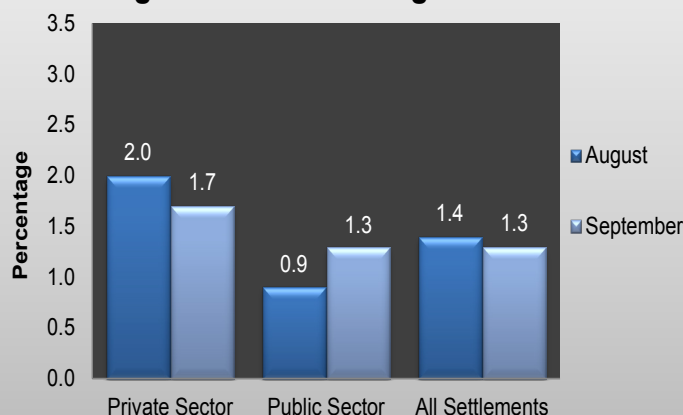


Collective Bargaining Highlights September 2014



At A Glance

Average Annual Base Wage Increase



Agreements Settled in September

In September, 40 collective agreements were ratified, each covering 150 or more employees. These agreements covered 40,303 employees, 96% of whom were in the public sector (38,753).

The overall average annual increase in base wage rates in September was 1.3%, a decrease from 1.4% reported in the previous month. In the public sector, 35 agreements were settled for an average annual base wage increase of 1.3%, an increase from 0.9% reported in August. In the private sector, five agreements were settled for an average annual base wage increase of 1.7%, a decrease from the 2% reported in the previous month.

For settlements in September, the industry with the highest average annual base wage increase was in other services (two settlements for 2.5%). The lowest average annual base wage increases were reported in education and related services and health and social services (six and 25 settlements respectively for 1.3%). Public administration reported an average annual base wage increase of 1.8% for four settlements. In manufacturing, there were two settlements for an average annual base wage increase of 1.4%.

In This Issue

	Page
Agreements Settled in September	1
Wage Settlements	2
Wage Trends by Sector	3 - 4
September Settlements	5 - 7
Selected Settlement Summaries	8
Major Negotiations Underway	18
Consumer Price Index	18

For further information, contact:
Collective Bargaining Information Services
400 University Avenue, 8th Floor
Toronto ON M7A 1T7
Telephone: 416-326-1260
Facsimile: 416-326-1277
E-mail: cbis@ontario.ca

Ministry of Labour

Dispute Resolution Services

Wage Settlements - September

Table 1: Wage Settlements Current Month, Current Three Years

	SEPTEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Sep 2014
			Increase %			
Private Sector	5	1,550	1.7	1.2	2.3	1.8
Public Sector	35	38,753	1.3	1.4	0.5	1.4
All Settlements	40	40,303	1.3	1.3	1.0	1.5

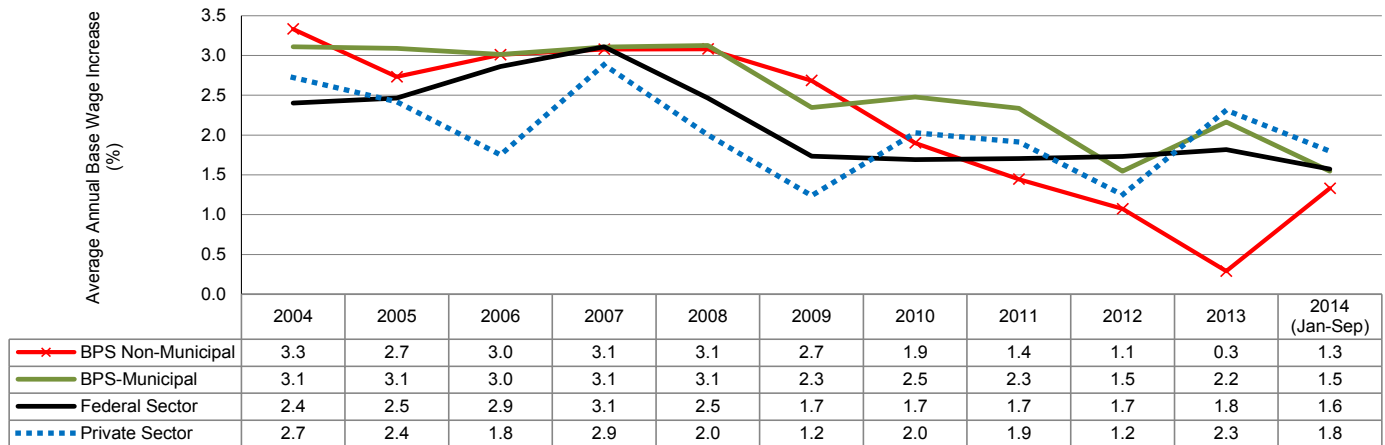
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	SEPTEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Sep 2014
			Increase %			
Primary	-	-	-	2.1	2.1	2.5
Manufacturing	2	979	1.4	0.8	1.2	1.6
Construction	-	-	-	1.9	2.6	2.4
Trade and Finance	-	-	-	1.0	1.4	1.3
Transportation, Communications & Utilities	1	160	1.7	1.9	2.1	1.7
Public Administration	4	2,139	1.8	1.4	1.1	1.7
Education & Related Services	6	28,200	1.3	1.2	0.0	1.3
Health & Social Services	25	8,414	1.3	1.2	1.0	1.3
Other Services	2	411	2.5	1.4	2.1	1.8
All Settlements	40	40,303	1.3	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 - September 2014)

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

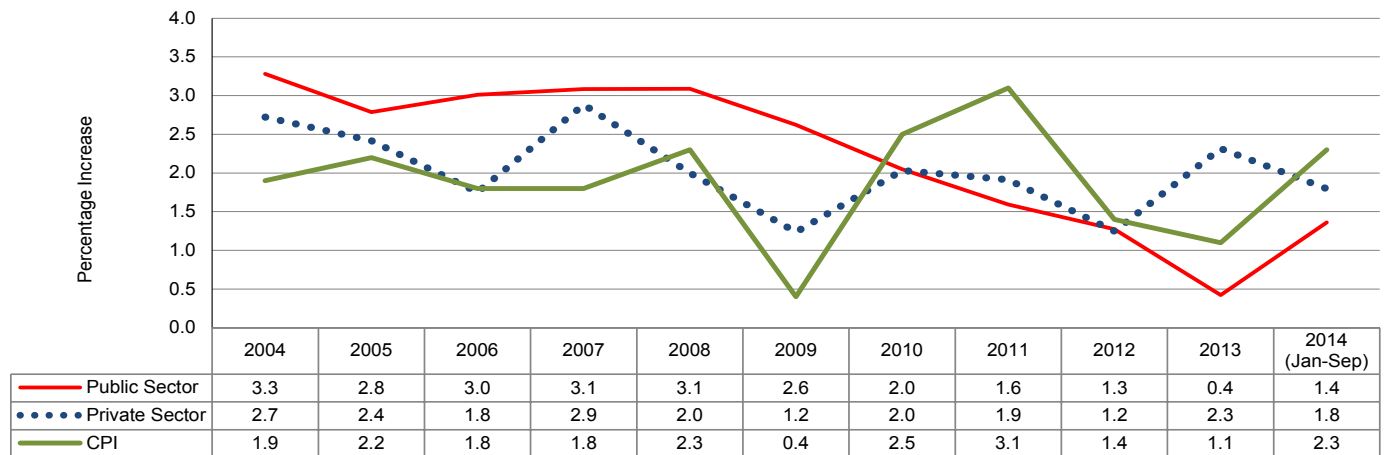


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to September 2014.

From January to September 2014, the average annual base wage increase for the BPS Non-Municipal sector was 1.3%. The BPS Municipal sector average annual base wage increase was 1.5%.

From January to September 2014, the Federal sector average annual base wage increase was 1.6%. 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



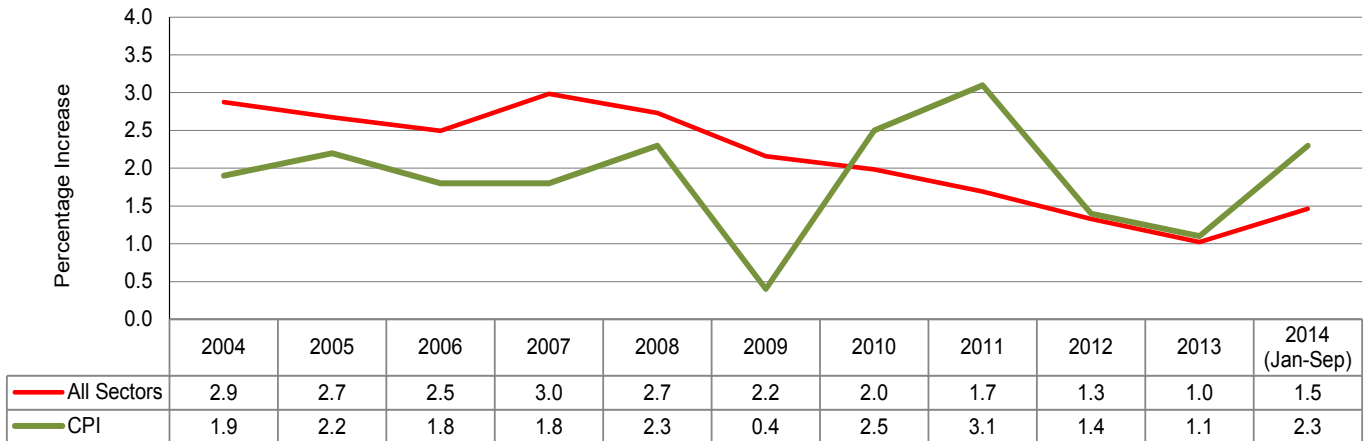
The above graph depicts the average annual base wage increase for agreements covering 150 or more employees for the Broader Public Sector, the Private sector and the Consumer Price Index for the province of Ontario from 2004 to September 2014.

From January to September 2014, the Broader Public Sector combined average annual base wage increase was 1.4%. The private sector was 1.8%.

From January to September 2014, the average for the Consumer Price Index in Ontario was 2.3%.

Wage Trends by Sector (2004 - September 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 September 2014.

For the period of January to September 2014, the average annual base wage increase for all sectors was 1.5%. From January to September 2014, the Consumer Price Index in Ontario was 2.3%.

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

Table 3: September Settlements

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths. %	Lump Sum info.	No. of Empls. (Ontario)	Agrmt. Duration (mths)	Expiry date
Manufacturing							
Babcock & Wilcox Canada Ltd. (manufacturing)	United Steelworkers	0.0 ¹	0.0		180	36	31-Aug-2017
Bombardier Transportation Canada Inc. (Thunder Bay plant)	Unifor	1.7*	0.0		799	36	31-May-2017
Transportation, Communications & Utilities							
Northerntel Lp. (service/office)	Unifor	1.7	2.2		160	16	30-Jun-2015
Public Administration							
Communications Security Establishment Cda.	Public Service Alliance	1.7	1.8		1,225	36	09-Feb-2015
Corporation of The City of Kitchener (clerical/technical)	Cdn Public Empls	1.3	1.3		320	36	31-Mar-2017
Kingston Police Services Board (uniform)	Police Assn (Kingston)	3.0	3.0		196	12	31-Dec-2014
Regional Municipality of Durham (works)	Cdn Public Empls	1.6	1.4		398	36	31-Mar-2017
Education & Related Services							
College Employer Council (academic)	Ont Public Service Empls	1.5	1.2	\$900 full-time ³	11,500	37	30-Sep-2017
College Employer Council (support)	Ont Public Service Empls	0.7	1.0	1% Dec. 1/16 1% Dec. 1/17	7,500	48	31-Aug-2018
University of Guelph (support)	United Steelworkers	1.1	0.0	\$900 May 1/14	900	36	30-Apr-2017
University of Ottawa (academic) (part-time)	U of Ottawa PT Professors Assn	2.0	2.0		2,200	36	31-Aug-2016
University of Ottawa (teaching/research assistants)	Cdn Public Empls	1.8	1.8		2,000	36	31-Aug-2016
University of Toronto (staff appointed)	United Steelworkers	1.1 ¹	0.5	\$150 July 1/14 \$150 July 1/15 \$200 July 1/16	4,100	36	30-Jun-2017

* including COLA clauses and/or COLA estimates

¹ restructuring of the wage schedule

³ one-time pensionable lump sum payment for full-time employees who have been frozen at their max step on the salary grid

Continued...

Table 3: September Settlements (Cont'd)

Employer	Union	Avg. Annual Wage Incr.	1 st 12 mths.	Lump Sum	No. of Empls.	Agrmt. Duration	Expiry date
Health & Social Services							
St. Joseph's Continuing Care Centre	Cdn Public Empls	1.4 ²	1.4		220	36	31-Mar-2015
Bayfield Homes Ltd.	Cdn Public Empls	1.0 ²	0.0	signing bonus: \$650 full-time \$300 part-time	179	36	30-Sep-2016
Bridgepoint Hospital (service) (part-time/full-time)	Cdn Public Empls	0.7	0.7	0.7% Yr 1 0.7% Yr 2 0.7% Yr 3 0.7% Yr 4	574	48	28-Sep-2017
John M. Parrott Centre (service/RPN)	Cdn Public Empls	1.6	1.8		190	36	31-Dec-2016
Bluewater Health (Lambton Hospitals) (paramedics/prof)	Ont Public Service Empls	1.4	1.4		300	24	31-Mar-2016
Chatham-Kent Health Alliance (paramedics/prof)	Ont Public Service Empls	1.4	1.4		236	24	31-Mar-2016
Cornwall Community Hospital (paramedics/prof)	Ont Public Service Empls	1.4	1.4		187	24	31-Mar-2016
Grey Bruce Health Services (paramedics/prof)	Ont Public Service Empls	1.4	1.4		327	24	31-Mar-2016
Health Sciences North (paramedics/prof)	Ont Public Service Empls	1.4	1.4		549	24	31-Mar-2016
Huron Perth Healthcare Alliance (paramedics/prof)	Ont Public Service Empls	1.4	1.4		200	24	31-Mar-2016
Kingston General Hospital (paramedics)	Ont Public Service Empls	1.4	1.4		410	24	31-Mar-2016
Lakeridge Health Corp. (paramedics/prof)	Ont Public Service Empls	1.4	1.4		359	24	31-Mar-2016
London Health Sciences Centre (full-time) (lab/x-ray)	Ont Public Service Empls	1.4	1.4		200	24	31-Mar-2016
London Health Sciences Centre (part-time/casual) (lab/x-ray)	Ont Public Service Empls	1.4	1.4		444	24	31-Mar-2016
Mount Sinai Hospital (paramedics)	Ont Public Service Empls	1.4	1.4		271	24	31-Mar-2016
Niagara Health System (paramedics/prof)	Ont Public Service Empls	1.4	1.4		584	24	31-Mar-2016
North Bay Regional Health Centre (paramedics/prof)	Ont Public Service Empls	1.4	1.4		406	24	31-Mar-2016
Peterborough Regional Health Centre (paramedics/prof)	Ont Public Service Empls	1.4	1.4		361	24	31-Mar-2016
Quinte Health Care Corp. (paramedics/prof)	Ont Public Service Empls	1.4	1.4		321	24	31-Mar-2016

² adjustments for selected groups other than skilled trades

Continued...

Table 3: September 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)							
Rouge Valley Health System (paramedics/prof)	Ont Public Service Empls	1.4	1.4		497	24	31-Mar-2016
Royal Ottawa Health Care Group (paramedics/prof)	Ont Public Service Empls	1.4	1.4		223	24	31-Mar-2016
St. Joseph's Health Care (paramedics)	Ont Public Service Empls	1.4	1.4		178	24	31-Mar-2016
St. Joseph's Healthcare (paramedics/prof)	Ont Public Service Empls	1.4	1.4		613	24	31-Mar-2016
Thunder Bay Regional Health Sciences Centre (paramedics/prof)	Ont Public Service Empls	1.4	1.4		406	24	31-Mar-2016
Timmins and District Hospital (paramedics)	Ont Public Service Empls	1.4	1.4		179	24	31-Mar-2016
Other Services							
Compass Group Canada (Beaver) Ltd. (University of Ottawa)	Unite Here	2.7	2.5		232	36	31-Mar-2017
Host International - Ottawa Airport	Unite Here	2.4	2.0		179	48	14-Dec-2017

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

College Employer Council and the Ontario Public Service Employees Union (11,500 academic staff)

a thirty-seven month renewal agreement, effective September 1, 2014, expiring September 30, 2017

- wage increases of 1.2% in the first year, 1.5% in the second and 1.8% in the last year of the agreement
- one-time, pensionable lump sum payment of \$900 for full-time employees at their max step on the salary grid on or before September 1, 2013
- private duty nursing care cap at \$25,000

College Employer Council and the Ontario Public Service Employees Union (7,500 support staff)

a four-year renewal agreement, effective September 1, 2014, expiring August 31, 2018

- wage increases of 1% in each of the first and second years and 0.5% in each of the third and fourth years
- lump sum payments of 1% based on employee's salary in each of the third and fourth years of the agreement

The Participating Hospitals and the Ontario Public Service Employees Union, various locals (21 agreements covering 7,251 employees*)

part of a central arbitration award, issued for 50 hospitals covering approximately 9,700 employees, effective April 1, 2014, expiring March 31, 2016

- wage increases of 1.4% in each year

Bombardier Transportation Canada Inc. and Unifor Local 1075 (800 employees)

a three-year agreement following a work disruption, effective June 1, 2014, expiring May 31, 2017

- wage increases of \$0.10 per hour in each of the second and third years of the agreement, and a COLA fold-in of \$0.76 per hour

** agreements over 150 employees*

Third Quarter 2014

During the third quarter of 2014, 72 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 75,846 employees (Table 4), 78% (59,042) of whom were in the public sector. By industry, the majority of employees were in educational services (30,671), provincial and territorial public administration (23,337), healthcare and social assistance (10,692) and transportation and warehousing (3,622) (Table 7).

Wage Adjustments

Third quarter settlements (Table 4) provided an overall annual increase of 1.4%, unchanged from the number reported in the previous quarter. In the public sector, the average annual wage increase was 1.2%, compared to 1.4% in the previous quarter. The private sector reported an average annual wage increase of 2.0%, an increase from 1.6% reported in the previous quarter. The industries with the highest average annual wage increases in the third quarter (Table 7) were accommodation and food services (2.5%), transportation and warehousing (2.1%) other services (2.0%). Annual wage adjustments for the industries with the highest concentration of employees were 1.3% in educational services (30,671), 1.4% in provincial and territorial public administration (23,337), and 1.2% in healthcare and social assistance (10,692) (Table 7).

In the third quarter of 2014, approximately 48.3% (36,657) of all employees (Table 5) received average annual wage increases ranging from 1.0% to 1.9%, compared to 26.4% (20,012) who received average annual wage increases ranging from 0.1% to 0.9%. In the public sector, 60% (35,428) of employees were covered by agreements with average annual wage increases ranging from 1.0% to 1.9%, compared to 7.3% (1,229) of the private sector employees. In the private sector 89.5% (15,045) of employees received average annual wage increases ranging from 2.0% to 2.9%, compared to 4.1% (2,421) of public sector employees.

Of the total number of employees for whom agreements were reached during the third quarter of 2014 (Table 9), 53.4% (40,535) were covered by three-year agreements. In the private sector, three-year agreements were also the most common, covering 90.8% (15,261) of employees. In the public sector, 42.8% of employees (25,274) were covered by three-year agreements and 40% (23,598) were covered by four-year agreements. Approximately 89.4% (1,809) of manufacturing employees were covered by three-year agreements and 52.5% (38,726) of non-manufacturing employees were covered by three-year agreements.

Negotiations

On average, private sector agreements were ratified within 5.6 months from the start of negotiations, compared to 9.3 months in the public sector (Table 12).

Of all settlements reached during the third quarter of 2014, eight agreements covering 6.2% of employees (4,666) were negotiated directly by the parties; compared to 31 agreements, covering 77.8% of employees (59,035), reached in conciliation, post-conciliation, mediation or post-mediation bargaining. Thirty agreements, covering 12.7% of employees (9,619) were settled by arbitration and three agreements were reached following a work stoppage (Table 13).

In the private sector, approximately 88.4% of employees (14,855) reached settlements in conciliation, mediation or post-mediation bargaining, while 4.5% of employees (760) reached settlements through direct bargaining. In the public sector, 74.8% of employees (44,180) reached agreements in conciliation, post-conciliation, or mediation, compared to 6.6% (3,906) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2014 include the federal government, various municipalities; hospitals, long term care homes, universities, developmental services, and various school boards, Council of Academic Hospitals of Ontario, Pharma Plus Drugmarts, Canada Post Corp., Securitas Canada Ltd and G 4 S Secure Solutions.

Major agreements scheduled to expire during the fourth quarter of 2014 include Bruce Power, and Canadian Media Production Association, the Canadian National Railway Co. and Canadian Pacific Railway Co. In the public sector, major expiries include the Federal Government, hospitals, long-term care homes, the Ontario Government and police services boards.

Work Stoppages

From January to September of 2014, 30 work stoppages were reported under Ontario jurisdiction, compared to 29 reported for the same period in 2013. Work stoppages until the third quarter of 2014 involved 5,061 employees and resulted in 115,770 person-days lost, compared to 10,796 employees and 254,980 person-days lost reported during the same period in 2013 (Table 14 and 15).

From January to September 2014, 14 work stoppages were reported in the manufacturing sector, an increase from 12 reported during the same period in 2013. The non-manufacturing sector reported 16 work stoppages, compared to nine reported during the same period in 2013. In the construction sector, no work stoppages were reported during the third quarter of 2014, compared to eight reported during the same period in 2013. During the third quarter of 2014, 0.01% of the estimated working time in Ontario was lost due to work stoppages (Table 15 and 16).

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
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	13,045	1.8	7	4,193	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	43,688	1.7	9	5,124	1.9	74	38,564	1.7
Second Quarter 2014									
Private Sector	40	17,765	1.6	5	1,775	1.7	35	15,990	1.6
Public Sector	130	83,595	1.4	1	918	0.7	129	82,677	1.4
All agreements	170	101,360	1.4	6	2,693	1.4	164	98,667	1.4
Third Quarter 2014									
Private Sector	16	16,804	2.0	1	799	1.7	15	16,005	2.0
Public Sector	56	59,042	1.2	-	-	-	56	59,042	1.2
All agreements	72	75,846	1.4	1	799	1.7	71	75,047	1.4

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

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
No Increase	3	1,515	2.0	2	530	3.2	3	985	1.7
0.1 - 0.9 Percent	6	20,012	26.4	0	0	0.0	6	20,012	33.9
1.0 - 1.9 Percent	45	36,657	48.3	3	1,229	7.3	42	35,428	60.0
2.0 - 2.9 Percent	15	17,466	23.0	11	15,045	89.5	4	2,421	4.1
3.0 - 3.9 Percent	1	196	0.3	0	0	0.0	1	196	0.3
All Agreements	72	75,846	100.0	16	16,804	100.0	56	59,042	100.0

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
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	39,800	1.8	5	4,166	2.1	61	35,634	1.7
Construction	2	490	2.4	-	-	-	2	490	2.4
All Agreements	83	43,688	1.7	9	5,124	1.9	74	38,564	1.7
Second Quarter 2014									
Manufacturing	22	6,509	1.8	4	1,425	1.5	18	5,084	1.9
Non-Manufacturing	148	94,851	1.4	2	1,268	1.2	146	93,583	1.4
All Agreements	170	101,360	1.4	6	2,693	1.4	164	98,667	1.4
Third Quarter 2014									
Manufacturing	6	2,023	1.5	1	799	1.7	5	1,224	1.3
Non-Manufacturing	66	73,823	1.4	-	-	-	66	73,823	1.4
All Agreements	72	75,846	1.4	1	799	1.7	71	75,047	1.4

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing									
Clothing Manufacturing	1	271	2.2	-	-	-	1	271	2.2
Food Manufacturing	1	209	2.0	-	-	-	1	209	2.0
Machinery Manufacturing	1	180	0.0	-	-	-	1	180	0.0
Transportation Equipment Manufacturing	3	1,363	1.4	1	799	1.7	2	564	1.0
Total	6	2,023	1.5	1	799	1.7	5	1,224	1.3
Non-Manufacturing									
Transportation & Warehousing	5	3,622	2.1	-	-	-	5	3,622	2.1
Information & Cultural Studies	2	430	1.7	-	-	-	2	430	1.7
Educational Services	11	30,671	1.3	-	-	-	11	30,671	1.3
Healthcare & Social Assistance	34	10,692	1.2	-	-	-	34	10,692	1.2
Accommodation & Food Services	2	411	2.5	-	-	-	2	411	2.5
Federal Government Public Administration	1	1,225	1.7	-	-	-	1	1,225	1.7
Provincial & Territorial Public Administration	2	23,337	1.4	-	-	-	2	23,337	1.4
Local, Municipal & Regional Public Administration	7	3,052	1.7	-	-	-	7	3,052	1.7
Other Services (except public administration)	2	383	2.0	-	-	-	2	383	2.0
Total	66	73,823	1.4	-	-	-	66	73,823	1.4
Construction	-	-	-	-	-	-	-	-	-
All Industries	72	75,846	1.4	1	799	1.7	71	75,047	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, Third Quarter 2014

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing	6	2,023	1.5	1	799	1.7	5	1,224	1.3
Non-Manufacturing	66	73,823	1.4	-	-	-	66	73,823	1.4
All Industries	72	75,846	1.4	1	799	1.7	71	75,047	1.4

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

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	3	536	2.4	1	160	1.7	2	376	2.8
Two-year agreements	32	10,008	1.3	1	214	2.6	31	9,794	1.2
Three-year agreements	27	40,535	1.7	11	15,261	1.9	16	25,274	1.5
Four-year agreements	9	24,167	0.9	2	569	2.1	7	23,598	0.9
Five-year agreements	1	600	2.3	1	600	2.3	-	-	-
All Agreements	72	75,846	1.4	16	16,804	2.0	56	59,042	1.2

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

	Manufacturing			Non-Manufacturing			Construction		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	-	-	-	3	536	2.4	-	-	-
Two-year agreements	1	214	2.6	31	9,794	1.2	-	-	-
Three-year agreements	5	1,809	1.3	22	38,726	1.7	-	-	-
Four-year agreements	-	-	-	9	24,167	0.9	-	-	-
Five-year agreements	-	-	-	1	600	2.3	-	-	-
All Agreements	6	2,023	1.5	66	73,823	1.4	-	-	-

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

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
1-3 Months	22	32,429	8	2,326	14	30,103
4-6 Months	12	26,981	5	13,256	7	13,725
7-9 Months	22	7,483	1	232	21	7,251
10-12 Months	4	4,581	-	-	4	4,581
13 Months and Over	12	4,372	2	990	10	3,382
Total	72	75,846	16	16,804	56	59,042

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

Average Duration of Negotiations	
	months
Private Sector	5.6
Public Sector	9.3
Total	8.5

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

	Total			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Direct Bargaining	7	4,090	5.4	2	760	4.5	5	3,330	5.6
Pre-Conciliation Mediation	1	576	0.8	-	-	-	1	576	1.0
Conciliation	16	25,643	33.8	4	880	5.2	12	24,763	41.9
Post-Conciliation	1	300	0.4	-	-	-	1	300	0.5
Mediation	13	21,092	27.8	7	1,975	11.8	6	19,117	32.4
Post-Mediation	1	12,000	15.8	1	12,000	71.4	-	-	-
Arbitration	30	9,619	12.7	1	390	2.3	29	9,229	15.6
Work Stoppage	3	2,526	3.3	1	799	4.8	2	1,727	2.9
Total	72	75,846	100.0	16	16,804	100.0	56	59,042	100.0

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

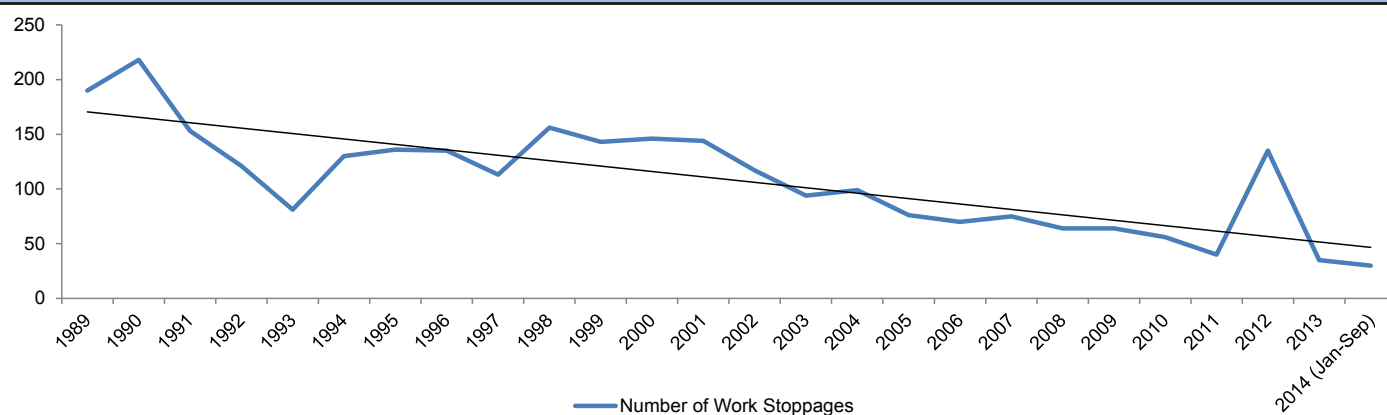
	January - September 2014	January - September 2013
Manufacturing	14	12
Non-Manufacturing	16	9
Construction	-	8
All Industries	30	29

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

	January - September 2014	January - September 2013
Manufacturing	87,680	109,290
Non-Manufacturing	28,090	19,840
Construction	-	125,850
All Industries	115,770	254,980

As of September 30, 2014, seven work stoppages, covering a total of 335 employees were carried over to October 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 September 2014 there were 30 work stoppages covering 5,061 employees with 115,770 person-days lost in total.

Table 16: Work Stoppages under Ontario Jurisdiction, 1989 - September 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-Sep)	30	5,061	169	115,770	22.9	51	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	102,000	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	35,500	Various dates
Police Services Boards	Police Association	Various locations	22,300	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	45,000	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	58,000	Various dates
Universities	CUPE et al	Various locations	28,000	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	24,500	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	275,850	31-Aug-14
Ontario Government	Ont Provincial Police	Province-wide	8,902	31-Dec-14
Council of Academic Hospitals of Ontario	PARO	Various locations	4,000	30-Jun-13
Pharma Plus Drugmarts	UFCW	Various locations	2,540	04-Jan-14
Canada Post Corp. (Postal Operations/Supervisors)	Postal Workers Union, Postmasters & Assistants	Canada-wide	3,350	31-Mar-14
Securitas Canada Ltd.	USW	Province-wide	2,514	30-Jun-14
G 4 S Secure Solutions	UFCW	Province-wide	3,800	30-Nov-14
Bruce Power	Energy Prof Society	Bruce County	1,160	31-Dec-14
Canadian Media Production Association (CMPA)	Writers Guild	Canada-wide	1,023	31-Dec-14

As of September 30, 2014, there were 689 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	July 2014	August 2014	September 2014	2011	2012	2013	Year-to-date 2014
Canada	2.1	2.1	2.0	2.9	1.5	0.9	1.9
Ontario	2.5	2.5	2.6	3.1	1.4	1.1	2.3
Toronto	2.7	2.6	2.7	3.0	1.5	1.2	2.5
Ottawa-Gatineau (Ont. part)	2.1	2.2	2.3	3.0	1.3	1.0	2.0
Thunder Bay	2.5	2.4	2.5	3.1	0.9	0.9	2.3

* 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.

The Collective Bargaining Highlights may be reproduced and circulated freely. However, Collective Bargaining Information Services should be acknowledged as the source.

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.

In accordance with the Accessibility for Ontarians With Disabilities Act, 2005, the Ministry of Labour makes every effort to ensure that its services are provided in a manner that respects the dignity and independence of persons with disabilities. Please tell the ministry if you require any accommodation to meet your individual need.

ISSN 1492-4323

Cette publication est également disponible en français.