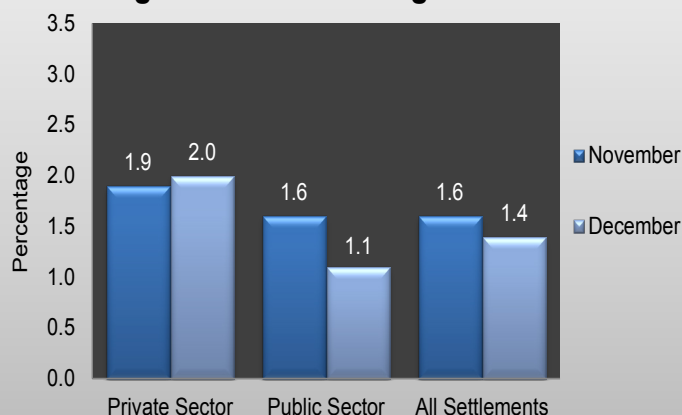


Collective Bargaining Highlights December 2014



At A Glance

Average Annual Base Wage Increase



Agreements Settled in December

In December, 20 collective agreements were ratified, each covering 150 or more employees. These agreements covered 8,381 employees, 70% of whom were in the public sector (5,881).

The overall average annual increase in base wage rates in December was 1.4%, a decrease from 1.6% reported in November. In the public sector, 15 agreements were settled for an average annual base wage increase of 1.1%, a decrease from the 1.6% reported in the previous month. In the private sector, five agreements were settled for an average annual base wage increase of 2.0%, an increase from the 1.9% reported in the previous month.

For settlements in December, the industry with the highest average annual base wage increase was construction (one settlement for 2.7%). The lowest average annual base wage increase was reported in transportation, communications and utilities (one settlement for 0.7%). In public administration, there were three settlements for an average annual base wage increase of 1.9%. Other services reported an average annual base wage increase of 1.8% for four settlements and health and social services reported an average annual base wage increase of 0.9% for nine settlements.

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Ministry of Labour

Dispute Resolution Services

Wage Settlements - December

Table 1: Wage Settlements Current Month, Current Three Years

	DECEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Dec 2014
			Increase %			
Private Sector	5	2,500	2.0	1.2	2.3	1.8
Public Sector	15	5,881	1.1	1.4	0.5	1.4
All Settlements	20	8,381	1.4	1.3	1.0	1.5

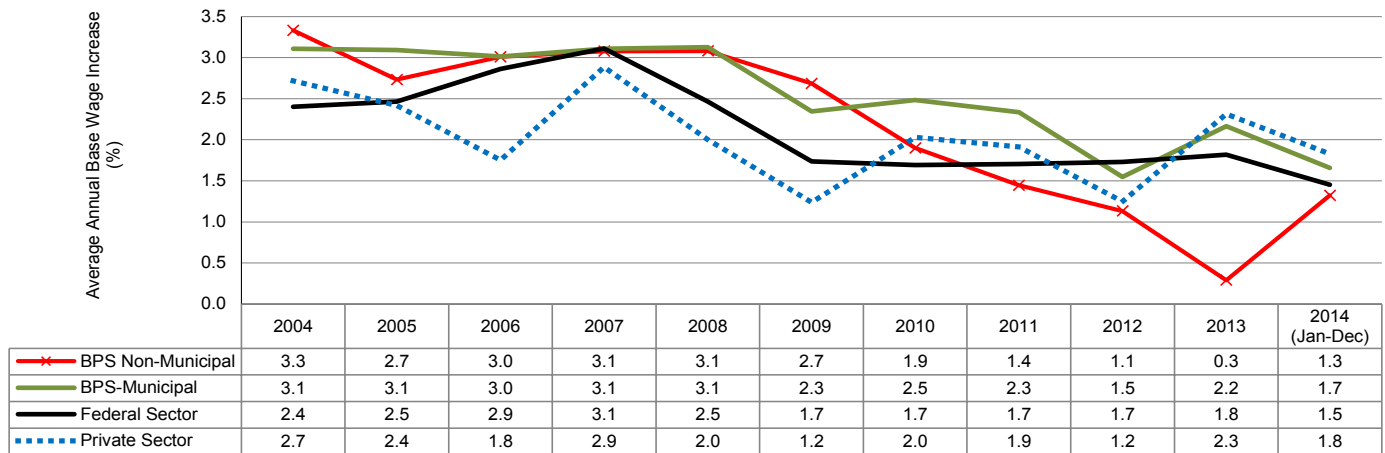
Table 2: Wage Settlements by Industry, Current Month, Current Three Years

Industries	DECEMBER			ANNUAL		
	Agmts	Empls	Average Annual	2012	2013	Jan - Dec 2014
			Increase %			
Primary	-	-	-	2.1	2.1	2.3
Manufacturing	-	-	-	0.8	1.2	1.6
Construction	1	500	2.7	1.9	2.6	2.6
Trade and Finance	1	1,134	1.6	1.0	1.4	1.5
Transportation, Communications & Utilities	1	1,347	0.7	1.9	2.1	1.6
Public Administration	3	1,200	1.9	1.4	1.1	1.7
Education & Related Services	1	300	1.0	1.2	0.0	1.3
Health & Social Services	9	2,528	0.9	1.3	1.1	1.3
Other Services	4	1,372	1.8	1.4	2.1	1.9
All Settlements	20	8,381	1.4	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 - December 2014)

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

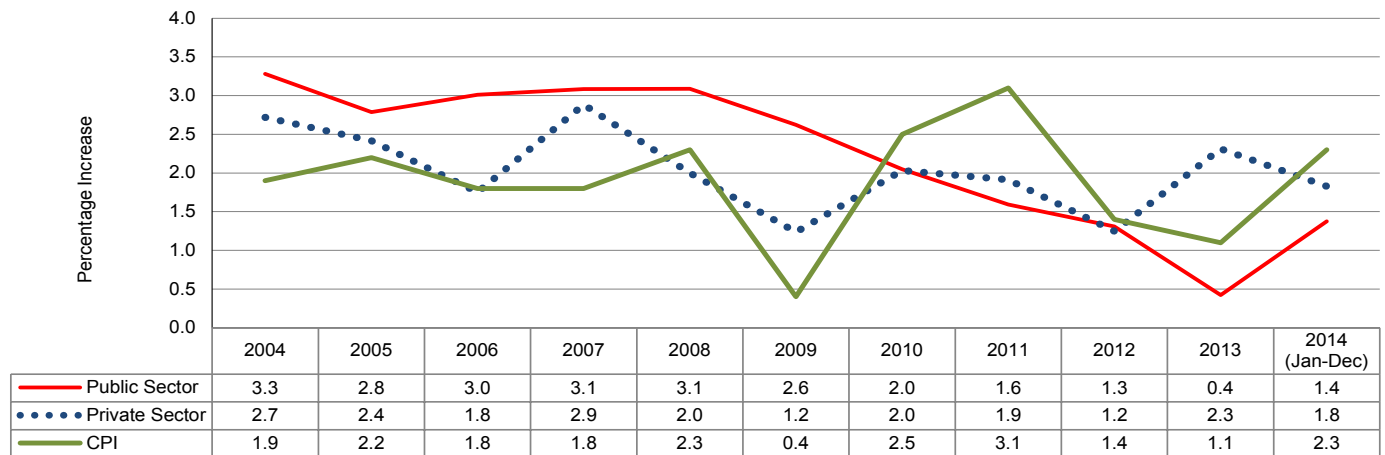


The above graph depicts the average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2004 to December 2014.

From January to December 2014, the average annual base wage increase for the BPS Non-Municipal sector remained at 1.3%. The BPS Municipal sector average annual base wage increase was reported at 1.7% an increase from the 1.6% reported in the previous month.

From January to December 2014, the average annual base wage increase in the Federal sector increased to 1.7% from the 1.6% reported in the previous month. The Private sector average annual base wage increases remained at 1.8%.

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



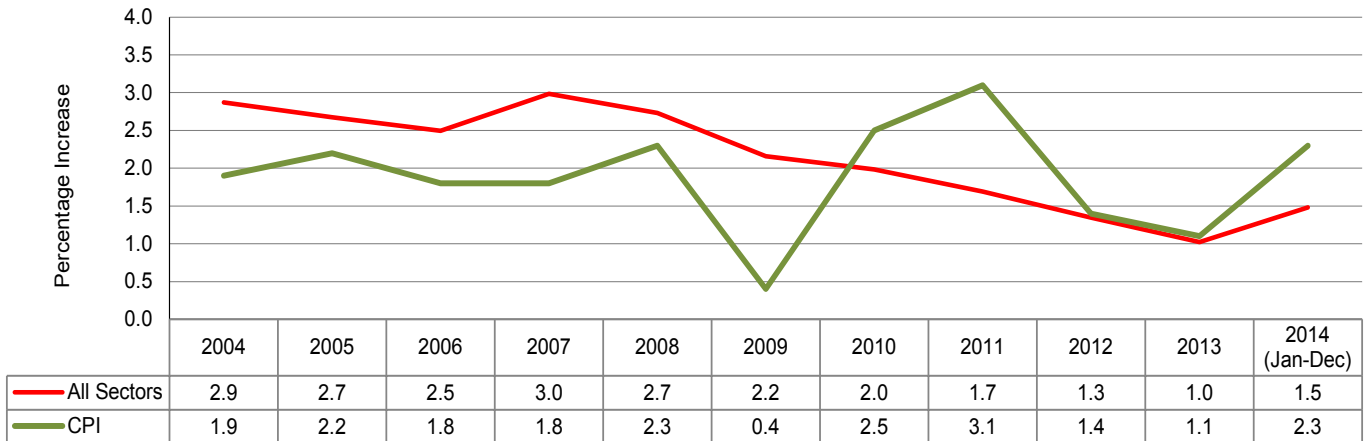
The above graph depicts the average annual base wage increase for agreements covering 150 or more employees for the Broader Public Sector, the Private sector and the Consumer Price Index for the province of Ontario from 2004 to December 2014.

From January to December 2014, the Broader Public sector combined average annual base wage increase remained at 1.4% and the Private sector remained at 1.8%.

The Consumer Price Index in Ontario settled at 2.3% for 2014.

Wage Trends by Sector (2004 - December 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 (BPS Non-Municipal, BPS Municipal, Federal and Private sectors), and the Consumer Price Index for the province of Ontario from 2004 to December 2014.

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

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 December 31, 2014 as of December 31, 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: December Settlements

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths. %	Lump Sum info.	No. of Empls. (Ontario)	Agrmt. Duration (mths)	Expiry date
Construction							
Hand Association of Sewer Watermain and Road Contractors	Labourers	2.7	2.8		500	48	31-Dec-2018
Trade & Finance							
Pharmx Rexall Drug Stores Ltd.	Food & Commercial Workers	1.6	1.4	see page 7	1,134	37	31-Jan-2018
Transportation, Communications & Utilities							
Canada Post Corp. (postal operations) (supervisory)	Postal Officials	0.7 ^{1,3}	0.0	ratification: 1.5% Apr. 1/16: 1.5%	1,347	48	31-Mar-2018
Public Administration							
Corporation of the City of Kitchener (fire department)	Intl Firefighters (Kitchener)	2.8	3.0		220	36	31-Dec-2014
Corporation of Norfolk County (inside/outside)	Cdn Public Empls	2.0	2.0		358	48	31-Dec-2018
Corporation of the City of Pickering (office/outside)	Cdn Public Empls	1.5	1.5		622	36	31-Mar-2017
Education & Related Services							
The Board of Governors of Lakehead University (graduate assistants)	Cdn Public Empls	1.0	1.0		300	36	31-Aug-2017
Health & Social Services							
Board of Management District of Kenora Home for the Aged (Pinecrest/Northwood Lodge/Red Lake)	Cdn Public Empls	1.6 ¹	1.7		228	24	31-Dec-2015
Timmins and District Hospital (office/clerical/service) (full-time/part-time)	United Steelworkers	1.5	1.0		370	24	31-Mar-2016

¹ restructuring of the wage schedule
³ two-tier wage schedule

Continued...

Table 3: December 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)							
Senior Peoples Resources In North Toronto Inc. (Sprint)	Cdn Public Empls	0.7	0.0	ratification bonus (active empls):\$450 Feb. 18/15:\$300 Apr. 1/15:\$150	250	36	17-Feb-2017
Costi Immigrant Services	Cdn Public Empls	1.0	0.0		170	36	31-Mar-2017
West Nipissing Home for the Aged (Au Chateau)	Cdn Public Empls	1.7	2.0		172	24	31-Dec-2013
Mackenzie Health (full-time/part-time)	Ont Public Service Empls	0.7 ²	0.7	Yr 1: 0.7% Yr 2: 0.7% Yr 3: 0.7% ⁵	658	36	31-Mar-2016
St. Joseph's Lifecare Centre (service/RPN)	Service Employees Intl	0.0	0.0	Yr 1: 1% Yr 2: 1% ⁴	260	24	31-Dec-2014
United Mennonite Home for the Aged (service/RPN)	Christian Labour Assn	0.0	0.0	Yr 1: 1% Yr 2: 1% ⁵	203	24	31-Jul-2015
Peterborough Regional Health Centre (office/clerical)	Ont Public Service Empls	1.0	2.0	Sep. 29/13: 0.7% Sep. 29/14: 0.7% Sep. 29/15: 0.7%	217	48	28-Sep-2016
Other Services							
Cadbridge Services (Cda) Inc. (Fairmont Chateau Laurier)	Unifor	2.4 ²	2.3		300	48	31-Dec-2017
Canadian Nuclear Laboratories (CNL) (technicians) (Chalk River Laboratories)	United Steelworkers	1.5	1.5		506	36	31-Mar-2017
Ontario Public Service Employees Union (prof/tech/support)	Ont Public Service Staff Union	1.7	3.5	Yr 1: \$600 ⁶	315	24	30-Jun-2016
New Horizon System Solutions (professional/supervisory)	Energy Prof Society	1.6	1.7		251	24	31-Dec-2016

² adjustments for selected groups other than skilled trades⁴ lump sum based on gross earnings minus statutory deductions⁵ lump sum based on hours paid⁶ pensionable

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

Pharmx Rexall Drug Stores and United Food and Commercial Workers, Local 175 (1,134 employees)

a 37-month renewal agreement, effective January 5, 2015, expiring January 31, 2018

- wage increases of \$0.20 on January 5, 2015, \$0.25 on February 1, 2016 and \$0.25 on February 1, 2017 for full-time and part-time employees; lump sum payments of \$400 for full-time employees and \$200 for part-time employees above top rate
- lump sum payments of \$400 and \$200 in 2016 & 2017 for full-time and part-time Registered Technicians 2 respectively

Corporation of the City of Pickering and Canadian Union of Public Employees, Local 129 (622 employees)

a three-year renewal agreement, effective April 1, 2014, expiring March 31, 2017

- general wage increase of 1.5% in each year

Mackenzie Health and Ontario Public Service Employees Union, Local 374 (658 employees)

a three-year renewal agreement, effective April 1, 2013, expiring March 31, 2016

- wage increase of 0.7% on April 1, 2013, April 1, 2014 and April 1, 2015 in addition to lump sum payments of 0.7% of the straight time hourly rate paid each year
- effective April 1, 2014, RPN wage rate increased to a maximum of \$28.95/hour inclusive of the general wage increase
- effective April 1, 2015, chiropractic, massage therapy, and physiotherapy services increased to \$375 per person per annum

Fourth Quarter 2014

During the fourth quarter of 2014, 64 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 35,477 employees (Table 4), 67% (23,802) of whom were in the public sector. By industry, the majority of employees were in health care and social assistance (12,773), educational services (5,044), retail trade (3,778) and local, municipal and regional public administration (3,766).

Wage Adjustments

Fourth quarter settlements (Table 4) provided an overall annual increase of 1.6%, an increase from the 1.4% reported in the previous quarter. In the public sector, the average annual wage increase was 1.5%, compared to 1.2% in the previous quarter. The private sector reported an average annual wage increase of 1.9%, a decrease from 2.0% reported in the previous quarter. The industries with the highest average annual wage increases in the fourth quarter (Table 7) were accommodation and food services (2.7%), arts, entertainment and recreation (2.5%) and food manufacturing and local, municipal and regional public administration (2.4%). Annual wage adjustments for the industries with the highest concentration of employees were 1.4% in health care and social assistance (12,773), 1.3% in educational services (5,044), and 1.7% in retail trade (3,778) (Table 7).

In the fourth quarter of 2014, approximately 62.4% (22,150) of all employees (Table 5) received average annual wage increases ranging from 1.0% to 1.9%, compared to 13.7% (4,856) who received average annual wage increases ranging from 0.1% to 0.9%. In the public sector, 60.6% (14,425) of employees were covered by agreements with average annual wage increases ranging from 1.0% to 1.9%, compared to 66.2% (7,725) of the private sector employees. In the private sector 28.9% (3,372) of employees received average annual wage increases ranging from 2.0% to 2.9%, compared to 17.8% (4,247) of public sector employees.

Of the total number of employees for whom agreements were reached during the fourth quarter of 2014 (Table 9), 54.4% (19,288) were covered by three-year agreements. In the private sector, three-year agreements were also the most common, covering 53% (6,177) of employees. In the public sector, 55% of employees (13,111) were covered by three-year agreements and 20.6% (4,904) were covered by four-year agreements. Approximately 38.6% (578) of manufacturing employees were covered by two-year agreements and 56.6% (18,958) of non-manufacturing employees were covered by three-year agreements.

Negotiations

On average, private sector agreements were ratified within 3.6 months from the start of negotiations, compared to 10.9 months in the public sector (Table 12).

Of all settlements reached during the fourth quarter of 2014, 20 agreements covering 26.8% of employees (9,492) were negotiated directly by the parties; compared to 27 agreements, covering 40% of employees (14,205), reached in conciliation, post-conciliation and mediation bargaining. Fifteen agreements, covering 29.1% of employees (10,341) were settled by arbitration and two agreements were reached following a work stoppage (Table 13).

In the private sector, approximately 66.2% of employees (7,727) reached settlements in conciliation and mediation bargaining, while 33.8% of employees (3,948) reached settlements through direct bargaining. In the public sector, 27.2% of employees (6,478) reached agreements in conciliation, post-conciliation, or mediation, compared to 23.3% (5,544) who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the first quarter of 2015 include the federal government, various municipalities; hospitals, long term care homes, universities, developmental services, various school boards, and Ontario Government, Canada Post Corp., Securitas Canada Ltd, G 4 S Secure Solutions, Bruce Power and The Canadian Media Production Association.

Major agreements scheduled to expire during the first quarter of 2015 include Air Canada, Motion Picture Studio Production Tech, and Garda Security Screening. In the public sector, major expiries include the Federal Government, hospitals, long-term care homes, developmental services, Ontario Power Generation and Hydro One.

Work Stoppages

During 2014, 31 work stoppages were reported under Ontario jurisdiction, compared to 35 reported in 2013. Work stoppages during 2014 involved 5,492 employees and resulted in 132,200 person-days lost, compared to 13,155 employees and 288,310 person-days lost reported in 2013 (Table 14 and 15).

In 2014, 14 work stoppages were reported in the manufacturing sector, an increase from 13 reported in 2013. The non-manufacturing sector reported 17 work stoppages, compared to 14 reported during 2013. In the construction sector, no work stoppages were reported during 2014. During 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), Fourth Quarter 2013 to Fourth Quarter 2014

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
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	30,614	1.7	2	931	1.7	40	29,683	1.7
All agreements	83	43,659	1.7	9	5,124	1.9	74	38,535	1.7
Second Quarter 2014									
Private Sector	42	18,166	1.7	6	1,931	1.8	36	16,235	1.6
Public Sector	132	84,607	1.3	1	918	0.7	131	83,689	1.4
All agreements	174	102,773	1.4	7	2,849	1.4	167	99,924	1.4
Third Quarter 2014									
Private Sector	17	17,004	2.0	1	799	1.7	16	16,205	2.0
Public Sector	58	60,655	1.2	-	-	-	58	60,655	1.2
All agreements	75	77,659	1.4	1	799	1.7	74	76,860	1.4
Fourth Quarter 2014									
Private Sector	20	11,675	1.9	1	578	1.0	19	11,097	2.0
Public Sector	44	23,802	1.5	-	-	-	44	23,802	1.5
All agreements	64	35,477	1.6	1	578	1.0	63	34,899	1.6

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

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
No Increase	4	663	1.9	-	-	-	3	663	2.8
0.1 - 0.9 Percent	9	4,856	13.7	1	578	5.0	8	4,278	18.0
1.0 - 1.9 Percent	34	22,150	62.4	10	7,725	66.2	24	14,425	60.6
2.0 - 2.9 Percent	17	7,619	21.5	9	3,372	28.9	8	4,247	17.8
6.0 - 6.9 Percent	1	189	0.5	-	-	-	1	189	0.8
All Agreements	64	35,477	100.0	20	11,675	100.0	44	23,802	100.0

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
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	39,771	1.8	5	4,166	2.1	61	35,605	1.7
Construction	2	490	2.4	-	-	-	2	490	2.4
All Agreements	83	43,659	1.7	9	5,124	1.9	74	38,535	1.7
Second Quarter 2014									
Manufacturing	23	6,665	1.8	5	1,581	1.6	18	5,084	1.9
Non-Manufacturing	151	96,108	1.4	2	1,268	1.2	149	94,840	1.4
All Agreements	174	102,773	1.4	7	2,849	1.4	167	99,924	1.4
Third Quarter 2014									
Manufacturing	6	2,023	1.5	1	799	1.7	5	1,224	1.3
Non-Manufacturing	69	75,636	1.4	-	-	-	69	75,636	1.4
All Agreements	75	77,659	1.4	1	799	1.7	74	76,860	1.4
Fourth Quarter 2014									
Manufacturing	5	1,497	1.7	1	578	1.0	4	919	2.2
Non-Manufacturing	58	33,480	1.6	-	-	-	58	33,480	1.6
Construction	1	500	2.7	-	-	-	1	500	2.7
All Agreements	64	35,477	1.6	1	578	1.0	63	34,899	1.6

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing									
Electrical Equipment, Appliance and Component Manufacturing	2	511	2.0	-	-	-	2	511	2.0
Food Manufacturing	2	408	2.4	-	-	-	2	408	2.4
Primary Metal Manufacturing	1	578	1.0	1	578	1.0	-	-	-
Total	5	1,497	1.7	1	578	1.0	4	919	2.2
Non-Manufacturing									
Mining, Quarrying, Oil & Gas Extraction	1	275	2.0	-	-	-	1	275	2.0
Transportation & Warehousing	4	3,696	1.4	-	-	-	4	3,696	1.4
Finance & Insurance	1	765	1.5	-	-	-	1	765	1.5
Professional, Scientific & Technical Services	4	1,123	1.5	-	-	-	4	1,123	1.5
Educational Services	6	5,044	1.3	-	-	-	6	5,044	1.3
Health Care and Social Assistance	28	12,773	1.4	-	-	-	28	12,773	1.4
Accommodation & Food Services	3	1,175	2.7	-	-	-	3	1,175	2.7
Arts, Entertainment & Recreation	1	770	2.5	-	-	-	1	770	2.5
Retail Trade	3	3,778	1.7	-	-	-	3	3,778	1.7
Local, Municipal & Regional Public Administration	6	3,766	2.4	-	-	-	6	3,766	2.4
Other Services (except public administration)	1	315	1.7	-	-	-	1	315	1.7
Total	58	33,480	1.6	-	-	-	58	33,480	1.6
Construction	1	500	2.7	-	-	-	1	500	2.7
All Industries	64	35,477	1.6	1	578	1.0	63	34,899	1.6

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, Fourth Quarter 2014

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing	5	1,497	1.7	1	578	1.0	4	919	2.2
Non-Manufacturing	58	33,480	1.6	-	-	-	58	33,480	1.6
Construction	1	500	2.7	-	-	-	1	500	2.7
All Industries	64	35,477	1.6	1	578	1.0	63	34,899	1.6

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

	All Agreements			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	1	275	3.0	-	-	-	1	275	3.0
Two-year agreements	19	7,101	1.7	4	1,909	1.4	15	5,192	1.9
Three-year agreements	28	19,288	1.6	9	6,177	2.0	19	13,111	1.4
Four-year agreements	12	6,343	1.5	5	1,439	2.4	7	4,904	1.2
Five-year agreements	2	378	2.0	1	225	2.6	1	153	1.1
Six-year agreements	1	167	1.1	-	-	-	1	167	1.1
Ten-year agreements	1	1,925	1.8	1	1,925	1.8	-	-	-
All Agreements	64	35,477	1.6	20	11,675	1.9	44	23,802	1.5

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

	Manufacturing			Non-Manufacturing			Construction		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
One-year agreements	-	-	-	1	275	3.0	-	-	-
Two-year agreements	1	578	1.0	18	6,523	1.8	-	-	-
Three-year agreements	1	330	2.1	27	18,958	1.6	-	-	-
Four-year agreements	2	364	2.0	9	5,479	1.4	1	500	2.7
Five-year agreements	1	225	2.6	1	153	1.1	-	-	-
Six-year agreements	-	-	-	1	167	1.1	-	-	-
Ten-year agreements	-	-	-	1	1,925	1.8	-	-	-
All Agreements	5	1,497	1.7	58	33,480	1.6	1	500	2.7

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

	Total		Private Sector		Public Sector	
	Agmts	Empls	Agmts	Empls	Agmts	Empls
1-3 Months	19	9,682	10	6,133	9	3,549
4-6 Months	18	8,886	5	2,069	13	6,817
7-9 Months	9	5,376	5	3,473	4	1,903
10-12 Months	3	5,992	-	-	3	5,992
13 Months and Over	15	5,541	-	-	15	5,541
Total	64	35,477	20	11,675	44	23,802

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

Average Duration of Negotiations	
	months
Private Sector	3.6
Public Sector	10.9
Total	8.6

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

	Total			Private Sector			Public Sector		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Direct Bargaining	20	9,492	26.8	7	3,948	33.8	13	5,544	23.3
Conciliation	16	7,964	22.4	7	3,488	29.9	9	4,476	18.8
Post Conciliation	1	167	0.5	-	-	-	1	167	0.7
Mediation	10	6,074	17.1	6	4,239	36.3	4	1,835	7.7
Arbitration	15	10,341	29.1	-	-	-	15	10,341	43.4
Work Stoppage	2	1,439	4.1	-	-	-	2	1,439	6.0
Total	64	35,477	100.0	20	11,675	100.0	44	23,802	100.0

Table 14: Work Stoppages, 2013 and 2014

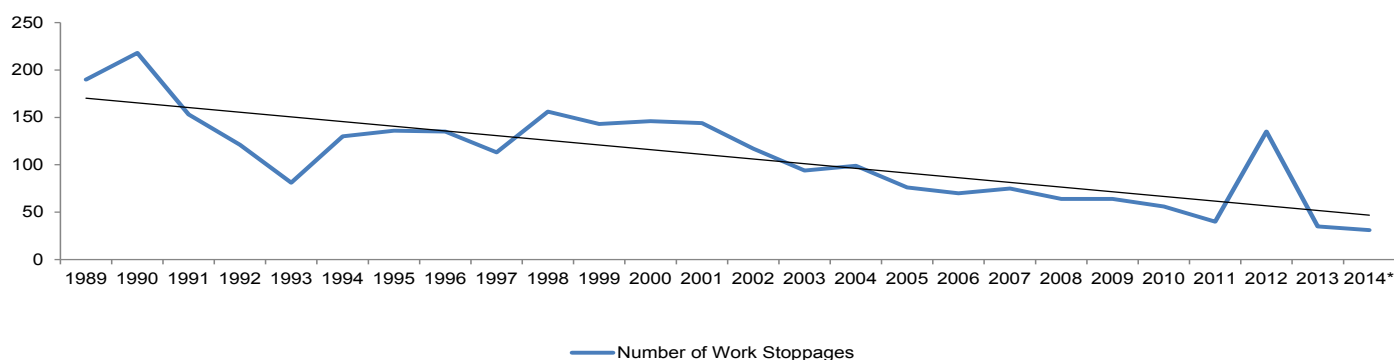
	2014	2013
Manufacturing	14	13
Non-Manufacturing	17	14
Construction	-	8
All Industries	31	35

Table 15: Person-Days Lost, 2013 and 2014

	2014	2013
Manufacturing	100,210	128,970
Non-Manufacturing	31,990	33,490
Construction	-	125,850
All Industries	132,200	288,310

As of December 31, 2014, four work stoppages, covering a total of 253 employees were carried over to January 2015.
 (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 1989 to 2011. The high was in 1990 with 218 work stoppages. The low was reported in 2014 with 31 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 December 2014 there were 31 work stoppages covering 5,492 employees with 132,200 person-days lost in total.

Table 16: Work Stoppages under Ontario Jurisdiction, 1989 - December 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*	31	5,492	177	132,200	24.1	59	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	104,500	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	36,000	Various dates
Police Services Boards	Police Association	Various locations	22,200	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	43,000	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	59,000	Various dates
Universities	CUPE et al	Various locations	22,500	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	24,800	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	275,850	31-Aug-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
Ontario Government	Ont Provincial Police, OPSEU, PEGO	Province-wide	43,500	31-Dec-14
Canada Post Corp. (Postal Operations)	Postmasters & Assistants	Canada-wide	2,000	31-Dec-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
Ontario Power Generation	CUPE	Province-wide	6,600	31-Mar-15
Hydro One	CUPE	Province-wide	5,000	31-Mar-15
Air Canada	CUPE, Unifor	Canada-wide	5,455	Various dates

As of December 31, 2014, there were 761 agreements, each covering 150 or more employees, that have expired and not been renewed.

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

	October 2014	November 2014	December 2014	2011	2012	2013	Year-to-date 2014
Canada	2.4	2.0	1.5	2.9	1.5	0.9	1.9
Ontario	2.8	2.4	1.9	3.1	1.4	1.1	2.3
Toronto	3.0	2.7	2.3	3.0	1.5	1.2	2.5
Ottawa-Gatineau (Ont. part)	2.4	2.0	1.5	3.0	1.3	1.0	2.0
Thunder Bay	2.4	1.9	1.3	3.1	0.9	0.9	2.2

* Percentage change from previous year
Source: Statistics Canada

Data for the months of March, June, December 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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