

Collective Bargaining Highlights

December 2015

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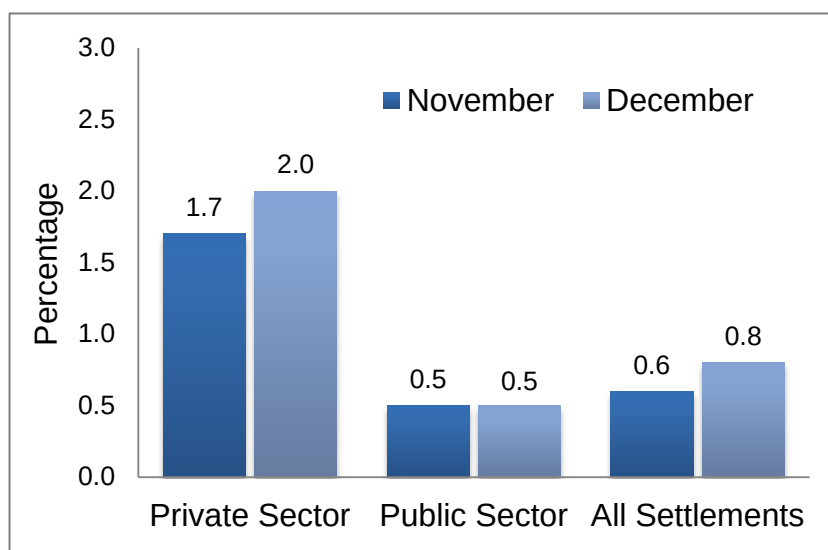
Settlements in December

In December, 22¹ settlements were ratified, each covering 150 or more employees. These settlements covered 107,756 employees, 83% of whom were in the public sector (89,406).

The overall average annual increase in base wage rates in December was 0.8%, an increase from 0.6% reported in the previous month. In the public sector, 18 Settlements were settled for an average annual base wage increase of 0.5%, unchanged from the previous month. In the private sector, four Settlements were settled for an average annual base wage increase of 2.0%, an increase from the 1.7% reported in November.

For settlements in December, the industries with the highest average annual base wage increase were in transportation, communications and utilities and public administration with 2.1% (three settlements each sector). The lowest average annual base wage increase was reported in education and related services with 0.5% (two settlements in the universities sector and four centrally negotiated settlements in school support). These settlements covered 80.2% (86,451) of employees settled in December.

Average Annual Base Wage Increase



¹ Under the [School Boards Collective Bargaining Act, Bill 122](#), central terms were ratified for four centrally bargained settlements in the school sector support staff with ETFO, OSSTF, CUPE and EWAO (85,878 support staff). The numbers of employees include all bargaining units above and below 150 employees.

Wage Settlements – December

Table 1: Average Annual Increase, Current Month

Sector	Settlements	Employees	December 2015 %
Private	4	18,350	2.0
Public	18	89,406	0.5
All Settlements	22	107,756	0.8

Table 2: Average Annual Increase, Current Three Years

Sector	2013 %	2014 %	2015 %
Private	2.3	1.9	1.7
Public	0.5	1.4	0.8
All Settlements	1.0	1.5	1.0

Table 3: Average Annual Increase by Industry, Current Month

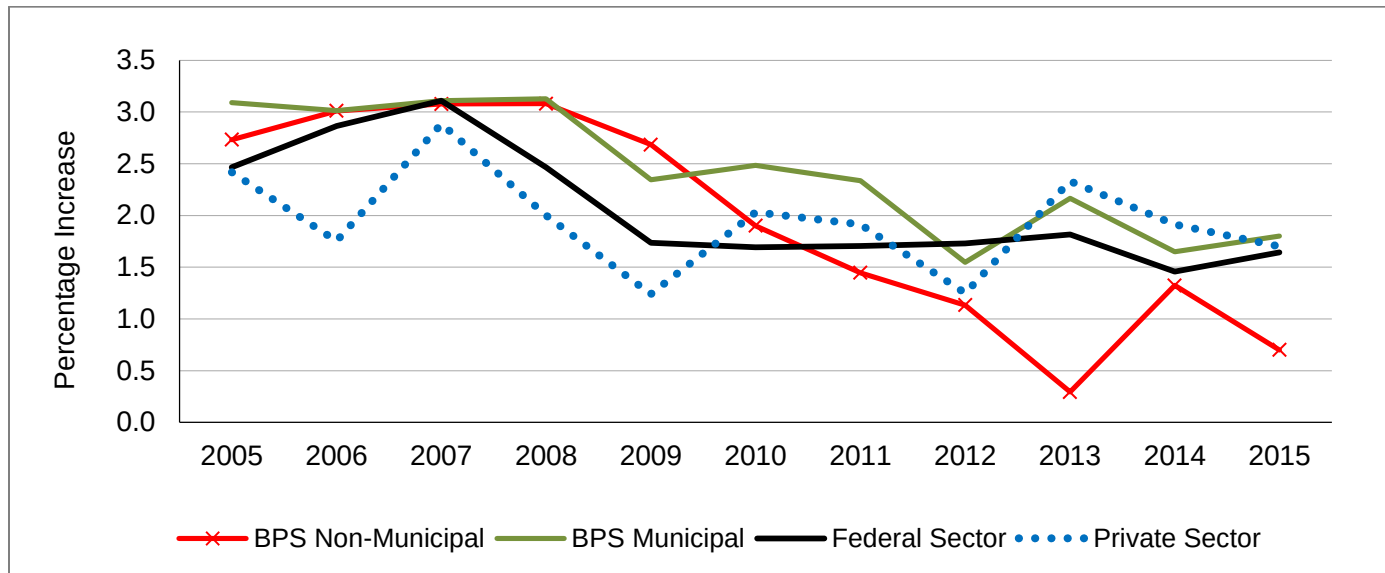
Sector	Settlements	Employees	Average Annual Increase %
Primary	-	-	-
Manufacturing	-	-	-
Construction	2	1,050	1.5
Trade and Finance	-	-	-
Transportation, Communications, & Utilities	3	17,492	2.1
Public Administration	3	622	2.1
Education & Related Services	6	86,451	0.5
Health & Social Services	8	2,141	1.2
Other Services	-	-	-
All Settlements	22	107,756	0.8

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

Sector	2013 %	2014 %	2015 %
Primary	2.1	2.3	1.9
Manufacturing	1.2	1.7	1.7
Construction	2.6	2.6	1.6
Trade and Finance	1.4	1.8	1.4
Transportation, Communications, & Utilities	2.1	1.7	1.7
Public Administration	1.1	1.7	1.2
Education & Related Services	0.0	1.3	0.6
Health & Social Services	1.1	1.3	1.5
Other Services	2.3	1.9	1.5
All Settlements	1.0	1.5	1.0

Wage Trends by Sector (2005 – 2015)²

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
Non-Municipal	2.7	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	0.7
Municipal	3.1	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.8
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	1.7

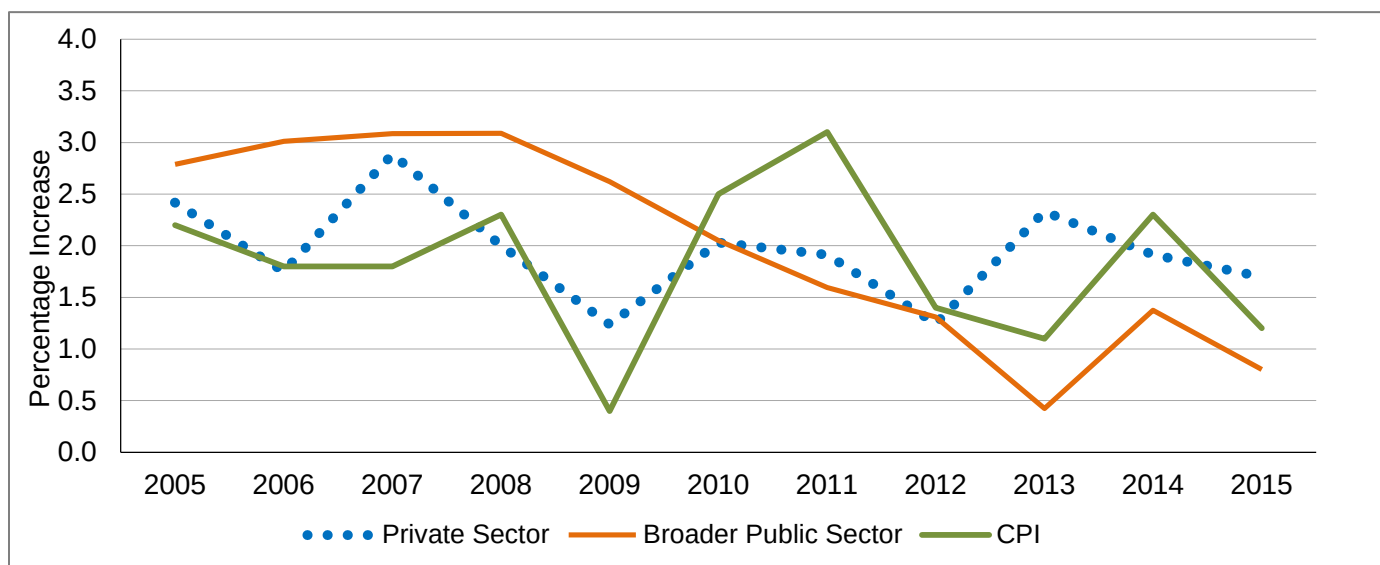
The above graph depicts the average annual base wage increases in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario from 2005 to 2015.

In 2015, the average annual base wage increase for the BPS Non-Municipal sector was reported at 0.7%. The Municipal Sector was reported at 1.8%.

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

² 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 5), a sample that represents 81% of all unionized employees in Ontario. Wage information is based on settlements between January 1, 2005 and December 31, 2015 as of December 31, 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 December 2015.

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

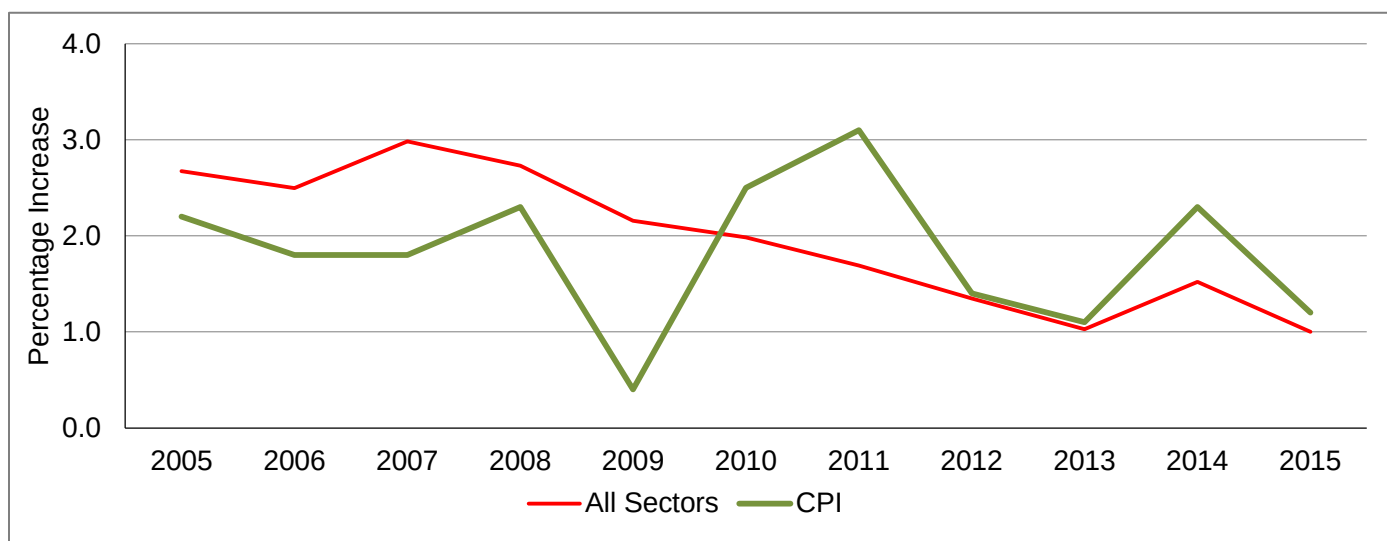


Sector	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Private	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7
BPS	2.8	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	0.8
CPI	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.2

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

In 2015, the Private sector was reported at 1.7% and the Broader Public sector average annual base wage increase was reported at 0.8%. The Consumer Price Index in Ontario was reported at 1.7% for the month of December, increased from the 1.3% reported in November 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
All Sectors	2.7	2.5	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.0
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 for 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 2015.

In 2015, the average annual base wage increase for all sectors was 1.0%. The Consumer Price Index in Ontario has averaged at 1.2% during 2015.

December Settlements*

Construction

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Electrical Power Systems Construction Association (generation)	Labourers	1.5	2.5		700	60	30-Apr-2020
Electrical Power Systems Construction Association (transmission)	Labourers	1.5	2.5		350	60	30-Apr-2020

Transportation, Communications and Utilities

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Canadian Media Production Assn (Cmpa) (performers)	Cdn TV & Radio Artists	2.0	2.0		16,300	36	31-Dec-2018
Canadian Pacific Railway Co. (running trades)	Teamsters	3.0	3.0		1,000	36	31-Dec-2017
London Hydro Inc.	Cdn Public Empls	2.1	2.0		192	48	31-Dec-2019

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 Kitchener (Fire Dept)	Intl Firefighters (Kitchener)	2.7	2.8		219	36	31-Dec-2017
Corporation of The Town of Whitby (part-time)	Cdn Public Empls	1.3	1.5		180	36	31-May-2017
Thunder Bay Police Services Board (uniform)	Police Assn (Thunder Bay)	2.1	2.2		223	60	31-Dec-2019

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
Council of Trustees' Associations (central bargaining) (DECE, ESP, PSP)	Elem Teachers Fed Ont	0.5	0.0	Sep 1/'15:1%	2,780 ³	36	31-Aug-2017
Council of Trustees' Associations (central bargaining) (support)	Education Workers Alliance (EWAO)	0.5	0.0	Sep 1/'15:1%	4,915	36	31-Aug-2017
Council of Trustees' Associations (central bargaining) (support)	Cdn Public Empls	0.5	0.0	Sep 1/'15:1%	58,633	36	31-Aug-2017

³ Number of employees covered for all Council of Trustees' Associations include bargaining units of 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
Council of Trustees' Associations (central bargaining) (support)	Ont Secondary School Teachers	0.5	0.0	Sep 1/'15:1%	19,550	36	31-Aug-2017
Nipissing University (academic)	Nipissing University Faculty	1.2	0.0		173	48	30-Apr-2019
University of Waterloo (plant and food services)	Cdn Public Empls	1.8 ⁴	1.9	Active empls: \$500	400	36	30-Apr-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
Providence Care Centre (mental health)	Ont Public Service Empls	1.4	1.4		490	24	31-Mar-2016
Providence Care Centre (St. Mary's of The Lake Hospital) (service/clerical/RPN)	Cnfiu Directly Chartered	0.7 ⁵	0.7	Apr 1/'15: 0.7%, Apr 1/'16: 0.7%	300	24	31-Mar-2017
Regional Municipality of Peel (Malton Village Long Term Care Centre)	Cdn Public Empls	1.2	1.0		218	24	30-Nov-2015
Regional Municipality of Peel (Peel Manor Home for the Aged)	Cdn Public Empls	1.2	1.0		216	24	30-Nov-2015

⁴ Adjustments for skilled trades and other selected groups

⁵ Job class increment adjustments

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Regional Municipality of Peel (Sheridan Villa Home for the Aged)	Cdn Public Empls	1.2	1.0		206	24	30-Nov-2015
Regional Municipality of Peel (Tall Pines Long Term Care Centre)	Cdn Public Empls	1.2	1.0		195	24	30-Nov-2015
Revera Retirement L.P. (Annex/Leaside) (service/RPN)	Service Employees Intl	2.0	2.0		190	36	30-Jun-2017
Thunder Bay Regional Health Sciences Centre (office and clerical)	Cdn Office Prof Empls (Cope)	0.7 ⁶	0.7	Apr 1/'14: 0.7% Apr 1/'15: 0.7% Apr 1/'16: 0.7% Mar 31/'17:0.7%	326	48	31-Mar-2017

⁶ Adjustments for skilled trades and other selected groups

* Average annual wage increases for December 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 Summaries⁷

Council of Trustees' Associations and the:

Elementary Teachers Federation of Ontario (approximately 2,780 (DECE, ESP, PSP))

Education Workers' Alliance of Ontario (4,915 support staff)

Canadian Union of Public Employees (58,633 support staff)

Ontario Secondary School Teachers' Federation (19,550 support staff)

four, three-year deals 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 February 1, 2017: 0.5% increase to salary grids, wage schedules and responsibility allowances

Electrical Power Systems Construction Association and Labourers' International Union of North America, Ontario Provincial District Council (700 (generation) & 350 (transmission) employees)

two, five-year renewal agreements, effective May 1, 2015 to April 30, 2020

- total wage package increase of 2.5% in the first year and 1.25% in each of years 2 to 5
- daily travel allowance increase of 1% in each year
- room and Board allowance increase of 2% in each year

⁷ Based on preliminary information provided to CBIS

Fourth Quarter 2015

During the fourth quarter of 2015, 63 settlements were ratified, each covering 150 or more Ontario-based employees. These settlements covered 257,352 employees (Table 5), 88% (226,469) of whom were in the public sector. By industry, the majority of employees were in education and related services (182,771 employees), provincial and territorial public administration (31,339), Information and cultural studies (16,300), transportation and warehousing (9,025) and health and social services (6,419) (Table 8). Under the School Boards Collective Bargaining Act, central terms for support staff were ratified by the Council of Trustees' Associations and ETFO (2,780); EWAO (4,915); CUPE (58,633); OSSTF (19,550). A renewed collective agreement under SBCBA now requires both a centrally and locally bargained settlement.

Wage Adjustments

Fourth quarter settlements (Table 5) provided an overall annual increase of 0.7%, a decrease from the 0.9% reported in the previous quarter. In the public sector, the average annual wage increase was 0.5%, compared to 0.8% in the previous quarter. The private sector reported an average annual wage increase of 2.1%, an increase from 1.4% reported in the previous quarter. The industries with the highest average annual wage increases in the fourth quarter (Table 8) were in chemical manufacturing and transportation and warehousing (2.5%), accommodation and food services (2.3%), machinery manufacturing (2.1%) and information and cultural studies (2.0%). Annual wage adjustments for the industries with the highest concentration of employees averaged 0.5% in education and related services (182,198 employees in the school sector and 573 employees in the university sector), 0.5% in provincial and territorial public administration (31,339), 2.0% in Information and cultural studies (16,300), 2.5% in transportation and warehousing (9,025) and 1.3% in health and social services (6,419) (Table 8).

In the fourth quarter of 2015, approximately 1.5% (3,880) of all employees (Table 6) received average annual wage increases ranging from 2.0% to 2.9%, compared to 85.3% (219,430) who received average annual wage increases ranging from 0.1% to 0.9%. In the private sector 79.8% (24,630) of employees received average annual wage increases ranging from 1% to 1.9%, compared to 2.3% (5,259) of public sector employees. In the public sector, 96.8% (219,234) of employees were covered by settlements with average annual wage increases ranging from 0.1% to 0.9%, compared to 0.6% (196) in the private sector.

Of the total number of employees for whom settlements were reached during the fourth quarter of 2015 (Table 10), 92.6% (238,255) were covered by three-year settlements,

followed by 2.5% (6,344) covered by five-year settlements. In the private sector, three-year and five-year settlements were the most common, covering 61.5% (18,987) and 17.8% (5,495) of employees respectively. In the public sector, 96.8% (219,268) were covered by three-year settlements and 1.6% (3,721) by two-year settlements. Approximately 88.2% (1,467) of manufacturing employees and 93.1% (236,788) of non-manufacturing employees were covered by three-year settlements.

Negotiations

On average, private sector settlements were ratified within 7.3 months from the start of negotiations, compared to 10.9 months in the public sector (Table 13).

Of all settlements reached during the fourth quarter of 2015, 13 settlements covering 11.1% (28,473) of employees were negotiated directly by the parties, compared to 33 settlements covering 86.8% (223,381) of employees reached with the assistance of conciliation or mediation. Fourteen (14) settlements, covering 1.4% (3,674) of employees were settled by arbitration and three (3) settlements were reached following a work stoppage, covering 0.7% (1,824) of employees (Table 14).

In the public sector, 94.6% (214,235) of employees were in settlements reached through conciliation or mediation, followed by 3.4% (7,736) who reached a settlement through direct bargaining and 1.6% (3,674) settled by arbitration. In the private sector, approximately 67.1% (20,737) of employees reached settlements through direct bargaining and 29.6% (9,146) reached settlements through the assistance of conciliation or mediation.

Upcoming Bargaining

Major negotiations continuing into the first quarter of 2016 include the federal government, various municipalities; police services boards, long term care homes, developmental services and various school boards, the Ontario Government, Canada Post Corp., Brewer's Retail, Telus and Paragon Protection.

Major expirations scheduled during the first quarter of 2016 include municipalities, developmental services, hospitals, the Workplace Safety and Insurance Board, the City of Ottawa (transit) and Logistics in Motion.

Work Disruptions

During 2015, 46 work disruptions were reported under Ontario jurisdiction, compared to 31 reported in 2014. Work disruptions in 2015 involved 21,242 employees and resulted in 337,470 person-days lost, compared to 5,479 employees and 132,200 person-days lost reported in 2014 (Table 15 and 16).

During 2015, seven (7) work disruptions were reported in the manufacturing sector, a decrease from fourteen (14) reported during 2014. The non-manufacturing sector reported 38 work disruptions, compared to seventeen (17) reported in 2014. In the construction sector, one work disruption was reported during the year compared to no disruptions reported for 2014. During 2015, 0.02% of the estimated working time in Ontario was lost due to work disruptions (Table 16 and 17).

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

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	53	25,718	1.5	-	-	-	53	25,718	1.5
All Settlements	79	39,450	1.7	1	578	1.0	78	38,872	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	39	17,943	1.8	5	5,633	1.8	34	12,310	1.8
Public	107	63,203	1.7	-	-	-	107	63,203	1.7
All Settlements	146	81,146	1.7	5	5,633	1.8	141	75,513	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	19	34,658	1.4	-	-	-	19	34,658	1.4
Public	66	139,390	0.8	-	-	-	66	139,390	0.8
All Settlements	85	174,048	0.9	-	-	-	85	174,048	0.9

Fourth Quarter 2015

Sector	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Private	19	30,883	2.1	-	-	-	19	30,883	2.1
Public	44	226,469	0.5	-	-	-	44	226,469	0.5
All Settlements	63	257,352	0.7	-	-	-	63	257,352	0.7

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

Percentage Increase	All Settlements	All Employees	All Employees %	Private Settlements	Private Employees	Private Employees %	Public Settlements	Public Employees	Public Employees %
No Increase	2	403	0.2	1	245	0.8	1	158	0.1
0.1 - 0.9 Percent	16	219,430	85.3	1	196	0.6	15	219,234	96.8
1.0 - 1.9 Percent	30	29,889	11.6	10	24,630	79.8	20	5,259	2.3
2.0 - 2.9 Percent	13	3,880	1.5	5	2062	6.7	8	1,818	0.8
3.0 - 3.9 Percent	2	3,750	1.5	2	3,750	12.1	-	-	-
All Settlements	63	257,352	100.0	19	30,883	100.0	44	226,469	100.0

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

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	71	36,665	1.6	-	-	-	71	36,665	1.6
Construction	1	500	2.7	-	-	-	1	500	2.7
All Settlements	79	39,450	1.7	1	578	1.0	78	38,872	1.7

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
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 %
Manufacturing	22	7,781	1.7	4	2933	1.7	18	4,848	1.7
Non-Manufacturing	122	72,507	1.7	1	2,700	2.0	121	69,807	1.7
Construction	2	858	1.7	-	-	-	2	858	1.7
All Settlements	146	81,146	1.7	5	5,633	1.8	141	75,513	1.7

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	76	170,462	0.9	-	-	-	76	170,462	0.9
Construction	5	2,261	1.6	-	-	-	5	2,261	1.6
All Settlements	85	174,048	0.9	-	-	-	85	174,048	0.9

Fourth Quarter 2015

Sector	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Manufacturing	4	1,663	1.7	-	-	-	4	1,663	1.7
Non-Manufacturing	56	254,309	0.7	-	-	-	56	254,309	0.7
Construction	3	1,380	1.5	-	-	-	3	1,380	1.5
All Settlements	63	257,352	0.7	-	-	-	63	257,352	0.7

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

Manufacturing	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Chemical Manufacturing	1	162	2.5	-	-	-	1	162	2.5
Fabricated Metal Product Manufacturing	1	196	0.7	-	-	-	1	196	0.7
Food Manufacturing	1	1,100	1.6	-	-	-	1	1,100	1.6
Machinery Manufacturing	1	205	2.1	-	-	-	1	205	2.1
All Manufacturing	4	1,663	1.7	-	-	-	4	1,663	1.7

Table 8 (Cont'd)

Non-Manufacturing	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Retail Trade	2	1,519	1.5	-	-	-	2	1,519	1.5
Education & Related Services	8	182,771	0.5	-	-	-	8	182,771	0.5
Health & Social Services	25	6,419	1.3	-	-	-	25	6,419	1.3
Arts, Entertainment & Recreation	1	651	0.6	-	-	-	1	651	0.6
Accommodation & Food Services	1	220	2.3	-	-	-	1	220	2.3
Information & Cultural Studies	1	16,300	2.0	-	-	-	1	16,300	2.0
Transportation & Warehousing	5	9,025	2.5	-	-	-	5	9,025	2.5
Utilities	2	3,458	1.1	-	-	-	2	3,458	1.1
Local, Municipal & Regional Public Administration	7	1,831	1.6	-	-	-	7	1,831	1.6
Provincial and Territorial Public Administration	1	31,339	0.5	-	-	-	1	31,339	0.5
Other Services (except public administration)	3	776	1.0	-	-	-	3	776	1.0
All Non-Manufacturing	56	254,309	0.7	-	-	-	56	254,309	0.7

Construction	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Construction	3	1,380	1.5	-	-	-	3	1,380	1.5

All Industries	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
All Industries	63	257,352	0.7	-	-	-	63	257,352	0.7

Table 9: Average Annual Increases in Base Wage Rates, All Industries, Fourth 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	1,663	1.7	-	-	-	4	1,663	1.7
All Non-Manufacturing	56	254,309	0.7	-	-	-	56	254,309	0.7
All Construction	3	1,380	1.5	-	-	-	3	1,380	1.5
All Industries	63	257,352	0.7	-	-	-	63	257,352	0.7

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

Duration by Private & Public	All Settlements	All Employees	All %	Private Settlements	Private Employees	Private %	Public Settlements	Public Employees	Public %
One-year Settlements	3	989	1.6	2	720	1.6	1	269	1.5
Two-year Settlements	17	4,252	1.3	2	531	1.5	15	3,721	1.3
Three-year Settlements	22	238,255	0.6	6	18,987	2.0	16	219,268	0.5
Four-year Settlements	11	3,712	1.3	2	1,350	1.7	9	2,362	1.1
Five-year Settlements	9	6,344	2.4	6	5,495	2.5	3	849	1.7
Ten-year Settlements	1	3,800	1.8	1	3,800	1.8	-	-	-
All Settlements	63	257,352	0.7	19	30,883	2.1	44	226,469	0.5

Table 11: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), Fourth 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	-	-	-	3	989	1.6	-	-	-
Two-year Settlements	-	-	-	17	4,252	1.3	-	-	-
Three-year Settlements	3	1,467	1.8	19	236,788	0.6	-	-	-
Four-year Settlements	-	-	-	11	3,712	1.3	-	-	-
Five-year Settlements	1	196	0.7	5	4,768	2.7	3	1,380	1.5
Ten-year Settlements	-	-	-	1	3,800	1.8	-	-	-
All Settlements	4	1,663	1.7	56	254,309	0.7	3	1,380	1.5

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

Duration by Private & Public	All Settlements	All Employees	Private Settlements	Private Employees	Public Settlements	Public Employees
1-3 Months	11	31,460	7	23,316	4	8,144
4-6 Months	9	5,990	3	4,150	6	1,840
7-9 Months	14	18,535	3	1,255	11	17,280
10-12 Months	10	137,382	-	-	10	137,382
13 Months and over	19	63,985	6	2,162	13	61,823
All Settlements	63	257,352	19	30,883	44	226,469

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

Duration by Private &. Public	Average duration of negotiations (Months)
Private	7.3
Public	10.9
All Settlements	9.9

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

Settlement Stage	All Settlements	All Employees	All Employees %	Private Settlements	Private Employees	Private Employees %	Public Settlements	Public Employees	Public Employees %
Direct Bargaining	13	28,473	11.1	4	20,737	67.1	9	7,736	3.4
Conciliation	18	41,877	16.3	5	2,591	8.4	13	39,286	17.3
Mediation	15	181,504	70.5	9	6,555	21.2	6	174,949	77.3
Arbitration	14	3,674	1.4	-	-	-	14	3,674	1.6
Work Stoppage	3	1,824	0.7	1	1,000	3.2	2	824	0.4
All Settlements	63	257,352	100.0	19	30,883	100.0	44	226,469	100.0

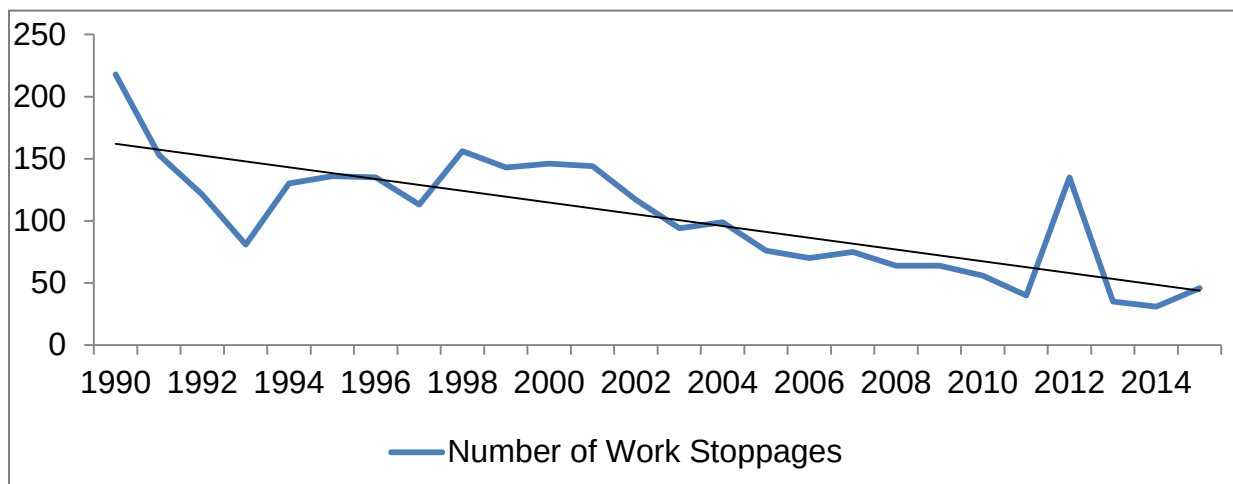
Table 15: Work Stoppages, 2014 and 2015⁸

By Industry	2014	2015
Manufacturing	14	7
Non-Manufacturing	17	38
Construction	-	1
All Industries	31	46

Table 16: Person-Days Lost, 2014 and 2015

By Industry	2014	2015
Manufacturing	100,210	32,350
Non-Manufacturing	31,990	304,270
Construction	-	850
All Industries	132,200	337,470

Graph 4: Work Stoppages⁹



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). During 2015, there were 46 work stoppages covering 21,242 employees with 337,470 person-days lost in total.

⁸ As of December 31, 2015, two work stoppages covering a total of 146 employees were carried over to January 2016.

⁹ Numbers for December 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 -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* ¹⁰ (Jan-Dec)	46	21,242	462	337,470	15.9	54	0.02

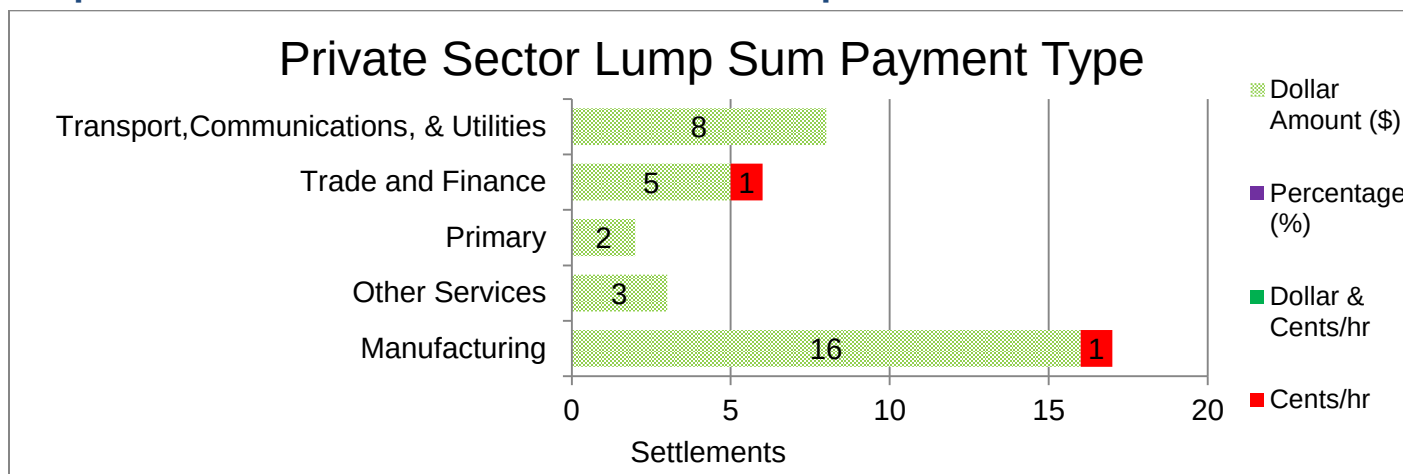
¹⁰ preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

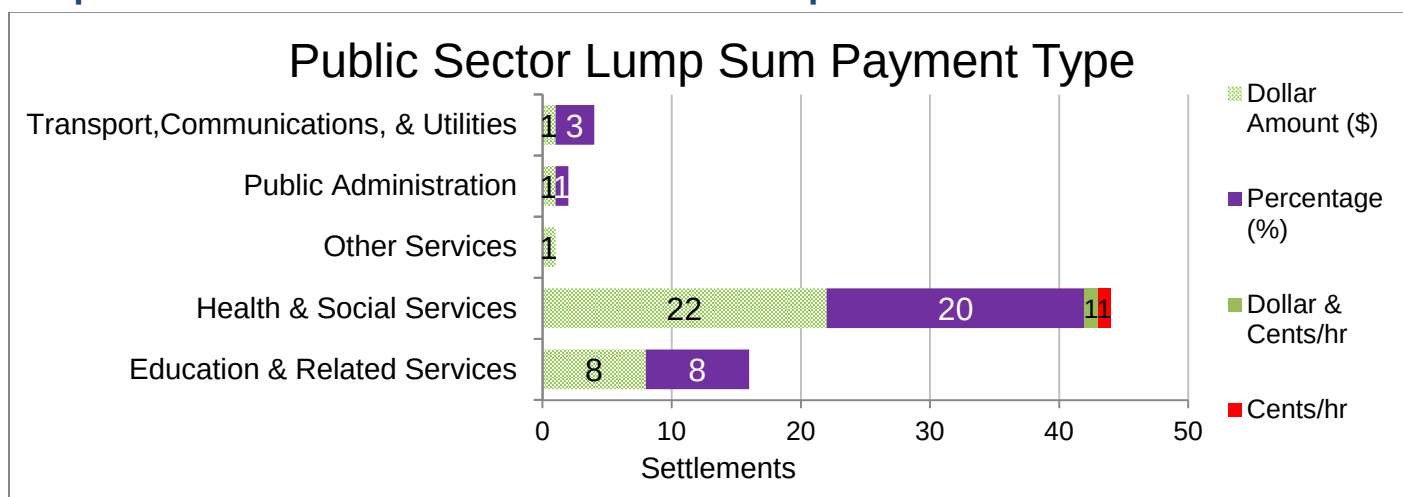
Private and Public Sector Lump Sum Payments ⁽ⁱ⁾

From January to December 2015, One hundred and three (103) settlements¹¹ were reported with lump sum information. These 103 lump sum payments covered both the private (36 settlements) and public sectors (67 settlements). These settlements were categorised and documented by sector, payment type (payment calculation method in cents, dollar and percent), group coverage, variability across employees and any additional provisions.

Graph 5: Private Sector Settlements with Lump Sums



Graph 6: Public Sector Settlements with Lump Sums



In the private sector, settlements with the largest number of employees were in trade and finance (with five (5) settlements paid in dollar amount (covering 15,648 employees) and manufacturing (16 and 4,675 employees). In the public sector the majority of employees were in education and related services (eight (8) covering 279,378 employees), public administration (one (1) covering 31,339 employees) and health and social services (22 covering 9,011 employees and 20 covering 10,469 employees).

¹¹ Including the education sector central settlements

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

In 2015, the private sector reported 35 settlements covering 33,845 employees with lump sum payments covering all wage groups in a collective agreement. Out of these, 22 applied uniformly across employees and 13 varied in payment structure (i.e., applying to a subset of employees). In the public sector, 64 settlements covering 346,402 employees covered all wage groups. Thirty-eight settlements had lump sum payments which were applied uniformly across employees and 26 varied in payment structure. Variations in language range from based on hours worked to applying to red circle employees only.

Table 18(i): Private Sector Lump Sum Payments, Wage Group Coverage and Additional Provisions

Private Sector Lump Sum Settlements by Group Coverage and Additional Provisions, January – December 2015	Settlements	Employees
All wage groups		
Uniform, Across the board	13	4,307
Uniform, Active employees	9	9,163
Variable, Based on hours worked	2	420
Variable, Based on job classification	1	239
Variable, Based on part-time/full-time status	7	17,633
Variable, Based on seniority	2	446
Variable, Red circle employees only	1	1,637
Total All wage groups	35	33,845
Selected wage groups		
Variable, Based on job classification	1	258
Total Selected Wage Groups	1	258
Total Private Sector	36	34,103

Private Sector Lump Sum Payments

Table 18(ii): Public Sector Lump Sum Payments, Wage Group Coverage and Additional Provisions

Public Sector Lump Sum Settlements by Sector, Group Coverage and Additional Provisions, January – December 2015	Settlements	Employees
All wage groups		
Uniform, Across the board	9	3,655
Uniform, Active employees	3	1,651
Uniform, Based on hours worked ¹²	26	320,435
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
Total All wage groups	64	346,402
Selected wage groups		
Uniform, Across the board	1	347
Variable, Based on job classification	1	1,700
Variable, Stipend (Lecturers only)	1	1,200
Total Selected Wage Groups	3	3,247
Total Public Sector	67	349,649

¹² All are paid as a percentage of the wage rate

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 cents per hour worked, averaging a total \$1.99 over the average life of an agreement of 51 months. 34 settlements involved lump sum payments paid in a dollar amount and \$2,511 was the average payment for the average duration of a 50-month contract. In the public sector, 33 settlements involved lump sums which were calculated in dollar amount averaging \$641. Percentage payments follow, with 32 settlements and averaging a percentage payment (as a percentage of the wage rate and based on hours worked) of 1.1% over an average duration of a 34 month contract.

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Total Cents/hr
Variable, Based on part-time/full- time status	1	258	60	\$ 3.00 ¹³
Variable, Based on seniority	1	176	42	\$ 0.50 ¹⁴
Total Variable, Cents Per Hour	2	434	51	\$ 1.99

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Total Lump Sum Dollar
Uniform, Across the board	13	4,307	47	\$ 2,161
Uniform, Active employees	9	9,163	56	\$ 3,781
Total Uniform, Dollar Amount	22	13,470	51	\$ 3,263
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	6	17,375	50	\$ 1,389
Variable, Based on seniority	1	270	48	\$ 300
Variable, Red circle employees only	1	1,637	60	\$ 9,000 ¹⁵

¹³ Sixty cents per hour paid each year of the five year agreement

¹⁴ Twenty-five cents per hour paid in two of the 3.5 years of the agreement

¹⁵ Air Canada (sales and service employees) and Unifor local 2002

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Total Lump Sum Dollar
Total Variable, Dollar Amount	12	20,199	49	\$ 2,010

Table 19 (i): Private Sector Payment Type

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Average Total Payment
Private Sector, Cents Per hour	2	434	51	\$ 1.99
Private Sector, Dollar Amount	34	33,669	50	\$ 2,511
Total Private Sector	36	34,103	50	-

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 – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Total Both Dollar & Cents/hr
Variable, Based on job classification	1	1,434	36	\$1,782 ¹⁶
Total Variable, Both Dollar and Cents Per Hour	1	1,434	36	\$1,782

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 – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Total Cents/hr
Variable, Based on job classification	1	160	24	0.58
Total Variable, Cents Per Hour	1	160	24	0.58

¹⁶ 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

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 – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Total Lump Sum Dollar
Uniform, Across the Board	11	4,402	38	\$ 613
Uniform, Active employees	2	1,251	36	\$1,517
Total Uniform Dollar Amount	13	5,653	38	\$ 813
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
Variable, Stipend (Lecturers only)	1	1,200	36	\$ 900
Total Variable Dollar Amount	20	9,755	33	\$ 542

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 – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Total Lump Sum Percentage
Uniform, Based on hours worked	26	320,435 ¹⁷	33	1.1
Total Uniform Percentage	26	320,435	33	1.1
Variable, Based on hours worked	5	12,025	41	2.9
Variable, Based on job classification	1	187	36	2.0
Total Variable Percentage	6	12,212	40	2.9

¹⁷ School boards account for 87% (279,435) of all employees and contain bargaining units of above and under 150 employees. All School Boards contain a lump sum payment of 0.5% in year two of the three-year agreement, bringing the average down to 1.1%.

Table 19 (ii): Public Sector Payment Type

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – December 2015	Settlements	Employees	Agmt. Dur. (mths)	Average Total Payment
Total Variable, Both Dollar and Cents Per Hour	1	1,434	36	\$ 1,782
Total Variable, Cents Per Hour	1	160	24	0.58
Total Dollar Amount	33	15,408	35	\$ 641
Total Percentage	32¹⁸	332,647	34	1.1
Total Public Sector	67	349,649	35	-

¹⁸ Education sector included, bringing the percentage lump sum payment down from 2.5% reported in June.

ⁱ **Lump Sum Data:**

- Some agreements= contain more than one wage group where the lump sum is recorded based on applicability to “All” or “Selected” wage groups.
- Uniform refers to a lump sum payment formulation which applies uniformly to all employees.
- Average duration of agreement is based on arithmetic mean. Average of total lump sum (dollar), percentage (%), etc. are weighed by number of employees.
- Lump sum information is recorded for agreements covering 150 or more employees (except the school boards ratified in September through December).
- 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 agreements ratified between January and December 2015.

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	63,300	Various dates
Police Services Boards	Police Association	Various	11,100	Various dates
Hospitals	ONA, OPSEU et al	Various	93,000	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various	47,000	Various dates
Universities	CUPE et al	Various	11,350	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	25,800	Various dates
Canada Post Corp. (Postal Operations, urban unit and rural route/suburban contractors)	Postmasters & Assistants, Postal Workers	Canada-wide	23,561	Various dates
Various School Boards	ETFO, CUPE, OPSEU, et al	Province-wide	7,000 ¹⁹	31-Aug-14
Ontario Government	Ont Provincial Police, OPSEU (corrections), PEGO	Province-wide	14,800	31-Dec-14
Brewers' Retail Inc	UFCW	Province-wide	6,000	31-Dec-15
Telus	Telecommunications Workers	Canada-wide	1,200	31-Dec-15
Paragon Protection Ltd	UFCW	Province-wide	2,200	19-Dec-15

¹⁹ Excludes those where local terms are bargained

Table 21: Consumer Price Index (2002=100)²⁰

Location	October 2015	November 2015	December 2015	2012	2013	2014	Year-to-date
Canada	1.0	1.4	1.6	1.5	0.9	1.9	1.1
Ontario	0.9	1.3	1.7	1.4	1.1	2.3	1.2
Toronto	1.3	1.7	2.0	1.5	1.2	2.5	1.6
Ottawa-Gatineau (Ont. part)	0.6	1.0	1.3	1.3	1.0	2.0	0.9
Thunder Bay	1.0	1.4	1.8	0.9	0.9	2.2	1.1

Data for the Months of March, June, September and December include quarterly information. The categories used in this report are now based under the North American Industry Classification System (NAICS).

Information in this report is based on settlements covering 150 or more employees a sample that represents 81% of unionized employees in Ontario, with the exception of education sector central settlement(s) in September through December 2015 (see footnote on page 5). 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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²⁰ Percentage change from previous year
Source: Statistics Canada