, communications, and utilities for three settlements was 1.9%, while in public administration the average annual base wage increase for two settlements was 1.7%. Health and social services reported an average annual base wage increase of 1.2% for eight settlements. Other services reported an average annual base wage increase of 0% for one settlement.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - November

Table 1: Wage Settlements Current Month, Current Three Years

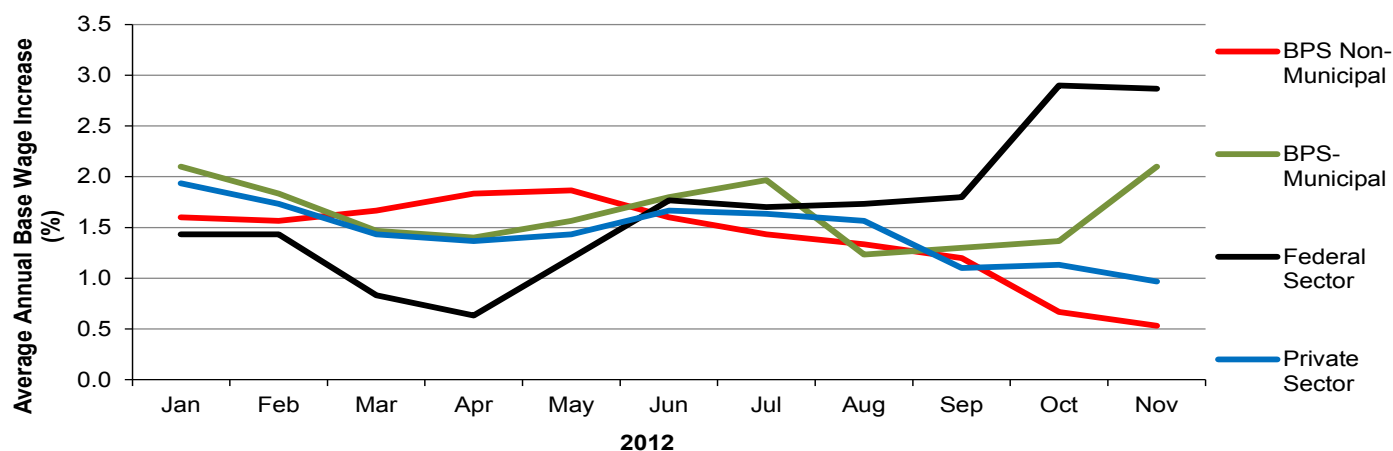
	NOVEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2010	2011	Jan - Nov
			Increase %			2012 %
Private Sector	6	2,131	0.9	2.0	1.9	1.2
Public Sector	11	11,622	1.5	1.9	1.6	1.4
All Settlements	17	13,753	1.4	2.0	1.7	1.3

Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	NOVEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2010	2011	Jan - Nov
			Increase %			2012 %
Primary	-	-	-	2.2	3.3	2.5
Manufacturing	3	1,506	0.5	1.4	1.4	0.8
Construction	-	-	-	2.5	1.3	1.9
Trade and Finance	-	-	-	0.7	1.3	1.0
Transportation, Communications, & Utilities	3	625	1.9	1.9	2.6	2.2
Public Administration	2	8,946	1.7	1.9	2.2	1.4
Education & Related Services	-	-	-	1.7	1.8	1.2
Health & Social Services	8	2,336	1.2	2.0	1.2	1.1
Other Services	1	340	0.0	2.5	2.2	1.7
All Settlements	17	13,753	1.4	2.0	1.7	1.3

Wage Trends by Sector

Graph 1: Public Sector (Broken down: BPS-Non Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends



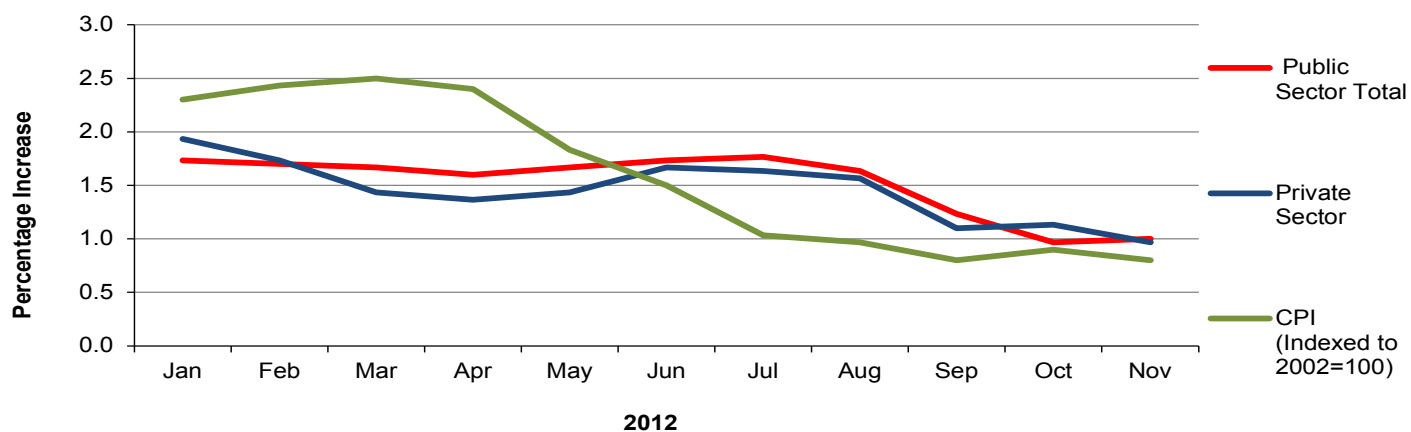
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of January to November 2012, the moving average annual base wage increase for the BPS Non-Municipal had been averaging around 1.7% during the first five months of 2012, and declined month-over-month to 0.5% in November 2012.

The Federal sector three-month moving average annual base wage increase trended higher in October and edged slightly downward in November 2012.

The three-month moving average annual base wage increase for the Private Sector had been declining until September and settled at 0.97% in November 2012.

Graph 2: Consumer Price Index, Public (All Combined) and Private Sector Settlement Trends



The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees for All Public combined, the Private sector and the Consumer Price Index.

For the period of January to November 2012, the Public Sector combined three-month moving average annual base wage increase had been declining since July and settled at 1% in November.

For the period of January to November, the three-month moving average for the Consumer Price Index in Ontario had a decreasing trend, and settled at 0.8% in November 2012.

Wage Information is based on agreements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario. Wage information is based on agreements ratified between January 1 to November 30, 2012 as of November 30, 2012. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information for the Private Sector includes COLA estimates.

Table 3: November Settlements

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Hammond Manufacturing (plant/distribution)	Hammond Manufacturing Company Empls Assn	2.1	2.3	335	24	2014-11-26
Lear Canada (Whitby)	Cdn Auto Workers	0.0* ^{1,4}	0.0	398	48	2016-08-26
Magna Seating Systems (Integram Windsor Seating)	Cdn Auto Workers	0.0* ²	0.0	773	12	2013-11-01
Transportation, Communication & Utilities						
Canadian Pacific Railway (clerical/intermodal)	United Steelworkers	3.0	3.0	270	60	2017-12-31
First Canada ULC (Welland)	Food & Commercial Workers	2.0 ¹	2.0	190	36	2015-08-31
Highland Transport (Transforce)	United Steelworkers	0.0	0.0	165	25	2014-12-31
Public Administration						
Treasury Board of Canada (computer systems)	Professional Institute	1.7	1.5	7,581	48	2014-12-21
Treasury Board of Canada (research)	Professional Institute	1.7	1.5	1,365	48	2014-09-30
Health & Social Services						
Children's Aid Society of Ottawa (prof/support staff)	Ont Public Service Empls	1.5	0.0	371	48	2015-12-31
Community Living Elgin	Ont Public Service Empls	0.0	0.0	209	24	2014-03-31
Halton Healthcare Services (service/RPN)	Cdn Public Empls	2.0 ³	2.0	582	48	2013-09-28
Kensington Village (service/RPN)	Cdn Auto Workers	0.0 ¹	0.0	162	24	2015-04-30
London City Corporation (Dearness Home) (service/RPN)	Cdn Auto Workers	2.2 ¹	2.3	330	23	2012-06-30
Trillium Villa Nursing Home (service/RPN)	Cdn Auto Workers	0.0 ¹	0.0	207	24	2014-10-31
Trinity Village Care Centre (service/RPN)	Cdn Auto Workers	0.0 ¹	0.0	280	24	2014-10-31
Unionville Home Society (Union Villa)	Cdn Public Empls	1.5	2.0	195	24	2012-12-31
Other Services						
Ottawa Convention Centre	United Steelworkers	0.0	0.0	340	12	2013-09-30

* including COLA clauses and/or COLA estimates

¹ excluding lump sum payments

² two-tier wage schedule

³ adjustments for selected groups

⁴ COLA reinstated on July 1, 2016

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

**Halton Healthcare Services and
Canadian Union of Public Employees
Local 815 (582 employees)**

*a four-year renewal agreement: effective
September 29, 2009 and expiring September 28,
2013*

- wage increases of 2% every year for the four years of the agreement
- special wage increase in June 1, 2013 of 2.9% for registered practical nurses
- increase in vision care benefits
- increase in shift and weekend premiums

**Lear Canada (Whitby) and Canadian
Auto Workers Local 222
(398 employees)**

*a four-year renewal agreement: effective
September 1, 2012 and expiring August 26, 2016*

- no wage increases
- lump sum payments each year
- COLA frozen and reinstated on July 1, 2016

**Ottawa Children's Aid Society and
Ontario Public Service Employees
Union Local 454 (371 employees)**

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

- wage increases of 2.95% in years three and four
- improvements to special leave with pay
- mileage allowance increased to 48 cents effective January 1, 2012

**Ottawa Convention Centre and United
Steel Workers Local 8327
(340 employees)**

*a one-year renewal agreement: effective
October 1, 2012 and expiring September 30, 2013*

- no wage increases

**Corporation of the City of London
(Dearness Home) and Canadian Auto
Workers Local 302 (330 service/RPN
employees)**

*a two-year renewal agreement: effective
July 1, 2010 and expiring June 30, 2012*

- wage increases of 2.25% in year one and 2% in year two
- increase in shift and weekend premiums
- increases in eye exam coverage

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	35,341	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	15,900	Various dates
Police Services Boards	Police Association	Various locations	11,300	Various dates
Hospitals	OPSEU, CUPE et al	Various locations	34,700	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	44,500	Various dates
Universities	CUPE et al	Various locations	7,900	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
District School Boards (teachers, occasional, support staff)	OSSTF, ETFO, CUPE et al	Province-wide	255,800	2012-08-31
Bell Canada (craft and services)	CEP	Province-wide	3,500	2012-11-30
Ontario Power Generation	Society of Energy Professionals	Province-wide	3,900	2012-12-31
Brewer's Retail (The Beer Store)	UFCW	Province-wide	6,000	2012-12-31
Ontario Government	OPSEU	Province-wide	49,150	2012-12-31

As of November 30, 2012, there were 565 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 5: Consumer Price Index (2002=100)*

				Year-to-date	September	October	November
	2009	2010	2011	2012	2012	2012	2012
Canada	0.3	1.8	2.9	1.6	1.2	1.2	0.8
Ontario	0.4	2.4	3.1	1.5	0.7	1.0	0.7
Toronto	0.5	2.5	3.0	1.6	0.7	1.0	0.9
Ottawa-Gatineau (Ont. part)	0.6	2.5	3.0	1.4	0.7	0.8	0.7
Thunder Bay	0.1	2.1	3.1	1.0	-0.1	0.4	0.3

* 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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