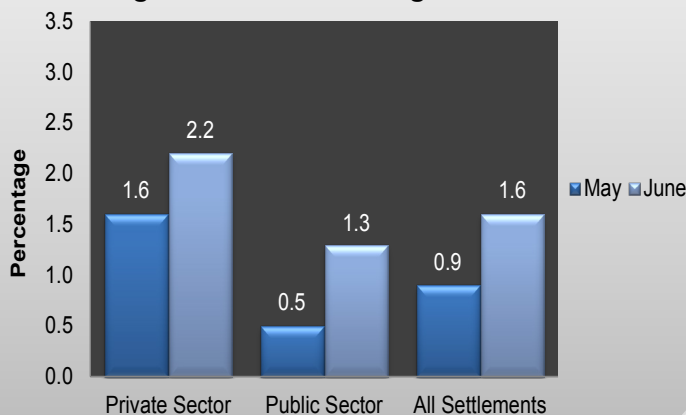


Collective Bargaining Highlights June 2014



At A Glance

Average Annual Base Wage Increase



Agreements Settled in June

In June, 26 collective agreements were ratified, each covering 150 or more employees. These agreements covered 10,639 employees, 62% of whom were in the public sector (6,638).

The overall average annual increase in base wage rates in June was 1.6%, an increase from 0.9% reported in the previous month. In the public sector, 17 agreements were settled for an average annual base wage increase of 1.3%, an increase from 0.5% reported in May. In the private sector, nine agreements were settled for an average annual base wage increase of 2.2%, an increase from 1.6% reported in the previous month.

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For settlements in June, the industry with the highest average annual base wage increase was transportation, communications and utilities (one settlement for 3.0%). The lowest average annual base wage increase was reported in health and social services (nine agreements for an average of 0.7%). In manufacturing, there were eight settlements for an average of 2.0%. Public administration, and education and related services, reported an average annual wage increase of 1.7% for five settlements and 1.6% for three settlements respectively.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - June

Table 1: Wage Settlements Current Month, Current Three Years

	JUNE			ANNUAL		
	Agmts	Empls	Average Annual Increase	2012	2013	Jan - Jun 2014
			%	%	%	
Private Sector	9	4,001	2.2	1.2	2.3	1.8
Public Sector	17	6,638	1.3	1.4	0.5	1.5
All Settlements	26	10,639	1.6	1.3	1.0	1.5

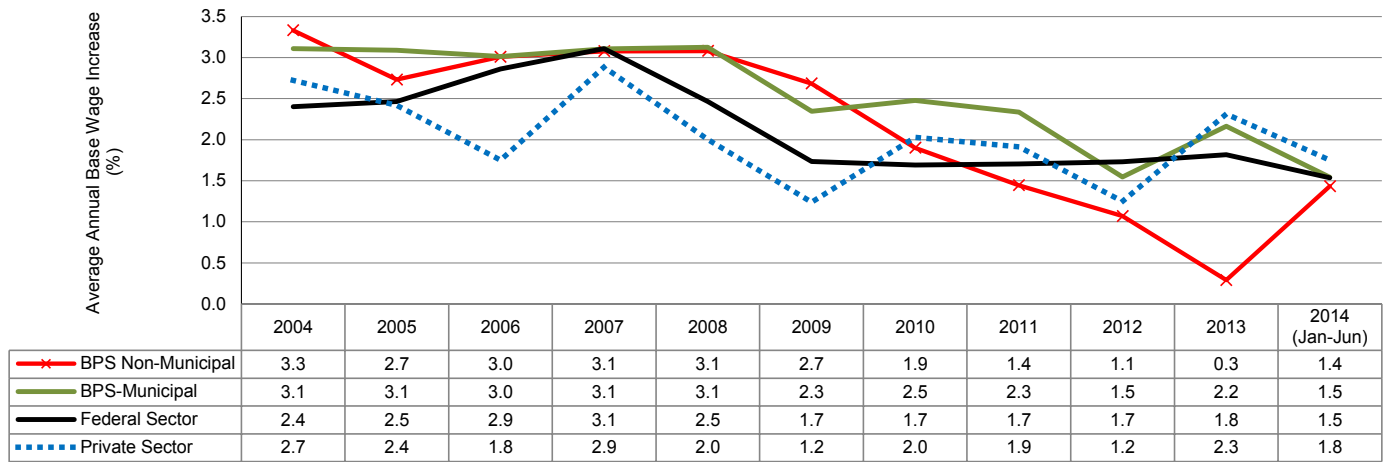
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	JUNE			ANNUAL		
	Agmts	Empls	Average Annual Increase	2012	2013	Jan - Jun 2014
			%	%	%	
Primary	-	-	-	2.1	2.1	2.5
Manufacturing	8	3,101	2.0	0.8	1.2	1.7
Construction	-	-	-	1.9	2.6	2.4
Trade and Finance	-	-	-	1.0	1.4	1.3
Transportation, Communications & Utilities	1	900	3.0	1.9	2.1	1.6
Public Administration	5	2,307	1.7	1.4	1.1	2.4
Education & Related Services	3	1,816	1.6	1.2	0.0	1.4
Health & Social Services	9	2,515	0.7	1.2	1.0	1.3
Other Services	-	-	-	1.4	2.1	1.7
All Settlements	26	10,639	1.6	1.3	1.0	1.5

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

Wage Trends by Sector (2004 - June 2014)

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

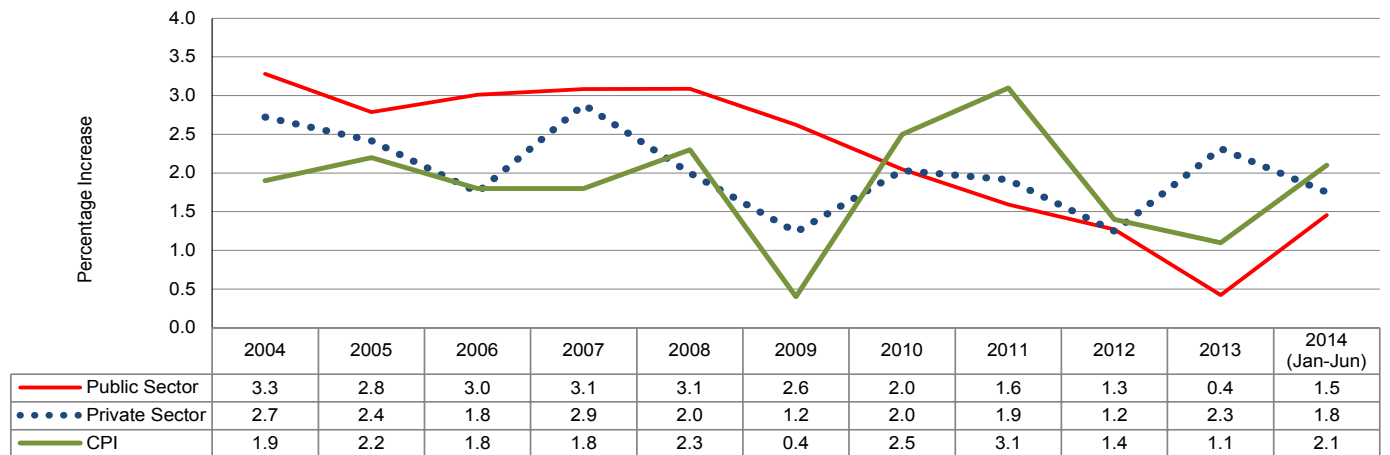


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to June 2014.

From January to June 2014, the average annual base wage increase for the BPS Non-Municipal sector was 1.4%. The BPS Municipal sector average annual base wage increase was 1.5%.

From January to June 2014, the Federal sector average annual base wage increase was 1.5%. The private sector average annual base wage increase was 1.8%.

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



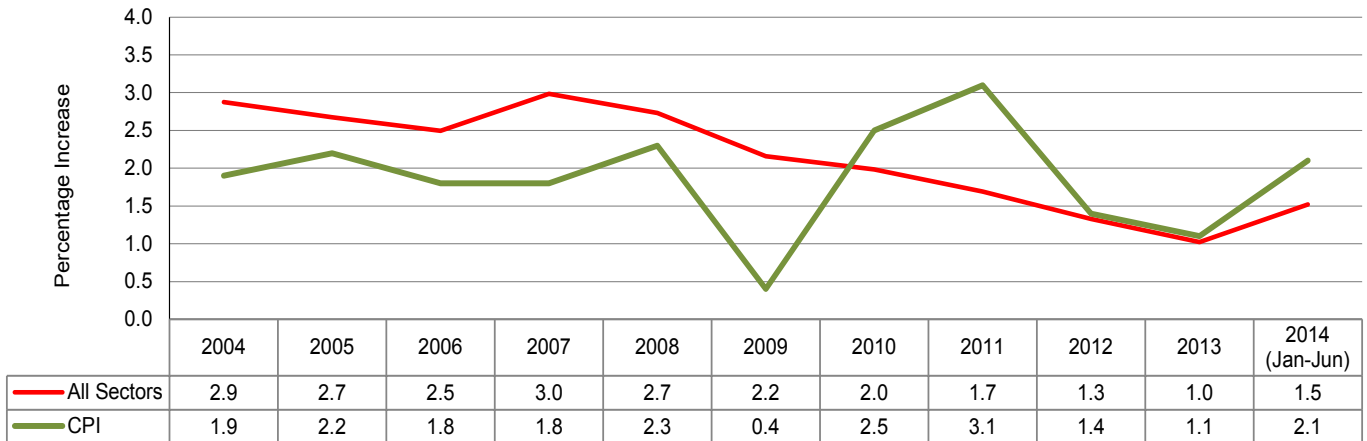
The above graph depicts the average annual base wage increase for agreements covering 150 or more employees for the Broader Public Sector, the Private sector and the Consumer Price Index for the province of Ontario from 2004 to June 2014.

From January to June 2014, the Broader Public Sector combined average annual base wage increase was 1.5%. The private sector was 1.8%.

From January to June 2014, the Consumer Price Index in Ontario was 2.1%.

Wage Trends by Sector (2004 - June 2014)

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, BPS Municipal and BPS Non-Municipal Sectors), and the Consumer Price Index for the province of Ontario from 2004 to June 2014.

For the period of January to June 2014, the average annual base wage increase for all sectors was 1.5%. From January to June 2014, the Consumer Price Index in Ontario was 2.1%.

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 June 30, 2014 as of June 30, 2014. The average annual base wage increase is calculated over the duration of a collective agreement and excludes lump sum payments. Wage information for the private sector includes COLA estimates.

Table 3: June Settlements

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths. %	Lump Sum info.	No. of Empls. (Ontario)	Agrmt. Duration (mths)	Expiry date
Manufacturing							
Algoma Tubes Inc. (Tenaris Tube)	United Steelworkers	1.7	1.0	\$1,750	520	36	31-May-2017
Canadian Bank Note Company Limited (Bindery II)	Intl Operating Engineers	2.1	2.5		170	48	30-Jun-2017
Cooper-Standard Automotive (Canada)	Unifor	1.2*	1.4	\$700 Oct. 2015 \$500 Oct. 2016	390	36	30-Sep-2017
Essar Steel Algoma Inc.	United Steelworkers	2.1*. ³	0.0	\$500	497	20	31-Mar-2016
Fearmans Pork Inc. A Sofina Foods Company (Burlington)	Food & Commercial Workers	2.4 ¹	2.1		697	60	31-Mar-2019
Kubota Metal Corporation (Fahramet Division)	United Steelworkers	0.8	0.0	\$700	273	36	31-Dec-2016
Lear Corporation (Ajax)	Unifor	4.8 ⁴	7.7	\$1,250 signing bonus; \$750 Jan. 2015	310	48	27-Apr-2018
Mirolin Industries Corp.	United Steelworkers	0.0	0.0	\$450 signing bonus; \$450 Jul. 2015 \$450 Jul. 2016	200	36	30-Jun-2017
Transportation, Communications & Utilities							
Canadian National Railway Co. (Eastern Lines) (trainmen/yardmen)	Teamsters	3.0	3.0		900	36	22-Jul-2016
Public Administration							
Canadian Food Inspection Agency (full-time/part-time)	Public Service Alliance	1.7 ²	1.7		1,469	36	31-Dec-2014
Corporation of The City of Oshawa (inside)	Cdn Public Empls	1.4	1.5		236	33	31-Dec-2016
National Research Council of Canada (administrative support)	Research Council Employees	1.7	1.8		274	48	30-Apr-2015

* including COLA clauses and/or COLA estimates

¹ restructuring of the wage schedule² adjustments for selected groups other than skilled trades³ 3% wage increase in year two if adjusted annual income from operations for Fiscal 2015 exceeds \$300 million⁴ wage increase includes catch-up from previous round of bargaining

Continued...

Table 3: June Settlements (Cont'd)

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths. %	Lump Sum Info.	No. of Empls. (Ontario)	Agrmt. Duration (mths)	Expiry date
Public Administration (Cont'd)							
National Research Council of Canada (administration)	Research Council Employees	1.7	1.8		190	48	30-Apr-2015
National Research Council of Canada (computer systems)	Research Council Employees	1.7	1.8		179	36	21-Dec-2014
Education & Related Services							
Trent University (academic staff/librarians)	Trent University Faculty Assn	1.5 ⁵	2.0		312	36	30-Jun-2016
University of Windsor (TA/GA)	Cdn Public Empls	1.5	1.5		940	36	31-Aug-2016
Wilfrid Laurier University (office/clerical/technical)	Wilfrid Laurier Univ. Staff Assn	1.5	1.5		564	36	30-Jun-2017
Health & Social Services							
Aurora Resthaven (Chartwell Seniors Housing Reit)	Christian Labour Assn	0.0	0.0	1% of hours paid 1% of hours paid	250	24	31-May-2015
Brant Centre Long Term Care Facility (Chartwell Seniors Housing Retirement)	Ont Practical Nurses	0.0	0.0	1% of straight time 1% of straight time	215	24	31-May-2014
Central East Community Care Access Centre (office/clerical)	Cdn Public Empls	0.7	0.7	0.7% signing bonus; 0.7% March 31/15 0.7% March 31/16 0.7% March 31/17 0.7% March 31/18	287	48	31-Mar-2018
Central West Community Care Access Centre (all employees)	Cdn Public Empls	0.7	0.7	0.7% signing bonus; 0.7% March 31/15 0.7% March 31/16 0.7% March 31/17 0.7% March 31/18	232	48	31-Mar-2018
Champlain Community Care Access Centre (office/clerical)	Cdn Public Empls	0.7	0.7	0.7% signing bonus; 0.7% March 31/15 0.7% March 31/16 0.7% March 31/17 0.7% March 31/18	171	48	31-Jul-2018
City of Greater Sudbury (Pioneer Manor LTC) (Service/RPN)	Cdn Public Empls	1.7	1.5		459	36	31-Mar-2016
Copernicus Lodge (Service/RPN/RN)	Service Employees Intl	0.0	0.0	1% of hours paid 1% of hours paid	306	24	31-Dec-2014

⁵ estimated for three years; wage re-opener in 3rd year; wages in 3rd year to be determined

Continued...

Table 3: June Settlements (Cont'd)

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths. %	Lump Sum info.	No. of Empls. (Ontario)	Agrmt. Duration (mths)	Expiry date
Health & Social Services (Cont'd)							
Mississauga Halton Community Care Access Centre (all employees)	Cdn Public Empls	0.7	0.7	0.7% signing bonus; 0.7% March 31/15 0.7% March 31/16 0.7% March 31/17 0.7% March 31/18	361	48	31-Mar-2018
South West Community Care Access Centre (office/clerical/technical)	Cdn Public Empls	0.7	0.7	0.7% signing bonus; 0.7% March 31/15 0.7% March 31/16 0.7% March 31/17 0.7% March 31/18	234	48	31-Mar-2018

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

Essar Steel Algoma Inc. and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), Local 2724 (497 salaried employees)

a twenty-month renewal agreement, effective August 1, 2014, expiring March 31, 2016

- lump sum payment of \$500 and cost of living adjustments in the first year of the agreement
- a general wage increase of 2% during the second year of the agreement with possible increase to 3%
- improvements to extended health care benefits for eligible dependants and active and retired employees

The Participating Community Care Access Centres and Canadian Union of Public Employees various locals (five agreements covering 1,285 employees)

Part of a centrally bargained settlement for eight 48-month renewal agreements, covering 1,648 employees, effective April 1, 2014, expiring March 31, 2018

- Wage increases of 0.7% each year of the agreement in addition to lump sum payments

Second Quarter 2014

During the second quarter of 2014, 161 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 98,881 employees (Table 4), 83% (82,161) of whom were in the public sector. By industry, the majority of employees were in health care and social assistance (62,991), transportation and warehousing (13,135), accommodation and food services (6,598) and federal government public administration (2,821) (Table 7).

Wage Adjustments

Second quarter settlements (Table 4) provided an overall annual increase of 1.4%, a decrease from 1.7% reported in the previous quarter. In the public sector, the average annual wage increase was 1.4%, compared to 1.7% in the previous quarter. The private sector reported an average annual wage increase of 1.7%, a decrease from 1.8% reported in the previous quarter. The industries with the highest average annual wage increases in the second quarter (Table 7) were beverage and tobacco product manufacturing (3.9%), transportation equipment manufacturing (3.2%) and fabricated metal manufacturing (2.7%). Annual wage adjustments for the industries with the highest concentration of employees were 1.3% in health care and social assistance (62,991), 0.4% in transportation and warehousing (13,135), and 1.3% in accommodation and food services (6,598) (Table 7).

In the second quarter of 2014, approximately 84.1% (83,129) of all employees (Table 5) received average annual wage increases ranging from 1.0% to 1.9%, compared to 5.6% (5,506) who received average annual wage increases ranging from 2.0% to 2.9%. In the public sector, 90.9% (74,665) of employees were covered by agreements with average annual wage increases ranging from 1.0% to 1.9%, compared to 50.6% (8,464) of the private sector employees. In the private sector 27.6% (4,616) of employees received average annual wage increases ranging from 2.0% to 2.9%, compared to 1.1% (890) of public sector employees.

Of the total number of employees for whom agreements were reached during the second quarter of 2014 (Table 9), 61.2% (60,551) were covered by two-year agreements. In the private sector, three-year agreements were the most common, covering 34.1% (5,704) of employees; however four-year agreements covered the largest number of employees at 35.5% (5,940). In the public sector, 72.4% (59,448) were covered by two-year agreements and 18.2% (14,942) were covered by four-year agreements. Approximately 41.2% (2,389) of manufacturing employees were covered by three-year agreements and 63% (59,448) of non-manufacturing employees were covered by two-year agreements.

Negotiations

On average, private sector agreements were ratified within 3.4 months from the start of negotiations, compared to 7.9 months in the public sector (Table 12).

Of all settlements reached during the second quarter of 2014, 17 agreements covering 7.8% of employees (7,735) were negotiated directly by the parties, compared to 47 agreements, covering 28.6% of employees (28,349), reached in conciliation, post-conciliation bargaining or mediation. Ninety-four agreements, covering 62.7% of employees (61,967) were settled by arbitration and three agreements were reached following a work stoppage (Table 13).

In the public sector, 22.7% of employees (18,682) reached agreements in conciliation, post-conciliation bargaining or mediation, compared to 3.3% (2,689) who settled by direct bargaining. In the private sector, approximately 57.9% of employees (9,667) reached settlements in conciliation, post-conciliation bargaining or mediation, while 30.2% of employees (5,051) reached settlements through direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2014 include the federal government, municipalities, police services boards, long term care homes, universities, developmental services, Council of Academic Hospitals of Ontario, Canadian Advertisers Association, Pharma Plus Drugmarts, Canada Post Corp., and Securitas Canada Ltd.

Major agreements scheduled to expire during the third quarter of 2014 include the Great Blue Heron Gaming Corporation. In the public sector, major expiries include the College Employer Council, school boards, and universities.

Work Stoppages

During the second quarter of 2014, 20 work stoppages were reported under Ontario jurisdiction, compared to 21 reported for the same period in 2013. Work stoppages during the second quarter of 2014 involved 3,110 employees and resulted in 55,950 person-days lost, compared to 9,566 employees and 178,110 person-days lost reported during the same period in 2013 (Table 15 and 16).

From January to June 2014, 10 work stoppages were reported in the manufacturing sector, an increase from eight reported during the same period in 2013. The non-manufacturing sector reported 10 work stoppages as well, compared to five reported during the same period in 2013. In the construction sector, no work stoppages were reported during the first half of 2014, compared to eight reported during the same period in 2013. During the second quarter of 2014, 0.01% of the estimated working time in Ontario was lost due to work stoppages (Table 16 and 17).

Table 4: Average Annual Increases in Base Wage Rates by Sector (private and public), Second Quarter 2013 to Second Quarter 2014

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Second Quarter 2013									
Private Sector	91	96,200	2.5	2	472	1.1	89	95,728	2.5
Public Sector	76	45,969	1.8	2	4,980	1.6	74	40,989	1.8
All agreements	167	142,169	2.2	4	5,452	1.6	163	136,717	2.3
Third Quarter 2013									
Private Sector	31	19,256	1.7	3	5,934	0.7	28	13,322	2.2
Public Sector	44	32,358	1.7	-	-	-	44	32,358	1.7
All agreements	75	51,614	1.7	3	5,934	0.7	72	45,680	1.8
Fourth Quarter 2013									
Private Sector	35	11,352	1.8	5	1,236	0.9	30	10,116	1.9
Public Sector	103	53,912	1.1				103	53,912	1.1
All agreements	138	65,264	1.2	5	1,236	0.9	133	64,028	1.2
First Quarter 2014									
Private Sector	41	13,249	1.8	7	4,397	2.0	34	8,852	1.7
Public Sector	42	30,643	1.7	2	931	1.7	40	29,712	1.7
All agreements	83	43,892	1.7	9	5,328	1.9	74	38,564	1.7
Second Quarter 2014									
Private Sector	36	16,720	1.7	5	1,775	1.7	31	14,945	1.7
Public Sector	125	82,161	1.4	1	918	0.7	124	81,243	1.4
All agreements	161	98,881	1.4	6	2,693	1.4	155	96,188	1.4

Table 5: Distribution of Average Annual Increases in Base Wage Rates by Sector (private and public), Second Quarter 2014

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
No Increase	15	2,767	2.8	4	661	4.0	10	2,106	2.6
0.1 - 0.9 Percent	20	6,269	6.3	5	1,939	11.6	15	4,330	5.3
1.0 - 1.9 Percent	107	83,129	84.1	12	8,464	50.6	95	74,665	90.9
2.0 - 2.9 Percent	15	5,506	5.6	11	4,616	27.6	4	890	1.1
3.0 - 3.9 Percent	4	900	0.9	3	730	4.4	1	170	0.2
4.0 - 4.9 Percent	1	310	0.3	1	310	1.9	-	-	-
All Agreements	161	98,881	100.0	36	16,720	100.0	125	82,161	100.0

**Table 6: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), Second Quarter 2013 to Second Quarter 2014**

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Second Quarter 2013									
Manufacturing	15	4,296	1.3	2	472	1.1	13	3,824	1.3
Non-Manufacturing	100	58,534	1.8	2	4,980	1.6	98	53,554	1.8
Construction	52	79,339	2.6	-	-	-	52	79,339	2.6
All Agreements	167	142,169	2.2	4	5,452	1.6	163	136,717	2.3
Third Quarter 2013									
Manufacturing	12	8,926	1.1	3	5,934	0.7	9	2,992	1.8
Non-Manufacturing	53	36,483	1.7	-	-	-	53	36,483	1.7
Construction	10	6,205	2.5	-	-	-	10	6,205	2.5
All Agreements	75	51,614	1.7	3	5,934	0.7	72	45,680	1.8
Fourth Quarter 2013									
Manufacturing	18	5,118	1.3	5	1,236	0.9	13	3,882	1.4
Non-Manufacturing	116	57,581	1.1	-	-	-	116	57,581	1.1
Construction	4	2,565	2.8	-	-	-	4	2,565	2.8
All Agreements	138	65,264	1.2	5	1,236	0.9	133	64,028	1.2
First Quarter 2014									
Manufacturing	15	3,398	1.2	4	958	1.0	11	2,440	1.2
Non-Manufacturing	66	40,004	1.8	5	4,370	2.1	61	35,634	1.7
Construction	2	490	2.4	-	-	-	2	490	2.4
All Agreements	83	43,892	1.7	9	5,328	1.9	74	38,564	1.7
Second Quarter 2014									
Manufacturing	20	5,794	1.9	4	1,425	1.5	16	4,369	2.1
Non-Manufacturing	141	93,087	1.4	2	1,268	1.2	139	91,819	1.4
All Agreements	161	98,881	1.4	6	2,693	1.4	155	96,188	1.4

Table 7: Average Annual Increases in Base Wage Rates by Industry, Second Quarter 2014

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing									
Beverage & Tobacco Product Manufacturing	1	210	3.9	-	-	-	1	210	3.9
Computer & Electronic Product Manufacturing	1	315	1.0	-	-	-	1	315	1.0
Fabricated Metal Product Manufacturing	2	400	2.7	-	-	-	2	400	2.7
Food Manufacturing	3	1,391	2.3	1	380	1.4	2	1,011	2.6
Machinery Manufacturing	1	158	0.0	1	158	0.0	-	-	-
Paper Manufacturing	1	263	2.0	-	-	-	1	263	2.0
Plastics & Rubber Products Manufacturing	2	590	0.8	1	390	1.2	1	200	0.0
Primary Metal Manufacturing	4	1,440	1.5	1	497	2.1	3	943	1.2
Printing and Related Support Activities	1	170	2.1	-	-	-	1	170	2.1
Textile Mills	2	394	2.0	-	-	-	2	394	2.0
Transportation Equipment Manufacturing	2	463	3.2	-	-	-	2	463	3.2
Total	20	5,794	1.9	4	1,425	1.5	16	4,369	2.1
Non-Manufacturing									
Transportation & Warehousing	6	13,135	0.4	1	918	0.7	5	12,217	0.4
Information & Cultural Studies	1	226	1.0	-	-	-	1	226	1.0
Wholesale Trade	1	825	0.8	-	-	-	1	825	0.8
Retail Trade	1	400	1.3	-	-	-	1	400	1.3
Educational Services	5	2,298	1.5	-	-	-	5	2,298	1.5
Health Care & Social Assistance	101	62,991	1.3	-	-	-	101	62,991	1.3
Professional, Scientific & Technical Services	2	612	2.3	1	350	2.7	1	262	1.7
Arts, Entertainment & Recreation	2	436	1.7	-	-	-	2	436	1.7
Accommodation & Food Services	7	6,598	1.3	-	-	-	7	6,598	1.3
Utilities	3	1,439	2.0	-	-	-	3	1,439	2.0
Federal Government Public Administration	5	2,821	1.7	-	-	-	5	2,821	1.7
Local, Municipal & Regional Public Administration	7	1,306	2.2	-	-	-	7	1,306	2.2
Total	141	93,087	1.4	2	1,268	1.2	139	91,819	1.4
Construction	-	-	-	-	-	-	-	-	-
All Industries	161	98,881	1.4	6	2,693	1.4	155	96,188	1.4

The categories used in Table 7 are based on the North American Industry Classification System (NAICS).

Table 8: Average Annual Increases in Base Wage Rates, All Industries, Second Quarter 2014

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing	20	5,794	1.9	4	1,425	1.5	16	4,369	2.1
Non-Manufacturing	141	93,087	1.4	2	1,268	1.2	139	91,819	1.4
Construction	-	-	-	-	-	-	-	-	-
All Industries	161	98,881	1.4	6	2,693	1.4	155	96,188	1.4

Table 9: Average Annual Increases in Base Wage Rates by Duration and Sector, Second Quarter 2014

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	1	262	1.7	1	262	1.7	-	-	-
Two-year agreements	92	60,551	1.4	4	1,103	2.1	88	59,448	1.4
Three-year agreements	34	13,310	1.6	15	5,704	1.7	19	7,606	1.6
Four-year agreements	30	20,882	1.4	13	5,940	1.6	17	14,942	1.3
Five-year agreements	3	3,711	1.7	3	3,711	1.7	-	-	-
Six-year agreements	1	165	1.1	-	-	-	1	165	1.1
All Agreements	161	98,881	1.4	36	16,720	1.7	125	82,161	1.4

Table 10: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Second Quarter 2014

	Manufacturing			Non-Manufacturing			Construction		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	-	-	-	1	262	1.7	-	-	-
Two-year agreements	4	1,103	2.1	88	59,448	1.4	-	-	-
Three-year agreements	8	2,389	1.0	26	10,921	1.8	-	-	-
Four-year agreements	6	1,291	2.9	24	19,591	1.3	-	-	-
Five-year agreements	2	1,011	2.6	1	2,700	1.3	-	-	-
Six-year agreements	-	-	-	1	165	1.1	-	-	-
All Agreements	20	5,794	1.9	141	93,087	1.4	-	-	-

Table 11: Duration of Negotiations by Sector, Second Quarter 2014

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
1-3 Months	42	24,886	21	8,649	21	16,237
4-6 Months	86	61,042	11	4,071	75	56,971
7-9 Months	8	4,088	3	3,100	5	988
10-12 Months	2	961	-	-	2	961
13 Months and Over	23	7,904	1	900	22	7,004
Total	161	98,881	36	16,720	125	82,161

Table 12: Average Duration of Negotiations by Sector, Second Quarter 2014

Average Duration of Negotiations	
	months
Private Sector	3.4
Public Sector	7.9
Total	6.9

Table 13: Stage of Settlement by Sector, Second Quarter 2014

	Total			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Direct Bargaining	12	6,450	6.5	8	5,051	30.2	4	1,399	1.7
Pre-Conciliation Mediation	5	1,285	1.3	-	-	-	5	1,285	1.6
Conciliation	31	9,540	9.6	16	3,755	22.5	15	5,785	7.0
Post-Conciliation Bargaining	4	2,091	2.1	-	-	-	4	2,091	2.5
Mediation	12	16,718	16.9	7	5,912	35.4	5	10,806	13.2
Arbitration	94	61,957	62.7	2	1,162	6.9	92	60,795	74.0
Work Stoppage	3	840	0.8	3	840	5.0	-	-	-
Total	161	98,881	100.0	36	16,720	100.0	125	82,161	100.0

Table 14: Work Stoppages, January - June 2013 and 2014

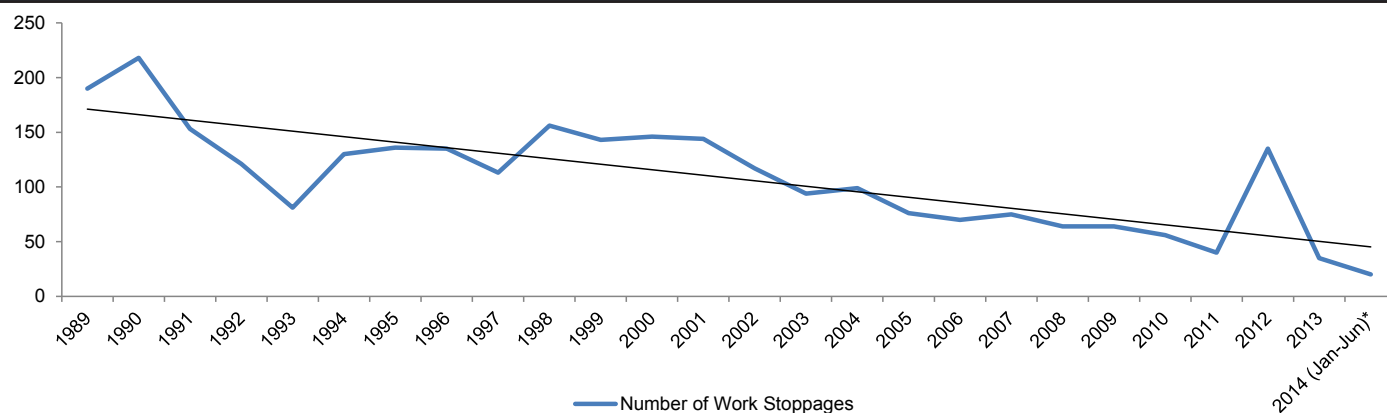
	January - June 2014	January - June 2013
Manufacturing	10	8
Non-Manufacturing	10	5
Construction	-	8
All Industries	20	21

Table 15: Person-Days Lost, January - June 2013 and 2014

	January - June 2014	January - June 2013
Manufacturing	39,820	48,350
Non-Manufacturing	16,130	8,710
Construction	-	121,050
All Industries	55,950	178,110

As of June 30, 2014, six work stoppages, covering a total of 1,877 employees were carried over to July 2014.
(Data are collected for all work stoppages involving two or more employees under Ontario Jurisdiction).

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 was reported in 2013 with 35 work stoppages. Roughly 50% of the number of work stoppages during 2012 were in School Boards during the month of December. For the period between January and June 2014 there were 20 work stoppages covering 3,110 employees with 55,950 person-days lost in total.

Table 16: Work Stoppages under Ontario Jurisdiction, 1989 - June 2014

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
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	35	13,155	376	288,310	21.9	48	0.02
2014* (Jan-Jun)	20	3,110	156	55,950	18.0	50	0.01

* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

Table 17: Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls (Ontario)	Agmt. Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	87,600	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	24,460	Various dates
Police Services Boards	Police Association	Various locations	4,383	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	56,469	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	51,294	Various dates
Universities	CUPE et al	Various locations	39,395	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	31,344	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	275,440	31-Aug-2014
Canadian Advertisers Association/ Communication Agencies Institute	ACTRA	Canada-wide	11,000	30-Jun-2014
Council of Academic Hospitals of Ontario	PARO	Various locations	4,000	30-Jun-2013
Pharma Plus Drugmarts	UFCW	Various locations	2,540	04-Jan-2014
Canada Post Corp. (Postal Operations Supervisors)	Postal Workers Union	Canada-wide	1,350	31-Mar-2014
Securitas Canada Ltd.	USW	Province-wide	2,514	30-Jun-2014
College Employer Council (academic/support)	OPSEU	Province-wide	19,590	31-Aug-2014

As of June 30, 2014, there were 418 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 18: Consumer Price Index (2002=100)*

	April 2014	May 2014	June 2014	2011	2012	2013	Year-to-date 2014
Canada	2.0	2.3	2.4	2.9	1.5	0.9	1.8
Ontario	2.4	2.8	3.0	3.1	1.4	1.1	2.2
Toronto	2.7	3.1	3.2	3.0	1.5	1.2	2.4
Ottawa-Gatineau (Ont. part)	2.0	2.4	2.7	3.0	1.3	1.0	1.8
Thunder Bay	2.5	2.9	3.0	3.1	0.9	0.9	2.2

* 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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