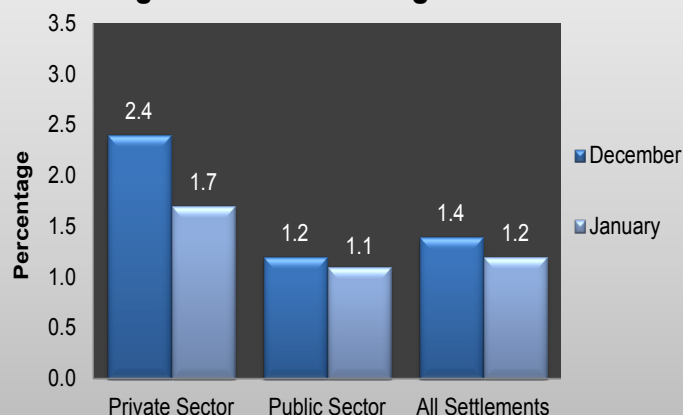


Collective Bargaining Highlights January 2014



At A Glance

Average Annual Base Wage Increase



Agreements Settled in January

In January, 16 collective agreements were ratified, each covering 150 or more employees. These agreements covered 9,887 employees, 84% of whom were in the public sector (8,276).

The overall average annual increase in base wage rates in January was 1.2%, a decrease from 1.4% reported in the previous month. In the public sector, nine agreements were settled for an average annual base wage increase of 1.1%, compared to 1.2% in December 2013. In the private sector, seven agreements were settled for an average annual base wage increase of 1.7%, a decrease from 2.4% reported in the previous month.

For settlements in the month of January, the industry with the highest average annual base wage increase was manufacturing. The lowest average annual base wage increase was reported in health and social services. The average annual base wage increase in manufacturing for four settlements was 2.1%, while in transportation, communications and utilities the average annual base wage increase was 1.5% for two settlements. Health and social services reported an average annual base wage increase of 1.0% for seven settlements.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - January

Table 1: Wage Settlements Current Month, Current Three Years

	JANUARY			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - 2014
			Increase %			
Private Sector	7	1,611	1.7	1.2	2.3	1.7
Public Sector	9	8,276	1.1	1.4	0.5	1.1
All Settlements	16	9,887	1.2	1.3	1.0	1.2

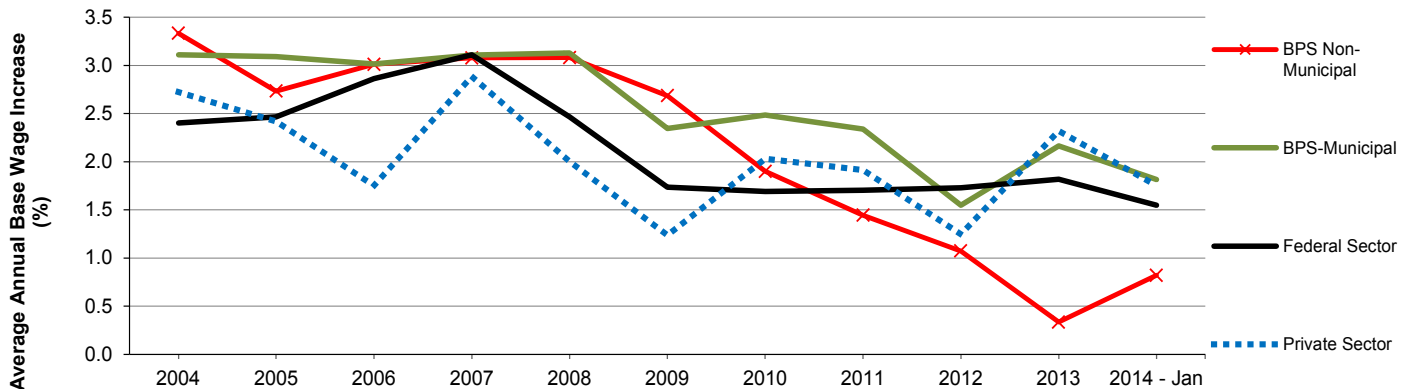
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	JANUARY			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - 2014
			Increase %			
Primary	-	-	-	2.1	2.1	-
Manufacturing	4	933	2.1	0.8	1.2	2.1
Construction	-	-	-	1.9	2.6	-
Trade and Finance	-	-	-	1.0	1.4	-
Transportation, Communications & Utilities	2	2,450	1.5	1.9	2.1	1.5
Public Administration	-	-	-	1.4	1.1	-
Education & Related Services	-	-	-	1.2	0.0	-
Health & Social Services	7	5,826	1.0	1.2	1.0	1.0
Other Services	3	678	1.2	1.4	2.0	1.2
All Settlements	16	9,887	1.2	1.3	1.0	1.2

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

Wage Trends by Sector (2004-2014)

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



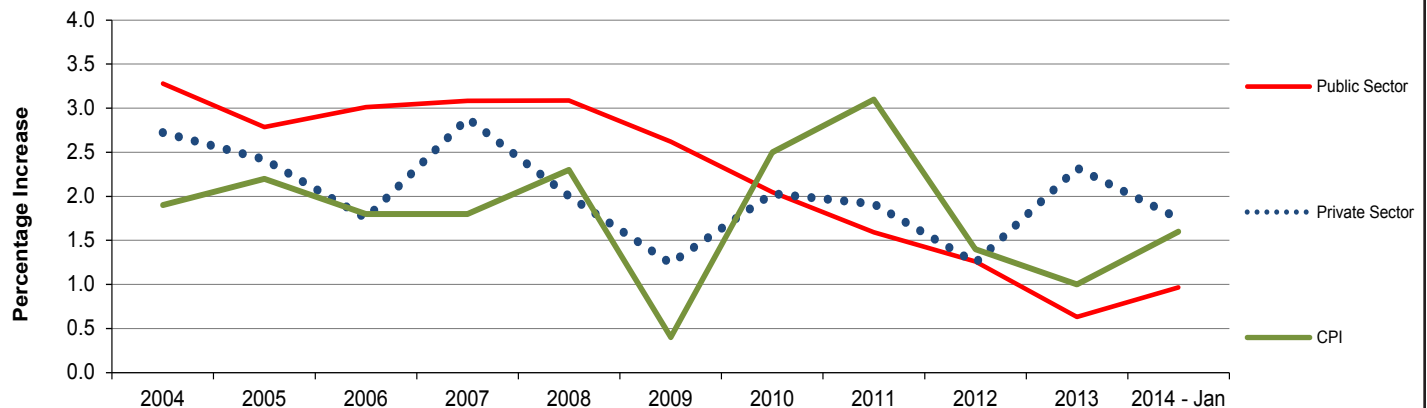
The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to January 2014.

For the month of January 2014, the average annual base wage increase for the BPS Non-Municipal settled at 0.8% and the BPS Municipal sector average annual base wage increase settled at 1.8%, compared to the 0.0% and 2.8% reported respectively in January 2013.

For the month of January 2014, the Federal sector average annual base wage increase settled at 1.5%, compared to 1.7% in January 2013.

For the month of January 2014, the Private sector average annual base wage increase settled at 1.7%, compared to 2.2% reported in January 2013.

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 2004 to January 2014.

For the month of January 2014, the Public Sector combined (excluding Federal Sector) average annual base wage increase settled at 1.0%, compared to 0.0% reported in January last year.

For the month of January 2014, the moving average for the Consumer Price Index in Ontario settled at 1.6%, compared to 0.6% reported in January last year.

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, 2004 to January 31, 2014 as of January 31, 2014. 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: January 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						
Guildcrest Building Corp.	Carpenters	2.0	2.0	150	36	2017-01-25
Johnson Controls Interiors Manufacturing	United Auto Workers	2.8 ¹	2.9	402	36	2016-11-08
Horizon Plastics Ltd.(full-time/part-time)	Food & Commercial Workers	0.4 ¹	0.0	181	48	2017-11-01
Armada Toolworks Ltd. (production)	UNIFOR	2.5	3.2	200	36	2016-12-01
Transportation, Communications and Utilities						
Canadian Broadcasting Corp. (CBC Program production/admin)	Communications Workers	1.5 ²	1.5	2,200	24	2019-03-31
City of Ottawa (OC Transport support staff)	Amalgamated Transit (ATU-Intl)	1.9	1.9	250	36	2014-12-31
Health & Social Services						
Regional Municipality of Waterloo (ambulance)	Cdn Public Empls	1.7	1.7	196	36	2016-03-31
Canadian Red Cross Society (community health services)	Service Employees Intl	0.9 ¹	0.0	350	36	2016-03-31
St. Lawrence Lodge (service)	Cdn Public Empls	2.0	2.0	215	24	2012-03-31
Red Cross Care Partners (personal support/homemaking services)	Service Employees Intl	0.9 ¹	0.0	3,700	36	2016-03-31
Corporation of The City of Thunder Bay (homes for the aged)	UNIFOR	1.8	1.8	650	36	2016-06-30
Ukrainian Canadian Care Centre (production/RPN/RN)	Machinists	0.0 ^{1,3}	0.0	198	24	2015-10-31
Quinte Health Care Corp. (service/RPN)	UNIFOR	0.0	0.0	517	24	2014-10-10
Other Services						
Woodbine Entertainment Group (food & beverage service)	Unite Here	0.7 ¹	0.0	360	36	2015-12-31
Woodbine Entertainment Group (property services)	Service Employees Intl	0.7 ¹	0.0	150	36	2015-12-31
Delta Ottawa City Centre (full-time/part-time)	Unite Here	2.7	2.5	168	36	2016-08-31

¹ excluding lump sum payment² wage re-opener in the event Treasury Board rate for the years subsequent to 2015 is more or less than 1.5%³ conditional wage adjustment in the second year of the agreement (as per Participating Nursing Homes and SEIU)

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

Canadian Red Cross Society/Red Cross Care Partners and Service Employees International Union, Local 1 (4,050 employees)

two 36-month arbitrated renewal agreements, effective April 1, 2013, expiring March 31, 2016, settled following work stoppages

- lump sum payment in the first year and general wage increases of 1.4% in both the second and third years
- increases in travel allowance

Corporation of the City of Thunder Bay (Homes for the Aged) and UNIFOR Local 229 (650 RPN, production and professional employees)

a three-year renewal agreement, effective July 1, 2013, expiring June 30, 2016

- wage increases July 1, 2013: 1.75%, July 1, 2014: 1.75% and July 1, 2015: 1.75%
- increase in eyeglass coverage to \$200 and chiropractic care to a maximum of \$300 per person

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC et al	Canada-wide	23,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	25,000	Various dates
Police Services Boards	Police Association	Various locations	5,200	Various dates
Hospitals	ONA et al	Various locations	110,000	Various dates
Nursing Homes/Homes for the Aged	ONA, OPSEU et al	Various locations	27,180	Various dates
Universities	CUPE et al	Various locations	10,500	Various dates
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	2,450	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 January 31, 2014, there were 278 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	November 2013	December 2013	January 2014	2011	2012	2013	Year-to-date 2014
Canada	0.9	1.2	1.5	2.9	1.5	0.9	1.5
Ontario	1.1	1.5	1.6	3.1	1.4	1.1	1.6
Toronto	1.3	1.6	1.8	3.0	1.5	1.2	1.8
Ottawa-Gatineau (Ont. part)	0.9	1.3	1.4	3.0	1.3	1.0	1.4
Thunder Bay	1.1	1.7	1.8	3.1	0.9	0.9	1.8

* 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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