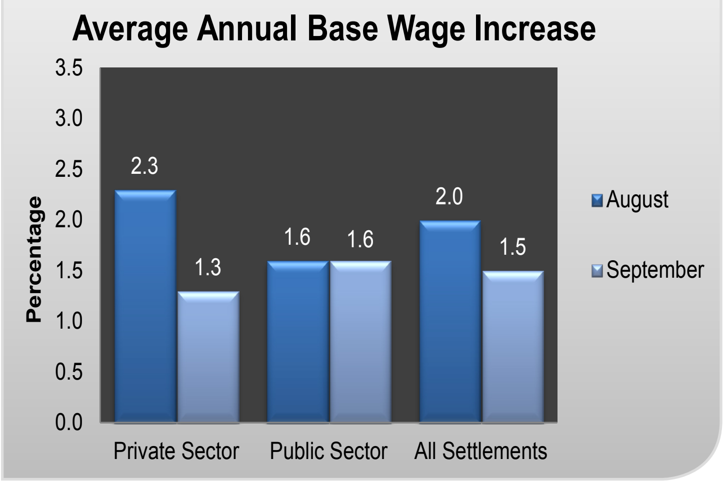
Collective Bargaining Highlights September 2013

At A Glance



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Ministry of Labour

Dispute Resolution Services

Agreements Settled in September

In September, 17 collective agreements were ratified, each covering 150 or more employees. These agreements covered 14,267 employees, 61% of whom were in the public sector (8,665).

The overall average annual increase in base wage rates in September was 1.5%, a decrease from 2.0% reported in the previous month. In the public sector, 11 agreements were settled for an average annual base wage increase of 1.6%, unchanged from August 2013. In the private sector, six agreements were settled for an average annual base wage increase of 1.3%, a decrease from 2.3% reported in the previous month.

For settlements during the month of September, the industry with the highest average annual base wage increase was other services. The lowest average annual base wage increase was reported in manufacturing. The average annual base wage increase in other services for one settlement was 2.6%, while in construction the average annual base wage increase for three settlements was 2.5%. In trade and finance, the average annual base wage increase was 1.9% for one settlement. Public administration reported an average annual base wage increase of 1.7% for three settlements and health and social services reported an average annual base wage increase of 1.6% for four settlements. Manufacturing reported an average annual base wage increase of 0.2% for one settlement.

Wage Settlements - September

Table 1: Wage Settlements Current Month, Current Three Years

	SEPTEMBER			ANNUAL		
	Agmts	Empls	Average Annual Increase %	2011 %	2012 %	Jan - Sep 2013
Private Sector	6	5,602	1.3	1.9	1.2	2.4
Public Sector	11	8,665	1.6	1.6	1.4	0.4
All Settlements	**17**	**14,267**	**1.5**	**1.7**	**1.3**	**1.0**

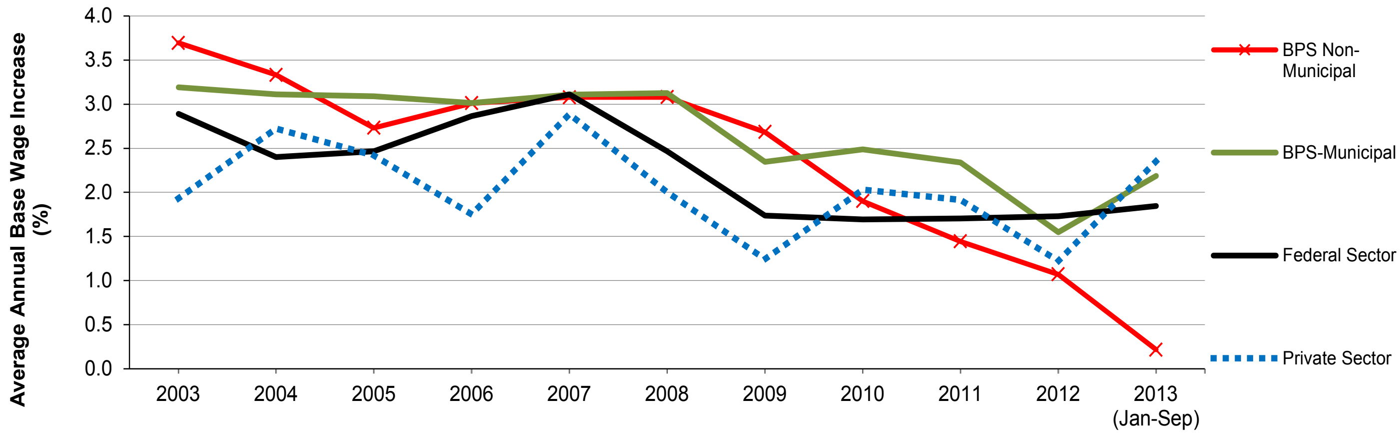
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

	SEPTEMBER			ANNUAL		
Industries	Agmts	Empls	Average Annual Increase %	2011 %	2012 %	Jan - Sep 2013
Primary	-	-	-	3.3	2.1	2.1
Manufacturing	1	2,712	0.2	1.4	0.8	1.3
Construction	3	2,300	2.5	1.3	1.8	2.6
Trade and Finance	1	430	1.9	1.3	1.0	1.4
Transportation,Communications & Utilities	1	250	0.9	2.6	1.9	2.1
Public Administration	3	5,199	1.7	2.2	1.4	0.9
Education & Related Services	3	1,706	1.2	1.9	1.2	0.0
Health & Social Services	4	1,510	1.6	1.3	1.2	1.4
Other Services	1	160	2.6	1.8	1.3	2.0
All Settlements	**17**	**14,267**	**1.5**	**1.7**	**1.3**	**1.0**

The categories used in Table 2 are based on the North American Industry Classification System (NAICS).

Wage Trends by Sector (2003 - 2013)

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



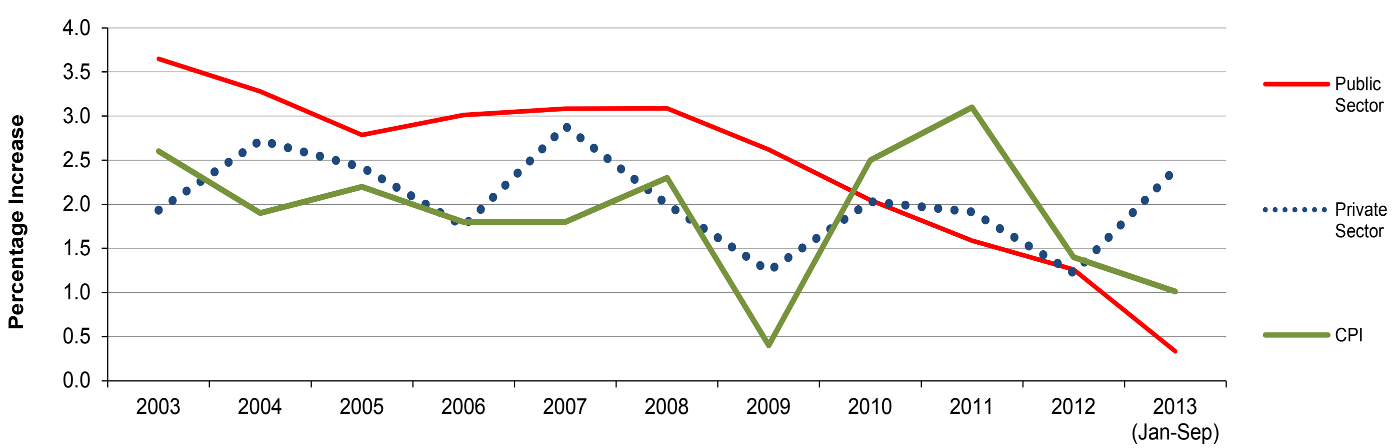
The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2003 to September 2013.

For the period of January 2013 to September 2013, the average annual base wage increase for the BPS Non-Municipal settled at 0.2% compared to 1.1% reported in 2012. The BPS Municipal sector average annual base wage increase settled at 2.2% from January to September 2013.

For the period of January 2013 to September 2013, the Federal sector average annual base wage increase has had a horizontal trend since 2009 and settled at 1.8%.

For the period of January 2013 to September 2013, the average annual base wage increase for the Private Sector has settled at 2.4%, compared to 1.2% reported for 2012.

Graph 2: Consumer Price Index, Public (Excluding Federal) and Private Sector Settlement Trends



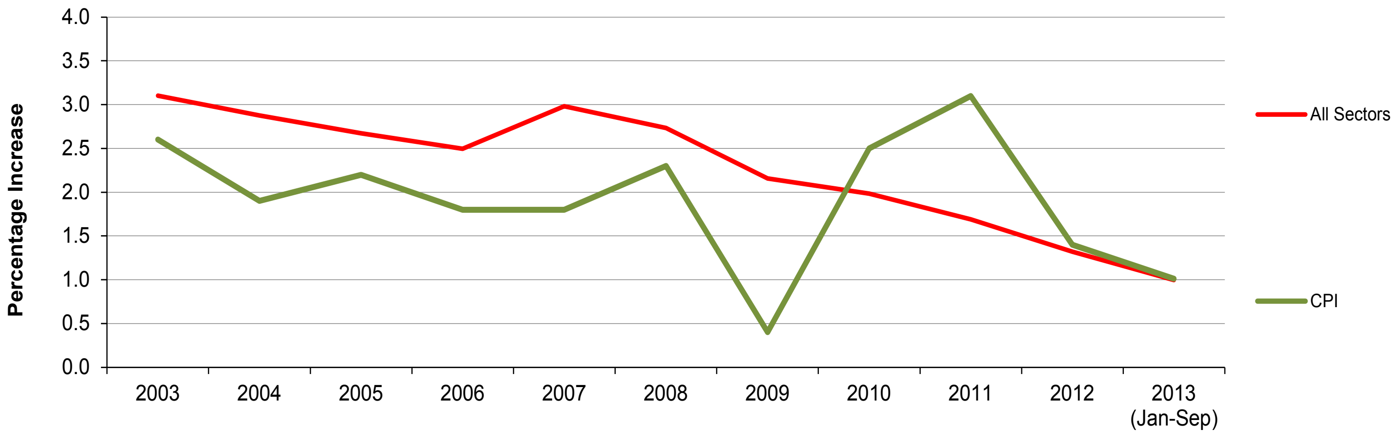
The above graph depicts the average annual base wage increase for agreements covering 150 or more employees for Public (excluding Federal sector), the Private sector and the Consumer Price Index for the province of Ontario from 2003 to September 2013.

For the period of January 2013 to September 2013, the Public Sector combined (excluding Federal Sector) average annual base wage increase settled at 0.3%, compared to 1.3% reported in 2012.

For the period of January to September 2013, the moving average for the Consumer Price Index in Ontario settled at 1.0%, a decrease from the 1.4% reported in 2012.

Wage Trends by Sector (2003 - 2013)

Graph 3: Consumer Price Index and All Sectors Combined Settlement Trends



The above graph depicts the average annual base wage increases for agreements covering 150 or more employees for All Sectors (Private, Federal Sector, Municipal and Non Municipal Sectors), and the Consumer Price Index for the province of Ontario from 2003 to September 2013.

For the period of January 2013 to September 2013, the All Sectors combined average annual base wage increase settled at 1.0%, compared to 1.3% reported in 2012.

For the period of January to September 2013, the moving average for the Consumer Price Index in Ontario settled at 1.0%, a decrease from the 1.4% reported in 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, 2003 to September 30, 2013 as of September 30, 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: September Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Cami Automotive Inc	UNIFOR	0.2*[1,2,4]	0.0	2,712	48	2017-09-17
Construction						
Durham Residential Construction Labour Bureau	Labourers	2.3[5]	2.3	300	12	2016-04-30
Metropolitan Toronto Apartment Builders Association	Labourers	2.5[5]	2.5	1,000	12	2016-04-30
Toronto Residential Construction Labour Bureau	Labourers	2.6[5]	2.6	1,000	12	2016-04-30
Trade & Finance						
Goodwill Industries of Toronto (Retail Division)	Cdn Airport Workers	1.9	3.0	430	32	2016-03-31
Transportation, Communications & Utilities						
The Hamilton Public Library Board	Cdn Public Empls	0.9	1.9	250	48	2016-12-31
Public Administration						
The Corporation of The City of Barrie (inside/outside)	Cdn Public Empls	1.5	1.5	455	24	2014-12-31
Treasury Board of Canada (correctional service)	Cdn Correctional Officers (Ucco-Csn)	1.7	1.5	1,799	48	2014-05-31
Treasury Board of Canada (technical service)	Public Service Alliance of Canada	1.8	1.8	2,945	36	2014-06-21
Education & Related Services						
University of Western Ontario (support staff)	U Western Ontario Staff Association	1.2[6]	1.5	1,022	48	2017-06-30
University of Windsor (maintenance/service)	Cdn Public Empls	1.0	1.0	380	36	2016-07-31
University of Windsor (office/clerical) (full-time)	UNIFOR	1.5[3]	1.5	304	36	2016-06-30

** including COLA clauses and/or COLA estimates*
[1] COLA remains unchanged until June 2016
[2] excluding lump sum payment
[3] restructuring of the wage schedule
[4] two-tier wage schedule
[5] interim arbitration award-first year wages awarded
[6] excluding term members

Continued...

Table 3: September Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Health & Social Services						
Corporation of The County of Essex (paramedics)	Cdn Public Empls	1.4	1.0	280	36	2015-03-31
Humber River Hospital[7]	Teamsters	2.0	2.0	850	24	2013-10-10
Revera Retirement Lp (Annex/Leaside/Queens/Weston) (service/RPN)	Service Employees Intl	2.0	0.0	180	24	2014-06-30
Young Women's Christian Association of Greater Toronto	Cdn Public Empls	0.0	0.0	200	24	2015-03-31
Other Services						
Sodexo Canada Ltd	Food & Commercial Workers	2.6	2.0	160	60	2018-04-30

[7] *number of employees subject to revision*

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

CAMI Automotive Inc. and UNIFOR, Local 88 (2,712 skilled trades and production employees)

a four-year renewal agreement, effective September 16, 2013, expiring September 17, 2017

- ratification bonus of $3,000 to be paid by end of October 2013
- base wage rates frozen for the duration of the agreement; COLA adjustments to be reactivated beginning with June 2016 COLA payment, as per future General Motors COLA payments
- annual lump sums of $2,000 payable on December of each year

Corporation of the City of Barrie and Canadian Union of Public Employees, Local 2380 (455 employees)

a two-year renewal agreement, effective January 1, 2013, expiring December 31, 2014

- general wage increase of 1.5% in each year
- increased tool allowance for eligible employees

Third Quarter 2013

During the third quarter of 2013, 65 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 49,155 employees (Table 5), 58.8% (28,916) of whom were in the public sector. By industry, the majority of employees were in construction (7,995), healthcare and social assistance (7,552), federal public administration (6,943), utilities (electricity, gas and water) (5,210) and educational services (5,060) (Table 8).

Of the total number of employees for whom agreements were reached during the third quarter of 2013 (Table 10), 56.7% (27,867) were covered by three-year agreements. In the private sector, three-year agreements were the most common, covering 74.4% (15,057) of employees compared to 1.3% (260) of employees covered by two-year agreements. In the public sector, 44.3% (12,810) were covered by three-year agreements and 31.2% (9,022) by two-year agreements. Approximately 55.6% (4,591) of manufacturing employees and 46.4% (15,281) of non-manufacturing employees were covered by three-year agreements.

Wage Adjustments

Third quarter settlements (Table 5) provided an overall annual increase of 1.7%, a decrease from 2.2% in the previous quarter. In the public sector, the average annual wage increase was 1.7%, compared to 1.8% in the previous quarter. The private sector reported an average annual wage increase of 1.9%, down from 2.5% in the previous quarter. The industries with the highest average annual wage increases in the third quarter (Table 8) were in manufacturing petroleum (3.5%), plastics (3.2%) and food (2.7%). Annual wage adjustments for the industries with the highest concentration of employees averaged 1.1% in health and social assistance (7,552), 1.8% in federal public administration (6,943), 2.5% in utilities (electricity, gas and water) (5,210) and 1.1% in educational services (5,060).

In the third quarter of 2013, approximately 32.3% (15,907) of all employees (Table 6) received average annual wage increases ranging from 1% to 1.9%, compared to 46.9% (23,068) who received average annual wage increases ranging from 2% to 2.9%. In the public sector, 40.1% (11,622) of employees were covered by agreements with average annual wage increases ranging from 1% to 1.9%, compared to 21.1% (4,285) of the private sector employees. In the private sector 50.4% (10,205) of employees received average annual wage increases ranging from 2% to 2.9%, compared to 44.4% (12,863) of public sector employees.

Negotiations

On average, private sector agreements were ratified within 4.4 months from the start of negotiations, compared to 10.5 months in the public sector (Table 13).

Of all settlements reached during the third quarter of 2013, 16 agreements covering 14.3% (7,025) of employees were negotiated directly by the parties, compared to 25 agreements covering 49% (24,074) of employees reached with the assistance of conciliation or mediation. Fifteen (15) agreements, covering 19.8% (9,702) of employees were settled by arbitration and seven (7) agreements were reached following a work stoppage (Table 14).

In the public sector, approximately 47.6% (13,755) of employees reached settlements with the assistance of conciliation or mediation, while 12% (3,488) were reached through direct bargaining. In the private sector, 51% (10,319) reached agreements with the assistance of conciliation or mediation, compared to 17.5% (3,537) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2013 include the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, universities, the Ontario Government (provincial police/civilian uniform), Canadian Red Cross, construction industry (Non-ICI) and the Council of Academic Hospitals of Ontario.

Major agreements scheduled to expire during the fourth quarter of 2013 include Bruce Power. In the public sector, major expiries include municipalities, hospitals, nursing homes and homes for the aged.

Work Stoppages

During the third quarter of 2013, 29 work stoppages were reported under Ontario jurisdiction, compared to 56 reported for the same period in 2012. Work stoppages recorded until the third quarter of 2013 involved 10,996 employees and resulted in 254,980 person-days lost, compared to 7,908 employees and 133,450 person-days lost reported during the same period in 2012 (Table 15 and 16).

From January to September 2013, twelve (12) work stoppages were reported in the manufacturing sector, a decrease from 15 reported during the same period in 2012. In comparison, the non-manufacturing sector reported 9 work stoppages compared to 22 reported during the same period in 2012. In the construction sector, eight (8) work stoppages were reported from January to September of 2013. During the third quarter of 2013, 0.02% of the estimated working time in Ontario was lost due to work stoppages (Table 16 and 17).

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Third Quarter 2012									
Private Sector	32	37,942	0.8	5	20,116	0.2	27	17,826	1.4
Public Sector	73	66,308	1.0	-	-	-	73	66,308	1.0
All agreements	105	104,250	0.9	5	20,116	0.2	100	84,134	1.1
Fourth Quarter 2012									
Private Sector	33	15,479	1.5	4	1,809	0.4	29	13,670	1.6
Public Sector	52	62,037	1.2	1	18,620	1.4	51	43,417	1.1
All agreements	85	77,516	1.3	5	20,429	1.4	80	57,087	1.3
First Quarter 2013									
Private Sector	46	63,194	2.3	11	10,229	1.8	35	52,965	2.4
Public Sector	360	317,278	0.1	-	-	-	360	317,278	0.1
All agreements	406	380,472	0.4	11	10,229	1.8	395	370,243	0.4
Second Quarter 2013									
Private Sector	85	94,237	2.5	2	472	1.1	83	93,765	2.5
Public Sector	72	44,623	1.8	2	4,980	1.6	70	39,643	1.8
All agreements	157	138,860	2.2	4	5,452	1.6	153	133,408	2.3
Third Quarter 2013									
Private Sector	30	20,239	1.9	3	5,934	0.7	27	14,305	2.3
Public Sector	35	28,916	1.7	-	-	-	35	28,916	1.7
All agreements	65	49,155	1.7	3	5,934	0.7	62	43,221	1.9

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

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
No Increase	4	2,170	4.4	-	-	-	4	2,170	7.5
0.1 - 0.9 Percent	6	6,601	13.4	3	4,340	21.4	3	2,261	7.8
1.0 - 1.9 Percent	20	15,907	32.3	6	4,285	21.1	14	11,622	40.1
2.0 - 2.9 Percent	31	23,068	46.9	17	10,205	50.4	14	12,863	44.4
3.0 - 3.9 Percent	4	1,409	2.8	4	1,409	6.9	-	-	-
All Agreements	**65**	**49,155**	**100.0**	**30**	**20,239**	**100.0**	**35**	**28,916**	**100.0**

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Third Quarter 2012									
Manufacturing	13	22,248	0.3	3	19,656	0.2	10	2,592	1.2
Non-Manufacturing	91	81,302	1.1	2	460	2.4	89	80,842	1.1
Construction	1	700	0.0	-	-	-	1	700	0.0
All Agreements	105	104,250	0.9	5	20,116	0.2	100	84,134	1.1
Fourth Quarter 2012									
Manufacturing	15	5,618	1.0	3	1,459	0.0	12	4,159	1.4
Non-Manufacturing	70	71,898	1.3	2	18,970	1.5	68	52,928	1.2
All Agreements	85	77,516	1.3	5	20,429	1.4	80	57,087	1.3
First Quarter 2013									
Manufacturing	18	5,937	1.4	5	1,837	1.9	13	4,100	1.2
Non-Manufacturing	378	341,435	0.2	6	8,392	1.8	372	333,043	0.2
Construction	10	33,100	2.6	-	-	-	10	33,100	2.6
All Agreements	406	380,472	0.4	11	10,229	1.8	395	370,243	0.4
Second Quarter 2013									
Manufacturing	15	4,296	1.3	2	472	1.1	13	3,824	1.3
Non-Manufacturing	93	56,736	1.8	2	4,980	1.6	91	51,756	1.8
Construction	49	77,828	2.6	-	-	-	49	77,828	2.6
All Agreements	157	138,860	2.2	4	5,452	1.6	153	133,408	2.3
Third Quarter 2013									
Manufacturing	10	8,253	1.1	3	5,934	0.7	7	2,319	2.3
Non-Manufacturing	43	32,907	1.7	-	-	-	43	32,907	1.7
Construction	12	7,995	2.5	-	-	-	12	7,995	2.5
All Agreements	65	49,155	1.7	3	5,934	0.7	62	43,221	1.9

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing									
Beverage	1	810	1.2	-	-	-	1	810	1.2
Food	1	300	2.7	-	-	-	1	300	2.7
Primary Metals	3	3,472	1.2	2	3,222	1.1	1	250	2.0
Non-Metallic Mineral	1	250	2.6	-	-	-	1	250	2.6
Petroleum	2	472	3.5	-	-	-	2	472	3.5
Plastics	1	237	3.2	-	-	-	1	237	3.2
Transportation Equipment	1	2,712	0.2	1	2,712	0.2	-	-	-
Total	**10**	**8,253**	**1.1**	**3**	**5,934**	**0.7**	**7**	**2,319**	**2.3**
Non-Manufacturing									
Transportation & Warehousing	5	1,811	2.5	-	-	-	5	1,811	2.5
Information & Cultural Industries	1	250	0.9	-	-	-	1	250	0.9
Utilities (Electricity, Gas, Water)	2	5,210	2.5	-	-	-	2	5,210	2.5
Retail Trade	2	1,108	1.1	-	-	-	2	1,108	1.1
Educational Services	6	5,060	1.1	-	-	-	6	5,060	1.1
Health Care & Social Assistance	15	7,552	1.1	-	-	-	15	7,552	1.1
Administrative & Support, Waste Management & Remediation Services	1	1,100	2.5	-	-	-	1	1,100	2.5
Real Estate, Rental & Leasing	2	1,198	1.9	-	-	-	2	1,198	1.9
Accommodation & Food Services	1	160	2.6	-	-	-	1	160	2.6
Federal Public Administration	3	6,943	1.8	-	-	-	3	6,943	1.8
Local, Municipal & Regional Public Administration	5	2,515	1.9	-	-	-	5	2,515	1.9
Total	**43**	**32,907**	**1.7**	**-**	**-**	**-**	**43**	**32,907**	**1.7**
Construction	**12**	**7,995**	**2.5**	**-**	**-**	**-**	**12**	**7,995**	**2.5**
All Industries	**65**	**49,155**	**1.7**	**3**	**5,934**	**0.7**	**62**	**43,221**	**1.9**

The categories used in Table 8 are based on the North American Industry Classification System (NAICS).

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

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing	10	8,253	1.1	3	5,934	0.7	7	2,319	2.3
Non-Manufacturing	43	32,907	1.7	-	-	-	43	32,907	1.7
Construction	12	7,995	2.5	-	-	-	12	7,995	2.5
All Industries	**65**	**49,155**	**1.7**	**3**	**5,934**	**0.7**	**62**	**43,221**	**1.9**

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

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Two-year agreements	10	9,282	1.8	1	260	1.5	9	9,022	1.8
Three-year agreements	43	27,867	1.9	25	15,057	2.2	18	12,810	1.6
Four-year agreements	10	10,896	1.3	2	3,812	0.8	8	7,084	1.5
Five-year agreements	2	1,110	0.7	2	1,110	0.7	-	-	-
All Agreements	**65**	**49,155**	**1.7**	**30**	**20,239**	**1.9**	**35**	**28,916**	**1.7**

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

	Manufacturing			Non-Manufacturing			Construction		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Two-year agreements	-	-	-	10	9,282	1.8	-	-	-
Three-year agreements	8	4,591	1.9	23	15,281	1.7	12	7,995	2.5
Four-year agreements	1	2,712	0.2	9	8,184	1.6	-	-	-
Five-year agreements	1	950	0.3	1	160	2.6	-	-	-
All Agreements	**10**	**8,253**	**1.1**	**43**	**32,907**	**1.7**	**12**	**7,995**	**2.5**

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

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
Less than 1 Month	1	195	1	195	-	-
1-3 Months	23	18,919	14	8,157	9	10,762
4-6 Months	15	11,457	8	7,969	7	3,488
7-9 Months	15	7,261	7	3,918	8	3,343
13 Months and Over	11	11,323	-	-	11	11,323
Total	**65**	**49,155**	**30**	**20,239**	**35**	**28,916**

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

	Average Duration of Negotiations
	months
Private Sector	4.4
Public Sector	10.5
Total	**7.8**

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

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
Direct Bargaining	16	7,025	7	3,537	9	3,488
Conciliation	14	13,893	6	4,107	8	9,786
Post Conciliation Bargaining	2	4,744	-	-	2	4,744
Mediation	11	10,181	5	6,212	6	3,969
Arbitration	15	9,702	6	3,123	9	6,579
Work Stoppage	7	3,610	6	3,260	1	350
Total	**65**	**49,155**	**30**	**20,239**	**35**	**28,916**

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

	January - September 2013	January - September 2012
Manufacturing	12	15
Non-Manufacturing	9	22
Construction	8	19
All Industries	**29**	**56**

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

	January - September 2013	January - September 2012
Manufacturing	109,290	60,170
Non-Manufacturing	19,840	68,230
Construction	125,850	5,050
All Industries	**254,980**	**133,450**

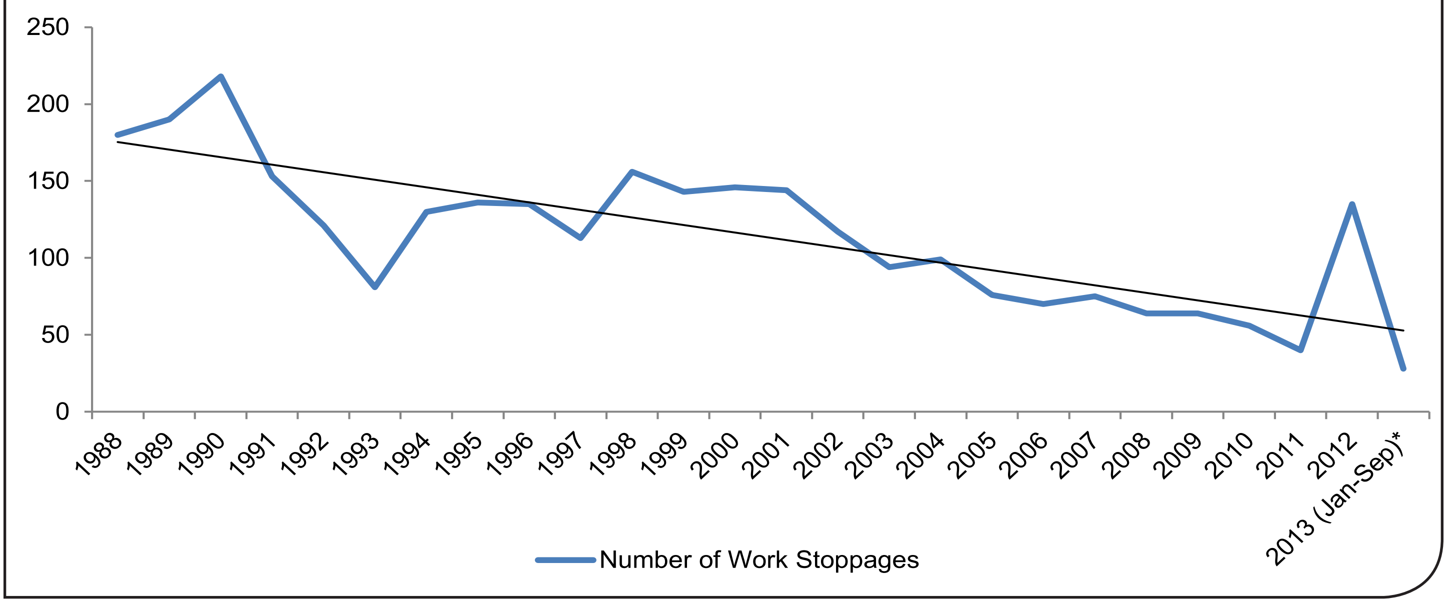
As of September 30, 2013, 8 work stoppages, covering a total of 905 employees were carried over to October 2013.
(Data are collected for all work stoppages involving two or more employees under Ontario Jurisdiction).

Table 17: Work stoppages Under Ontario Jurisdiction, 1988 - September 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-Sep)*	29	10,996	379	254,980	23.2	38	0.02

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

Work Stoppages



* preliminary

The number of work stoppages has a decreasing trend 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 September 2013 there were 29 work stoppages covering 10,996 employees with 254,980 person-days lost in total.

Major Expiries 2013 - 2016

2014

Public Sector	2014 Empls
School Teachers	190,439
School Support	84,778
Hospital Nurses	58,620
Ont Public Service	45,959
Hospital Support	28,960
University Academic	21,589
Municipal Police	16,191
Community Services	14,695
Municipal Employees	14,494
Nursing Homes	12,253
University Support	11,991
Colleges Academic	11,590
Urban Transit	11,035
Other Health Services	10,693

Private Sector	2014 Empls
Canadian Advertisers Association	11,000
G4S Secure Solutions (Canada)	3,800
Cara Operations Ltd (Swiss Chalet Restaurants)	2,660
Windsor Casino Ltd	2,620
Pharma Plus Drugmarts Ltd	2,540
Securitas Canada Ltd	2,514

2015

Public Sector	2015 Empls
Municipal Employees	33,305
Nursing Homes	15,832
Provincial Utilities	15,053

Private Sector	2015 Empls
Loblaws Supermarkets Ltd	13,000
Canadian Media Production Assn (CMPA)	12,000
Zehrmart Ltd	8,000
Brewers Retail Inc (The Beer Store)	6,000
Metro Ontario Inc	4,400
Air Canada	3,815
United Parcel Service Canada Ltd	3,242

2016

Private Sector	2016 Empls
Construction Sector (ICI)	65,400
Auto Industry Sector (Ford, GM, Chrysler)	19,656
Canada Post Corp	18,620
No Frills Franchise Stores	10,990
Fortinos Supermarket Ltd	4,900
Purolator Courier Ltd	4,500
Air Canada	3,852
Bell Canada	3,083

Public sector expiries are reported for 10,000 or more employees and include multiple unions and locations. Private sector expiries involve individual agreements with more than 2,000 employees in the bargaining unit.

Table 18: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC et al	Canada-wide	23,260	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	28,390	Various dates
Police Services Boards	Police Association	Various locations	6,416	Various dates
Hospitals	CUPE et al	Various locations	65,093	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	47,169	Various dates
Universities	CUPE et al	Various locations	16,160	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 (Non-ICI)	Labourers et al	Province-wide	26,990	2013-04-30
Council of Academic Hospitals of Ontario	Internes and Residents Association	Various locations	4,000	2013-06-30
Bruce Power	CUPE, Local 1000	Bruce County	2,453	2013-12-31

As of September 30, 2013, there were 288 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	July 2013	August 2013	September 2013	2010	2011	2012	Year-to-date 2013
Canada	1.3	1.1	1.1	1.8	2.9	1.5	0.9
Ontario	**1.6**	**1.3**	**1.2**	**2.4**	**3.1**	**1.4**	**1.0**
Toronto	1.6	1.6	1.4	2.5	3.0	1.5	1.1
Ottawa-Gatineau (Ont. part)	1.6	1.2	1.1	2.5	3.0	1.3	1.0
Thunder Bay	1.6	1.3	1.0	2.1	3.1	0.9	0.8

Percentage change from previous year
Source: Statistics Canada

Data for the months of March, June, September and December include quarterly information. The categories used in this report are now based under the North American Industry Classification System (NAICS).
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.

This document is available on the Ministry of Labour Website at http://www.labour.gov.on.ca/english/lr/pubs/index.php. For further information on this report or other services, please contact us at cbis@ontario.ca or call 416-326-1260.

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