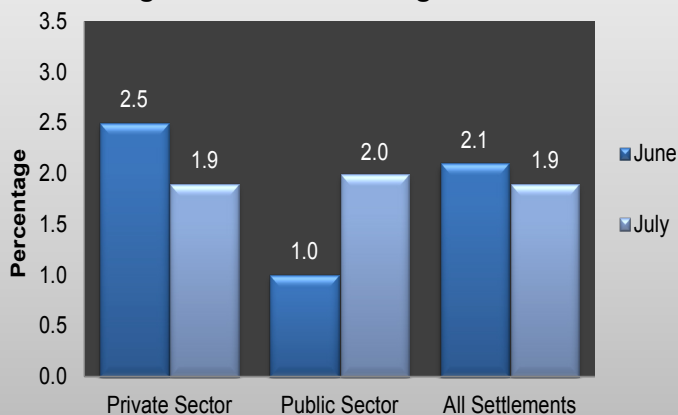


Collective Bargaining Highlights July 2013



At A Glance

Average Annual Base Wage Increase



Agreements Settled in July

In July, 23 collective agreements were ratified, each covering 150 or more employees. These agreements covered 16,006 employees, 63% of whom were in the public sector (10,014).

The overall average annual increase in base wage rates in July was 1.9%, a decrease from 2.1% reported in the previous month. In the public sector, 12 agreements were settled for an average annual base wage increase of 2%, compared to 1% in June 2013. In the private sector, 11 agreements were settled for an average annual base wage increase of 1.9%, a decrease from 2.5% reported in the previous month.

For settlements in the month of July, the industry with the highest average annual base wage increase was transportation, communications and utilities. The lowest average annual base wage increase was reported in education and related services. The average annual base wage increase in the transportation, communication and utilities for six settlements was 2.5%, while in construction the average annual base wage increase for three settlements was 2.3%. In health and social services, the average annual base wage increase was 1.6% for four settlements. Manufacturing reported an average annual base wage increase of 1.7% for six settlements. Education and related services reported an average annual base wage increase of 0.5% for two settlements.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - July

Table 1: Wage Settlements Current Month, Current Three Years

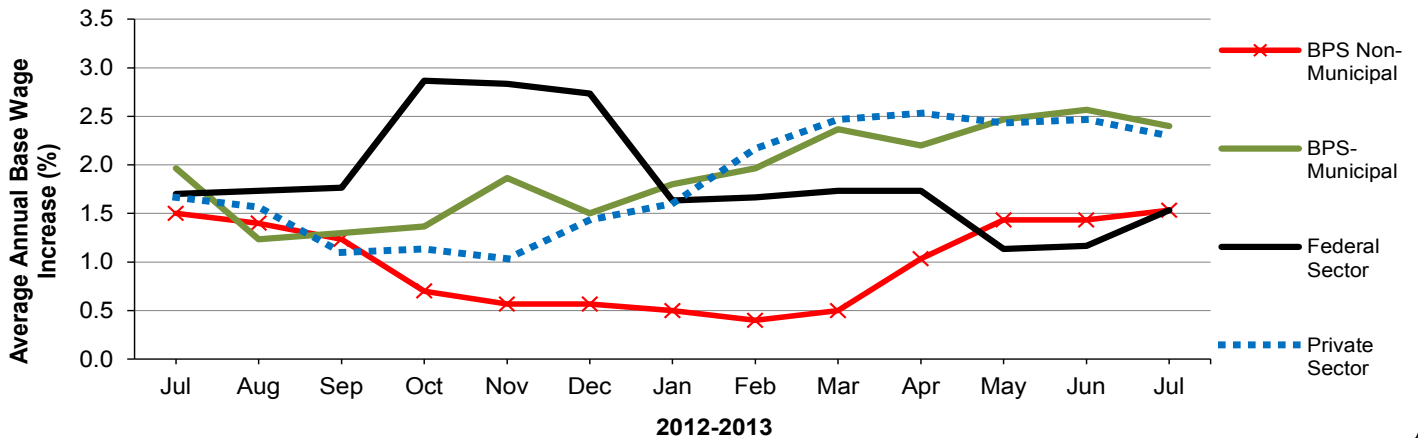
	JULY			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	Jan - Jul
			%	%	%	%
Private Sector	11	5,992	1.9	1.9	1.2	2.4
Public Sector	12	10,014	2.0	1.6	1.4	0.3
All Settlements	23	16,006	1.9	1.7	1.3	0.9

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

Industries	JULY			ANNUAL		
	Agmts	Empls	Average Annual Increase	2011	2012	Jan - Jul
			%	%	%	%
Primary	-	-	-	3.3	2.5	2.1
Manufacturing	6	4,129	1.7	1.4	0.8	1.5
Construction	3	1,300	2.3	1.3	1.9	2.6
Trade and Finance	-	-	-	1.3	1.0	1.4
Transportation, Communications & Utilities	6	6,221	2.5	2.6	1.9	2.1
Public Administration	1	180	1.9	2.2	1.4	0.8
Education & Related Services	2	2,104	0.5	1.8	1.2	0.0
Health & Social Services	4	1,261	1.6	1.2	1.1	1.5
Other Services	1	811	2.1	2.2	1.7	2.1
All Settlements	23	16,006	1.9	1.7	1.3	0.9

Wage Trends by Sector

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



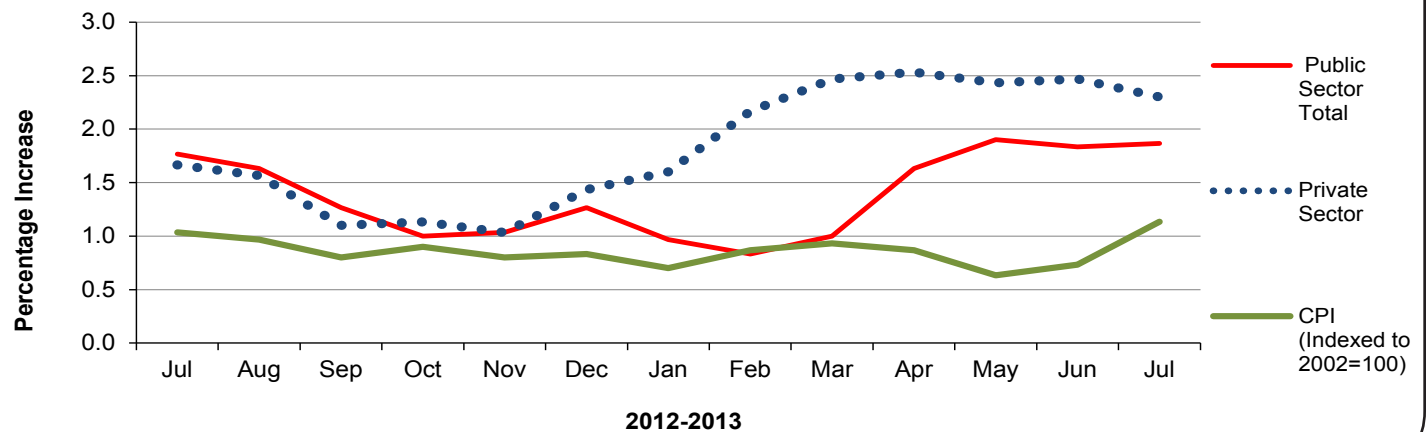
The above graph depicts the three-month moving average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario.

For the period of July 2012 to July 2013, the moving average annual base wage increase for the BPS Non-Municipal declined from September 2012 to February 2013, and then edged upwards, settling at 1.53% in July 2013.

The Federal sector three-month moving average annual base wage increase trended higher during the last three months of 2012, then moderately declined and settled at 1.53% in July 2013.

The three-month moving average annual base wage increase for the Private Sector had declined until November of 2012, then edged upward and settled at 2.3% in July 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 July 2012 to July 2013, the Public Sector combined three-month moving average annual base wage increase trended slightly higher since March 2013 and settled at 1.9% in July 2013.

For the period of July to December of 2012, the three-month moving average for the Consumer Price Index in Ontario had a moderately decreasing trend, then edged upward and settled at 1.1% in July 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 July 1, 2012 and July 31, 2013 as of July 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: July 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						
Cameco Corp	United Steelworkers	2.0	2.0	250	36	2016-06-30
Coca-Cola Refreshments (Brampton plant)	Cdn Auto Workers	1.2	0.0	810	35	2016-06-10
Essar Steel Algoma (hourly employees)	United Steelworkers	1.4 ^{*1,2}	0.0	2,272	36	2016-07-31
North American Baking (B F G Canada)	Cdn Auto Workers	2.7	2.8	300	36	2016-07-28
O-I Canada Corp	United Steelworkers	2.6 ³	3.0	250	36	2016-02-01
Petro-Canada Lubricants (Lubricants Centre)	Communications Energy Paperworkers	3.5	3.3	247	36	2016-01-31
Construction						
Residential Siding Contractors Assn of Greater Metro Toronto	Carpenters	2.4	2.0	500	36	2016-04-30
Terrazzo, Tile & Marble Guild of Ontario (ICI - BACU)	Brick & Allied Craft	2.2	2.3	400	36	2016-04-30
Terrazzo, Tile & Marble Guild of Ontario (ICI - OPC)	Bricklayers Intl	2.2	2.3	400	36	2016-04-30
Transportation, Communications & Utilities						
Hydro One	Cdn Public Empls	2.5	2.5	5,000	24	2015-03-31
Jazz Air (As Air Canada Jazz) (customer service)	Cdn Auto Workers	2.0	2.0	263	36	2016-01-13
London Hydro	Cdn Public Empls	2.5	2.5	210	36	2015-12-31
Nav Canada (Air Traffic Specialist)	Cdn Auto Workers	2.0	2.0	300	36	2016-04-30
Via Rail Canada (Off-Train employees)	Cdn Auto Workers	2.8	3.0	296	36	2015-12-31
Via Rail Canada (On-Board employees)	Cdn Auto Workers	2.8	3.0	152	36	2015-12-31
Public Administration						
Corporation of the County of Hastings	Ont Public Service Empls	1.9	2.0	180	48	2015-12-31
Education & Related Services						
Brock Universty (course coordinators, instructors, teaching assistants, demonstrators, markers/graders)	Cdn Public Empls	0.6 ¹	0.0	1,804	38	2016-09-06
University of Toronto (library support) (student casual)	Cdn Public Empls	0.0 ⁴	0.0	300	36	2014-06-30

Continued...
** including COLA clauses and/or COLA estimates*
¹ excluding lump sum payments/signing bonus
² subject to probability of increase to 3% on August 1, 2015
³ excluding special adjustments for selected groups
⁴ restructuring of wage schedule

Table 3: July 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
Health & Social Services						
Dilico Anishinabek Family Care	Communications Energy Paperworkers	1.3 ¹	0.0	391	36	2015-03-31
Regional Municipality of Waterloo (Sunnyside Home) (service/clerical/ technical/RPN)	Cdn Auto Workers	1.3	1.5	320	36	2015-12-31
Sioux Lookout Meno-Ya-Win Health Centre (service/clerical)	Cdn Public Empls	2.0 ³	2.0	250	48	2013-09-30
Windsor Regional Hospital (RPNs/tech/rehab assistants)	Cdn Public Empls	2.0	2.0	300	24	2012-09-28
Other Services						
Metro Toronto Convention Centre Corp	Labourers	2.1	1.9	811	36	2015-12-31

¹excluding lump sum payments/signing bonus

³excluding special adjustments for selected groups

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

Essar Steel Algoma and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 2251 (2,272 production and office employees)

a three-year renewal agreement, effective August 1, 2013, expiring July 31, 2016

- lump sum payment of \$500 during the second year of the agreement and cost of living adjustments
- general wage increase of 2% during the third year of the agreement with possible increase to 3%
- improvements to extended health benefits and medical life insurance
- early retirement option given combined age and years of employment total 85

Brock University and Canadian Union of Public Employees, Local 4207 (1,804 course coordinators, instructors, teaching assistants, demonstrators, markers/graders)

a thirty-eight month renewal agreement, effective July 1, 2013, expiring September 6, 2016

- lump sum payment effective September 7, 2014 and general wage increase of 2% effective September 7, 2015

Hydro One Inc. and Canadian Union of Public Employees, Local 1000 (5,000 employees)

a two-year renewal agreement, effective April 1, 2013, expiring March 31, 2015

- general wage increases of 1.5% effective April 1, 2013, 1% effective October 1, 2013, 1.5% effective April 1, 2014 and 1% effective October 1, 2014
- increases in paramedical coverage and pension contributions
- increases to safety footwear and clothing allowance

Residential Siding Contractors Association of Greater Metropolitan Toronto and United Brotherhood of Carpenters and Joiners of America, Local 27 (500 employees)

a three-year arbitrated renewal agreement, effective May 1, 2013, expiring April 30, 2016, settled following a work stoppage

- wage increases of 2% in the first year, 2.5% in the second year, and 2.75% in the third year

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC et al	Canada-wide	29,800	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	14,600	Various dates
Police Services Boards	Police Association	Various locations	6,700	Various dates
Hospitals	CUPE et al	Various locations	65,400	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	43,634	Various dates
Universities	CUPE et al	Various locations	19,200	Various dates
Ontario Government (provincial police) (civilian/uniform)	Ontario Provincial Police	Province-wide	8,200	2011-12-31
Canadian Red Cross Society	SEIU	Province-wide	3,400	2013-03-31
Construction (ICI & Non-ICI)	Labourers et al	Province-wide	34,100	2013-04-30
Council of Academic Hospitals of Ontario	Interns and Residents Association	Various locations	4,000	2013-06-30
CAMI Automotive	Cdn Auto Workers	Ingersoll	2,140	2013-09-16

As of July 31, 2013, there were 268 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	May 2013	June 2013	July 2013	2010	2011	2012	Year-to-date 2013
Canada	0.7	1.2	1.3	1.8	2.9	1.5	0.9
Ontario	0.5	1.3	1.6	2.4	3.1	1.4	0.9
Toronto	0.7	1.4	1.6	2.5	3.0	1.5	1.0
Ottawa-Gatineau (Ont. part)	0.5	1.3	1.6	2.5	3.0	1.3	0.9
Thunder Bay	0.3	1.2	1.6	2.1	3.1	0.9	0.7

* 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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