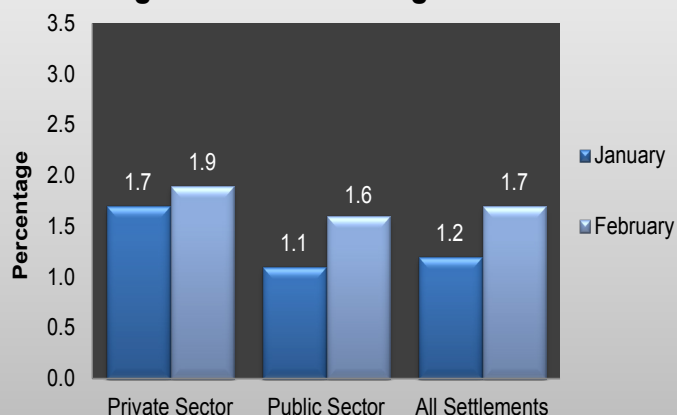


Collective Bargaining Highlights February 2014



At A Glance

Average Annual Base Wage Increase



Agreements Settled in February

In February, 30 collective agreements were ratified, each covering 150 or more employees. These agreements covered 50% of employees both in the private sector (6,534), and public sector (6,456).

The overall average annual increase in base wage rates in February was 1.7%, an increase from 1.2% in the previous month. In the public sector, 16 agreements were settled for an average annual base wage increase of 1.6%, compared to 1.1% in January. In the private sector, 14 agreements were settled for an average annual base wage increase of 1.9%, an increase from 1.7% reported in the previous month.

For settlements during the month of February, the industry with the highest average annual base wage increase was in the primary sector. The lowest average annual base wage increase was reported in manufacturing. The average annual base wage increase in the primary sector was 2.2% for one settlement, while manufacturing reported an average annual base wage increase of 0.9% for five settlements. Transportation, communications, and utilities reported an average annual base wage increase of 2.1% for seven settlements and other services reported an average annual base wage increase of 2.0% for three settlements. Health and social services reported an average annual base wage increase of 1.4% for eight settlements.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - February

Table 1: Wage Settlements Current Month, Current Three Years

	FEBRUARY			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Feb
			Increase %			2014 %
Private Sector	14	6,534	1.9	1.2	2.3	1.8
Public Sector	16	6,456	1.6	1.4	0.5	1.9
All Settlements	30	12,990	1.7	1.3	1.0	1.9

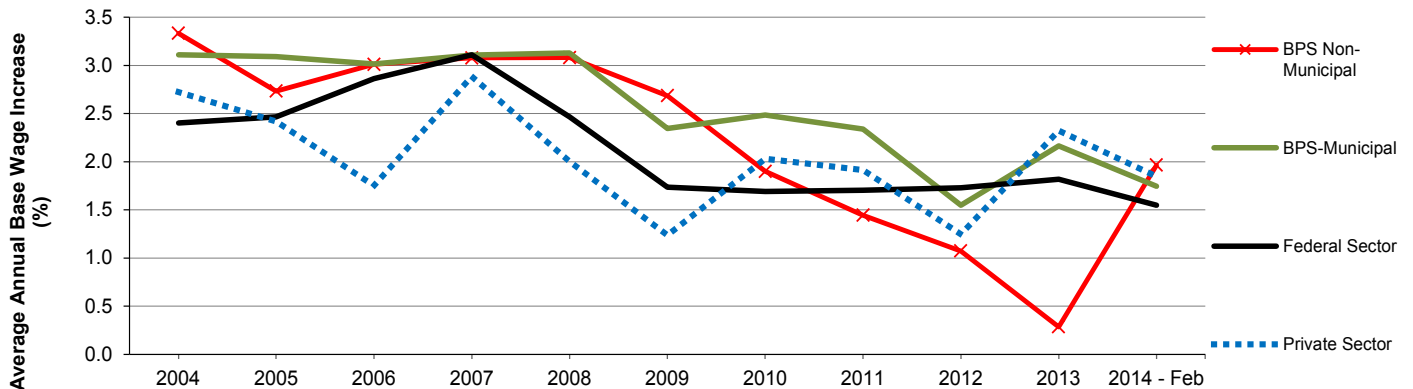
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	FEBRUARY			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Feb
			Increase %			2014 %
Primary	1	190	2.2	2.1	2.1	2.2
Manufacturing	5	1,274	0.9	0.8	1.2	1.4
Construction	-	-	-	1.9	2.6	2.1
Trade and Finance	2	456	1.9	1.0	1.4	1.9
Transportation, Communications & Utilities	7	4,506	2.1	1.9	2.1	1.9
Public Administration	1	985	1.7	1.4	1.1	2.7
Education & Related Services	3	1,700	1.6	1.2	0.0	1.6
Health & Social Services	8	2,489	1.4	1.2	1.0	1.1
Other Services	3	1,390	2.0	1.4	2.0	1.8
All Settlements	30	12,990	1.7	1.3	1.0	1.9

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

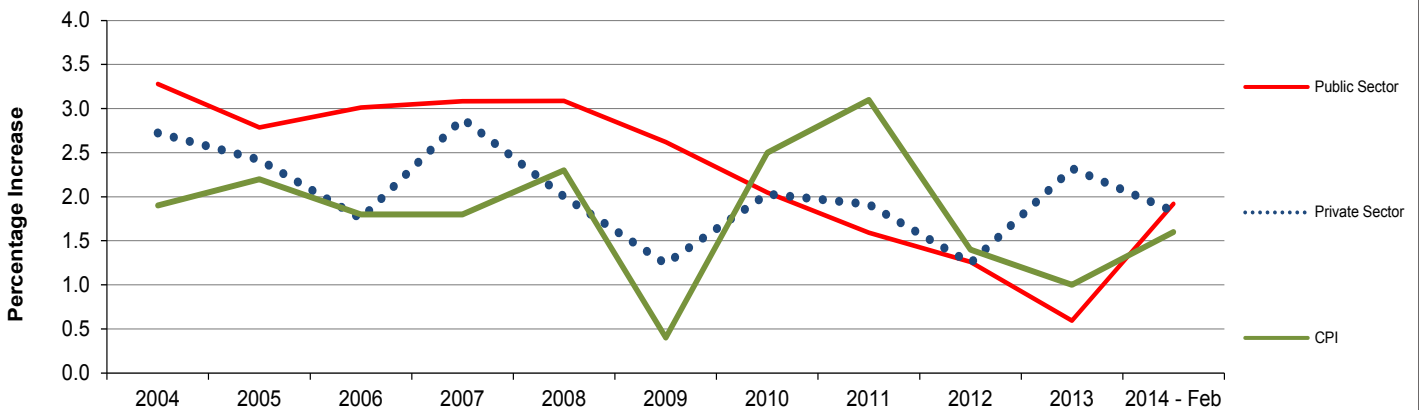


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to February 2014.

From January to February 2014, the average annual base wage increase for the BPS Non-Municipal settled at 2.0% and the BPS Municipal sector average annual base wage increase settled at 1.7%.

From January to February 2014, the Federal sector average annual base wage increase settled at 1.5%. The private sector average annual base wage increase settled at 1.8%.

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 February 2014.

From January to February 2014, the Public Sector combined (excluding Federal Sector) average annual base wage increase settled at 1.9%. The private sector settled at 1.8%.

From January to February 2014, the average for the Consumer Price Index in Ontario settled at 1.6%.

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 February 28, 2014 as of February 28, 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: February 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						
Canadian Salt Co. Ltd. (Ojibway Mine)	UNIFOR	2.2 ^{1,2}	0.9	190	36	2017-02-15
Manufacturing						
Diageo Canada Inc. (Amherstburg plant)	UNIFOR	1.4 ²	0.0	250	36	2017-01-31
Post Foods Canada Corp. (Niagara Falls plant)	UNIFOR	1.0 ³	1.5	157	36	2017-01-11
Sapa Canada Inc. (Mississauga plant)	United Steelworkers	1.8 ^{4,5}	1.7	188	36	2017-01-11
Ventra Group Inc.	UNIFOR	0.3 ²	0.0	348	36	2017-02-09
Welded Tube of Canada	United Steelworkers	0.5 ³	0.5	331	36	2016-11-30
Trade & Finance						
Northern Credit Union Ltd.	Cdn Office Prof Empls	1.0	0.0	156	36	2016-12-31
Ontario Teachers Pension Plan Board	Ont Public Service Empls	2.4	2.5	300	48	2017-12-31
Transportation, Communications & Utilities						
1425445 Ontario Ltd. (Utilities Kingston)	Electrical Workers	2.0 ⁷	2.1	171	48	2017-12-31
Bruce Power Lp./Bruce Power Inc.	Cdn Public Empls	2.2 ²	2.5	2,828	48	2017-12-31
Corporation of The Town of Oakville (transit)	UNIFOR	2.4 ⁶	2.0	180	48	2018-01-31
Kingsway Transport (freight)	Teamsters	1.2	0.0	236	48	2017-09-30
Shaw Media Inc. (Global Television)	UNIFOR	1.3 ^{3,5}	1.5	160	36	2016-07-31
Toronto Hydro Corp. (outside)	Cdn Public Empls	1.7 ²	1.5	614	48	2018-01-31
Toronto Hydro Corp. (inside)	Cdn Public Empls	1.7 ²	1.5	317	48	2018-01-31
Public Administration						
Corporation of The City of Kingston	Cdn Public Empls	1.7	1.7	985	36	2016-12-31
Education & Related Services						
Ontario College of Art & Design University (faculty/academic)	Ontario College of Art & Design Faculty Assn	2.0	2.0	700	36	2016-06-30
University of Guelph (teaching/service assistants) (Unit 1)	Cdn Public Empls	1.5 ³	2.0	800	36	2016-08-31
University of Guelph (lecturers) (Unit 2)	Cdn Public Empls	0.8	0.0	200	36	2016-08-31

¹ adjustments for skilled trades² including COLA clauses and/or COLA estimates³ excluding lump-sum payments⁴ two-tier wage schedule⁵ wage restructuring⁶ including market rate adjustments in the last year⁷ including pay equity adjustment

Continued...

Table 3: February 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						
Children's Hospital of Eastern Ontario (service/clerical)	Labourers	1.0 ³	1.0	500	41	2017-03-31
Corporation of The County of Renfrew (Bonnechere Manor)	Cdn Public Empls	1.7	1.5	172	36	2016-12-31
Corporation of The County of Renfrew (Miramichi Lodge)	Cdn Public Empls	1.7	1.5	165	36	2016-12-31
F.J. Davey Home (service/RPN)	Cdn Public Empls	1.0 ³	2.0	386	24	2013-03-31
Marycrest Home For The Aged (St. Joseph's at Fleming) (service/RPN)	Cdn Public Empls	1.2 ³	2.0	206	36	2014-03-31
Mon Sheong Richmond Hill Long Term Care Centre (service/RPN)	Service Employees Intl	1.7	2.0	214	24	2014-12-31
Regional Municipality of York (Long Term Care Unit)	Cdn Public Empls	2.0	1.9	593	36	2016-03-31
Royal Ottawa Health Care Group (Brockville Mental Health Centre) (service/RPN)	Ont Public Service Empls	1.0 ³	2.0	253	60	2017-03-31
Other Services						
Fairmont Royal York Hotel	UNITE HERE	2.5	2.2	872	48	2017-07-16
Global Spectrum Facility Management (GM Centre Oshawa)	Service Employees Intl	1.2 ^{4,5}	0.0	359	48	2017-10-31
Woodbine Entertainment Group (bartenders/waiters etc)	UNIFOR	1.1	0.0	159	48	2017-12-31

³ excluding lump-sum payments⁴ two-tier wage schedule⁵ wage restructuring

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

Bruce Power LP/Bruce Power Inc. and Canadian Union of Public Employees, Local 1000 (2,828 employees)

a four-year renewal agreement, effective January 1, 2014, expiring December 31, 2017

- wage increases include 2.5% in both the first and final years, and 2% in each of the second and third years; COLA differential in each of the third and fourth years of the agreement
- improvements to vision care benefits
- increases to shift differential and employee's pension contribution

Corporation of the City of Kingston and Canadian Union of Public Employees, Local 109 (985 employees)

a three-year renewal agreement, effective January 1, 2014, expiring December 31, 2016

- wage increases of 1.7%, in each of the three years of the agreement
- improvements to bereavement, sick leave, and extended health care benefits

Fairmont Royal York Hotel and UNITE HERE, Local 75 (872 employees)

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

- total economic package (wages, health & welfare, pension, and other benefits) of \$2.70 over the term of the agreement
- new article added regarding successorship

University of Guelph and Canadian Union of Public Employees, Local 3913 (800 employees {Unit 1})

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

- wage increases of 2% in the first year and 1.5% in each of the second and third years
- increased contribution to the supplemental benefit and pension plan

Table 4: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC et al	Canada-wide	24,870	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	26,260	Various dates
Police Services Boards	Police Association	Various locations	4,890	Various dates
Hospitals	ONA, OPSEU et al	Various locations	115,400	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	48,100	Various dates
Universities	CUPE et al	Various locations	17,240	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	29,100	Various dates
Construction (Non-ICI)	Labourers et al	Province-wide	26,100	2013-04-30
Council of Academic Hospitals of Ontario	PARO	Various locations	4,000	2013-06-30
Pharma Plus Drugmarts	UFCW	Various locations	2,540	2014-01-04
Winners Merchants Intl. LP	Workers United	Province-wide	1,400	2014-01-31
Canada Post Corp. (Postal Operations Supervisors)	Postal Workers Union	Canada-wide	1,350	2014-03-31
Maple Leaf Foods Inc. (Maple Leaf Consumer Foods)	UFCW	Burlington	1,300	2014-03-31

As of February 28, 2014, there were 261 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

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

* 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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