

# Collective Bargaining Highlights

## September 2015

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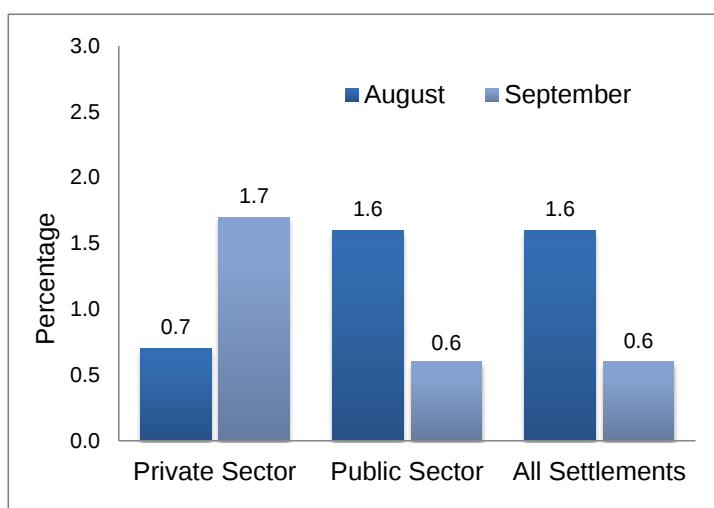
## Settlements in September

In September, 36<sup>1</sup> settlements were ratified, each covering 150 or more employees. These settlements covered 112,513 employees, 98.9% of whom were in the public sector (111,329).

The overall average annual increase in base wage rates in September was 0.6%, a decrease from 1.6% reported in the previous month. In the public sector, 32 settlements were negotiated with an average annual base wage increase of 0.6%, a decrease from 1.6% reported in the previous month. In the private sector, four settlements provided an average annual base wage increase of 1.7%, an increase from the 0.7% reported in August.

For settlements in September, the industries with the highest average annual base wage increase were manufacturing with 2.1% (one settlement), public administration and other services followed with 1.9% (three and two settlements respectively). The lowest average annual base wage increase (covering 86% (96,711) of employees) was reported in education and related services with 0.5% (two universities and two centrally negotiated settlements with the secondary public and catholic school boards).

Average Annual Base Wage Increase



<sup>1</sup> Under the [School Boards Collective Bargaining Act, Bill 122](#), central terms were ratified for the Ontario Catholic School Trustees' Association and OECTA (48,969 employees); and for the Ontario Public School Boards' Association/Provincial Schools Authority with OSSTF (46,342 employees). The numbers of employees include all bargaining units above and below 150 employees.

## Wage Settlements – September

**Table 1: Average Annual Increase, Current Month**

| Sector                 | Settlements | Employees      | September 2015 % |
|------------------------|-------------|----------------|------------------|
| Private                | 4           | 1,184          | 1.7              |
| Public                 | 32          | 111,329        | 0.6              |
| <b>All Settlements</b> | <b>36</b>   | <b>112,513</b> | <b>0.6</b>       |

**Table 2: Average Annual Increase, Current Three Years**

| Sector                 | 2013 %     | 2014 %     | (Jan - Sep) 2015 % |
|------------------------|------------|------------|--------------------|
| Private                | 2.3        | 1.9        | 1.5                |
| Public                 | 0.5        | 1.4        | 1.1                |
| <b>All Settlements</b> | <b>1.0</b> | <b>1.5</b> | <b>1.2</b>         |

**Table 3: Average Annual Increase by Industry, Current Month**

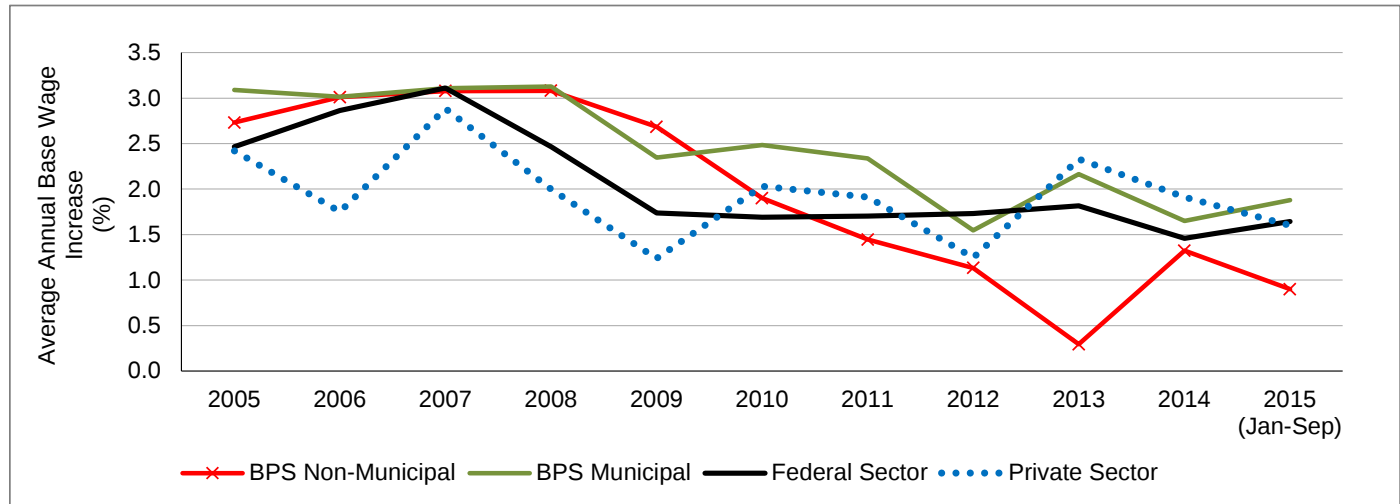
| Sector                                      | Settlements | Employees      | Average Annual Increase % |
|---------------------------------------------|-------------|----------------|---------------------------|
| Primary                                     | -           | -              | -                         |
| Manufacturing                               | 1           | 227            | 2.1                       |
| Construction                                | 1           | 760            | 1.0                       |
| Trade and Finance                           | 1           | 580            | 1.3                       |
| Transportation, Communications, & Utilities | -           | -              | -                         |
| Public Administration                       | 3           | 682            | 1.9                       |
| Education & Related Services                | 4           | 96,711         | 0.5                       |
| Health & Social Services                    | 24          | 13,176         | 1.2                       |
| Other Services                              | 2           | 377            | 1.9                       |
| <b>All Settlements</b>                      | <b>36</b>   | <b>112,513</b> | <b>0.6</b>                |

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

| <b>Sector</b>                               | <b>2013<br/>%</b> | <b>2014<br/>%</b> | <b>(Jan – Sep)<br/>2015<br/>%</b> |
|---------------------------------------------|-------------------|-------------------|-----------------------------------|
| Primary                                     | 2.1               | 2.3               | 1.9                               |
| Manufacturing                               | 1.2               | 1.7               | 1.7                               |
| Construction                                | 2.6               | 2.6               | 1.4                               |
| Trade and Finance                           | 1.4               | 1.8               | 1.4                               |
| Transportation, Communications, & Utilities | 2.1               | 1.7               | 1.3                               |
| Public Administration                       | 1.1               | 1.7               | 1.9                               |
| Education & Related Services                | 0.0               | 1.3               | 0.6                               |
| Health & Social Services                    | 1.1               | 1.3               | 1.5                               |
| Other Services                              | 2.3               | 1.9               | 1.6                               |
| <b>All Settlements</b>                      | <b>1.0</b>        | <b>1.5</b>        | <b>1.2</b>                        |

# Wage Trends by Sector (2005 – September 2015)<sup>2</sup>

**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-Sep) |
|---------------|------|------|------|------|------|------|------|------|------|------|----------------|
| Non-Municipal | 2.7  | 3.0  | 3.1  | 3.1  | 2.7  | 1.9  | 1.4  | 1.1  | 0.3  | 1.3  | 0.9            |
| Municipal     | 3.1  | 3.0  | 3.1  | 3.1  | 2.3  | 2.5  | 2.3  | 1.5  | 2.2  | 1.6  | 1.9            |
| Federal       | 2.5  | 2.9  | 3.1  | 2.5  | 1.7  | 1.7  | 1.7  | 1.7  | 1.8  | 1.5  | 1.6            |
| Private       | 2.4  | 1.8  | 2.9  | 2.0  | 1.2  | 2.0  | 1.9  | 1.2  | 2.3  | 1.9  | 1.6            |

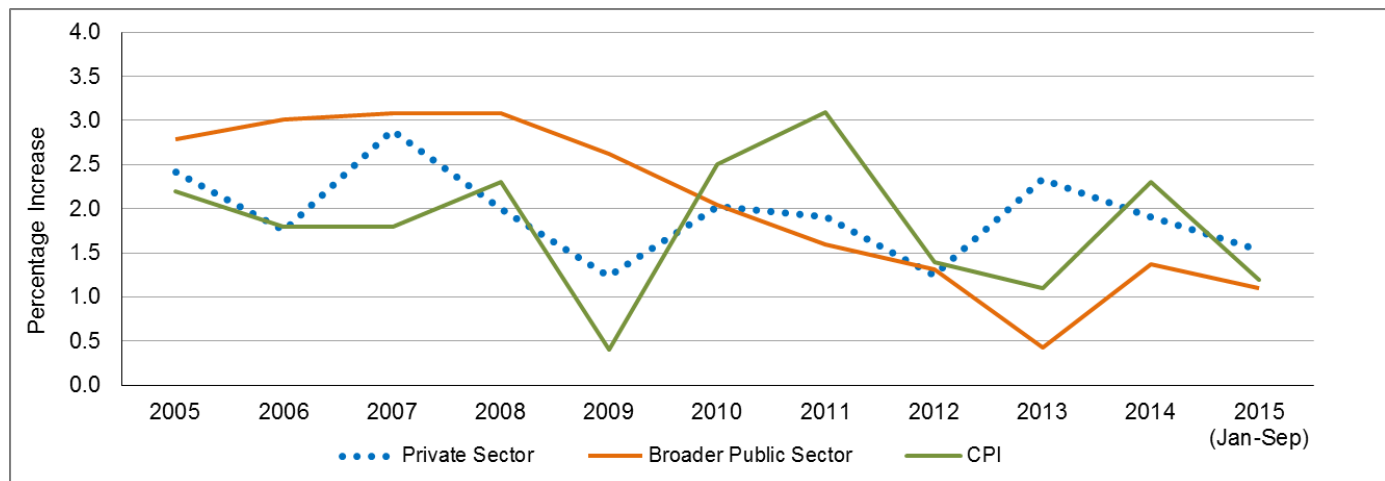
The above graph depicts the average annual base wage increases in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2005 to September 2015.

From January to September 2015, the average annual base wage increase for the BPS Non-Municipal sector was reported at 0.9%. The Municipal Sector was reported at 1.9%.

From January to September 2015, the Federal Sector was reported at 1.6% and the Private sector average annual base wage increase was reported at 1.5%.

<sup>2</sup> Wage Information on Wage Trends by Sector is based on settlements covering 150 or more employees (with the exception of central settlements in education sector, see footnote on page 4), a sample that represents 81% of all unionized employees in Ontario. Wage information is based on settlements between January 1, 2005 and September 30, 2015 as of September 30, 2015. Wage information consists of an average annual base wage increase over the duration of a collective agreement (where wages are negotiated) 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 September 2015.

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

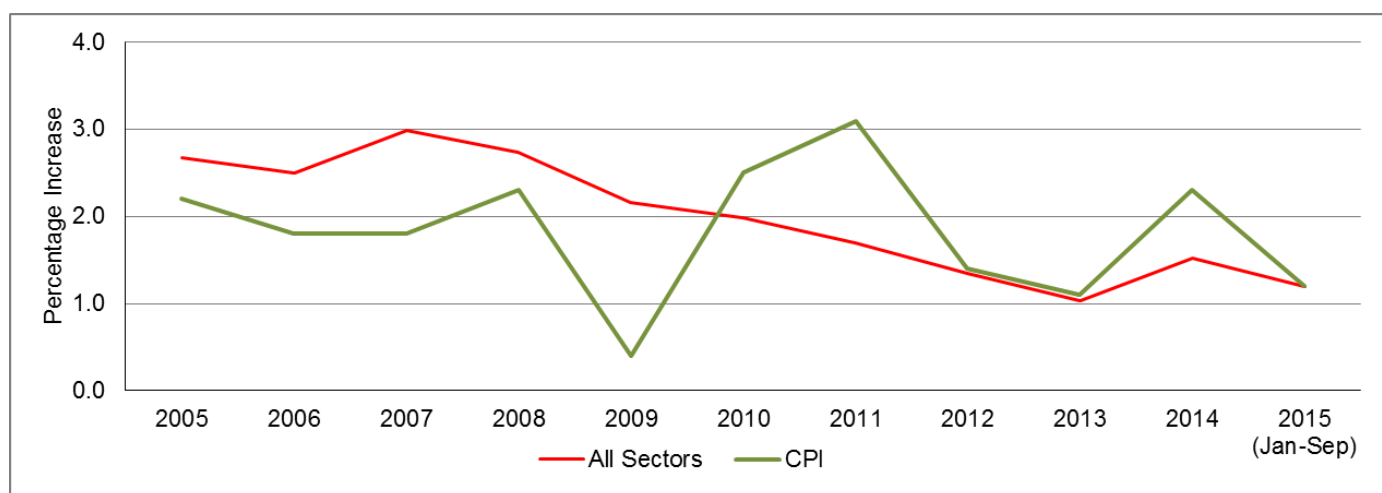


| Sector  | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015<br>(Jan-Sep) |
|---------|------|------|------|------|------|------|------|------|------|------|-------------------|
| BPS     | 2.8  | 3.0  | 3.1  | 3.1  | 2.6  | 2.0  | 1.6  | 1.3  | 0.4  | 1.4  | 1.1           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

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 September 2015.

From January to September 2015, the Broader Public sector average annual base wage increase was reported at 1.1%, and the Private sector was reported at 1.5%. The Consumer Price Index in Ontario was reported at 0.9% for the month of September, down from the 1.2% reported in August and averaging 1.2% for the year.

### Graph 3: Consumer Price Index and All Combined Sectors Settlement Trends



| Sector      | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 (Jan-Sep) |
|-------------|------|------|------|------|------|------|------|------|------|------|----------------|
| All Sectors | 2.7  | 2.5  | 3.0  | 2.7  | 2.2  | 2.0  | 1.7  | 1.3  | 1.0  | 1.5  | 1.2            |
| CPI         | 2.2  | 1.8  | 1.8  | 2.3  | 0.4  | 2.5  | 3.1  | 1.4  | 1.1  | 2.3  | 1.2            |

The above graph depicts the average annual base wage increases for settlements in all combined sectors (BPS Non-Municipal, BPS Municipal, Federal and Private sectors), and the Consumer Price Index for the province of Ontario from 2005 to September 2015.

For the period of January to September 2015, the average annual base wage increase for all sectors was 1.2%. The Consumer Price Index in Ontario has averaged at 1.2% for the first nine months of 2015.

# September Settlements

## Manufacturing

| Employer                      | Union                          | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info. | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|-------------------------------|--------------------------------|--------------------------|-----------------|----------------|------------------------------------|------------------|-------------|
| Voortman Cookies (Burlington) | Bakery Tobacco & Grain Millers | 2.1                      | 2.0             |                | 227                                | 60               | 01-Jun-2020 |

## Construction

| Employer                                          | Union                      | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info. | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|---------------------------------------------------|----------------------------|--------------------------|-----------------|----------------|------------------------------------|------------------|-------------|
| Hydro One Inc. (Transmission System Construction) | Cdn Skilled Workers (CUSW) | 1.0                      | 1.0             |                | 760                                | 36               | 30-Apr-2017 |

## Trade and Finance

| Employer                          | Union  | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info. | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|-----------------------------------|--------|--------------------------|-----------------|----------------|------------------------------------|------------------|-------------|
| Metro Ontario Inc. (Sav-A-Centre) | Unifor | 1.3 <sup>3</sup>         | 1.3             |                | 580                                | 48               | 28-Sep-2019 |

<sup>3</sup> Wage increases applicable to end-rates; excluding adjustments for selected groups other than skilled trades

## Public Administration

| Employer                                                                | Union                  | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info. | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|-------------------------------------------------------------------------|------------------------|--------------------------|-----------------|----------------|------------------------------------|------------------|-------------|
| Corporation of the City of Niagara Falls (office/outside <sup>4</sup> ) | Cdn Public Empls       | 1.8                      | 2.0             |                | 308                                | 48               | 31-Dec-2018 |
| Corporation of the City of St. Catharines (outside <sup>4</sup> )       | Cdn Public Empls       | 1.3                      | 1.0             |                | 170                                | 48               | 31-Dec-2018 |
| Kingston Police Services Board (uniform)                                | Police Assn (Kingston) | 2.5                      | 2.5             |                | 204                                | 12               | 31-Dec-2015 |

## Education and Related Services

| Employer                                                                            | Union                                          | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info. | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|-------------------------------------------------------------------------------------|------------------------------------------------|--------------------------|-----------------|----------------|------------------------------------|------------------|-------------|
| Ontario Public School Boards' Association (Central Table) (teachers/occasional)     | Ontario Secondary School Teachers' Federation  | 0.5                      | 0.0             | Sep 1/'15:1%   | 46,342 <sup>5</sup>                | 36               | 31-Aug-2017 |
| Ontario Catholic School Trustees' Association (Central Table) (teachers/occasional) | Ontario English Catholic Teachers' Association | 0.5                      | 0.0             | Sep 1/'15:1%   | 48,969 <sup>5</sup>                | 36               | 31-Aug-2017 |

<sup>4</sup> Outside may include employees providing public services ranging from parks and rec., water and wastewater treatment, public works, urban planning, and law enforcement

<sup>5</sup> Number of employees covered include bargaining units under 150 employees

| Employer                                       | Union               | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info.      | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|------------------------------------------------|---------------------|--------------------------|-----------------|---------------------|------------------------------------|------------------|-------------|
| Queen's University (general staff appointment) | United Steelworkers | 0.9                      | 0.0             | ratification: \$750 | 1,150                              | 48               | 31-Dec-2018 |
| Queen's University (heating/maintenance)       | Cdn Public Empls    | 0.9                      | 0.0             | ratification: \$750 | 250                                | 48               | 30-Jun-2018 |

## Health and Social Services

| Employer                                                      | Union                    | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info. | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|---------------------------------------------------------------|--------------------------|--------------------------|-----------------|----------------|------------------------------------|------------------|-------------|
| Apans Health Services (Grace Villa nursing home)              | Service Employees Intl   | 1.3                      | 1.3             |                | 239                                | 12               | 15-Sep-2016 |
| Cedarvale Terrace Long Term Care (Lincoln Place nursing home) | Service Employees Intl   | 1.3                      | 1.3             |                | 173                                | 12               | 15-Sep-2016 |
| Community Living Huronia                                      | Ont Public Service Empls | 2.9 <sup>6</sup>         | 2.9             |                | 185                                | 24               | 31-Mar-2016 |
| Cooksville Care Centre (Responsive Management Inc.)           | Service Employees Intl   | 1.3                      | 1.3             |                | 211                                | 12               | 15-Sep-2016 |
| Eatonville Care Centre (Responsive Management Inc.)           | Service Employees Intl   | 1.3                      | 1.3             |                | 262                                | 12               | 15-Sep-2016 |

<sup>6</sup> Excluding job class increment adjustments (Night Shift Sleep Over)

| Employer                                                                                                                   | Union                     | Avg.<br>Annual<br>Wage<br>Incr.<br>% | First<br>12<br>mths<br>% | Lump Sum<br>Info. | Approx.<br>No. of<br>Employees<br>(Ontario) | Agmt<br>Dur.<br>(mths) | Expiry Date |
|----------------------------------------------------------------------------------------------------------------------------|---------------------------|--------------------------------------|--------------------------|-------------------|---------------------------------------------|------------------------|-------------|
| Extendicare (Canada) Inc.<br>(service/RPN) (part-time)                                                                     | Service<br>Employees Intl | 1.3                                  | 1.3                      |                   | 1,798                                       | 12                     | 15-Sep-2016 |
| Extendicare (Canada) Inc.<br>(service/RPN) (full-time)                                                                     | Service<br>Employees Intl | 1.3                                  | 1.3                      |                   | 828                                         | 12                     | 15-Sep-2016 |
| Harold and Grace Baker Centre                                                                                              | Service<br>Employees Intl | 1.3                                  | 1.3                      |                   | 162                                         | 12                     | 15-Sep-2016 |
| Heritage Nursing Home Ltd.<br>(service/RPN) (unit 25/25A)                                                                  | Service<br>Employees Intl | 1.3                                  | 1.3                      |                   | 183                                         | 12                     | 15-Sep-2016 |
| Ina Grafton Gage Home<br>(service/RPN)                                                                                     | Service<br>Employees Intl | 1.3                                  | 1.3                      |                   | 178                                         | 12                     | 15-Sep-2016 |
| Kennedy Lodge Nursing Home<br>(service/RPN) (part-time)                                                                    | Service<br>Employees Intl | 1.3                                  | 1.3                      |                   | 150                                         | 12                     | 15-Sep-2016 |
| Sienna Living (formerly<br>Leisureworld Caregiving Centres)<br>(Service/RPN)                                               | Service<br>Employees Intl | 1.3                                  | 1.3                      |                   | 2,936                                       | 12                     | 15-Sep-2016 |
| Sienna Living (formerly<br>Leisureworld Caregiving Centres)<br>(Tullamore/Altamont/Rockcliffe/<br>Cheltenham/Chelsey Park) | Service<br>Employees Intl | 1.3                                  | 1.3                      |                   | 918                                         | 12                     | 15-Sep-2016 |

| Employer                                                                        | Union                    | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info. | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|---------------------------------------------------------------------------------|--------------------------|--------------------------|-----------------|----------------|------------------------------------|------------------|-------------|
| Norfolk General Hospital (hospital/nursing home) (service/RPN)                  | Unifor                   | 1.3 <sup>7</sup>         | 1.4             |                | 180                                | 36               | 31-Mar-2017 |
| O'Neill Centre (Responsive Management)                                          | Service Employees Intl   | 1.3                      | 1.3             |                | 166                                | 12               | 30-Sep-2016 |
| Parkview Home For Aged (service/RPN)                                            | Service Employees Intl   | 1.3                      | 1.3             |                | 186                                | 12               | 15-Sep-2016 |
| Peel Halton Dufferin Acquired Brain Injury Services                             | Ont Public Service Empls | 0.7 <sup>8</sup>         | 0.5             |                | 180                                | 36               | 30-Jun-2017 |
| Revera Long Term Care Inc. (Burloak/West Oak/Northridge) (service/RPN)          | Service Employees Intl   | 1.3                      | 1.3             |                | 350                                | 12               | 15-Sep-2016 |
| Revera Long Term Care Inc. (various homes) (service/RPN)                        | Service Employees Intl   | 1.3                      | 1.3             |                | 1,105                              | 12               | 15-Sep-2016 |
| Rykka Care Centre Lp. (Hawthorne Place Care Centre) (service/RPN) (unit 13/13A) | Service Employees Intl   | 1.3                      | 1.3             |                | 279                                | 12               | 15-Sep-2016 |
| Rykka Care Centre Lp. Dundurn Place Care Centre (Responsive Management)         | Service Employees Intl   | 1.3                      | 1.3             |                | 239                                | 12               | 15-Sep-2016 |
| Shepherd Village Inc. (service/RPN)                                             | Service Employees Intl   | 1.3                      | 1.3             |                | 322                                | 12               | 15-Sep-2016 |

<sup>7</sup> Excluding adjustments for selected groups other than skilled trades

<sup>8</sup> Variable percentage increase based on years of service (least seniority is recorded)

| Employer                                          | Union                  | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info. | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|---------------------------------------------------|------------------------|--------------------------|-----------------|----------------|------------------------------------|------------------|-------------|
| Specialty Care (Woodhall Park Inc.) (service/RPN) | Service Employees Intl | 1.3                      | 1.3             |                | 151                                | 12               | 31-Dec-2016 |
| Sunnybrook Health Sciences Centre                 | Service Employees Intl | 0.7                      | 0.7             | 0.7% each year | 1,795                              | 51               | 31-Dec-2017 |

### Other Services

| Employer                                                 | Union                             | Avg. Annual Wage Incr. % | First 12 mths % | Lump Sum Info.                                             | Approx. No. of Employees (Ontario) | Agmt Dur. (mths) | Expiry Date |
|----------------------------------------------------------|-----------------------------------|--------------------------|-----------------|------------------------------------------------------------|------------------------------------|------------------|-------------|
| Aramark Canada Ltd. (Carleton University)                | Hospitality & Service Trade Union | 2.3                      | 0.0             | signing bonus full-time:\$250 part-time:\$150 <sup>9</sup> | 197                                | 60               | 31-Jul-2019 |
| Compass Group Canada/Beaver Ltd. (University of Toronto) | Unifor                            | 1.5                      | 3.2             |                                                            | 180                                | 36               | 28-Sep-2018 |

<sup>9</sup> Paid no later than Oct 31, 2015, applicable only to non-probationary employees

\* Average annual wage increases for September settlements exclude lump sum/bonus payments.

\*\* Lump sum information on all monthly settlements tables is based on the language provided in a settlement document and includes ratification and signing bonuses and is denoted as such. Lump sums in lieu or supplemental to a wage increase are also included with dates or years covered.

## Selected Settlement Summaries

(Key monetary items based on available information)

*The Participating Nursing Homes and the Service Employees International Union, Local 1 (approximately 13,900<sup>10</sup> employees)*

*a central one-year arbitrated renewal agreement, effective September 16, 2015, expiring September 15, 2016*

- wage increases of 1.3% in year one
- vision care and vacation improvements
- weekend premium increased to \$0.25/hr.

*Queen's University and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 1-2010, (1,150 employees)*

*a four-year renewal agreement, effective January 1, 2015, expiring December 31, 2018*

- wage increases of 1% on July 1, 2016, 1.25% on July 1, 2017 and July 1, 2018
- one-time lump sum payment of \$750

*Hydro One and the Canadian Union of Skilled Workers (760 employees)*

*a three-year renewal agreement, effective May 1, 2014, expiring April 30, 2017*

- wage increases of 1% in each of years one to three
- increases to travel allowance of 1.5% each year
- increases to board allowance ranging from \$3.76 to \$4.48 per day (over the term of the settlement), depending on geographical location
- contributions to Power Sector Benefit Trust and Retirement Plan to be invested in IPO share fund

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<sup>10</sup> 13,900 total number of employees, out of which 20 bargaining units (10,836 employees), contain 150 or more employees (including Sienna Living, Revera LTC and Extendicare)

*Ontario Catholic School Trustees' Association and the Ontario English Catholic Teachers Association (approximately 48,969 teachers)*

*a three-year deal on central terms effective September 1, 2014, expiring August 31, 2017*

- Compensation:
  - o September 1, 2014: no changes
  - o September 1, 2015: 1% lump-sum payment; restoration of grid movement
  - o September 1, 2016: 1% increase to salary grids, wage schedules and responsibility allowances
  - o 98<sup>th</sup> day of 2016/17 school year: 0.5% increase to salary grids, wage schedules and responsibility allowances

*Ontario Public School Boards Association, Provincial Schools Authority and the Ontario Secondary School Teachers' Federation (approximately 46,342 teachers)*

*a three-year deal on central terms effective September 1, 2014, expiring August 31, 2017*

- Compensation:
  - o September 1, 2014: no changes
  - o September 1, 2015: 1% lump-sum payment; restoration of grid movement
  - o September 1, 2016: 1% increase to salary grids, wage schedules and responsibility allowances
  - o 98<sup>th</sup> day of 2016/17 school year: 0.5% increase to salary grids, wage schedules and responsibility allowances

## Third Quarter 2015

During the third quarter of 2015, 80<sup>11</sup> settlements were ratified, each covering 150 or more Ontario-based employees. These settlements covered 172,321 employees (Table 5), 80.8% (139,214) of whom were in the public sector. By industry, the majority of employees were in education and related services (102,951), retail trade (29,730), health and social services (20,320), utilities (7,359) and local, municipal and regional public administration (7,094) (Table 8). Under the School Boards Collective Bargaining Act, central terms for teachers were ratified by the Ontario Catholic School Trustees' Association and OECTA(48,969); and also by the Ontario Public School Boards' Association/Provincial Schools Authority and the OSSTF(46,342 employees). A renewed collective agreement now constitutes a centrally bargained settlement (where monetary items are negotiated) and locally bargained settlement, for those bargaining units falling under Bill 122.

### Wage Adjustments

Third quarter settlements (Table 5) provided an overall annual increase of 0.9%, a decrease from the 1.7% reported in the previous quarter. In the public sector, the average annual wage increase was 0.8%, compared to 1.7% in the previous quarter. The private sector reported an average annual wage increase of 1.4%, a decrease from 1.8% reported in the previous quarter. The industries with the highest average annual wage increases in the third quarter (Table 8) were in food manufacturing (1.9%), local, municipal and regional public administration (1.8%), professional, scientific and technical services (1.5%) and retail trade and health and social services (1.4%). Annual wage adjustments for the industries with the highest concentration of employees averaged 0.5% in education and related services (102,951 employees including 7,640 employees in the university sector), 1.4% in retail trade (29,730 employees), 1.4% in health and social services (20,320), 1.0% in utilities (7,359) and 1.8% in local, municipal and regional public administration (7,094) (Table 8).

In the third quarter of 2015, approximately 5.2% (3,770) of all employees (Table 6) received average annual wage increases ranging from 2.0% to 2.9%, compared to 58.7% (101,159) who received average annual wage increases ranging from 0.1% to 0.9%. In the private sector 96.5% (31,945) of employees received average annual wage increases ranging from 1% to 1.9%, compared to 24.9% (34,635) of public sector employees. In the public sector, 72.7% (101,159) of employees were covered by settlements with average

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<sup>11</sup> Including education sector, see footnote on page 4

annual wage increases ranging from 0.1% to 0.9%, compared to none in the private sector.

Of the total number of employees for whom settlements were reached during the third quarter of 2015 (Table 10), 63.2% (108,889) were covered by three-year settlements, followed by 14.6% (25,150) covered by six-year settlements. In the private sector, five-year settlements were the most common, covering 5.2% (1,725) of employees compared to 76% (25,150) of employees covered by six-year settlements. In the public sector, 8.3% (11,599) were covered by one-year settlements and 77.2% (107,527) by three-year settlements. Approximately 24.2% (320) of manufacturing employees and 63.4% (107,809) of non-manufacturing employees were covered by three-year settlements.

## Negotiations

On average, private sector settlements were ratified within 4.2 months from the start of negotiations, compared to 6.6 months in the public sector (Table 13).

Of all settlements reached during the third quarter of 2015, 18 covering 6.3% (10,927) of employees were negotiated directly by the parties, compared to 30 settlements covering 73.6% (126,883) of employees reached with the assistance of conciliation or mediation (including post-conciliation and post-mediation). Twenty-six (26) settlements, covering 10.3% (17,690) of employees were concluded by arbitration and three (3) settlements concluded following a work stoppage, covering 9.8% (16,821) of employees (Table 14).

In the public sector, 73.3% (102,061) of employees reached settlements through mediation, while 12.7% (17,690) settled through arbitration and 4.1% (5,687) in direct bargaining. In the private sector, approximately 48.8% (16,157) of employees reached settlements with the assistance of conciliation or mediation, compared to 15.8% (5,240) of employees who settled in direct bargaining.

## Upcoming Bargaining

Major negotiations continuing into the third quarter of 2015 include the federal government, various municipalities; police services boards, long term care homes, universities, developmental services, and various school boards, the Ontario Government, Canada Post Corp., Air Canada, Motion Picture Studio Production Technicians, United Parcel Services, No Frills Franchise Stores and Maple Lodge Farms.

Major expirations scheduled during the fourth quarter of 2015 include municipalities, Canadian Media Production Association, Brewer's Retail Inc., Ontario Power Generation, and Telus.

## Work Stoppages

From January to September of 2015, 41 work stoppages were reported under Ontario jurisdiction, compared to 30 reported for the same period in 2014. Work stoppages in the third quarter of 2015 involved 20,856 employees and resulted in 310,640 person-days lost, compared to 5,061 employees and 115,770 person-days lost reported during the same period in 2014 (Table 15 and 16).

From January to September 2015, six (6) work stoppages were reported in the manufacturing sector, a decrease from fourteen (14) reported during the same period in 2014. The non-manufacturing sector reported 34 work stoppages, compared to sixteen (16) reported during the same period in 2014. In the construction sector, one work stoppage was reported until the third quarter of the year compared to no work stoppages reported for the same period in 2014. During the third quarter of 2015, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 16 and 17).

Table 5: Average Annual Increase in Base Wage Rates by Sector (Private and Public), Third Quarter 2014 to Third Quarter 2015

Third Quarter 2014

| Sector          | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|-----------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| Private         | 19              | 17,447        | 1.9   | 1                | 799            | 1.7    | 18                  | 16,648            | 2.0       |
| Public          | 58              | 60,676        | 1.2   | -                | -              | -      | 58                  | 60,676            | 1.2       |
| All Settlements | 77              | 78,123        | 1.4   | 1                | 799            | 1.7    | 76                  | 77,324            | 1.4       |

Fourth Quarter 2014

| Sector          | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|-----------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| Private         | 26              | 13,732        | 2.1   | 1                | 578            | 1.0    | 25                  | 13,154            | 2.1       |
| Public          | 52              | 25,568        | 1.5   | -                | -              | -      | 52                  | 25,568            | 1.5       |
| All Settlements | 78              | 39,300        | 1.7   | 1                | 578            | 1.0    | 77                  | 38,722            | 1.7       |

First Quarter 2015

| Sector          | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|-----------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| Private         | 37              | 19,117        | 1.6   | 5                | 1,960          | 2.0    | 32                  | 17,157            | 1.5       |
| Public          | 65              | 35,836        | 1.4   | -                | -              | -      | 65                  | 35,836            | 1.4       |
| All Settlements | 102             | 54,953        | 1.5   | 5                | 1,960          | 2.0    | 97                  | 52,993            | 1.4       |

Second Quarter 2015

| Sector          | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|-----------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| Private         | 36              | 15,400        | 1.8   | 3                | 3,255          | 2.0    | 33                  | 12,145            | 1.8       |
| Public          | 106             | 63,037        | 1.7   | -                | -              | -      | 106                 | 63,037            | 1.7       |
| All Settlements | 142             | 78,437        | 1.7   | 3                | 3,255          | 2.0    | 139                 | 75,182            | 1.7       |

Third Quarter 2015

| Sector          | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|-----------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| Private         | 15              | 33,107        | 1.4   | -                | -              | -      | 15                  | 33,107            | 1.4       |
| Public          | 65              | 139,214       | 0.8   | -                | -              | -      | 65                  | 139,214           | 0.8       |
| All Settlements | 80              | 172,321       | 0.9   | -                | -              | -      | 80                  | 172,321           | 0.9       |

Table 6: Distribution of Average Annual Increases in Base Wage Rates by Sector (Private and Public), Third Quarter 2015

| Percentage Increase | All Settlements | All Employees | All Employees % | Private Settlements | Private Employees | Private Employees % | Public Settlements | Public Employees | Public Employees % |
|---------------------|-----------------|---------------|-----------------|---------------------|-------------------|---------------------|--------------------|------------------|--------------------|
| No Increase         | 1               | 218           | 0.3             | 1                   | 218               | 0.7                 | -                  | -                | -                  |
| 0.1 - 0.9 Percent   | 10              | 101,159       | 58.7            | -                   | -                 | -                   | 10                 | 101,159          | 72.7               |
| 1.0 - 1.9 Percent   | 56              | 66,580        | 38.6            | 11                  | 31,945            | 96.5                | 45                 | 34,635           | 24.9               |
| 2.0 - 2.9 Percent   | 11              | 3,770         | 5.2             | 3                   | 944               | 2.9                 | 8                  | 2,826            | 7.1                |
| 3.0 - 3.9 Percent   | 2               | 594           | 0.8             | -                   | -                 | -                   | 2                  | 594              | 1.5                |
| All Settlements     | 80              | 172,321       | 100.0           | 15                  | 33,107            | 100.0               | 65                 | 139,214          | 100.0              |

**Table 7: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Third Quarter 2014 to Third Quarter 2015**

**Third Quarter 2014**

| Sector                 | All Settlements | All Employees | All %      | COLA Settlements | COLA Employees | COLA %     | No COLA Settlements | No COLA Employees | No COLA %  |
|------------------------|-----------------|---------------|------------|------------------|----------------|------------|---------------------|-------------------|------------|
| Manufacturing          | 8               | 2,466         | 1.4        | 1                | 799            | 1.7        | 7                   | 1,667             | 1.2        |
| Non-Manufacturing      | 69              | 75,657        | 1.4        | -                | -              | -          | 69                  | 75,657            | 1.4        |
| <b>All Settlements</b> | <b>77</b>       | <b>78,123</b> | <b>1.4</b> | <b>1</b>         | <b>799</b>     | <b>1.7</b> | <b>76</b>           | <b>77,324</b>     | <b>1.4</b> |

**Fourth Quarter 2014**

| Sector                 | All Settlements | All Employees | All %      | COLA Settlements | COLA Employees | COLA %     | No COLA Settlements | No COLA Employees | No COLA %  |
|------------------------|-----------------|---------------|------------|------------------|----------------|------------|---------------------|-------------------|------------|
| Manufacturing          | 7               | 2,285         | 2.7        | 1                | 578            | 1.0        | 6                   | 1,707             | 3.3        |
| Non-Manufacturing      | 70              | 36,515        | 1.6        | -                | -              | -          | 70                  | 36,515            | 1.6        |
| Construction           | 1               | 500           | 2.7        | -                | -              | -          | 1                   | 500               | 2.7        |
| <b>All Settlements</b> | <b>78</b>       | <b>39,300</b> | <b>1.7</b> | <b>1</b>         | <b>578</b>     | <b>1.0</b> | <b>77</b>           | <b>38,722</b>     | <b>1.7</b> |

**First Quarter 2015**

| Sector                 | All Settlements | All Employees | All %      | COLA Settlements | COLA Employees | COLA %     | No COLA Settlements | No COLA Employees | No COLA %  |
|------------------------|-----------------|---------------|------------|------------------|----------------|------------|---------------------|-------------------|------------|
| Manufacturing          | 14              | 3,394         | 1.6        | 4                | 888            | 1.8        | 10                  | 2,506             | 1.5        |
| Non-Manufacturing      | 88              | 51,559        | 1.5        | 1                | 1,072          | 2.1        | 87                  | 50,487            | 1.4        |
| <b>All Settlements</b> | <b>102</b>      | <b>54,953</b> | <b>1.5</b> | <b>5</b>         | <b>1,960</b>   | <b>2.0</b> | <b>97</b>           | <b>52,993</b>     | <b>1.4</b> |

**Second Quarter 2015**

| Sector                 | All Settlements | All Employees | All %      | COLA Settlements | COLA Employees | COLA %     | No COLA Settlements | No COLA Employees | No COLA %  |
|------------------------|-----------------|---------------|------------|------------------|----------------|------------|---------------------|-------------------|------------|
| Manufacturing          | 19              | 5,238         | 1.8        | 2                | 555            | 2.1        | 17                  | 4,683             | 1.8        |
| Non-Manufacturing      | 121             | 72,341        | 1.7        | 1                | 2,700          | 2.0        | 120                 | 69,641            | 1.7        |
| Construction           | 2               | 858           | 1.7        | -                | -              | -          | 2                   | 858               | 1.7        |
| <b>All Settlements</b> | <b>142</b>      | <b>78,437</b> | <b>1.7</b> | <b>3</b>         | <b>3,255</b>   | <b>2.0</b> | <b>139</b>          | <b>75,182</b>     | <b>1.7</b> |

Third Quarter 2015

| Sector            | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|-------------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| Manufacturing     | 4               | 1,325         | 1.9   | -                | -              | -      | 4                   | 1,325             | 1.9       |
| Non-Manufacturing | 74              | 169,986       | 0.9   | -                | -              | -      | 74                  | 169,986           | 0.9       |
| Construction      | 2               | 1,010         | 1.1   | -                | -              | -      | 2                   | 1,010             | 1.1       |
| All Settlements   | 80              | 172,321       | 0.9   | -                | -              | -      | 80                  | 172,321           | 0.9       |

Table 8: Average Annual Increases in Base Wage Rates by Industry, Third Quarter 2015

| Manufacturing      | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|--------------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| Food Manufacturing | 4               | 1,325         | 1.9   | -                | -              | -      | 4                   | 1,325             | 1.9       |
| All Manufacturing  | 4               | 1,325         | 1.9   | -                | -              | -      | 4                   | 1,325             | 1.9       |

| Non-Manufacturing                                                 | All Settlements | All Employees  | All %      | COLA Settlements | COLA Employees | COLA %   | No COLA Settlements | No COLA Employees | No COLA %  |
|-------------------------------------------------------------------|-----------------|----------------|------------|------------------|----------------|----------|---------------------|-------------------|------------|
| Retail Trade                                                      | 4               | 29,730         | 1.4        |                  |                |          | 4                   | 29,730            | 1.4        |
| Wholesale Trade                                                   | 1               | 273            | 1.3        | -                | -              | -        | 1                   | 273               | 1.3        |
| Professional, Scientific & Technical Services                     | 1               | 730            | 1.5        | -                | -              | -        | 1                   | 730               | 1.5        |
| Education & Related Services                                      | 8               | 102,951        | 0.5        | -                | -              | -        | 8                   | 102,951           | 0.5        |
| Health & Social Services                                          | 41              | 20,320         | 1.4        | -                | -              | -        | 41                  | 20,320            | 1.4        |
| Accommodation & Food Services                                     | 4               | 885            | 1.3        | -                | -              | -        | 4                   | 885               | 1.3        |
| Administrative & Support, Waste Management & Remediation Services | 1               | 644            | 1.1        | -                | -              | -        | 1                   | 644               | 1.1        |
| Utilities                                                         | 3               | 7,359          | 1.0        | -                | -              | -        | 3                   | 7,359             | 1.0        |
| Local, Municipal & Regional Public Administration                 | 11              | 7,094          | 1.8        | -                | -              | -        | 11                  | 7,094             | 1.8        |
| <b>All Non-Manufacturing</b>                                      | <b>74</b>       | <b>169,986</b> | <b>0.9</b> | <b>-</b>         | <b>-</b>       | <b>-</b> | <b>74</b>           | <b>169,986</b>    | <b>0.9</b> |

| Construction | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|--------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| Construction | 2               | 1,010         | 1.1   | -                | -              | -      | 2                   | 1,010             | 1.1       |

| All Industries | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|----------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| All Industries | 80              | 172,321       | 0.9   | -                | -              | -      | 80                  | 172,321           | 0.9       |

Table 9: Average Annual Increases in Base Wage Rates, All Industries, Third Quarter 2015

| All Industries Total  | All Settlements | All Employees | All % | COLA Settlements | COLA Employees | COLA % | No COLA Settlements | No COLA Employees | No COLA % |
|-----------------------|-----------------|---------------|-------|------------------|----------------|--------|---------------------|-------------------|-----------|
| All Manufacturing     | 4               | 1,325         | 1.9   | -                | -              | -      | 4                   | 1,325             | 1.9       |
| All Non-Manufacturing | 74              | 169,986       | 0.9   | -                | -              | -      | 74                  | 169,986           | 0.9       |
| All Construction      | 2               | 1,010         | 1.1   | -                | -              | -      | 2                   | 1,010             | 1.1       |
| All Industries        | 80              | 172,321       | 0.9   | -                | -              | -      | 80                  | 172,321           | 0.9       |

Table 10: Average Annual Increases in Base Wage Rates by Duration and Sector, Third Quarter 2015

| Duration by Private & Public | All Settlements | All Employees | All % | Private Settlements | Private Employees | Private % | Public Settlements | Public Employees | Public % |
|------------------------------|-----------------|---------------|-------|---------------------|-------------------|-----------|--------------------|------------------|----------|
| One-year Settlements         | 22              | 11,599        | 1.3   | -                   | -                 | -         | 22                 | 11,599           | 1.3      |
| Two-year Settlements         | 11              | 6,341         | 2.1   | -                   | -                 | -         | 11                 | 6,341            | 2.0      |
| Three-year Settlements       | 20              | 108,889       | 0.5   | 4                   | 1,362             | 1.0       | 16                 | 107,527          | 0.6      |
| Four-year Settlements        | 17              | 17,583        | 1.1   | 3                   | 4,870             | 1.2       | 14                 | 12,713           | 1.1      |
| Five-year Settlements        | 8               | 2,759         | 1.8   | 6                   | 1,725             | 1.9       | 2                  | 1,034            | 1.6      |
| Six-year Settlements         | 2               | 25,150        | 1.4   | 2                   | 25,150            | 1.4       | -                  | -                | -        |
| All Settlements              | 80              | 172,321       | 0.8   | 15                  | 33,107            | 1.4       | 65                 | 139,214          | 0.8      |

Table 11: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Third Quarter 2015

| Duration by Manufacturing and Non-Manufacturing | Manuf. Settlements | Manuf. Employees | Manuf. % | Non-Manuf. Settlements | Non-Manuf. Employees | Non-Manuf. % | Cons Settlements | Cons Employees | Cons % |
|-------------------------------------------------|--------------------|------------------|----------|------------------------|----------------------|--------------|------------------|----------------|--------|
| One-year Settlements                            | -                  | -                | -        | 22                     | 11,599               | 1.3          | -                | -              | -      |
| Two-year Settlements                            | -                  | -                | -        | 11                     | 6,341                | 2.1          | -                | -              | -      |
| Three-year Settlements                          | 1                  | 320              | 1.4      | 18                     | 107,809              | 0.5          | 1                | 760            | 1.0    |
| Four-year Settlements                           | -                  | -                | -        | 17                     | 17,583               | 1.1          | -                | -              | -      |
| Five-year Settlements                           | 3                  | 1,005            | 2.1      | 4                      | 1,504                | 1.7          | 1                | 250            | 1.5    |
| Six-year Settlements                            | -                  | -                | -        | 2                      | 25,150               | 1.4          | -                | -              | -      |
| All Settlements                                 | 4                  | 1,325            | 1.9      | 74                     | 169,986              | 0.8          | 2                | 1,010          | 1.2    |

Table 12: Duration of Negotiations by Sector, Third Quarter 2015

| Duration by Private & Public | All Settlements | All Employees | Private Settlements | Private Employees | Public Settlements | Public Employees |
|------------------------------|-----------------|---------------|---------------------|-------------------|--------------------|------------------|
| 1-3 Months                   | 35              | 22,572        | 5                   | 6,034             | 30                 | 16,538           |
| 4-6 Months                   | 18              | 36,277        | 9                   | 26,876            | 9                  | 9,401            |
| 7-9 Months                   | 12              | 101,391       | -                   | -                 | 12                 | 101,391          |
| 10-12 Months                 | 2               | 4,497         | 1                   | 197               | 1                  | 4,300            |
| 13 Months and over           | 13              | 7,584         | -                   | -                 | 13                 | 7,584            |
| All Settlements              | 80              | 172,321       | 15                  | 33,107            | 65                 | 139,214          |

Table 13: Average Duration of Negotiations by Sector, Third Quarter 2015

| Duration by Private & Public | Average duration of negotiations (Months) |
|------------------------------|-------------------------------------------|
| Private                      | 4.2                                       |
| Public                       | 6.6                                       |
| All Settlements              | 6.2                                       |

Table 14: Stage of Settlement by Sector, Third Quarter 2015

| Settlement Stage  | All Settlements | All Employees | All Employees % | Private Settlements | Private Employees | Private Employees % | Public Settlements | Public Employees | Public Employees % |
|-------------------|-----------------|---------------|-----------------|---------------------|-------------------|---------------------|--------------------|------------------|--------------------|
| Direct Bargaining | 18              | 10,927        | 6.3             | 5                   | 5,240             | 15.8                | 13                 | 5,687            | 4.1                |
| Conciliation      | 18              | 8,254         | 4.8             | 5                   | 1,699             | 5.1                 | 13                 | 6,555            | 4.7                |
| Post Conciliation | 3               | 1,380         | 0.8             | -                   | -                 | -                   | 3                  | 1,380            | 1.0                |
| Mediation         | 11              | 116,519       | 67.6            | 4                   | 14,458            | 43.7                | 7                  | 102,061          | 73.3               |
| Post Mediation    | 1               | 730           | 0.4             | -                   | -                 | -                   | 1                  | 730              | 0.5                |
| Arbitration       | 26              | 17,690        | 10.3            | -                   | -                 | -                   | 26                 | 17,690           | 12.7               |
| Work Stoppage     | 3               | 16,821        | 9.8             | 1                   | 11,710            | 35.4                | 2                  | 5,111            | 3.7                |
| All Settlements   | 80              | 172,321       | 100.0           | 15                  | 33,107            | 100.0               | 65                 | 139,214          | 100.0              |

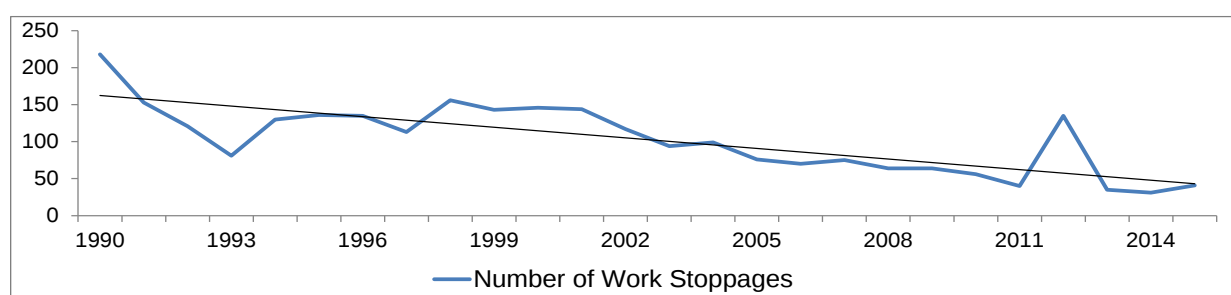
**Table 15: Work Stoppages, January – September 2014 and 2015<sup>12</sup>**

| By Industry           | January – September 2014 | January – September 2015 |
|-----------------------|--------------------------|--------------------------|
| Manufacturing         | 14                       | 6                        |
| Non-Manufacturing     | 16                       | 34                       |
| Construction          | -                        | 1                        |
| <b>All Industries</b> | <b>30</b>                | <b>41</b>                |

**Table 16: Person-Days Lost, January – September 2014 and 2015**

| By Industry           | January – September 2014 | January – September 2015 |
|-----------------------|--------------------------|--------------------------|
| Manufacturing         | 87,680                   | 30,640                   |
| Non-Manufacturing     | 28,090                   | 279,150                  |
| Construction          | -                        | 850                      |
| <b>All Industries</b> | <b>115,770</b>           | <b>310,640</b>           |

**Graph 4: Work Stoppages<sup>13</sup>**



The number of work stoppages has a decreasing trend from 1990 to 2011. The high was in 1990 (218 work stoppages), the low in 2014 (31 work stoppages). For the period between January and September 2015, there were 41 work stoppages covering 20,856 employees with 310,640 person-days lost in total.

<sup>12</sup> As of September 30, 2015, nine work stoppages covering a total of 1,214 employees were carried over to October 2015.

<sup>13</sup> Numbers for September are preliminary. Data is collected for all work stoppages involving two or more employees under Ontario Jurisdiction.

**Table 17: Work Stoppages under Ontario Jurisdiction, 1990 - September 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* <sup>14</sup><br>(Jan-Sep) | 41                           | 20,856                           | 509                                          | 310,640                           | 14.9                                                    | 48                                                   | 0.03                                                   |

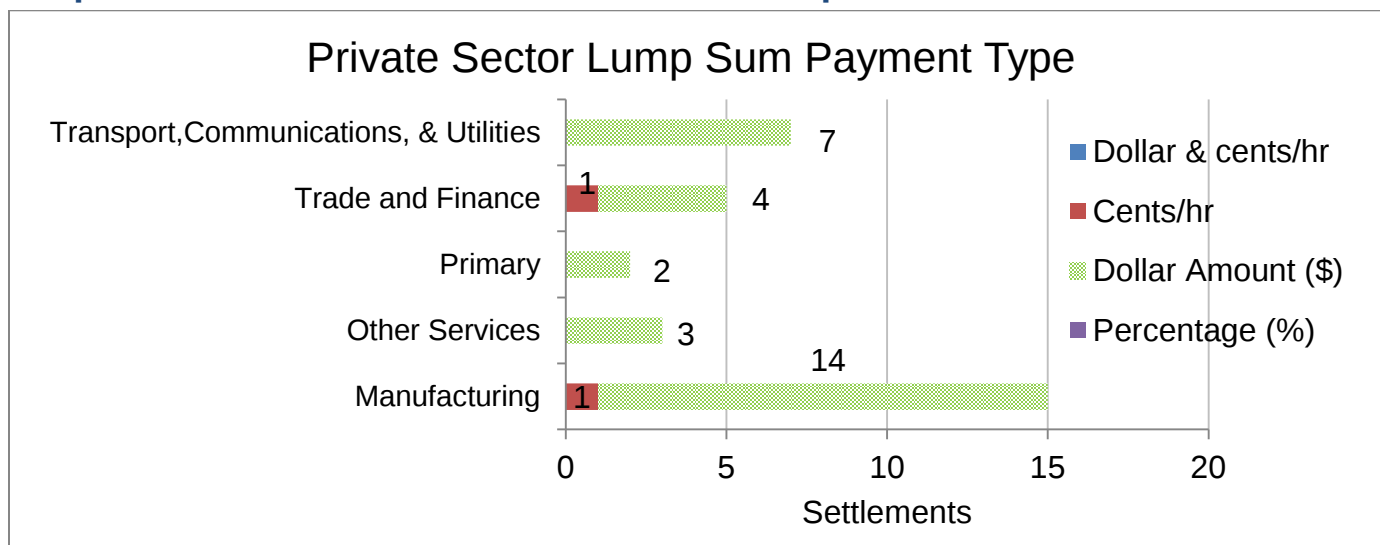
<sup>14</sup> preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

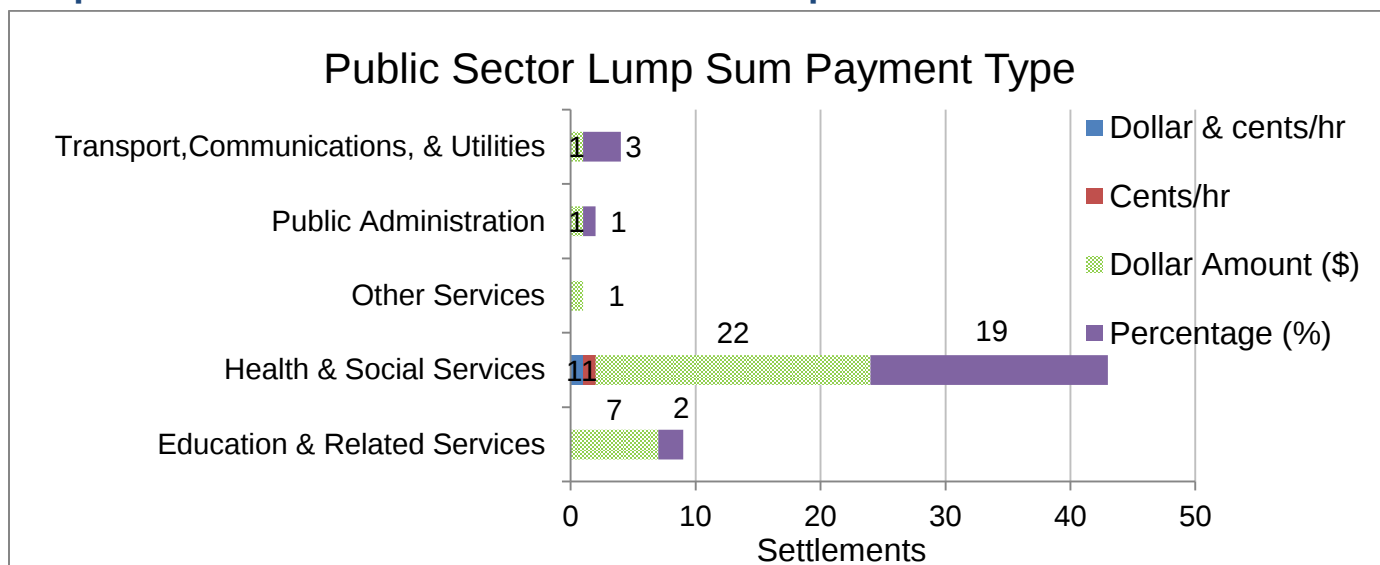
## Private and Public Sector Lump Sum Payments <sup>(i)</sup>

In 2014, Collective Bargaining Information Services launched a pilot study for Settlements with 150 employees or more ratified that year with lump sum payment information, the same pilot study has been continued to September 2015. Up to the date of this publication, Ninety-one (91) settlements were reported with lump sum information. These 91 lump sum payments covered both the private (32 Settlements) and public sectors (59 Settlements). These Settlements were categorised and documented by sector, payment Type (payment calculation method in dollar, percent, and cents), group coverage, payment variability across employees and additional provisions involved.

**Graph 5: Private Sector Settlements with Lump Sums**



**Graph 6: Public Sector Settlements with Lump Sums**



# Private Sector Lump Sum Payments, All Wage and Selected Wage Groups and Additional Provisions

In 2015, the private sector reported 31 settlements covering 128,487 employees with lump sum payments covering all wage groups. Out of these, 19 were applied uniformly to all employees and 12 varied in payment structure (i.e., applying to a subgroup of employees), ranging from based on hours worked to applying to red circle employees only. In the public sector, 56 settlements covering 161,609 employees covered all wage groups. 30 settlements had lump sum payments formulation which was applied uniformly across employees and 26 lump sum payments formulations varied from employee to employee. Variations in language included from based on hours worked to applying to red circle employees only.

**Table 18(a): Private Sector Lump Sum Payments, All Wage groups and Additional Provisions**

| Private Sector Lump Sum Settlements by Group Coverage and Additional Provisions, January – September 2015 | Settlements | Employees     |
|-----------------------------------------------------------------------------------------------------------|-------------|---------------|
| <b>All wage groups</b>                                                                                    |             |               |
| Uniform, Across the board                                                                                 | 11          | 3,949         |
| Uniform, Active employees                                                                                 | 8           | 5,363         |
| Variable, Based on hours worked                                                                           | 2           | 420           |
| Variable, Based on job classification                                                                     | 1           | 239           |
| Variable, Based on part-time/full-time status                                                             | 6           | 16,433        |
| Variable, Based on seniority                                                                              | 2           | 446           |
| Variable, Red circle employees only                                                                       | 1           | 1,637         |
| <b>Total All wage groups</b>                                                                              | <b>31</b>   | <b>28,487</b> |
| <b>Selected wage groups</b>                                                                               |             |               |
| Variable, Based on job classification                                                                     | 1           | 258           |
| <b>Total Selected wage groups</b>                                                                         | <b>1</b>    | <b>258</b>    |

Private Sector Lump Sum Payments

**Table 18(b): Public Sector Lump Sum Payments, All Wage groups and Additional Provisions**

| Private Sector Lump Sum Settlements by Group Coverage and Additional Provisions, January – September 2015 | Settlements | Employees      |
|-----------------------------------------------------------------------------------------------------------|-------------|----------------|
| <b>All wage groups</b>                                                                                    |             |                |
| Uniform, Across the board                                                                                 | 9           | 3,655          |
| Uniform, Active employees                                                                                 | 2           | 1,251          |
| Uniform, Based on hours worked <sup>15</sup>                                                              | 19          | 136,042        |
| Variable, Based on hours worked                                                                           | 7           | 12,536         |
| Variable, Based on job classification                                                                     | 2           | 347            |
| Variable, Based on Job classification and part-time/full-time status                                      | 1           | 1,434          |
| Variable, Based on part-time/full-time status                                                             | 15          | 6,153          |
| Variable, Red circle employees only                                                                       | 1           | 191            |
| <b>Total All wage groups</b>                                                                              | <b>56</b>   | <b>161,609</b> |
| <b>Selected wage groups</b>                                                                               |             |                |
| Uniform, Across the board                                                                                 | 1           | 347            |
| Variable, Based on job classification                                                                     | 1           | 1,700          |
| Variable, Stipend (Lecturers only)                                                                        | 1           | 1,200          |
| <b>Total Selected Wage Groups</b>                                                                         | <b>3</b>    | <b>3,247</b>   |

<sup>15</sup> All are paid as a percentage of the wage rate

**Table 18(i): Private and Public Sector Lump Sum Payments, Wage groups and Additional Provisions**

| Lump Sum Settlements by Private Sector, Group Coverage and Additional Provisions, January – September 2015 | Private Settlements | Private Employees | Public Settlements | Public Employees |
|------------------------------------------------------------------------------------------------------------|---------------------|-------------------|--------------------|------------------|
| <b>Total All wage groups</b>                                                                               | <b>31</b>           | <b>28,487</b>     | <b>56</b>          | <b>161,609</b>   |
| <b>Total Selected Wage Groups</b>                                                                          | <b>1</b>            | <b>258</b>        | <b>3</b>           | <b>3,247</b>     |
| <b>Total Lump Sum Payments</b>                                                                             | <b>32</b>           | <b>28,745</b>     | <b>59</b>          | <b>164,856</b>   |

## Lump Sum Payments by Payment Type, Variability and Additional Provisions

In the private sector, two (2) settlements included lump sum payments which were variable and were paid as a calculation of cents per hour worked, averaging a total \$1.99 over the life of a contract. 30 settlements involved lump sum payments paid in a flat dollar amount, and \$2,259 was the average payment for the duration of a contract. In the public sector, 32 settlements involved lump sums which were calculated in dollar amount averaging \$646. Percentage payments follow, with 25 settlements, and averaging a percentage payment (as a percentage of the wage rate and based on hours worked) of 1.3%.

**Table 19 (a): Private Sector Cents per Hour, Variable Lump Sum Payments**

| Lump Sum by Sector, Payment Type, Variability, and Additional Provisions, January – September 2015 | Settlements | Employees  | Agmt. Dur. (mths) | Total Cents/hr        |
|----------------------------------------------------------------------------------------------------|-------------|------------|-------------------|-----------------------|
| Variable, Based on part-time/full- time status                                                     | 1           | 258        | 60                | \$ 3.00 <sup>16</sup> |
| Variable, Based on seniority                                                                       | 1           | 176        | 42                | \$ 0.50 <sup>17</sup> |
| <b>Total Variable, Cents Per Hour</b>                                                              | <b>2</b>    | <b>434</b> | <b>51</b>         | <b>\$ 1.99</b>        |

<sup>16</sup> Sixty cents per hour paid each year of years one through five, of the five year term

<sup>17</sup> Twenty-five cents per hour paid in each of years one and two of the 3.5 years of the contract term

**Table 19 (b): Private Sector Dollar Payments, Uniform/Variable Lump Sum Payments**

| Lump Sum by Sector, Payment Type, Variability, and Additional Provisions, January – September 2015 | Settlements | Employees     | Agmt. Dur. (mths) | Total Lump Sum Dollar  |
|----------------------------------------------------------------------------------------------------|-------------|---------------|-------------------|------------------------|
| Uniform, Across the board                                                                          | 11          | 3,949         | 47                | \$ 1,980               |
| Uniform, Active employees                                                                          | 8           | 5,363         | 48                | \$ 2,917               |
| <b>Total Uniform, Dollar Amount</b>                                                                | <b>19</b>   | <b>9,312</b>  | <b>48</b>         | <b>\$ 2,520</b>        |
| Variable, Based on hours worked                                                                    | 2           | 420           | 48                | \$ 1,000               |
| Variable, Based on job classification                                                              | 2           | 497           | 42                | \$ 2,512               |
| Variable, Based on part-time/full-time status                                                      | 5           | 16,175        | 50                | \$ 1,484               |
| Variable, Based on seniority                                                                       | 1           | 270           | 48                | \$ 300                 |
| Variable, Red circle employees only                                                                | 1           | 1,637         | 60                | \$ 9,000 <sup>18</sup> |
| <b>Total Variable, Dollar Amount</b>                                                               | <b>11</b>   | <b>18,999</b> | <b>49</b>         | <b>\$ 2,131</b>        |

**Table 19 (i): Private Sector Payment Type**

| Lump Sum by Sector, Payment Type, Variability, and Additional Provisions, January – September 2015 | Settlements | Employees     | Agmt. Dur. (mths) | Average Total Payment |
|----------------------------------------------------------------------------------------------------|-------------|---------------|-------------------|-----------------------|
| <b>Private Sector, Cents Per hour</b>                                                              | <b>2</b>    | <b>434</b>    | <b>51</b>         | <b>\$ 1.99</b>        |
| <b>Private Sector, Dollar Amount</b>                                                               | <b>30</b>   | <b>28,311</b> | <b>48</b>         | <b>\$ 2,259</b>       |
| <b>Total Private Sector</b>                                                                        | <b>32</b>   | <b>28,745</b> | <b>48</b>         | <b>-</b>              |

<sup>18</sup> Air Canada (sales and service employees) and Unifor, local 2002

**Table 19 (c): Public Sector, Both Dollar and Cents per hour, Variable Lump Sum Payments**

| Lump Sum by Sector, Payment Type, Variability, and Additional Provisions, January – September 2015 | Settlements | Employees    | Agmt. Dur. (mths) | Total Both Dollar & Cents/hr |
|----------------------------------------------------------------------------------------------------|-------------|--------------|-------------------|------------------------------|
| Variable, Based on job classification                                                              | 1           | 1,434        | 36                | \$1,782 <sup>19</sup>        |
| <b>Total Variable, Both Dollar and Cents Per Hour</b>                                              | <b>1</b>    | <b>1,434</b> | <b>36</b>         | <b>\$1,782</b>               |

**Table 19 (d): Public Sector Cents per hour, Variable Lump Sum Payments, and Additional Provisions**

| Lump Sum by Sector, Payment Type, Variability, and Additional Provisions, January – September 2015 | Settlements | Employees  | Agmt. Dur. (mths) | Total Cents/hr |
|----------------------------------------------------------------------------------------------------|-------------|------------|-------------------|----------------|
| Variable, Based on job classification                                                              | 1           | 160        | 24                | 0.58           |
| <b>Total Variable, Cents Per Hour</b>                                                              | <b>1</b>    | <b>160</b> | <b>24</b>         | <b>0.58</b>    |

**Table 19 (e): Public Sector Dollar Payments, Uniform/Variable Lump Sum Payments, and Additional Provisions**

| Lump Sum by Sector, Payment Type, Variability, and Additional Provisions, January – September 2015 | Settlements | Employees    | Agmt. Dur. (mths) | Total Lump Sum Dollar |
|----------------------------------------------------------------------------------------------------|-------------|--------------|-------------------|-----------------------|
| Uniform, Across the Board                                                                          | 10          | 4,002        | 38                | \$ 625                |
| Uniform, Active employees                                                                          | 2           | 1,251        | 36                | \$1,517               |
| <b>Total Uniform Dollar Amount</b>                                                                 | <b>12</b>   | <b>5,253</b> | <b>38</b>         | <b>\$ 837</b>         |
| Variable, Based on hours worked                                                                    | 2           | 511          | 30                | \$ 1,251              |
| Variable, Based on job classification                                                              | 1           | 1,700        | 24                | \$ 375                |
| Variable, Based on part-time/full-time status                                                      | 15          | 6,153        | 35                | \$ 455                |
| Variable, Red circle employees only                                                                | 1           | 191          | 24                | \$ 700 <sup>20</sup>  |
| Variable, Stipend (Lecturers only)                                                                 | 1           | 1,200        | 36                | \$ 900                |
| <b>Total Variable Dollar Amount</b>                                                                | <b>20</b>   | <b>9,755</b> | <b>33</b>         | <b>\$ 542</b>         |

<sup>19</sup> St Joseph's Healthcare, excluding red circled employees, part-time employees receive cents per hour. The lump sums reported are based on the median lump sum payments across all job classifications

<sup>20</sup> Kinark Child and Family Services, red circled employees receive \$350 in years one and two

**Table 19 (f): Public Sector Percentage Payments, Uniform/Variable Lump Sum Payments, and Additional Provisions**

| Lump Sum by Sector, Payment Type, Variability, and Additional Provisions, January – September 2015 | Settlements | Employees             | Agmt. Dur. (mths) | Total Lump Sum Percentage |
|----------------------------------------------------------------------------------------------------|-------------|-----------------------|-------------------|---------------------------|
| Uniform, Based on hours worked                                                                     | 19          | 136,042 <sup>21</sup> | 31                | 1.2                       |
| <b>Total Uniform Percentage</b>                                                                    | <b>19</b>   | <b>136,042</b>        | <b>31</b>         | <b>1.2</b>                |
| Variable, Based on hours worked                                                                    | 5           | 12,025                | 41                | 2.9                       |
| Variable, Based on job classification                                                              | 1           | 187                   | 36                | 2.0 <sup>22</sup>         |
| <b>Total Variable Percentage</b>                                                                   | <b>6</b>    | <b>12,212</b>         | <b>40</b>         | <b>2.9</b>                |

**Table 19 (ii): Public Sector Payment Type<sup>23</sup>**

| Lump Sum by Sector, Payment Type, Variability, and Additional Provisions, January – September 2015 | Settlements | Employees      | Agmt. Dur. (mths) | Average Total Payment |
|----------------------------------------------------------------------------------------------------|-------------|----------------|-------------------|-----------------------|
| <b>Total Variable, Both Dollar and Cents Per Hour</b>                                              | <b>1</b>    | <b>1,434</b>   | <b>36</b>         | <b>\$ 1,782</b>       |
| <b>Total Variable, Cents Per Hour</b>                                                              | <b>1</b>    | <b>160</b>     | <b>24</b>         | <b>0.58</b>           |
| <b>Total Dollar Amount</b>                                                                         | <b>32</b>   | <b>15,008</b>  | <b>35</b>         | <b>\$ 646</b>         |
| <b>Total Percentage</b>                                                                            | <b>25</b>   | <b>148,254</b> | <b>33</b>         | <b>1.3</b>            |
| <b>Total Public Sector</b>                                                                         | <b>59</b>   | <b>164,856</b> | <b>34</b>         | <b>-</b>              |

<sup>21</sup> School boards account for 71% (95,311) of all employees, with a lump sum payment of 1% on September 2015

<sup>22</sup> Arbour Heights LTC, Selected job classifications: RPN, PCP, Activity Aide and Cooks (all others receive wage adjustments)

<sup>23</sup> This table includes both fixed and variable lump sum payments across All and Selected wage groups.

<sup>i</sup> **Lump Sum Data:** Wage groups category is collected for all settlements; some will contain more than one wage group where the lump sum is recorded based on applicability to “All” or “Selected” wage groups. Uniform refers to lump sum payments formula which applies uniformly to all employees. Additional provisions category is based on specific language contained in documentation. Average duration of agreement is based on an arithmetic mean. Average of total lump sum (dollar), percentage (%), etc. are weighed by number of employees. Lump sum information is recorded for settlements covering 150 or more employees (except the school boards ratified in September). Lump sums are based on information received at ratification and are recorded for full-time employees only. Number of employees refers to the total number of employees in the bargaining unit and not necessarily for those specifically receiving the lump sum (ex. Full-time, selected wage groups, variable lump sum payment). Data is for settlements collected between January 2015 and the date of publication. For further information or suggestions to this section please contact [cbis@ontario.ca](mailto:cbis@ontario.ca).

## Table 20: Major Negotiations Underway

| Employer                                                  | Union                                    | Location          | Employees (Ontario)   | Expiry Date   |
|-----------------------------------------------------------|------------------------------------------|-------------------|-----------------------|---------------|
| Federal Government                                        | PSAC, PIPSC et al                        | Canada-wide       | 104,000               | Various dates |
| Various Municipalities (excluding Police Services Boards) | CUPE et al                               | Various locations | 59,000                | Various dates |
| Police Services Boards                                    | Police Association                       | Various locations | 11,900                | Various dates |
| Hospitals                                                 | OPSEU, Unifor, et al                     | Various locations | 14,500                | Various dates |
| Long Term Care Homes                                      | ONA, OPSEU et al                         | Various locations | 51,100                | Various dates |
| Universities                                              | CUPE et al                               | Various locations | 12,700                | Various dates |
| Developmental Services (CAS, Community living/services)   | CUPE, OPSEU et al                        | Various locations | 14,000                | Various dates |
| Canada Post Corp. (Postal Operations)                     | Postmasters & Assistants, Postal Workers | Canada-wide       | 4,941                 | Various dates |
| Various School Boards                                     | ETFO, CUPE, et al                        | Province-wide     | 180,550 <sup>24</sup> | 31-Aug-14     |
| Ontario Government                                        | Ont Provincial Police, OPSEU, PEGO       | Province-wide     | 44,300                | 31-Dec-14     |
| Air Canada                                                | CUPE                                     | Canada-wide       | 3,815                 | 31-Mar-15     |
| Motion Picture Studio Production Technicians              | IATSE                                    | Toronto           | 2,200                 | 31-Mar-15     |
| No Frills Franchise Stores                                | Unifor                                   | Various locations | 1,200                 | 08-Jul-15     |
| United Parcel Services                                    | Teamsters                                | Various locations | 3,242                 | 31-Jul-15     |
| Maple Lodge Farms                                         | UFCW                                     | Norval            | 1,100                 | 12-Oct-15     |
| Canadian Media Production Assn (CMPA)                     | ACTRA, Director's Guild                  | Canada-wide       | 13,400                | 31-Dec-15     |
| Brewers' Retail Inc                                       | UFCW                                     | Province-wide     | 6,000                 | 31-Dec-15     |
| Ontario Power Generation                                  | Society of Energy Professionals          | Province-wide     | 3,453                 | 31-Dec-15     |
| Telus                                                     | Telecommunications Workers               | Canada-wide       | 1,200                 | 31-Dec-15     |

<sup>24</sup> Excludes those where local terms are bargained.

## Table 21: Consumer Price Index (2002=100)<sup>25</sup>

| Location                    | July 2015  | August 2015 | September 2015 | 2012       | 2013       | 2014       | Year-to-date |
|-----------------------------|------------|-------------|----------------|------------|------------|------------|--------------|
| Canada                      | 1.3        | 1.3         | 1.0            | 1.5        | 0.9        | 1.9        | 1.1          |
| <b>Ontario</b>              | <b>1.5</b> | <b>1.2</b>  | <b>0.9</b>     | <b>1.4</b> | <b>1.1</b> | <b>2.3</b> | <b>1.2</b>   |
| Toronto                     | 1.8        | 1.4         | 1.4            | 1.5        | 1.2        | 2.5        | 1.5          |
| Ottawa-Gatineau (Ont. part) | 1.4        | 1.0         | 0.6            | 1.3        | 1.0        | 2.0        | 0.9          |
| Thunder Bay                 | 1.3        | 1.0         | 0.7            | 0.9        | 0.9        | 2.2        | 0.9          |

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 Settlements covering 150 or more employees with the exception of education sector central settlement(s) in September 2015 (see footnote on page 4, September 2015 Highlights), 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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<sup>25</sup> Percentage change from previous year

Source: Statistics Canada