

Collective Bargaining Highlights

February 2016

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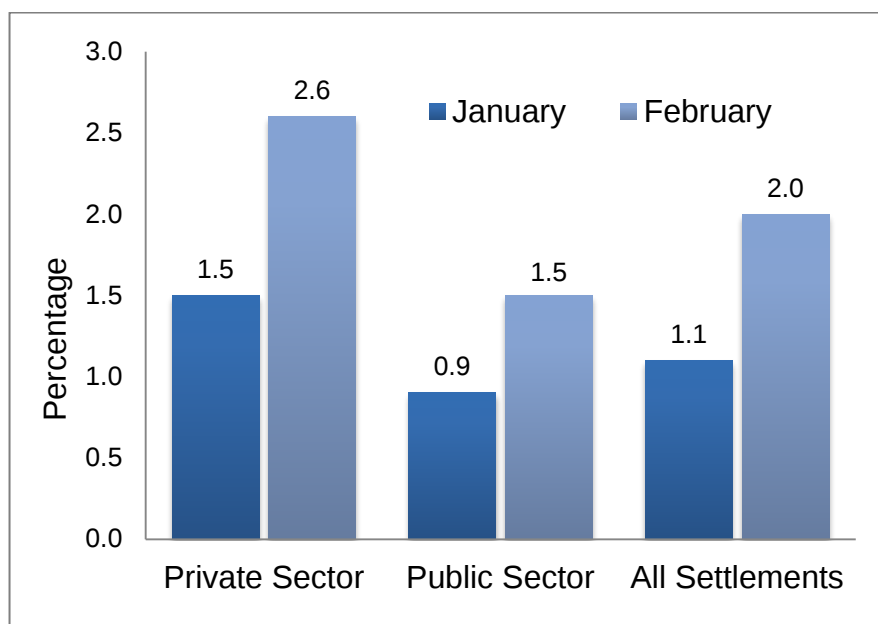
Settlements in February

In February, 28 settlements were ratified, each covering 150 or more employees. These settlements covered 17,552 employees, 54% of whom were in the public sector (9,466).

The overall average annual increase in base wage rates in February was 2.0%, an increase from 1.1% reported in January. In the public sector, 15 settlements were settled for an average annual base wage increase of 1.5%, an increase from 0.9% reported in the previous month. In the private sector, 13 settlements were settled for an average annual base wage increase of 2.6%, an increase from 1.5% reported in January.

The highest average annual base wage increase was reported in transportation, communications and utilities (three settlements), and construction (two settlements) at 2.8%. The lowest average annual base wage increase was reported in health and social services (ten settlements) at 1.1%. Public administration, covering the largest number of employees (four settlements), recorded the second lowest average annual base wage increase at 1.3%. Manufacturing (four settlements) reported average annual base wage increase of 2%.

Average Annual Base Wage Increase



Wage Settlements – February

Table 1: Average Annual Increase, Current Month

Sector	Agreements	Employees	February 2016 %
Private	13	8,086	2.6
Public	15	9,466	1.5
All Settlements	28	17,552	2.0

Table 2: Average Annual Increase, Current Three Years

Sector	2014 %	2015 %	(Jan - Feb) 2016 %
Private	1.9	1.7	2.2
Public	1.4	0.8	1.2
All Settlements	1.5	1.0	1.5

Table 3: Average Annual Increase by Industry, Current Month

Sector	Agreements	Employees	February Average Annual Increase %
Primary	-	-	-
Manufacturing	4	1,582	2.0
Construction	2	2,700	2.8
Trade and Finance	1	219	2.5
Transportation, Communications, & Utilities	3	3,847	2.8
Public Administration	4	4,802	1.3
Education & Related Services	-	-	-
Health & Social Services	10	2,264	1.1
Other Services	4	2,138	2.1
All Settlements	28	17,552	2.0

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

Sector	2014 %	2015 %	(Jan – Feb) 2016 %
Primary	2.3	1.9	-
Manufacturing	1.7	1.7	1.9
Construction	2.6	1.4	2.7
Trade and Finance	1.8	1.4	2.5
Transportation, Communications, & Utilities	1.7	1.7	2.1
Public Administration	1.7	1.2	1.5
Education & Related Services	1.3	0.6	0.6
Health & Social Services	1.3	1.5	1.3
Other Services	1.9	1.5	2.1
All Settlements	1.5	1.0	1.5

Wage Trends by Sector (2006 - February 2016)¹

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

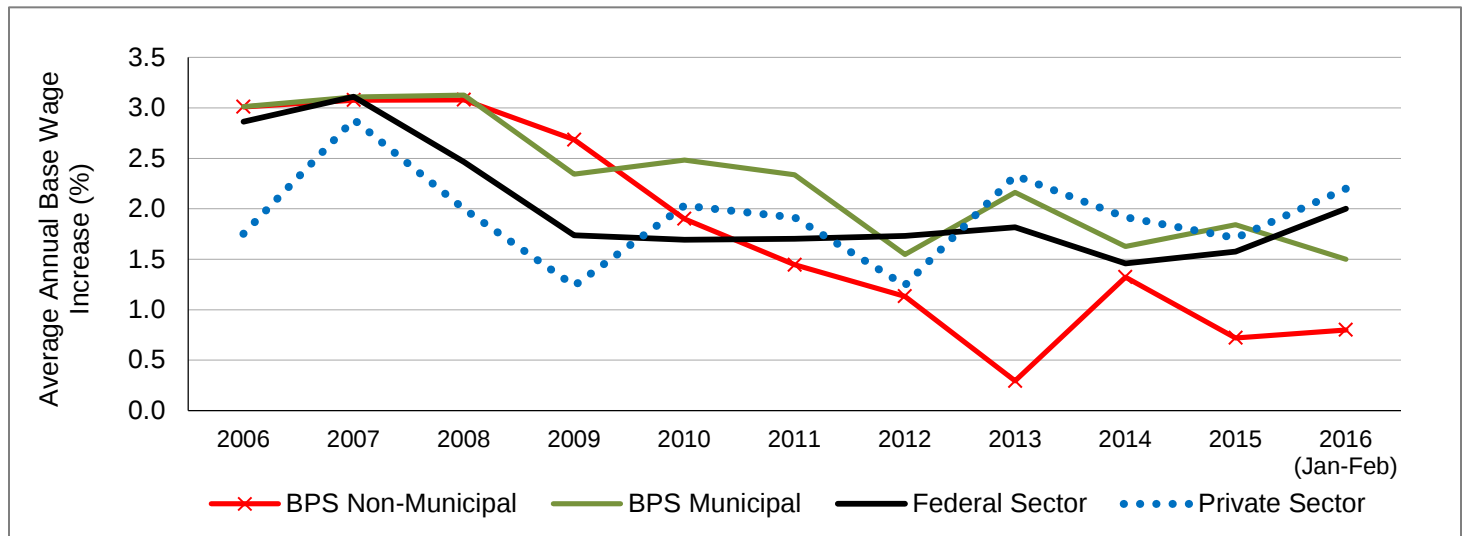


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-Feb)
Non-Municipal	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	0.7	0.8
Municipal	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.8	1.5
Federal	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	1.6	2.0
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	2.2

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 2006 to February 2016.

In February 2016, the average annual base wage increase in the BPS Non-Municipal sector was reported at 0.8% and the BPS Municipal average annual base wage increase was reported at 1.5%. The average annual base wage increases in the Federal and Private sectors was 2.0% and 2.2%.

¹ Wage Information on Wage Trends by Sector is based on settlements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario (with the exception of central settlements in education ratified third quarter 2015 and in January 2016). Wage information is based on settlements between January 1, 2006 and February 29, 2016 as of February 29, 2016. 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 2016 is for January through February 2016.

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

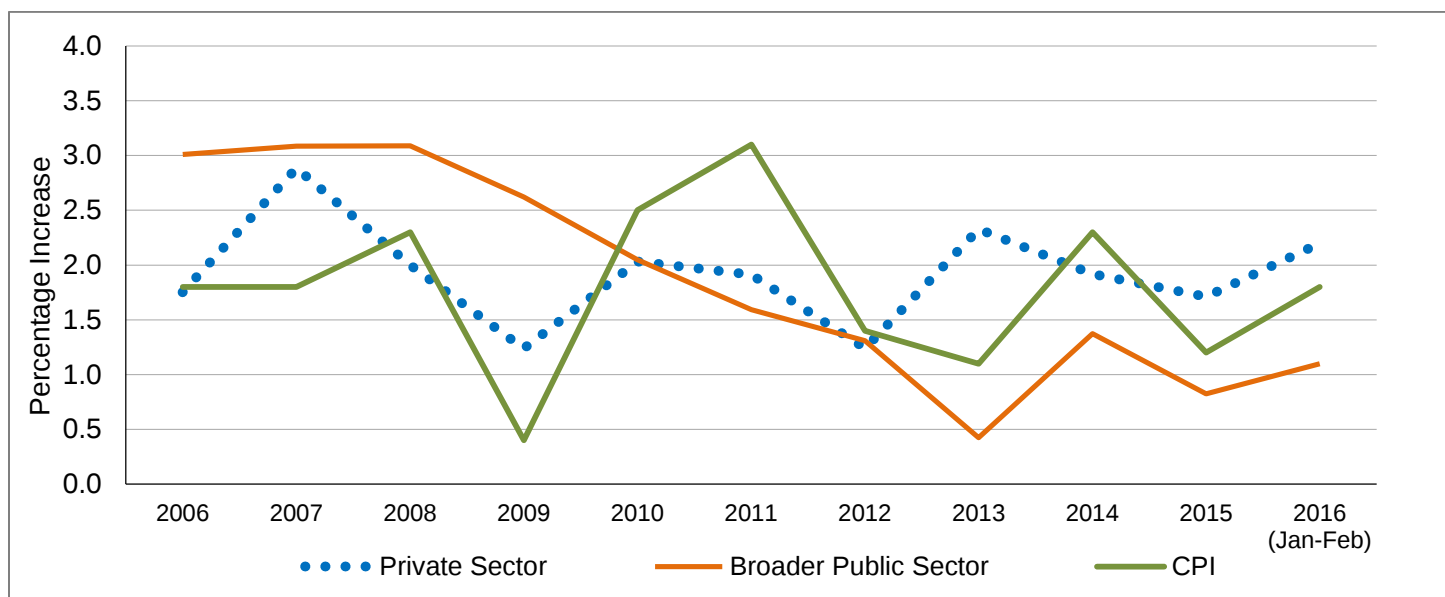


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-Feb)
BPS	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	0.8	1.1
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	2.2
CPI (2002=100)	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.2	1.8

The above graph depicts the average annual base wage increases in the Broader Public Sector, the Private sector and the Consumer Price Index for the province of Ontario from 2006 to February 2016.

In February 2016, the Broader Public sector average annual base wage increase was reported at 1.1%, and the Private sector was reported at 2.2%. The Consumer Price Index in Ontario was reported at 1.6% for the month of February (and 1.8% for the year to date), a decrease from 2.0% reported in January.

February Settlements*

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Maple Leaf Foods Inc. (Maple Leaf Consumer Foods - Poultry Division - Toronto)	Food & Commercial Workers	1.9	1.9		644	36	23-Sep-2018
General Electric Canada (Peterborough, Burlington and Stoney Creek Plants)	Unifor	2.2 ²	0.0		502	36	11-Feb-2019
Hitachi Construction Truck Manufacturing Ltd (production)	Unifor	2.0	2.0		191	36	23-Feb-2019
Ventra Group Inc. (Ventra Plastics-Windsor)	Unifor	1.4	1.8	Signing bonus:\$750	245	36	28-Feb-2019

² including COLA clause and/or COLA estimates

Construction

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Masonry Contractors' Association of Toronto Inc. (residential, ICI, renovation, repairs)	Bricklayers Ind	2.8 ³	4.4		1,350	36	30-Apr-2019
Masonry Contractors' Association of Toronto Inc. (residential)	Bricklayers Ind/Labourers	2.8 ⁴	4.5		1,350	36	30-Apr-2019

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
L S Travel Retail North America (Pearson Int'l Airport)	Teamsters	2.5 ⁵	2.2		219	36	31-Oct-2018

³ excluding adjustment for selected groups/skilled trades

⁴ excluding adjustment for selected groups/skilled trades

⁵ wage increases applicable to employees at 48 months or more and location premium included

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
City of Ottawa (transit)	Amalgamated Transit Union	2.1	2.0		2,400	48	31-Mar-2020
Cardinal Coach Lines ULC o/a First Student	Teamsters	2.0	2.0		247	24	31-Dec-2017
Logistics In Motion (warehouse/receiver)	Unifor	4.3 ⁶	3.9	Signing bonus: \$1,200 ⁷	1,200	36	09-Feb-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
Chatham-Kent Police Services Board (officers & civilians)	Police Assn (Chatham-Kent)	1.8	1.8		226	60	31-Dec-2020
Corporation of the County of Hastings	Ontario Public Service Empls	1.8	1.8	75% of negotiated wage increase to each red-circled employee ⁸	169	36	31-Dec-2018

⁶ applicable to full-time end rate

⁷ within two weeks of date of ratification to selected active full-time employees past probation

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
City of Toronto (outside)	Cdn Public Empls	1.3	1.3	Jan 1/'19: 0.25%	4,237	48	31-Dec-2019
Corporation of the Town of Oakville (outside)	Cdn Public Empls	1.5	1.5	Feb 16/'16: \$500 Feb 16/'17: \$250 Feb 16/'18: \$250	170	36	15-Feb-2019

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
London Health Sciences Centre (Victoria Campus) (office/clerical)	Cdn Office Prof Empls	0.7 ⁹	0.7	0.7% each year	400	36	31-Mar-2016
St. Joseph's at Fleming (service/RPN)	Cdn Public Empls	0.7 ¹⁰	0.0	Apr 1/'14: 1% ¹¹	211	24	31-Mar-2016

⁸ payable no later than 31st January of each subsequent year

⁹ excluding adjustment for selected groups/skilled trades

¹⁰ excluding adjustment for selected groups/skilled trades

¹¹ Percentage of wages on all hours paid, including vacation pay

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Toronto Aged Men's & Women's Homes (Belmont House)	Service Employees Intl	1.4	1.5		205	24	15-Sep-2016
1245556 Ontario Inc. (Burton Manor LTC)	Cdn Public Empls	1.3	0.7		168	36	30-Sep-2016
Durham Mental Health Services (Whitby)	Cdn Public Empls	1.1	0.0	Ratification: 2% of annual earnings (2015)	190	48	31-Mar-2019
Family & Children's Services of the Waterloo Region (social work)	Ontario Public Service Empls	1.9	0.0	Full-time: Apr 1/'15: \$1,250 ¹²	214	36	31-Mar-2018
Swiss Nursing Homes Inc. (Hillcrest Village)	Ontario Public Service Empls	1.3	3.8		255	42	31-Dec-2018
Valleyview Residence (Unit 284)	Service Employees Intl Union	1.3	1.3		156	12	15-Sep-2016
New Leaf: Living and Learning Together Inc.	Service Employees Intl Union	0.5	0.0	Full-time:\$400; part-time/relief: \$200	180	36	28-Feb-2019
Catholic Children's Aid Society of Toronto	Cdn Public Empls	1.3	1.3		285	24	31-Mar-2018

¹² for full-time employees who are active on ratification date (pro-rated for part-time employees)

Other Services¹³

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Maple Leaf Sports & Entertainment Ltd (event staff personnel)	Teamsters	2.0	2.0		1,400	60	30-Jun-2020
Inergi L P	Cdn Public Empls	2.0	2.0		176	36	30-Sep-2018
Woodbine Entertainment Group (food & beverage)	Unite Here	2.5	2.5		387	36	31-Dec-2018
Woodbine Entertainment Group (property services)	Service Employees Intl	2.3	2.3		175	36	31-Dec-2018

¹³ * Average annual wage increases for February 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)

City of Toronto and Canadian Union of Public Employees Union, Local 416 (4,237 outside employees)

a four-year renewal agreement effective January 1, 2016, expiring December 31, 2019

- wage increases of 1.25% in each of the four years (0.75% on January 1st and 0.5% on July 1st of each year) in addition to lump sum payment of 0.25% on January 1, 2019
- modifications to benefits include changes to prescription drug coverage and one pair of orthotic devices per person every 2 years
- maximum IPP (Illness or Injury Plan) coverage in a calendar year at 100% for 20 days and 75% for 110 days
- long term disability reduced from 75% of basic salary to 70%
- new article added to employment security provision regarding employment for employees with 15 years of seniority
- modifications to sick pay plan

Masonry Contractors' Association of Toronto Inc. and Labourers' International Union of North America, Local 183, Bricklayers, Masons Independent Union of Canada, Local 1, Masonry Council of Unions Toronto and Vicinity (1,350 employees)

a three-year renewal agreement, effective May 1, 2016, expiring April 30, 2019

- Wage increases (including adjustment) for Bricklayers, Forklift Drivers and Bricklayers' Assistant Classifications
 - o May 1, 2016: Bricklayers:\$1.50; Forklift Drivers: \$1.25; Bricklayers' Assistant: \$1.25
 - o January 1, 2017: Bricklayers:\$1.25; Forklift Drivers: \$1.00; Bricklayers' Assistant: \$1.00
 - o January 1, 2018: Bricklayers:\$1.25; Forklift Drivers: \$1.00; Bricklayers' Assistant: \$1.00
 - o January 1, 2019: Bricklayers:\$1.25; Forklift Drivers: \$1.00; Bricklayers' Assistant: \$1.00

Masonry Contractors' Association of Toronto Inc. and Bricklayers, Masons Independent Union of Canada, Local 1 (1,350 employees)

a three-year renewal agreement, effective May 1, 2016, expiring April 30, 2019

- Wage increases (including adjustment) for Bricklayers, Forklift Drivers and Bricklayers' Assistant Classifications
 - o May 1, 2016: Bricklayers: \$1.50; Forklift Drivers: \$1.25; Bricklayers' Assistant: \$1.25
 - o January 1, 2017: Bricklayers: \$1.25; Forklift Drivers: \$1.00; Bricklayers' Assistant: \$1.00
 - o January 1, 2018: Bricklayers: \$1.25; Forklift Drivers: \$1.00; Bricklayers' Assistant: \$1.00
 - o January 1, 2019: Bricklayers: \$1.25; Forklift Drivers: \$1.00; Bricklayers' Assistant: \$1.00

Maple Leaf Sports & Entertainment Ltd. and International Brotherhood of Teamsters, Local 847 (1,400 employees)

a five-year renewal agreement, effective July 1, 2015 to June 30, 2020

- Wage increases of 2% in each year of the agreement
- Safety shoes/boots allowance increased to a maximum of \$110 from \$80 per calendar year
- Improvements to meal and uniform allowances

Table 5: 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	55,200	Various dates
Police Services Boards	Police Association	Various	9,100	Various dates
Hospitals	ONA, OPSEU et al	Various	92,600	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various	48,100	Various dates
Universities/colleges	CUPE et al	Various	15,500	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	23,600	Various dates
Canada Post Corp. (Postal Operations, urban unit and rural route/suburban contractors)	Postmasters & Assistants, Postal Workers	Canada-wide	23,561	Various dates
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
Construction (ICI & NON-ICI)	Various unions	Province-wide	152,900	30-Apr-16

Table 6: Consumer Price Index (2002=100)¹⁴

Location	December 2015	January 2016	February 2016	2013	2014	2015	Year-to-date
Canada	1.6	2.0	1.4	0.9	1.9	1.1	1.7
Ontario	1.7	2.0	1.6	1.1	2.3	1.2	1.8
Toronto	2.0	2.1	1.7	1.2	2.5	1.6	1.9
Ottawa-Gatineau (Ont. part)	1.3	1.6	1.0	1.0	2.0	0.9	1.4
Thunder Bay	1.8	2.2	0.9	0.9	2.2	1.1	1.9

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 2007).

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 2015 and 2016. 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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¹⁴ Percentage change from previous year
 Source: Statistics Canada