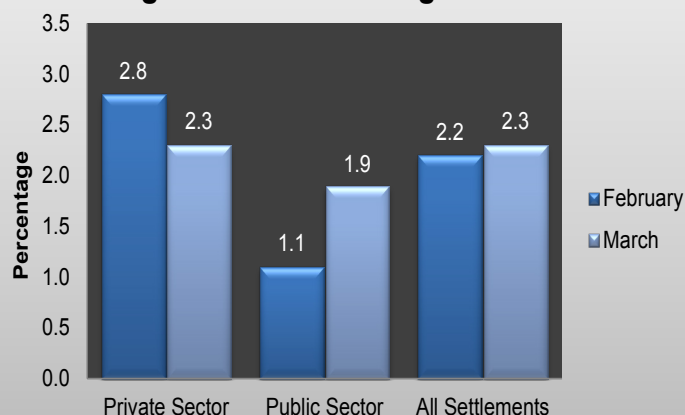


Collective Bargaining Highlights March 2013



At A Glance

Average Annual Base Wage Increase



Agreements Settled in March

In March, 33 collective agreements were ratified, each covering 150 or more employees. These agreements covered 42,122 employees, 89.7% of whom were in the private sector (37,792).

The overall average annual increase in base wage rates in March was 2.3% an increase from 2.2% reported in the previous month. In the public sector, 13 agreements were settled for an average annual base wage increase of 1.9%, an increase from 1.1% in February. In the private sector, 20 agreements were settled for an average annual base wage increase of 2.3%, a decrease from 2.8% reported in the previous month.

For settlements in the month of March, the industry with the highest average annual base wage increase was transportation, communications and utilities. The lowest average annual base wage increase was in manufacturing and health and social services. The average annual base wage increase in transportation, communications and utilities for one settlement was 2.7%, while in construction the average annual base wage increase for five settlements was 2.6%. Public administration reported an average annual base wage increase of 2.3% for seven settlements. Manufacturing and health and social services reported an average annual base wage increase of 1.3% for ten and five settlements respectively.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - March

Table 1: Wage Settlements Current Month, Current Three Years

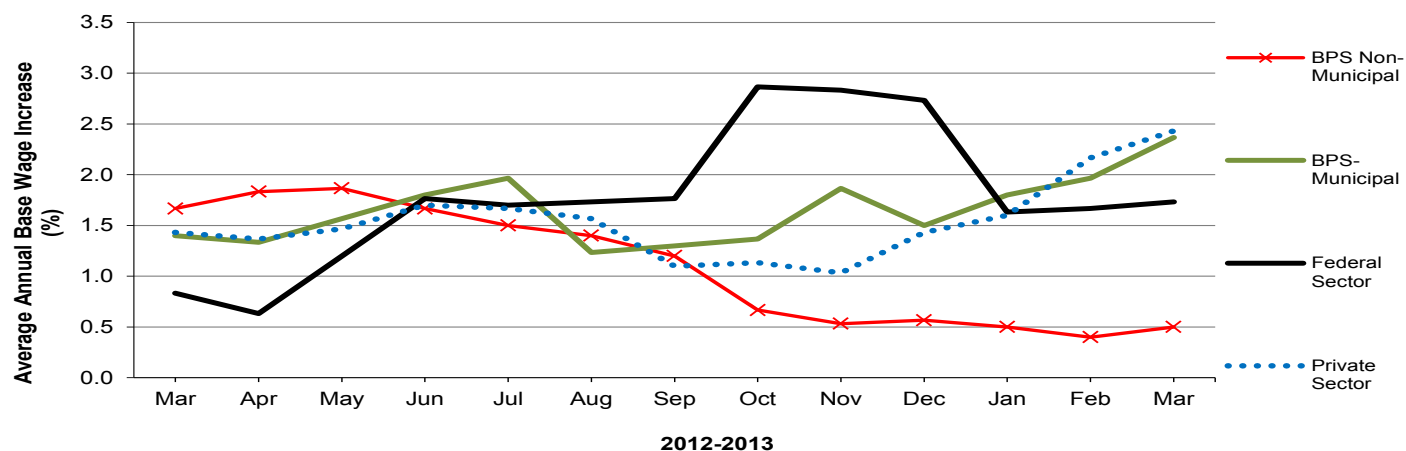
	MARCH			ANNUAL		
	Agmts	Empls	Average Annual Increase %	2011 %	2012 %	Jan - Mar 2013
Private Sector	20	37,792	2.3	1.9	1.2	2.3
Public Sector	13	4,330	1.9	1.6	1.4	0.1
All Settlements	33	42,122	2.3	1.7	1.3	0.4

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

	MARCH			ANNUAL		
	Agmts	Empls	Average Annual Increase %	2011 %	2012 %	Jan - Mar 2013
Industries						
Primary	1	215	2.2	3.3	2.5	2.3
Manufacturing	10	3,160	1.3	1.4	0.8	1.4
Construction	5	27,400	2.6	1.3	1.9	2.6
Trade and Finance	2	6,417	1.8	1.3	1.0	1.8
Transportation, Communications & Utilities	1	348	2.7	2.6	1.9	2.6
Public Administration	7	2,137	2.3	2.2	1.4	0.3
Education & Related Services	-	-	-	1.8	1.2	0.0
Health & Social Services	5	1,845	1.3	1.2	1.0	0.8
Other Services	2	600	2.2	2.2	1.7	2.3
All Settlements	33	42,122	2.3	1.7	1.3	0.4

Wage Trends by Sector

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



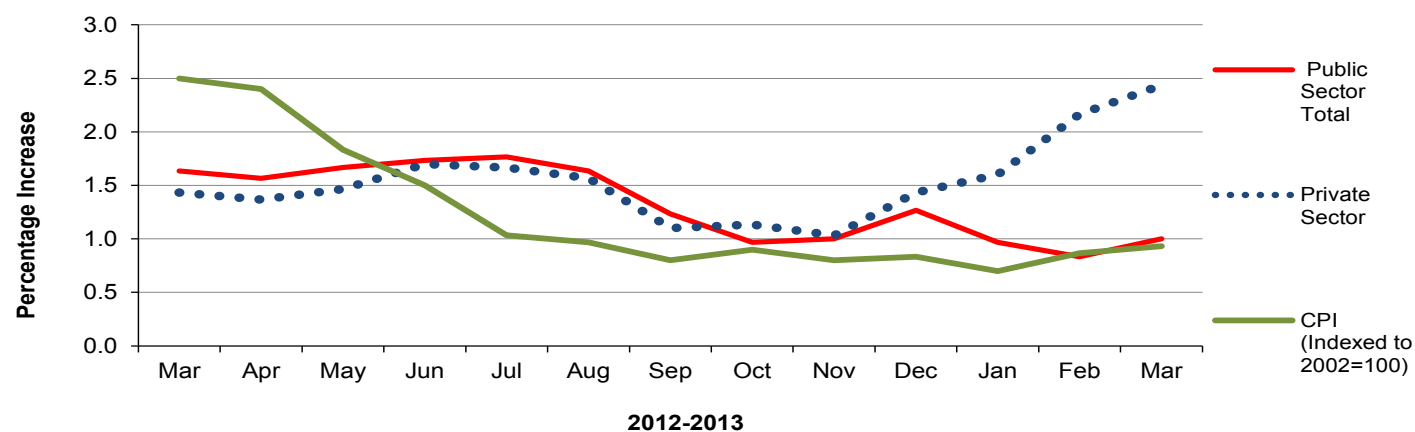
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of March 2012 to March 2013, the moving average annual base wage increase for the BPS Non-Municipal declined for six consecutive months from September 2012 to February 2013, settling at 0.50% in March 2013.

The Federal sector three-month moving average annual base wage increase trended higher during the last three months of 2012, and then edged downward, settling at 1.73% in March 2013.

The three-month moving average annual base wage increase for the Private Sector had been declining until November and increased thereafter, settling at a high of 2.43% in March 2013.

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 province of Ontario.

For the period of March 2012 to March 2013, the Public Sector combined three-month moving average annual base wage increase had a declining trend since July of 2012 and settled at 1.0% in March 2013.

For the period of March to December of 2012, the three-month moving average for the Consumer Price Index in Ontario had a decreasing trend, and settled at 0.9% in March 2013.

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, 2012 to March 31, 2013 as of March 31, 2013. 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: March Settlements

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
Xstrata Canada (Xstrata Nickel) (office)	United Steelworkers	2.2*	1.0	215	48	2017-02-28
Manufacturing						
Arnprior Aerospace (production & maintenance)	Machinists	0.6 ^{1,2}	0.0	325	72	2019-03-06
Canadian General -Tower	United Steelworkers	1.1* ¹	0.0	321	36	2016-02-28
Cargill (Watson Road Plant)	Food & Commercial Workers	1.3 ⁴	1.1	600	48	2016-12-31
General Dynamics Land System (Canada) (armoured vehicle)	Cdn Auto Workers	1.5* ¹	0.0	528	36	2016-03-24
Hitachi Construction Truck Manufacturing	Cdn Auto Workers	2.0	2.0	226	36	2016-02-23
Maple Leaf Consumer Foods	Food & Commercial Workers	1.8 ^{1,2}	0.0	153	48	2017-03-30
Pilkington Glass of Canada	United Steelworkers	0.0* ²	0.0	238	36	2016-01-31
Premium Brands Operating LP (Kretschmar division)	Food & Commercial Workers	0.9 ¹	0.0	174	48	2015-12-01
Sofina Foods	Teamsters	2.1 ⁴	1.9	315	60	2018-02-28
Vale Canada Limited (office)	United Steelworkers	1.9 ¹	1.0	280	48	2017-03-31
Construction						
Carpenters' Employer Bargaining Agency (ICI)	Carpenters	2.5	2.6	12,000	36	2016-04-30
Electrical Trade Bargaining Agency (ICI)	Electrical Workers	2.6	2.2	13,800	36	2016-04-30
Electrical Trade Bargaining Agency (communications)	Electrical Workers	2.6	2.2	250	36	2016-04-30
Electrical Trade Bargaining Agency (Non-ICI linework)	Electrical Workers	2.6	2.2	750	36	2016-04-30
Thunder Bay Construction Association	Carpenters	2.8	2.8	600	36	2016-04-30
Trade & Finance						
Brewer's Retail (The Beer Store) (distribution/retail)	Food & Commercial Workers	1.8* ¹	1.7	6,000	36	2015-12-31
Sobeys (Milton Retail Support Centre)	Food & Commercial Workers	2.4* ⁵	3.9	417	108	2022-01-31
Transportation, Communications & Utilities						
Powerstream (inside/outside)	Cdn Public Empls	2.7 ³	2.5	348	36	2016-03-31

* including COLA clauses and/or COLA estimates

¹ excluding lump sum payments

² two-tier wage schedule

³ wage restructuring

⁴ adjustments for skilled trades and selected groups

⁵ excluding contributions to pension plan in the first year

Continued...

Table 3: March Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1 st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Public Administration						
Corporation of the City of Brantford (office) (City Hall)	Cdn Public Empls	1.3	1.2	190	36	2015-03-31
Corporation of the City of Kitchener (outside)	Cdn Public Empls	1.4	1.2	230	35	2015-12-31
Corporation of the City of Vaughan (firefighters)	Int'l Firefighters (Vaughan)	2.9	2.7	292	24	2012-12-31
Office of the Superintendent of Financial Institutions	Professional Institute	1.7	1.7	180	36	2014-03-31
Regional Municipality of Waterloo (works)	Cdn Public Empls	1.5	1.5	199	48	2016-12-31
Waterloo Regional Police Services Board (civilians)	Police Assn (Waterloo Regional)	2.8	2.7	288	36	2014-12-31
Waterloo Regional Police Services Board (uniform)	Police Assn (Waterloo Regional)	2.8	2.7	758	36	2014-12-31
Health & Social Services						
Norfolk General Hospital (hospital/nursing home) (service/RPN)	Cdn Auto Workers	0.0	0.0	238	24	2014-03-31
Regional Municipality of Halton (Allendale/Creek Way Village/Post Inn Village)	Ont Public Service Empls	2.0 ⁶	2.0	701	24	2013-05-31
Regional Municipality of Halton (emergency)	Ont Public Service Empls	2.2	2.5	184	36	2013-12-31
Villa Leonardo Gambin (Friuli Crt - LTC)	Labourers	0.4 ¹	1.3	251	36	2014-12-31
Windsor Regional Hospital (paramedical/support/professional)	Ont Public Service Empls	1.2 ^{1,4}	2.5	471	24	2012-03-31
Other Services						
Canadian Public Employees Union National Office	Cdn Office Prof Empls	2.4 [*]	2.5	250	24	2013-12-31
G & K Services Canada	Food & Commercial Workers	2.0 ¹	2.0	350	36	2015-12-31

^{*} including COLA clauses and/or COLA estimates

¹ excluding lump sum payments

⁴ adjustments for skilled trades and selected groups

⁶ lump sum for selected groups

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

**Regional Municipality of Halton
(Allendale, Creek Way Village and Post
Inn Village) and Ontario Public Service
Employees Union (OPSEU), Locals
261, 265 and 282 (700 service/RPNs)**

*a two-year arbitrated renewal agreement effective
June 1, 2011, expiring May 31, 2013*

- wage increases of 2% in years one and two for all employees except Level 6
- lump sum payments for employees in Level 6 of 1% of earnings in June of 2011 and 2012
- effective date of award, part-time employees will receive 9% of regular earnings in lieu of earned benefits

**Brewer's Retail Inc. (The Beer Store)
and the United Food and Commercial
Workers (UFCW), Local 12 R 24 (6,000
employees)**

*a three-year renewal agreement, effective
January 1, 2013, expiring December 31, 2015*

- wage increases of 1.75% each year for the duration of the agreement
- lump sum payments of \$1,000 in January 2014 and January 2015

**Carpenters' Employer Bargaining
Agency (ICI) and United Brotherhood
of Carpenters and Joiners of America,
Various Locals (12,000 employees)**

*a three-year arbitrated renewal agreement, effective
May 1, 2013, expiring April 30, 2016*

- total wage package increase between \$3.25 and \$3.95 (depending on locations) over the term of the agreement

**Waterloo Regional Police Services
Board and the Waterloo Police
Association (758 uniform and 288
civilian employees)**

*two three-year arbitrated renewal agreements,
effective January 1, 2012, expiring
December 31, 2014*

- wage increases January 1, 2012: 1.4%,
July 1, 2012: 1.3%, January 1, 2013: 1.4%,
July 1, 2013: 1.3%, January 1, 2014: 1.4%,
July 1, 2014: 1.3% and October 1, 2014: 0.25%
- effective January 1, 2014, vision care increased to \$400 per year
- effective January 1, 2014, osteopath, naturopath and podiatrist increased to \$500 per year
- effective January 1, 2013, clothing allowance increased to \$1,200

**Electrical Trade Bargaining Agency of
the Electrical Contractors Association
of Ontario (ICI, non-ICI linework,
communications) and International
Brotherhood of Electrical Workers
(IBEW), various locals (14,800
employees)**

*three, three-year renewal agreements, effective
May 1, 2013, expiring April 30, 2016*

- total wage package increase of \$4.10 over the term of the agreement

First Quarter 2013

During the first quarter of 2013, 388 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 376,894 employees (Table 5), 84% of whom were in the public sector. By industry, the majority of employees were in education and related services (267,980), provincial government (34,714) and recreational services (12,000) (Table 8).

Wage Adjustments

First quarter settlements (Table 5) provided an overall annual increase of 0.4%, a decrease from 1.3% in the previous quarter. In the public sector, the average annual wage increase was 0.1%, compared to 1.2% in the previous quarter. The private sector reported an average annual wage increase of 2.3%, up from 1.5% in the previous quarter. The industries with the highest average annual wage increases in the first quarter (Table 8) were storage (5.9%), electrical products (2.7%), construction and wholesale trade (2.6%), and transportation, electricity gas and water, management services and local government (2.4%). Annual wage adjustments for the industries with the highest concentration of employees averaged 0% in education and related services (267,980), 0% in provincial government (34,714) and 2.0% in recreational services (12,000).

In the first quarter of 2013, approximately 3.9% (14,860) of all employees (Table 6) received average annual wage increases ranging from 1% to 1.9%, compared to 13.6% (51,329) who received average annual wage increases ranging from 2% to 2.9%. In the public sector, 1.9% (6,334) of employees were covered by agreements with average annual wage increases ranging from 1% to 1.9%, compared to 14.2% (8,526) of the private sector employees. In the private sector 80.2% (48,125) of employees received average annual wage increases ranging from 2% to 2.9%, compared to 1.0% (3,204) of public sector employees.

Of the total number of employees for whom agreements were reached during the first quarter of 2013 (Table 10), 81.75% (308,098) were covered by two-year agreements. In the private sector, three-year agreements were the most common, covering 88.6% (53,165) of employees compared to 0.9% (550) of employees covered by two-year agreements. In the public sector, 97% (307,548) were covered by two-year agreements and 2.4% (7,585) by three-year agreements. Approximately 47.2% (2,937) of manufacturing employees and 7.9% (26,913) of non-manufacturing employees were covered by three-year agreements.

Negotiations

On average, private sector agreements were ratified within 3.3 months from the start of negotiations, compared to 4.0 months in the public sector (Table 13).

Of all settlements reached during the first quarter of 2013, 21 agreements covering 10.2% (38,576) of employees were negotiated directly by the parties, compared to 38 agreements covering 13.6% (51,458) of employees reached with the assistance of conciliation or mediation. Twenty-four (24) agreements, covering 5.6% (21,326) of employees were settled by arbitration, and one (1) agreement was reached following a work stoppage (Table 14).

In the public sector, approximately 11.5% (36,536) of employees reached settlements with the assistance of conciliation or mediation, while 83.6% (265,117) were reached through legislation under Bill 115. In the private sector, 24.8% (14,922) reached agreements with the assistance of conciliation or mediation, compared to 54.4% (32,633) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the second quarter of 2013 include the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, universities, Hydro One, Ontario Power Generation and the Ontario Government (provincial police/civilian uniform).

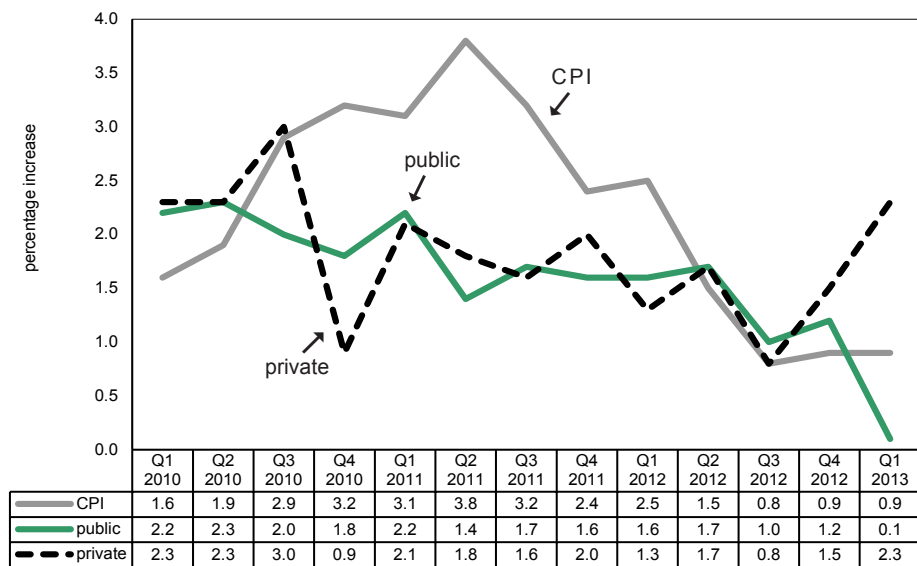
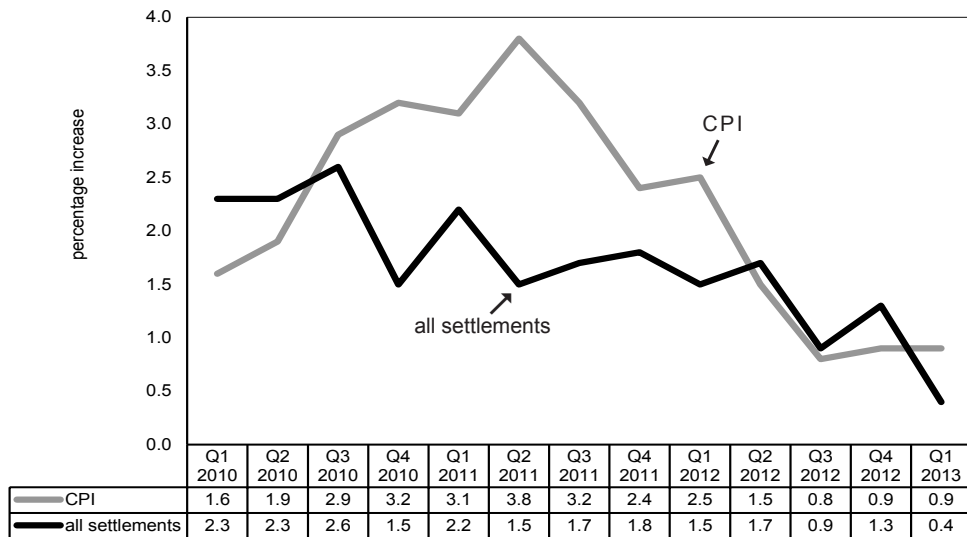
Major agreements scheduled to expire during the second quarter of 2013 include the construction sector's ICI and Non-ICI agreements, Bell Canada and the Council of Academic Hospitals of Ontario.

Work Stoppages

During the first quarter of 2013, 5 work stoppages were reported under Ontario jurisdiction, compared to 16 reported for the same period in 2012. Work stoppages during the first three months of 2013 involved 532 employees and resulted in 11,550 person-days lost, compared to 3,645 employees and 51,910 person-days lost reported during the same period in 2012 (Table 15 and 16).

From January to March 2013, two work stoppages were reported in the manufacturing sector, a decrease from five reported during the same period in 2012. In comparison, the non-manufacturing sector reported three work stoppages compared to 11 reported during the same period in 2012. In the construction sector, no work stoppages were reported during the first three months of 2013. During the first quarter of 2013, 0.00% of the estimated working time in Ontario was lost due to work stoppages (Table 16 and 17).

Table 4: Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates and Consumer Price Index



2010, 2011 & 2012 wage data are based on agreements covering 150 or more employees

Table 5: Average Annual Increases in Base Wage Rates by Sector (private and Public), First Quarter 2012 to First Quarter 2013

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
First Quarter 2012									
Private Sector	44	24,736	1.3	6	1,528	1.5	38	23,208	1.3
Public Sector	77	36,854	1.6	-	-	-	77	36,854	1.6
All agreements	121	61,590	1.5	6	1,528	1.5	115	60,062	1.5
Second Quarter 2012									
Private Sector	48	22,275	1.7	7	3,653	2.2	41	18,622	1.6
Public Sector	53	66,652	1.7	1	6,600	2.7	52	60,052	1.6
All agreements	101	88,927	1.7	8	10,253	2.6	93	78,674	1.6
Third Quarter 2012									
Private Sector	32	37,942	0.8	5	20,116	0.2	27	17,826	1.4
Public Sector	71	63,104	1.0	-	-	-	71	63,104	1.0
All agreements	103	101,046	0.9	5	20,116	0.2	98	80,930	1.1
Fourth Quarter 2012									
Private Sector	31	14,966	1.5	4	1,809	0.4	27	13,157	1.6
Public Sector	49	61,424	1.2	1	18,620	1.4	48	42,804	1.1
All agreements	80	76,390	1.3	5	20,429	1.4	75	55,961	1.3
First Quarter 2013									
Private Sector	40	59,972	2.3	10	9,579	1.9	30	50,393	2.4
Public Sector	348	316,922	0.1	-	-	-	348	316,922	0.1
All agreements	388	376,894	0.4	10	9,579	1.9	378	367,315	0.4

Table 6: Distribution of Average Annual Increases in Base Wage Rates by Sector (private and public), First Quarter 2013

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
No Increase	323	307,533	81.5	3	873	1.4	320	306,660	96.7
0.1 - 0.9 Percent	7	2,194	0.5	4	1,470	2.4	3	724	0.2
1.0 - 1.9 Percent	24	14,860	3.9	9	8,526	14.2	15	6,334	1.9
2.0 - 2.9 Percent	33	51,329	13.6	23	48,125	80.2	10	3,204	1.0
5.0 - 5.9 Percent	1	978	0.2	1	978	1.6	-	-	-
All Agreements	388	376,894	100.0	40	59,972	100.0	348	316,922	100.0

**Table 7: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), First Quarter 2012 to First Quarter 2013**

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
First Quarter 2012									
Manufacturing	19	5,414	1.0	6	1,528	1.5	13	3,886	0.8
Non-Manufacturing	101	55,726	1.5	-	-	-	101	55,726	1.5
Construction	1	450	3.0	-	-	-	1	450	3.0
All Agreements	121	61,590	1.5	6	1,528	1.5	115	60,062	1.5
Second Quarter 2012									
Manufacturing	27	10,725	1.6	7	3,653	2.2	20	7,072	1.3
Non-Manufacturing	71	76,792	1.7	1	6,600	2.7	70	70,192	1.6
Construction	3	1,410	2.4	-	-	-	3	1,410	2.4
All Agreements	101	88,927	1.7	8	10,253	2.6	93	78,674	1.6
Third Quarter 2012									
Manufacturing	12	21,866	0.2	3	19,656	0.2	9	2,210	0.9
Non-Manufacturing	90	78,480	1.1	2	460	2.4	88	78,020	1.1
Construction	1	700	0.0	-	-	-	1	700	0.0
All Agreements	103	101,046	0.9	5	20,116	0.2	98	80,930	1.1
Fourth Quarter 2012									
Manufacturing	14	5,355	1.0	3	1,459	0.0	11	3,896	1.4
Non-Manufacturing	66	71,035	1.3	2	18,970	1.5	64	52,065	1.2
All Agreements	80	76,390	1.3	5	20,429	1.4	75	55,961	1.3
First Quarter 2013									
Manufacturing	19	6,217	1.4	5	1,837	1.9	14	4,380	1.3
Non-Manufacturing	362	339,777	0.2	5	7,742	1.9	357	332,035	0.2
Construction	7	30,900	2.6	-	-	-	7	30,900	2.6
All Agreements	388	376,894	0.4	10	9,579	1.9	378	367,315	0.4

Table 8: Average Annual Increases in Base Wage Rates by Industry, First Quarter 2013

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing									
Food, Beverage	4	1,242	1.5	-	-	-	4	1,242	1.5
Rubber, Plastics	4	1,164	0.8	1	321	1.1	3	843	0.7
Textile	1	800	0.9	-	-	-	1	800	0.9
Primary Metals	2	430	2.3	1	150	3.0	1	280	1.9
Fabricated Metals	1	171	0.7	-	-	-	1	171	0.7
Machinery	1	226	2.0	-	-	-	1	226	2.0
Transportation Equipment	2	853	1.2	1	528	1.5	1	325	0.6
Electrical Products	3	1,093	2.7	1	600	3.0	2	493	2.3
Non-Metallic Minerals	1	238	0.0	1	238	0.0	-	-	-
Total	19	6,217	1.4	5	1,837	1.9	14	4,380	1.3
Non-Manufacturing									
Mining, Quarrying	2	1,075	2.3	2	1,075	2.3	-	-	-
Transportation	4	1,552	2.4	-	-	-	4	1,552	2.4
Storage	1	978	5.9	-	-	-	1	978	5.9
Electricity, Gas, Water	2	646	2.4	-	-	-	2	646	2.4
Wholesale Trade	2	657	2.6	1	417	2.4	1	240	3.0
Retail Trade	1	6,000	1.8	1	6,000	1.8	-	-	-
Finance, Insurance Carriers	1	174	1.5	-	-	-	1	174	1.5
Education & Related Services	306	267,980	0.0	-	-	-	306	267,980	0.0
Health & Social Services	21	8,112	0.7	-	-	-	21	8,112	0.7
Recreational Services	1	12,000	2.0	-	-	-	1	12,000	2.0
Management Services	1	180	2.4	-	-	-	1	180	2.4
Personal Services	1	350	2.0	-	-	-	1	350	2.0
Other Services	3	720	1.8	1	250	2.4	2	470	1.6
Federal Government	3	1,596	1.8	-	-	-	3	1,596	1.8
Provincial Government	3	34,714	0.0	-	-	-	3	34,714	0.0
Local Government	10	3,043	2.4	-	-	-	10	3,043	2.4
Total	362	339,777	0.2	5	7,742	1.9	357	332,035	0.2
Construction	7	30,900	2.6	-	-	-	7	30,900	2.6
All Industries	388	376,894	0.4	10	9,579	1.9	378	367,315	0.4

Table 9: Average Annual Increases in Base Wage Rates, All Industries, First Quarter 2013

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing	19	6,217	1.4	5	1,837	1.9	14	4,380	1.3
Non-Manufacturing	362	339,777	0.2	5	7,742	1.9	357	332,035	0.2
Construction	7	30,900	2.6	-	-	-	7	30,900	2.6
All Industries	388	376,894	0.4	10	9,579	1.9	378	367,315	0.4

Table 10: Average Annual Increases in Base Wage Rates by Duration and Sector, First Quarter 2013

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	1	174	1.5	1	174	1.5	-	-	-
Two-year agreements	327	308,098	0.0	2	550	2.0	325	307,548	0.0
Three-year agreements	38	60,750	2.3	21	53,165	2.4	17	7,585	1.3
Four-year agreements	17	6,034	1.7	11	4,245	1.7	6	1,789	1.7
Five-year agreements	3	1,096	2.2	3	1,096	2.2	-	-	-
Six-Year agreements	1	325	0.6	1	325	0.6	-	-	-
Nine-Year agreements	1	417	2.4	1	417	2.4	-	-	-
All Agreements	388	376,894	0.4	40	59,972	2.3	348	316,922	0.1

Table 11: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), First Quarter 2013

	Manufacturing			Non-Manufacturing			Construction		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	-	-	-	1	174	1.5	-	-	-
Two-year agreements	-	-	-	327	308,098	0.0	-	-	-
Three-year agreements	10	2,937	1.7	21	26,913	1.9	7	30,900	2.6
Four-year agreements	7	2,640	1.1	10	3,394	2.1	-	-	-
Five-year agreements	1	315	2.1	2	781	2.3	-	-	-
Six-Year agreements	1	325	0.6	-	-	-	-	-	-
Nine-Year agreements	-	-	-	1	417	2.4	-	-	-
All Agreements	19	6,217	1.4	362	339,777	0.2	7	30,900	2.6

Table 12: Duration of Negotiations by Sector, First Quarter 2013

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
1-3 Months	184	170,241	29	25,157	155	145,084
4-6 Months	165	159,308	5	7,591	160	151,717
7-9 Months	19	27,786	3	14,800	16	12,986
10-12 Months	7	13,267	2	12,174	5	1,093
13 Months and Over	13	6,292	1	250	12	6,042
Total	388	376,894	40	59,972	348	316,922

Table 13: Average Duration of Negotiations by Sector, First Quarter 2013

Average Duration of Negotiations	
	months
Private Sector	3.3
Public Sector	4.0
Total	3.9

Table 14: Stage of Settlement by Sector, First Quarter 2013

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
Legislation Under Bill 115	304	265,117	-	-	304	265,117
Direct Bargaining	21	38,576	12	32,633	9	5,943
Conciliation	24	46,166	12	9,630	12	36,536
Mediation	14	5,292	14	5,292	-	-
Arbitration	24	21,326	1	12,000	23	9,326
Work Stoppage	1	417	1	417	-	-
Total	388	376,894	40	59,972	348	316,922

Table 15: Work Stoppages, January - March 2012 and 2013

	<u>January - March 2013</u>	<u>January - March 2012</u>
Manufacturing	2	5
Non-Manufacturing	3	11
Construction	-	-
All Industries	5	16

Table 16: Person-Days Lost, January - March 2012 and 2013

	<u>January - March 2013</u>	<u>January - March 2012</u>
Manufacturing	3,410	24,420
Non-Manufacturing	8,140	27,490
Construction	-	-
All Industries	11,550	51,910

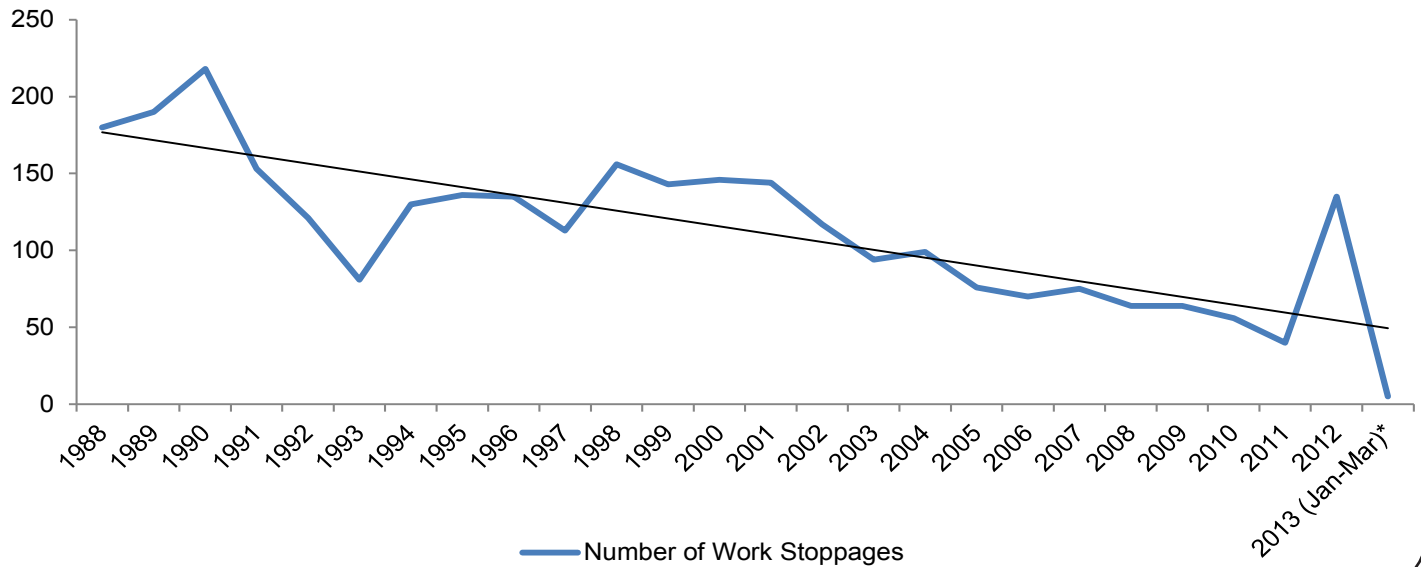
As of March 31, 2013, 2 work stoppages, covering a total of 56 employees were carried over to April 2013.
 (Data are collected for all work stoppages involving two or more employees under Ontario Jurisdiction.)

Table 17: Work stoppages Under Ontario Jurisdiction, 1988-March 2013

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
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	135	65,982	489	200,600	3.0	13	0.01
2013 (Jan-Mar)*	5	532	106	11,550	21.7	35	0.00

* preliminary
Source: Collective Bargaining Information Services, Dispute Resolution Services

Work Stoppages



* preliminary

The number of work stoppages has a decreasing trend (Chart 1) from 1988 to 2011. The high was in 1990 with 218 Work Stoppages. The low in 2011 was 40. Roughly 50% of the numbers of work stoppages during 2012 were due to School Board Agreements during the month of December. For the period between January and March 2013 there were five work stoppages covering 532 employees with 11,550 person-days lost in total.

Table 18: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	33,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	21,900	Various dates
Police Services Boards	Police Association	Various locations	9,200	Various dates
Hospitals	SEIU, CUPE et al	Various locations	33,900	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	62,437	Various dates
Universities	CUPE et al	Various locations	10,900	Various dates
Ontario Government (provincial police) (civilian/uniform)	Ontario Provincial Police	Province-wide	8,200	2011-12-31
Ontario Power Generation	Society of Energy Professionals	Province-wide	3,900	2012-12-31
Liquor Control Board of Ontario	OPSEU	Province-wide	5,500	2013-03-31
Hydro One	CUPE and Society of Energy Professionals	Province-wide	4,600	2013-03-31
Canadian Red Cross Society	SEIU	Province-wide	3,400	2013-03-31
Construction (ICI and Non-ICI)	Labourers, Carpenters et al	Province-wide	110,000	2013-04-30
Bell Canada (clerical and associated)	Communications Energy Paperworkers	Province-wide	4,200	2013-05-31
Council of Academic Hospitals of Ontario	Interns and Residents Association	Various locations	4,000	2013-06-30

As of March 31, 2013, there were 319 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 19: Consumer Price Index (2002=100)*

	January 2013	February 2013	March 2013	2010	2011	2012	Year-to-date 2013
Canada	0.5	1.2	1.0	1.8	2.9	1.5	0.9
Ontario	0.6	1.2	1.0	2.4	3.1	1.4	0.9
Toronto	0.7	1.2	1.1	2.5	3.0	1.5	1.0
Ottawa-Gatineau (Ont. part)	0.6	1.1	0.9	2.5	3.0	1.3	0.9
Thunder Bay	0.3	0.9	0.6	2.1	3.1	0.9	0.6

* Percentage change from previous year
Source: Statistics Canada

Data for the months of March, June, September and March 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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