

Collective Bargaining Highlights

March 2015

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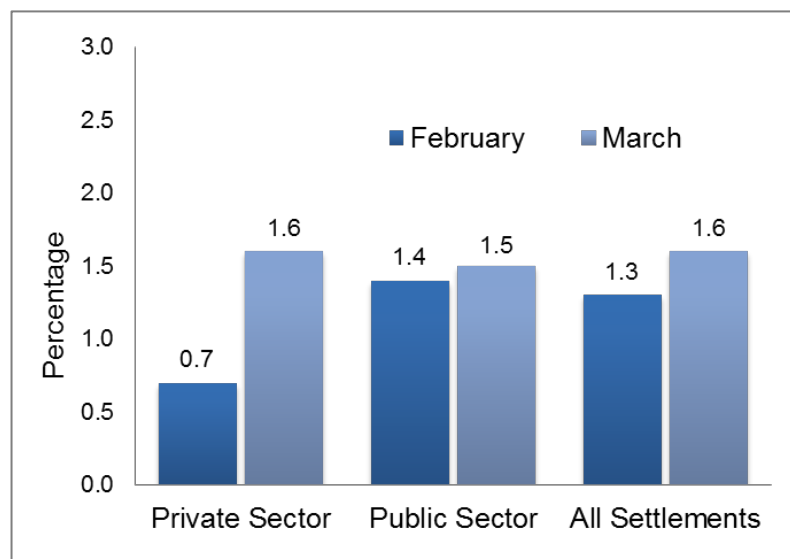
Agreements Settled in March

In March, 42 collective agreements were ratified, each covering 150 or more employees. These agreements covered 21,770 employees, 73.8% of whom were in the public sector (16,081).

The overall average annual increase in base wage rates in March was 1.6%, an increase from 1.3% reported in February. In the public sector, 33 agreements were settled for an average annual base wage increase of 1.5%, an increase from 1.4% reported in the previous month. In the private sector, nine agreements were settled for an average annual base wage increase of 1.6% an increase from 0.7% reported in February.

For settlements in March, the industries with the highest average annual base wage increase were manufacturing and public administration with 2.1% (five and three settlements respectively). The lowest average annual base wage increase was reported in education and related services and other services with 1.4% (six and one settlements respectively). Transportation, communications and utilities (three settlements) reported an average annual wage increase of 1.7%. The majority of employees were reported for health and social services (24 agreements) with 9,654 employees and an average annual base wage increase of 1.6%.

Average Annual Base Wage Increase



Wage Settlements – March

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	March 2015 %
Private	9	5,689	1.6
Public	33	16,081	1.5
All Settlements	42	21,770	1.6

Table 2: Average Annual Increase, Current Three Years

Sector	2013 %	2014 %	Jan - Mar 2015 %
Private	2.3	1.9	1.6
Public	0.5	1.4	1.4
All Settlements	1.0	1.5	1.5

Table 3: Average Annual Increase by Industry, Current Month

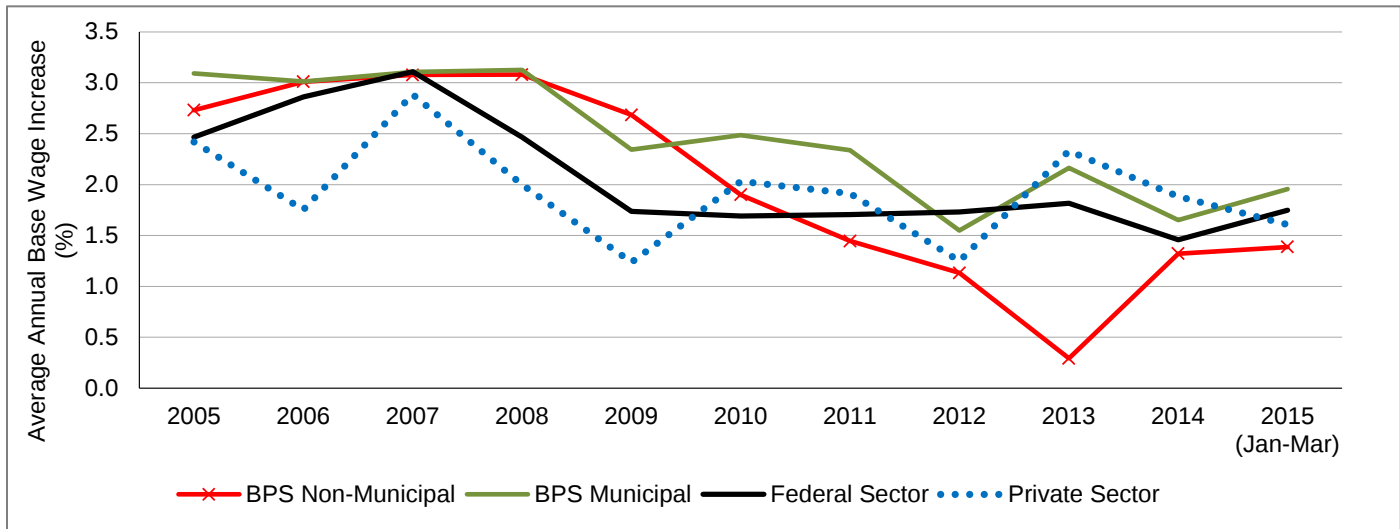
Sector	Agreements	Employees	Average Annual Increase %
Primary	-	-	-
Manufacturing	5	943	2.1
Construction	-	-	-
Trade and Finance	-	-	-
Transportation, Communications, & Utilities	3	2,446	1.7
Public Administration	3	662	2.1
Education & Related Services	6	5,765	1.4
Health & Social Services	24	9,654	1.6
Other Services	1	2,300	1.4
All Settlements	42	21,770	1.6

Table 4: Average Annual Increase by Industry, Current Three Years

Sector	2013 %	2014 %	(Jan – Mar) 2015 %
Primary	2.1	2.3	2.0
Manufacturing	1.2	1.6	1.9
Construction	2.6	2.6	
Trade and Finance	1.4	1.8	1.5
Transportation, Communications, & Utilities	2.1	1.7	1.7
Public Administration	1.1	1.7	2.1
Education & Related Services	0.0	1.3	1.4
Health & Social Services	1.1	1.3	1.4
Other Services	2.3	1.9	1.4
All Settlements	1.0	1.5	1.5

Wage Trends by Sector (2005 - March 2015)¹

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



Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Mar)
Non-Municipal	2.7	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	1.4
Municipal	3.1	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.7	2.0
Federal	2.5	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	1.7
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.6

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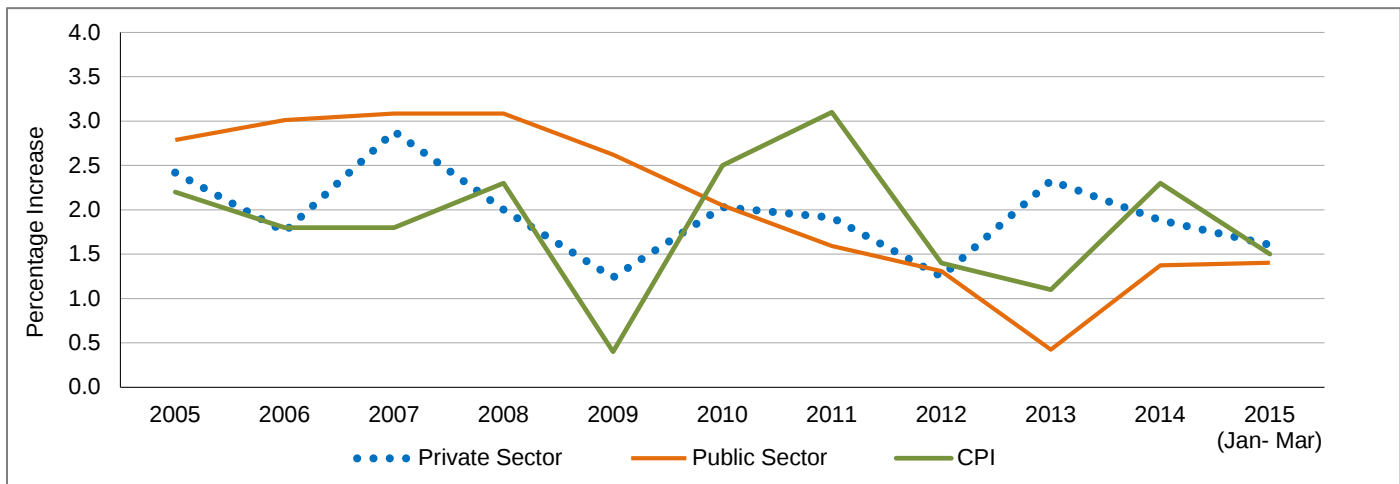
The above graph depicts the average annual base wage increases in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2005 to March 2015.

From January to March 2015, the average annual base wage increase for the BPS Non-Municipal sector was reported at 1.4%. The Municipal Sector was reported at 2.0%.

From January to March 2015, the Federal Sector was reported at 1.7% and the Private sector average annual base wage increase was reported at 1.6%.

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, 2005 and March 31, 2015 as of March 31, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information includes COLA estimates. The average annual base wage increase reported for 2015 is for the period between January and March 2015.

Graph 2: Consumer Price Index, Private and Broader Public Sector (Excluding Federal) Settlement Trends²



Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Mar)
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.6
BPS	2.8	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	1.4
CPI	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.5

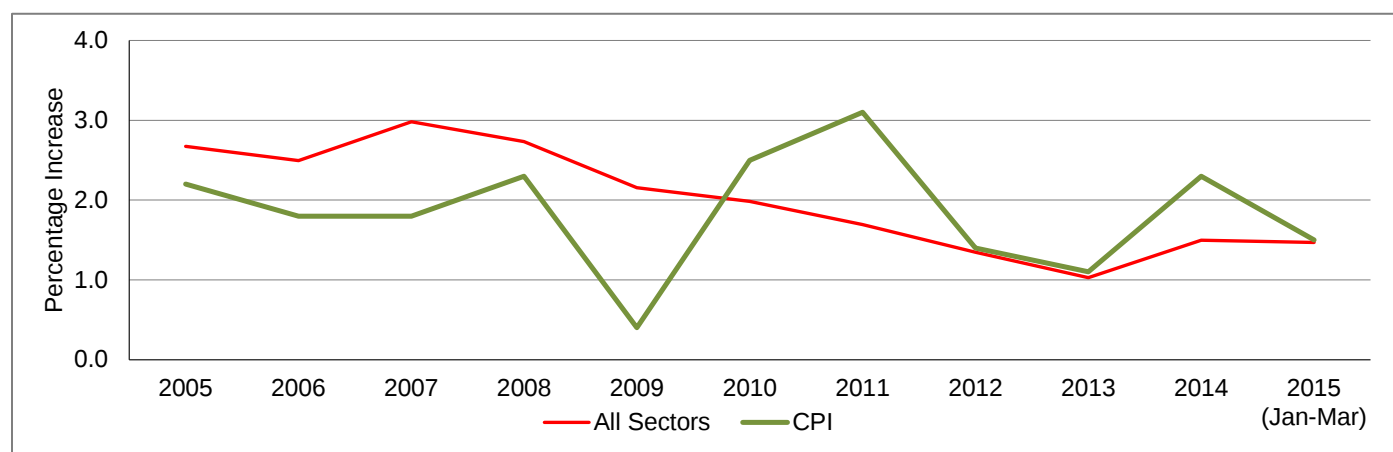
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The above graph depicts the average annual base wage increases in the Private sector and Broader Public Sector and the Consumer Price Index (year to date) for the province of Ontario from 2005 to March 2015.

From January to March 2015, the Private sector average annual base wage increase was reported at 1.6% and the Broader Public Sector combined average annual base wage increase was reported at 1.4%. The Consumer Price Index in Ontario was reported at 1.6% for the month of March and averaging at 1.5% for the first quarter.

² 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, 2005 and March 31, 2015 as of March 31, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information includes COLA estimates. The average annual base wage increase reported for 2015 is for the period between January and March 2015.

Graph 3: Consumer Price Index and All Sectors Combined Settlement Trends³



Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 (Jan-Mar)
All Sectors	2.7	2.5	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.5
CPI	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.5

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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 2005 to March 2015.

For the period of January to March 2015, the average annual base wage increase for all sectors was 1.5%. The Consumer Price Index in Ontario settled at 1.5% for the first quarter of 2015.

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, 2005 and March 31, 2015 as of March 31, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement and excludes lump sum payments. Wage information includes COLA estimates. Data reported for 2015 are for the period between January and March 2015.

March Settlements

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Cooper Standard Automotive Canada Limited	United Steelworkers (USW)	3.4 ⁴	5.3		207	36	31-Mar-2018
Firestone Textiles Company A Division of Bridgestone Canada Inc. (Firestone Textiles)	Food & Commercial Workers	1.8 ⁵	1.6		150	36	15-Dec-2017
Kaiser Aluminum Canada Ltd (London)	United Steelworkers (USW)	2.0	2.0	Ratification: \$300	175	36	28-Feb-2018
KP Building Products Ltd. (Production)	Teamsters	1.5	0.0		159	60	27-Jan-2020
Moulure Alexandria Moulding Inc. (Production)	United Steelworkers (USW)	1.7	2.0		252	36	09-Dec-2017

⁴ adjustments for skilled trades and other selected groups

⁵ including COLA clauses and/or COLA estimates

Transportation, Communications and Utilities

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Bruce Power LP. by Its General Partner Bruce Power Inc. (professional/supervisory)	Energy Prof Society	2.1 ⁶	2.0		1,072	48	31-Dec-2018
Canadian Media Production Assn (CMPA) (writers IPA)	Writers Guild of Canada	1.0	1.0		1,154	36	31-Dec-2017
Canadian Pacific Railway Co (shopcraft employees)	Unifor	3.4 ⁷	3.0		220	48	31-Dec-2018

Public Administration

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Corporation of The City of Burlington (fire dept)	Intl Firefighters (Burlington)	2.9	3.1		200	36	30-Apr-2014
Statistical Survey Operations (field interviewers)	Public Service Alliance	1.7	1.8		188	36	30-Nov-2014
Statistical Survey Operations (regional office interviewers)	Public Service Alliance	1.7	1.8		274	36	30-Nov-2014

⁶ including COLA clauses and/or COLA estimates

⁷ adjustments for skilled trades and other selected groups

Education and Related Services

Employer	Union	Avg. Ann. Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Trent University (Unit 2 teaching assistants - Part-time)	Cdn Public Empls	1.2	1.0	Full-time GTA: ratification:\$150 Oct. 30/15:\$100 Oct.30/16:\$50 all other \$50	350	36	31-Aug-2017
University of Toronto (Unit 3 - sessional lecturers)	Cdn Public Empls	1.1	1.0	Please see Settlement Summaries	1,200	36	31-Aug-2017
Wilfrid Laurier University (academic staff/librarians)	Wilfrid Laurier Univ Faculty	1.5	1.5		515	36	30-Jun-2017
York University (Unit 1 - grad teaching assistants)	Cdn Public Empls	1.5	1.5	retroactive wage increase of 1.5% paid as lump sum	1,750	36	31-Aug-2017
York University (Unit 2-contract faculty)	Cdn Public Empls	1.5	1.5	retroactive wage increase of 1.5% paid as lump sum	1,200	36	31-Aug-2017
York University (Unit 3 - grad research assistants)	Cdn Public Empls	1.5	1.5	retroactive wage increase of 1.5% paid as lump sum	750	36	31-Aug-2017

Health and Social Services

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Bethesda Community Services Inc.	Cdn Public Empls	3.1 ⁸	3.2		275	24	31-Mar-2016
Central Community Care Access Centre	Ont Nurses Assn	1.4	1.4		670	24	31-Mar-2016
Central East Community Care Access Centre	Ont Nurses Assn	1.4	1.4		500	24	31-Mar-2016
Community Living Oshawa Clarington	Cdn Public Empls	3.3	3.6		280	24	31-Mar-2016
Community Living Sarnia-Lambton	Cdn Public Empls	3.2	3.6		176	24	31-Mar-2016
Community Living Stratford and Area	Ont Public Service Empls	2.1	2.8		176	24	31-Mar-2016
Erie St. Clair Community Care Access Centre	Ont Nurses Assn	1.4	1.4		259	24	31-Mar-2016
Extendicare (Canada) Inc. (service/RPN)	Unifor	1.4	1.5		497	24	31-Jul-2016

⁸ restructuring of the wage schedule

Health and Social Services (Con't)

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Extendicare (Canada) Inc. (service/RPN) (Part-time)	Unifor	1.4	1.5		579	24	31-Jul-2016
Heron Terrace Long Term Care Community (service/RPN)	Unifor	1.4	1.5		155	24	31-Oct-2016
Leisureworld Caregiving Centre Madonna (Madonna Nursing Home) (service/RPN)	Cdn Public Empls	1.8	2.0		175	24	31-Mar-2013
London Health Sciences Centre (service/RPN/tech/trades) (Full-time/Part-time)	Unifor	1.3	1.4	Full-time: \$150 Non-Full-time: \$75 ⁹	1,483	36	10-Oct-2017
North East Community Care Access Centre	Ont Nurses Assn	2.4	1.4		294	24	31-Mar-2016
North Simcoe Muskoka Community Care Access Centre	Ont Nurses Assn	1.4	1.4		194	24	31-Mar-2016

⁹ For employees hired before March 16, 2015

Health and Social Services (Con't)

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Pathways To Independence	Ont Public Service Empls	2.5	2.5	Full-time: \$1,300 Part-time: \$650 (1,000 hrs.+); Part-time:\$325 (1,000 hrs.-)	300	24	31-Mar-2016
Queensway-Carleton Hospital (paramedical)	Ont Public Service Empls	1.4	1.4		311	24	31-Mar-2016
Revera Long Term Care Inc. (Forest Heights Long Term Care Centre)	Unifor	1.4	1.5		260	26	30-Jun-2015
Scarborough Hospital (office/clerical)	Ont Public Service Empls	0.7	0.7	Yr. 1: 0.7% Yr. 2: 0.7% Yr. 3:0.7% Yr. 4:0.7%	342	48	31-Mar-2017
South East Community Care Access Centre	Ont Nurses Assn	1.4	1.4		223	24	31-Mar-2016
Southwest Community Care Access Centre	Ont Nurses Assn	1.4	1.4		422	24	31-Mar-2016

Health and Social Services (Con't)

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
St. Joseph's Health Care (service/RPN) (St. Joseph/Parkwood /Mt. Hope/SW Ctr for Forensic Mental Health)	Unifor	1.4	1.4	¹⁰	1,434	36	31-Mar-2018
Trillium Villa Nursing Home (service/RPN)	Unifor	1.4	1.5		166	24	31-Oct-2016
Trinity Village Care Centre (service/RPN)	Unifor	1.4	1.5		220	24	31-Oct-2016
Waterloo Wellington Community Care Access Centre	Ont Nurses Assn	1.4	1.4		263	24	31-Mar-2016

Other Services

Employer	Union	Avg. Annual Wage Incr. %	1 st 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Securitas Canada Limited (Ontario) (security guards)	United Steelworkers (USW)	1.4	1.0		2,300	48	30-Jun-2018

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¹⁰ please see Settlement Summaries

Selected Settlement Summaries

(Key monetary items based on available information)

The Governing Council of the University of Toronto and the Canadian Union of Public Employees (CUPE), Local 3902 (1,200 Unit 3 – Sessional Lecturers)

a three-year renewal agreement, effective September 1, 2014, expiring August 31, 2017

- wage increases on September 1, 2014: 1%, September 1, 2015: .5%, January 1, 2016: .5% (based on Aug 31/'15 salary), September 1, 2016: .5%, January 1, 2017: .75% (based on Aug 31/'16 salary)
- Lump sum payments to Sessional Lecturers (stipend) on years 1, 2 and 3 of \$300 per year for a full course, for writing Instructors and/or other music professionals (hourly paid) lump sum payments for years 1, 2 and 3 varying from \$70 to a maximum \$300 per year based on hours worked

London Health Sciences Centre and Unifor, Local 27 (1,483 employees)

a three year renewal agreement, effective October 11, 2014, expiring October 10, 2017

- wage increases of 1.4% in each of the first and second years, 1.0% in the third year
- Lump sum payment of \$150 to be paid to full-time employees and \$75 to non-full-time employees employed as of March 16, 2015 (those hired on or after March 17, 2015 will not be eligible)
- vision care coverage increased to a maximum of \$300 every 24 months and capped at \$70 per employee; effective October 11, 2016, vision care coverage increased to \$325 every 24 months and eye exams capped at \$80 per employee
- chiropractor and massage therapy coverage increased to \$325 per year and will be increased to \$350 on October 11, 2016

The Participating Nursing Homes (22 independent nursing homes including Trinity Village and Trillium Villa) and Unifor, Local 302, 1106 and 2458 (2,692 employees)¹¹

a two-year renewal agreement, effective November 1, 2014, expiring October 31, 2016

- wage increases of 1.5% in year one and 1.3% in year two of the agreement
- adjustments to the rates of pay for Registered Nurses at Golden Dawn, Cedarwood and A.R, Goudie Nursing Homes
- May 1, 2015 increase in vision care coverage to \$200 every 24 months and a further increase on May 1, 2016 of \$250
- August 1, 2015 increase in life insurance coverage to \$5,000 for those who receive life insurance as a flat dollar amount

Extendicare and Unifor, various locals (1,076 full-time and part-time employees)

a two-year renewal agreement, effective August 1, 2014, expiring July 31, 2016

- wage increases of 1.5% in year one and 1.3% in year two of the agreement
- increase in weekend premium to \$0.25/hr.
- effective August 1, 2015: Life insurance \$30,000, and part-time employees (who are not enrolled in benefits) life insurance to \$15,000
- vision care increased to \$200 every 24 months, on January 2016, \$225 every 24 months and on July 2016, \$250 every 24 months.
- increase in hearing aid coverage to \$350 on July 2016

St. Joseph's Healthcare London and Unifor, local 27 (1,434 employees)

a three-year renewal agreement, effective April 1, 2015, expiring March 31, 2018

- wage increases of 1.4% in each year of the agreement
- increase in shift premium to \$1.25/hr. and weekend premium to \$1.35/hr.
- variable lump sum payments depending on classification, red-circled employees (additional criteria on part-time/full-time status) and year of the agreement

¹¹ Four agreements covering 150 or more employees (Revera LTC, Trinity Village, Trillium Villa and Heron Terrace)

First Quarter 2015

During the first quarter of 2015, 75 collective agreements were ratified, each covering 150 or more Ontario-based employees. These agreements covered 45,200 employees (Table 4), 68.6% (31,023) of whom were in the public sector. By industry, the majority of employees were in healthcare and social assistance (22,931 employees, due to central settlements with ONA, CUPE and Unifor, in Long term care and community care access centres), educational services (7,005), administrative and support, waste management and remediation services (7,000) and transportation and warehousing (1,956) (Table 7).

Wage Adjustments

First quarter settlements (Table 4) provided an overall annual increase of 1.5%, a decrease from the 1.6% reported in the previous quarter. In the public sector, the average annual wage increase was 1.4%, compared to 1.5% in the previous quarter. The private sector reported an average annual wage increase of 1.6%, a decrease from 1.9% reported in the previous quarter. The industries with the highest average annual wage increases in the first quarter (Table 7) were in plastics and rubber products manufacturing (3.4%), local, municipal and regional public administration (2.9%), food manufacturing (2.4%) and arts, entertainment and recreation (2.2%). Annual wage adjustments for the industries with the highest concentration of employees averaged 1.4% in healthcare and social assistance (22,931), 1.4% in educational services (7,005), 1.4% in administrative and support, waste management and remediation services (7,000) and 2% in transportation and warehousing (1,956) (Table 7).

In the first quarter of 2015, approximately 8.4% (3,789) of all employees (Table 5) received average annual wage increases ranging from 2.0% to 2.9%, compared to 75.7% (34,232) who received average annual wage increases ranging from 1% to 1.9%. In the public sector, 77.2% (23,947) of employees were covered by agreements with average annual wage increases ranging from 1.0% to 1.9%, compared to 72.5% (10,285) of the private sector employees. In the private sector 17% (2,410) of employees received average annual wage increases ranging from 2% to 2.9%, compared to 4.4% (1,379) of public sector employees.

Of the total number of employees for whom agreements were reached during the first quarter of 2015 (Table 9), 33.9% (15,332) were covered by three-year agreements, closely followed by 33.6% covered by four-year agreements. In the private sector, four-year agreements were the most common, covering 73.6% (10,436) of employees compared to 23.5% (3,326) of employees covered by three-year agreements. In the public sector, 46% (14,256) were covered by two-year agreements and 38.7% (12,006) by four-year agreements. Approximately 70% (1,514) of manufacturing employees and 32% (13,818) of non-manufacturing employees were covered by three-year agreements.

Negotiations

On average, private sector agreements were ratified within 3.5 months from the start of negotiations, compared to 9.3 months in the public sector (Table 12).

Of all settlements reached during the first quarter of 2015, 21 agreements covering 21.8% (9,854) of employees were negotiated directly by the parties, compared to 32 agreements covering 47.4% (21,411) of employees reached with the assistance of conciliation or mediation. Eleven (11) agreements, covering 16.4% (7,410) of employees were settled by arbitration and eleven (11) agreements were reached following a work stoppage (Table 13).

In the public sector, 33% (10,226) reached agreements with the assistance of conciliation or mediation, compared to 22.1% (6,862) who settled by direct bargaining. In the private sector, approximately 78.9% (11,185) of employees reached settlements with the assistance of conciliation or mediation, while 21.1% (2,992) were reached through direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the first quarter of 2015 include the federal government, various municipalities; police services boards, hospitals, long term care homes, universities, developmental services, various school boards, the Ontario Government, G4S Secure Solutions, and Canada Post Corp., Ontario Power Generation and Hydro One.

Major agreements scheduled to expire during the second quarter of 2015 include universities, Loblaw's Supermarkets, Vale Canada Limited, Bombardier Aerospace and Maple Leaf Sports and Entertainment.

Work Stoppages

From January to March of 2015, 21 work stoppages were reported under Ontario jurisdiction, compared to 14 reported for the same period in 2014. Work stoppages in the first quarter of 2015 involved 11,470 employees and resulted in 123,820 person-days lost, compared to 757 employees and 21,020 person-days lost reported during the same period in 2014 (Table 14 and 15).

From January to March 2015, four (4) work stoppages were reported in the manufacturing sector, a decrease from seven (7) reported during the same period in 2014. The non-manufacturing sector reported 17 work stoppages, compared to seven (7) reported during the same period in 2014. In the construction sector, no work stoppages were reported during the first quarter of 2015 and 2014. During the first quarter of 2015, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 15 and 16).

Table 4: Average Annual Increase in Base Wage Rates by Sector (Private and Public), First Quarter 2014 to First Quarter 2015

First Quarter 2014

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Private	42	13,445	2.0	7	4,193	2.0	35	9,252	2.0
Public	42	30,614	1.7	2	931	1.7	40	29,683	1.7
All Agreements	84	44,059	1.8	9	5,124	1.9	75	38,935	1.8

Second Quarter 2014

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Private	44	19,834	1.8	6	1,931	1.8	38	17,903	1.8
Public	134	85,167	1.3	1	918	0.7	133	84,249	1.4
All Agreements	178	105,001	1.4	7	2,849	1.4	171	102,152	1.4

Third Quarter 2014

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Private	17	17,004	2.0	1	799	1.7	16	16,205	2.0
Public	58	60,655	1.2	-	-	-	58	60,655	1.2
All Settlements	75	77,659	1.4	1	799	1.7	74	76,860	1.4

Fourth Quarter 2014

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Private	23	12,593	1.9	1	578	1.0	22	12,015	1.9
Public	50	25,179	1.5	-	-	-	50	25,179	1.5
All Agreements	73	37,772	1.6	1	578	1.0	72	37,194	1.6

First Quarter 2015

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Private	22	14,177	1.6	3	1,552	2.2	19	12,625	1.5
Public	53	31,023	1.4	-	-	-	53	31,023	1.4
All Agreements	75	45,200	1.5	3	1,552	2.2	72	43,648	1.4

Table 5: Distribution of Average Annual Increases in Base Wage Rates by Sector (Private and Public), First Quarter 2015

Percentage Increase	All Agreements	All Employees	All Employees %	Private Agreements	Private Employees	Private Employees %	Public Agreements	Public Employees	Public Employees %
No Increase	1	370	0.8%	1	370	2.6%	-	-	-
0.1 - 0.9 Percent	5	4,966	11.0%	-	-	-	5	4,966	16.0%
1.0 - 1.9 Percent	52	34,232	75.7%	13	10,285	72.5%	39	23,947	77.2%
2.0 - 2.9 Percent	11	3,789	8.4%	5	2,410	17.0%	6	1,379	4.4%
3.0 - 3.9 Percent	6	1,843	4.1%	3	1,112	7.8%	3	731	2.4%
All Agreements	75	45,200	100.0%	22	14,177	100%	53	31,023	100.0%

Table 6: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), First Quarter 2014 to First Quarter 2015

First Quarter 2014

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Manufacturing	15	3,398	1.2	4	958	1.0	11	2,440	1.2
Non-Manufacturing	67	40,171	1.8	5	4,166	2.1	62	36,005	1.8
Construction	2	490	2.4	-	-	-	2	490	2.4
All Agreements	84	44,059	1.8	9	5,124	1.9	75	38,935	1.8

Second Quarter 2014

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Manufacturing	23	6,665	1.8	5	1,581	1.6	18	5,084	1.9
Non-Manufacturing	155	98,336	1.4	2	1,268	1.2	153	97,068	1.4
All Agreements	178	105,001	1.4	7	2,849	1.4	171	102,152	1.4

Third Quarter 2014

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
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

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Manufacturing	6	1,665	1.7	1	578	1.0	5	1,087	2.1
Non-Manufacturing	66	35,607	1.6	-	-	-	66	35,607	1.6
Construction	1	500	2.7	-	-	-	1	500	2.7
All Agreements	73	37,772	1.6	1	578	1.0	72	37,194	1.6

First Quarter 2015

Sector	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Manufacturing	9	2,142	1.9	2	480	2.2	7	1,662	1.8
Non-Manufacturing	66	43,058	1.4	1	1,072	2.1	65	41,986	1.4
All Agreements	75	45,200	1.5	3	1,552	2.2	72	43,648	1.4

Table 7: Average Annual Increases in Base Wage Rates by Industry, First Quarter 2015

Manufacturing	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Chemical Manufacturing	1	150	1.5	-	-	-	1	150	1.5
Food Manufacturing	1	330	2.4	1	330	2.4	-	-	-
Non-Metallic Mineral Product Manufacturing	1	159	1.5	-	-	-	1	159	1.5
Paper Manufacturing	1	319	1.5	-	-	-	1	319	1.5
Plastics & Rubber Products Manufacturing	1	207	3.4	-	-	-	1	207	3.4
Primary Metal Manufacturing	1	175	2.0	-	-	-	1	175	2.0
Textile Product Mills	1	150	1.8	1	150	1.8	-	-	-
Transportation Equipment Manufacturing	1	400	1.3	-	-	-	1	400	1.3
Beverage & Tobacco Product Manufacturing	1	252	1.7	-	-	-	1	252	1.7
Manufacturing	9	2,142	1.9	2	480	2.2	7	1,662	1.8

Table 7 (Cont'd)

Non-Manufacturing	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
Agriculture, Forestry, Fishing & Hunting	1	350	2.0	-	-	-	1	350	2.0
Transportation & Warehousing	5	1,956	2.0	-	-	-	5	1,956	2.0
Information & Cultural Studies	1	1,154	1.0	-	-	-	1	1,154	1.0
Wholesale Trade	1	270	1.5	-	-	-	1	270	1.5
Educational Services	8	7,005	1.4	-	-	-	8	7,005	1.4
Health Care & Social Assistance	41	22,931	1.4	-	-	-	41	22,931	1.4
Arts, Entertainment & Recreation	1	208	2.2	-	-	-	1	208	2.2
Accommodation & Food Services	1	450	2.0	-	-	-	1	450	2.0
Administrative & Support, Waste Management & Remediation Services	3	7,000	1.4	-	-	-	3	7,000	1.4
Utilities	1	1,072	2.1	1	1,072	2.1	-	-	-
Federal Government Public Administration	2	462	1.7	-	-	-	2	462	1.7
Local, Municipal & Regional Public Administration	1	200	2.9	-	-	-	1	200	2.9
Non-Manufacturing	66	43,058	1.4	1	1,072	2.1	65	41,986	1.4

All Industries	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
All Industries	75	45,200	1.5	3	1,552	2.2	72	43,648	1.4

Table 8: Average Annual Increases in Base Wage Rates, All Industries, First Quarter 2015

All Industries Total	All Agreements	All Employees	All %	COLA Agreements	COLA Employees	COLA %	No COLA Agreements	No COLA Employees	No COLA %
All Manufacturing	9	2,142	1.9	2	480	2.2	7	1,662	1.8
All Non-Manufacturing	66	43,058	1.4	1	1,072	2.1	65	41,986	1.4
All Construction	-	-	-	-	-	-	-	-	-
All Industries	75	45,200	1.5	3	1,552	2.2	72	43,648	1.4

Table 9: Average Annual Increases in Base Wage Rates by Duration and Sector, First Quarter 2015

Duration by Private & Public	All Agreements	All Employees	All %	Private Agreements	Private Employees	Private %	Public Agreements	Public Employees	Public %
Two-year agreements	33	14,256	1.6	-	-	-	33	14,256	1.6
Three-year agreements	26	15,332	1.5	9	3,326	1.7	17	12,006	1.4
Four-year agreements	14	15,197	1.3	11	10,436	1.6	3	4,761	0.8
Five-year agreements	2	415	1.6	2	415	1.6	-	-	-
All Agreements	75	45,200	1.5	22	14,177	1.6	53	31,023	1.4

Table 10: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), First Quarter 2015

Duration by Manufacturing and Non-Manufacturing	Manuf Agreements	Manuf Employees	Manuf %	Non-Manuf Agreements	Non-Manuf Employees	Non-Manuf %	Cons Agreements	Cons Employees	Cons %
Two-year agreements	-	-	-	33	14,256	1.6	-	-	-
Three-year agreements	6	1,514	2.0	20	13,818	1.4	-	-	-
Four-year agreements	2	469	1.5	12	14,728	1.3	-	-	-
Five-year agreements	1	159	1.5	1	256	1.7	-	-	-
All Agreements	9	2,142	1.9	66	43,058	1.4	-	-	-

Table 11: Duration of Negotiations by Sector, First Quarter 2015

Duration by Private & Public	All Agreements	All Employees	Private Agreements	Private Employees	Public Agreements	Public Employees
1-3 Months	26	14,469	12	4,747	14	9,722
4-6 Months	21	15,070	7	6,724	14	8,346
7-9 Months	14	7,284	3	2,706	11	4,578
10-12 Months	5	4,622	-	-	5	4,622
13 Months and over	9	3,755	-	-	9	3,755
Total	75	45,200	22	14,177	53	31,023

Table 12: Average Duration of Negotiations by Sector, First Quarter 2015

Duration by Private &. Public	Average duration of negotiations (Months)
Private	3.5
Public	9.3
Total	7.6

Table 13: Stage of Settlement by Sector, First Quarter 2015

Settlement Stage	All Agreements	All Employees	All Employees %	Private Agreements	Private Employees	Private Employees %	Public Agreements	Public Employees	Public Employees %
Direct Bargaining	21	9,854	21.8	6	2,992	21.1	15	6,862	22.1
Conciliation	25	17,791	39.4	13	10,440	73.6	12	7,351	23.7
Mediation	7	3,620	8.0	3	745	5.3	4	2,875	9.3
Arbitration	11	7,410	16.4	-	-	0.0	11	7,410	23.9
Work Stoppage	11	6,525	14.4	-	-	0.0	11	6,525	21.0
Total	75	45,200	100.0	22	14,177	100.0	53	31,023	100.0

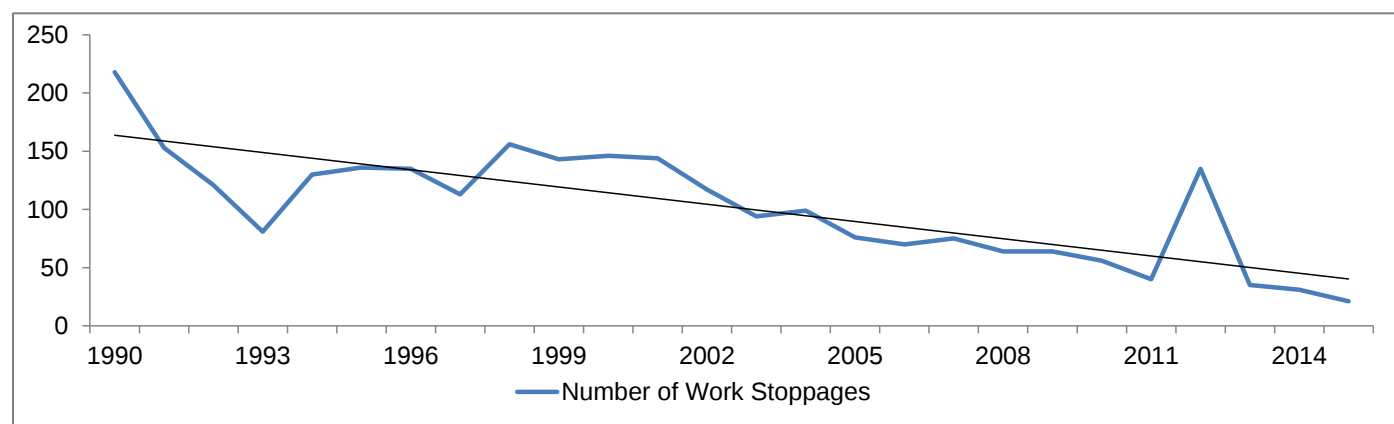
Table 14: Work Stoppages, January – March 2014 and 2015¹²

By Industry	January – March 2014	January – March 2015
Manufacturing	7	4
Non-Manufacturing	7	17
All Industries	14	21

Table 15: Person-Days Lost, January – March 2014 and 2015

By Industry	January – March 2014	January – March 2015
Manufacturing	18,770	12,130
Non-Manufacturing	2,250	111,690
All Industries	21,020	123,820

Graph 4: Work Stoppages¹³



The number of work stoppages has a decreasing trend from 1990 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 reported for 2012 was in School Boards during the month of December. For the period between January and March 2015 there were 21 work stoppages covering 11,470 employees with 123,820 person-days lost in total.

¹² As of March 31, 2015, 8 work stoppages covering a total of 3,082 employees were carried over to April 2015. (data are collected for all work stoppages involving two or more employees under Ontario Jurisdiction).

¹³ Numbers for March are preliminary

Table 16: Work Stoppages under Ontario Jurisdiction, 1990 - March 2015

<u>Year</u>	<u>No. of Work Stoppages</u>	<u>No. of Employees Involved</u>	<u>Number of Employees Per Work Stoppage</u>	<u>Number of Person-Days Lost</u>	<u>Number of Person-Days Lost Per Employee Involved</u>	<u>Average Duration of Work Stoppages (Days Out)</u>	<u>Person-Days Lost as % of Estimated Working Time</u>
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	5,479	177	132,200	24.1	59	0.01
2015* ¹⁴ (Jan-Mar)	21	11,470	546	123,820	10.8	28	0.03

¹⁴ preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

Table 17: Major Negotiations Underway

Employer	Union	Location	Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	104,100	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	35,900	Various dates
Police Services Boards	Police Association	Various locations	13,950	Various dates
Hospitals	OPSEU, Unifor et al	Various locations	30,355	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	51,500	Various dates
Universities	CUPE et al	Various locations	21,700	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	23,300	Various dates
Various School Boards	OECTA, ETFO, CUPE, et al	Province-wide	275,850	31-Aug-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
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
Motion Picture Studio Production Technicians	IATSE	Toronto	2,200	31-Mar-15
Garda Security Screening	IAMAW	Toronto	1,800	31-Mar-15
Loblaws Supermarkets	UFCW	Various locations	1,240	30-Apr-15
Vale Canada Limited	USW	Sudbury	2,832	31-May-15
Bombardier Aerospace (De Havilland Div/Aircraft Div/production)	Unifor	Toronto	1,800	22-Jun-15

As of March 31, 2015, there were approximately 739 agreements, each covering 150 or more employees, that have expired and not been renewed.

Table 18: Consumer Price Index (2002=100)¹⁵

Location	January 2015	February 2015	March 2015	2012	2013	2014	Year-to-date
Canada	1.0	1.0	1.2	1.5	0.9	1.9	1.1
Ontario	1.6	1.3	1.6	1.4	1.1	2.3	1.5
Toronto	2.1	1.8	1.9	1.5	1.2	2.5	1.9
Ottawa-Gatineau (Ont. part)	1.2	1.0	1.2	1.3	1.0	2.0	1.1
Thunder Bay	1.1	0.9	1.3	0.9	0.9	2.2	1.1

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 March 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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¹⁵ Percentage change from previous year