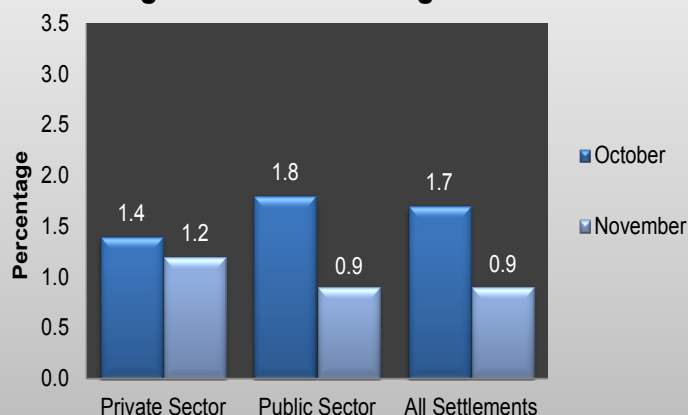


Collective Bargaining Highlights November 2013



At A Glance

Average Annual Base Wage Increase



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Ministry of Labour

Dispute Resolution Services

Agreements Settled in November

In November, 58 collective agreements were ratified, each covering 150 or more employees. These agreements covered 28,156 employees, 89% of whom were in the public sector (25,306).

The overall average annual increase in base wage rates in November was 0.9%, a decrease from 1.7% reported in the previous month. In the public sector, 48 agreements were settled for an average annual base wage increase of 0.9%, compared to 1.8% in October 2013. In the private sector, 10 agreements were settled for an average annual base wage increase of 1.2%, down from 1.4% reported in the previous month.

For settlements in the month of November, the industry with the highest average annual base wage increase was construction. The lowest average annual base wage increase was reported in manufacturing. The average annual base wage increase in construction for one settlement was 2.8%; while in trade and finance, the average annual base wage increase for one settlement was 2.5%. In public administration, the average annual base wage increase was 1.9% for five settlements. Education and related services reported an average annual base wage increase of 1.5% for two settlements. Manufacturing reported an average annual base wage increase of 0.4% for five settlements.

Wage Settlements - November

Table 1: Wage Settlements Current Month, Current Three Years

	NOVEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2011	2012	Jan - Nov 2013
			Increase %			
Private Sector	10	2,850	1.2	1.9	1.2	2.3
Public Sector	48	25,306	0.9	1.6	1.4	0.4
All Settlements	58	28,156	0.9	1.7	1.3	1.0

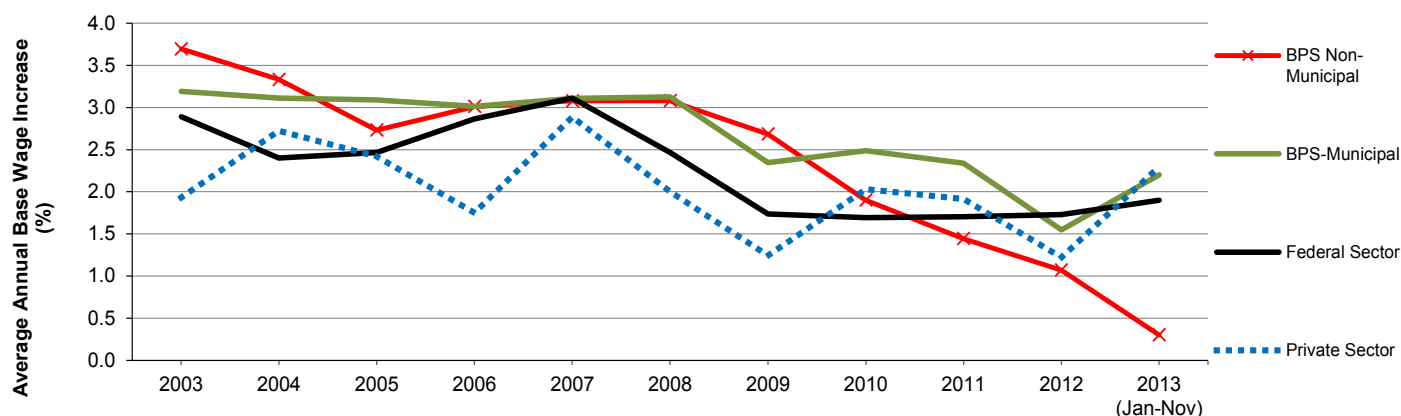
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	NOVEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2011	2012	Jan - Nov 2013
			Increase %			
Primary	-	-	-	3.3	2.1	2.1
Manufacturing	5	1,751	0.4	1.4	0.8	1.2
Construction	1	265	2.8	1.3	1.9	2.6
Trade and Finance	1	172	2.5	1.3	1.0	1.4
Transportation, Communications & Utilities	-	-	-	2.6	1.9	2.1
Public Administration	5	1,923	1.9	2.2	1.4	1.0
Education & Related Services	2	729	1.5	1.9	1.2	0.0
Health & Social Services	39	21,874	0.7	1.3	1.2	1.1
Other Services	5	1,442	2.3	1.8	1.3	2.0
All Settlements	58	28,156	0.9	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



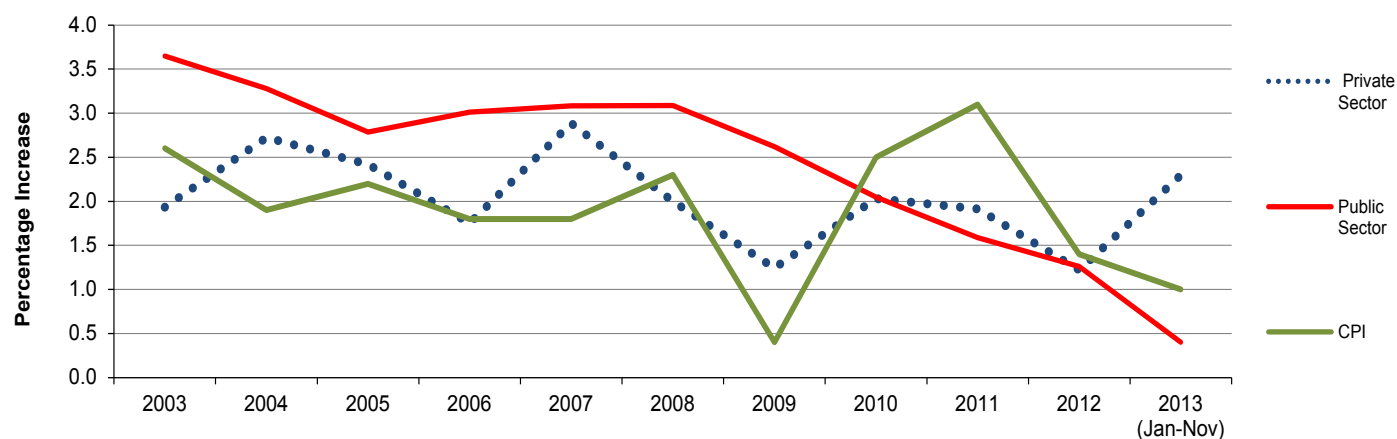
The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2003 to November 2013.

For the period of January 2013 to November 2013, the average annual base wage increase for the BPS Non-Municipal settled at 0.3% compared to 1.1% reported in 2012. The BPS Municipal sector average annual base wage increase settled at 2.2% from January to November 2013.

For the period of January 2013 to November 2013, the Federal sector average annual base wage increase has had a horizontal trend since 2009 and settled at 1.9%.

For the period of January 2013 to November 2013, the average annual base wage increase for the Private Sector has settled at 2.3%, 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 November 2013.

For the period of January 2013 to November 2013, the Public Sector combined (excluding Federal Sector) average annual base wage increase settled at 0.4%, compared to 1.3% reported in 2012.

For the period of January to November 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 November 30, 2013 as of November 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: 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						
Magna International Inc (Mississauga Seating Systems Division)	Unifor	0.0 ^{1,2,3}	0.0	330	48	2017-11-06
Magna International Inc (Qualtech Seating Systems Division)	Unifor	0.0 ^{1,2,3}	0.0	278	48	2017-11-06
Magna International Inc (Windsor Modules Division)	Unifor	1.4 ^{1,2,3}	0.0	195	48	2017-11-06
Magna International Inc (Integram Windsor Seating Division)	Unifor	0.0	0.0	750	35	2016-11-01
Messier-Dowty Inc	Machinists	2.0*	2.0	198	36	2016-09-30
Construction						
Electrical Power Systems Construction Assn	Structural Iron Workers	2.8	2.7	265	24	2015-04-30
Trade & Finance						
Mckesson Canada Ltd	Teamsters	2.5	2.5	172	60	2018-11-09
Public Administration						
City of Ottawa	Ottawa Fire Fighters' Assn	1.5 ⁴	3.0	1,018	24	2013-12-31
Corporation of the City of Vaughan	Cdn Public Empls	2.0	2.0	358	36	2016-03-31
Corporation of the City of Vaughan	Cdn Public Empls	2.0	2.0	219	36	2016-03-31
Corporation of the Town of Oakville	Cdn Public Empls	2.2	1.0	165	36	2016-02-15
Treasury Board of Canada	Cdn Federal Pilots Assn	3.5 ⁵	1.5	163	48	2015-01-25
Education & Related Services						
University of Western Ontario	Cdn Public Empls	1.2	1.5	344	48	2017-06-30
University of Toronto (casual employees)	Cdn Public Empls	1.7	1.0	385	48	2014-06-30
Health & Social Services						
Almonte General Hospital (Fairview Manor) (service/RPN)	Cdn Public Empls	0.7 ³	0.7	208	48	2017-09-28
Brockville General Hospital (service/office/paramedical)	Cdn Public Empls	0.7 ³	0.7	375	48	2017-09-28
Cornwall Community Hospital (Service/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	429	48	2017-09-28
Hamilton Health Sciences (Service/Office/Technical/RPN)	Cdn Public Empls	0.7 ³	0.7	3,443	48	2017-09-28

* including COLA Clauses and/or COLA estimates

¹ including CPI adjustments and continuous improvement incentives² two-tier wage schedule³ excluding lump sum payment⁴ maintenance of parity in 2013 with the Ottawa Police⁵ including roll-in Aviation Air Crew Allowance

Continued...

Table 3: November 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 Sciences North (formerly known as Sudbury Regional Hospital) (office)	Cdn Public Empls	0.7 ³	0.7	450	48	2017-09-28
Health Sciences North (formerly known as Sudbury Regional Hospital) (service/RPN)	Cdn Public Empls	0.7 ³	0.7	800	48	2017-09-28
Hospital For Sick Children	Cdn Public Empls	0.7 ³	0.7	408	48	2017-09-28
Huron Perth Healthcare Alliance (service/office/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	553	48	2017-09-28
Joseph Brant Memorial Hospital (service/RPN) (part-time)	Cdn Public Empls	0.7 ³	0.7	162	48	2017-09-28
Joseph Brant Memorial Hospital (service/office/paramedical/RPN) (full-time)	Cdn Public Empls	0.7 ³	0.7	326	48	2017-09-28
Kingston General Hospital (service/office/RPN) (part-time)	Cdn Public Empls	0.7 ³	0.7	440	48	2017-09-28
Kingston General Hospital (service/office/RPN) (full-time)	Cdn Public Empls	0.7 ³	0.7	892	48	2017-09-28
Lake of the Woods District Hospital (service/office)	Cdn Public Empls	0.7 ³	0.7	159	48	2017-09-28
Lakeridge Health Corp (service/office/RPN)	Cdn Public Empls	0.7 ³	0.7	1,496	48	2017-09-28
Leisureworld Caregiving Centres (Leisureworld Muskoka Inc)	Cdn Public Empls	2.0 ⁶	2.0	161	24	2011-12-31
New Leaf Living and Learning Together Inc	Service Employees Intl	0.4	0.0	182	36	2016-02-28
North Bay Regional Health Centre (formerly known as North Bay General Hospital) (service/office/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	1,106	48	2017-09-28
Northumberland Health Care Centre (formerly known as Northumberland Hills Hospital) (service/office/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	239	48	2017-09-28
Ottawa-Carleton Assn For Persons With Developmental Disabilities	Cdn Public Empls	1.4 ³	0.0	425	24	2014-03-31
Pembroke Regional Hospital (service/office/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	500	48	2017-09-28
Perth and Smiths Falls District Hospital (service/office/RPN)	Cdn Public Empls	0.7 ³	0.7	233	48	2017-09-28
Peterborough Regional Health Centre (service/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	537	48	2017-09-28
Providence Healthcare (service/RPN) (part-time)	Cdn Public Empls	0.7 ³	0.7	261	48	2017-09-28
Providence Healthcare (service/RPN) (full-time)	Cdn Public Empls	0.7 ³	0.7	408	48	2017-09-28

³excluding lump sum payment
⁶restructuring of wage schedule

Continued...

Table 3: November 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
Queensway - Carleton Hospital (service/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	450	48	2017-09-28
Renfrew Victoria Hospital (service/office/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	169	48	2017-09-28
Riverside Health Care Facilities Inc (service/office/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	174	48	2017-09-28
Ross Memorial Hospital (service/office/RPN)	Cdn Public Empls	0.7 ³	0.7	398	48	2017-09-28
Rouge Valley Health System (service/office/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	863	48	2017-09-28
Royal Ottawa Health Care Group (service/office/RPN) (full-time)	Cdn Public Empls	0.7 ³	0.7	166	48	2017-09-28
Scarborough Hospital (service/paramedical/RPN) (part-time)	Cdn Public Empls	0.7 ³	0.7	196	48	2017-09-28
Scarborough Hospital (service/paramedical/RPN) (full-time)	Cdn Public Empls	0.7 ³	0.7	531	48	2017-09-28
Sioux Lookout Meno-Ya-Win Health Centre (service/office)	Cdn Public Empls	0.7 ³	0.7	264	48	2017-09-28
St Josephs Health Centre (Guelph) (service/office/RPN)	Cdn Public Empls	0.7 ³	0.7	272	48	2017-09-28
St Josephs Health Centre (Toronto) (service/RPN) (part-time)	Cdn Public Empls	0.7 ³	0.7	313	48	2017-09-28
St Josephs Health Centre (Toronto) (service/office/RPN) (part-time)	Cdn Public Empls	0.7 ³	0.7	420	48	2017-09-28
St Josephs Healthcare (Hamilton) (service/office/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	1,653	48	2017-09-28
Trillium Health Centre (service/RPN)	Cdn Public Empls	0.7 ³	0.7	968	48	2017-09-28
William Osler Health Centre (service/paramedical/RPN)	Cdn Public Empls	0.7 ³	0.7	844	48	2017-09-28
Other Services						
Aviscar Inc	Food & Commercial Workers	3.6 ^{3,7}	3.5	180	36	2016-08-31
Canadian Standards Assn	Cdn Public Empls	2.0	2.0	279	36	2016-08-18
Ottawa Convention Centre	United Steelworkers	2.6	3.0	300	48	2017-09-30
Ottawa Regional Hospital Linen Services Inc	Cdn Public Empls	2.0 ⁷	2.0	480	36	2015-03-31
Sheraton Gateway Hotel	United Steelworkers	2.0	1.0	203	48	2017-10-31

³ excluding lump sum payment⁷ excluding wage adjustment for selected groups

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

Participating Hospitals and Canadian Union of Public Employees, various locals (36 agreements covering 21,106 employees)

Part of a centrally bargained Memorandum of Settlement for 55 hospitals, covering 76 four-year renewal agreements (approximately 24,000 registered practical nurses, service, office, and paramedical employees), effective September 29, 2013, expiring September 28, 2017

- general wage increase of 0.7% in each year in addition to a lump sum payment of 0.7% in each of the four years
- improved health care benefits
- increased standby premium and safety footwear allowance

Ottawa Regional Hospital Linen Services Inc. and Canadian Union of Public Employees, Local 3931 (480 employees)

a three-year arbitrated renewal agreement, effective April 1, 2012, expiring March 31, 2015

- general wage increases of 2% in each year
- increased vision care coverage
- improvement to vacation entitlement for part-time employees

City of Ottawa and Ottawa Professional Fire Fighters Association (1,018 employees)

a two-year renewal agreement, effective January 1, 2012, expiring December 31, 2013

- wage increase of 2.95% on January 1, 2012 and maintenance of parity for 2013 with the Ottawa first class police constable
- modifications to health care benefits including increases to vision care, a dispensing fee cap of \$9 and a surgical stocking cap of \$400 per year, effective December 31, 2013
- amendments to vacation and statutory holiday provisions

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC et al	Canada-wide	23,300	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	27,000	Various dates
Police Services Boards	Police Association	Various locations	6,400	Various dates
Hospitals	SEIU et al	Various locations	41,000	Various dates
Nursing Homes/Homes for the Aged	SEIU et al	Various locations	51,000	Various dates
Universities	CUPE et al	Various locations	15,000	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	26,700	2013-04-30
Council of Academic Hospitals of Ontario	PARO	Various locations	4,000	2013-06-30
Bruce Power	CUPE, Local 1000	Bruce County	2,453	2013-12-31
Pharma Plus Drugmarts	UFCW	Various locations	2,540	2014-01-04
Winners Merchants Intl. LP	Workers United	Province-wide	1,400	2014-01-31

As of November 30, 2013, there were 295 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	September 2013	October 2013	November 2013	2010	2011	2012	Year-to-date 2013
Canada	1.1	0.7	0.9	1.8	2.9	1.5	0.9
Ontario	1.2	0.9	1.1	2.4	3.1	1.4	1.0
Toronto	1.4	1.1	1.3	2.5	3.0	1.5	1.1
Ottawa-Gatineau (Ont. part)	1.1	0.8	0.9	2.5	3.0	1.3	0.9
Thunder Bay	1.0	0.8	1.1	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.

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