

Collective Bargaining Highlights

March 2016

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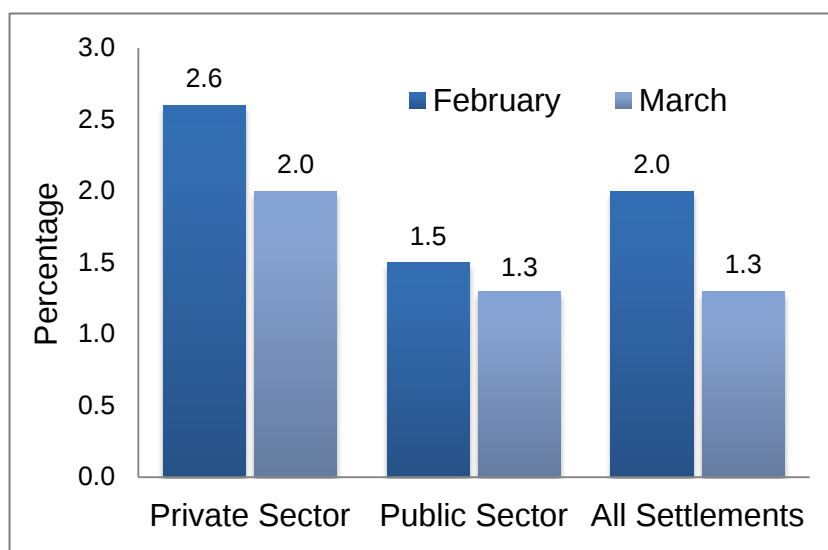
Settlements in March

In March, 17 settlements were ratified, each covering 150 or more employees. These settlements covered 28,713 employees, 94.3% of whom were in the public sector (27,080).

The overall average annual increase in base wage rates in March was 1.3%, a decrease from 2.0% reported in February. In the public sector, 12 Settlements were settled for an average annual base wage increase of 1.3%, a decrease from 1.5% in the previous month. In the private sector, five Settlements were settled for an average annual base wage increase of 2.0%, a decrease from the 2.6% reported in the previous month.

For settlements in March, the industries with the highest average annual base wage increase were in trade and finance with 2.2% (two settlements). The lowest average annual base wage increase was reported in transportation, communications and utilities with 1.0% (one settlement). Other services reported an average annual base wage increase of 1.9% (three settlements). The majority of employees were reported in public administration (three settlements and 20,770 employees) with 1.3%.

Average Annual Base Wage Increase



Wage Settlements – March

Table 1: Average Annual Increase, Current Month

Sector	Settlements	Employees	March 2016 %
Private	5	1,633	2.0
Public	12	27,080	1.3
All Settlements	17	28,713	1.3

Table 2: Average Annual Increase, Current Three Years

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

Table 3: Average Annual Increase by Industry, Current Month

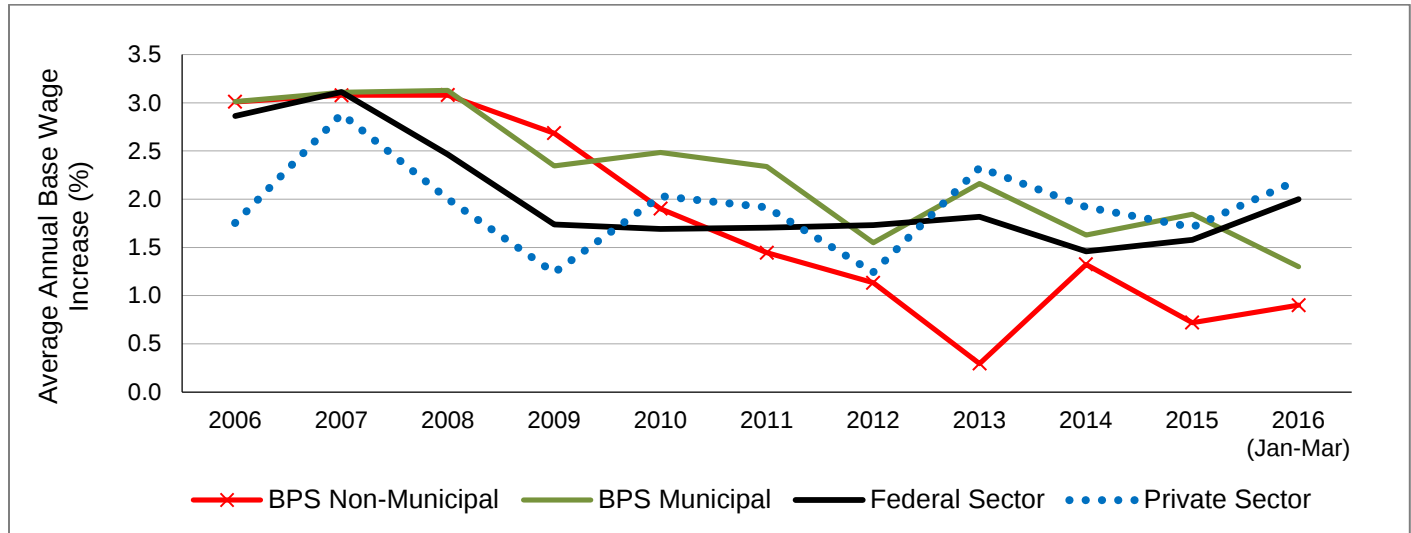
Sector	Settlements	Employees	March Average Annual Increase %
Primary	-	-	-
Manufacturing	-	-	-
Construction	-	-	-
Trade and Finance	2	512	2.2
Transportation, Communications, & Utilities	1	561	1.0
Public Administration	3	20,770	1.3
Education & Related Services	3	4,431	1.2
Health & Social Services	5	1,318	1.6
Other Services	3	1,121	1.9
All Settlements	17	28,713	1.3

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

Sector	2014 %	2015 %	(Jan - Mar) 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	2.3
Transportation, Communications, & Utilities	1.7	1.7	2.0
Public Administration	1.7	1.2	1.3
Education & Related Services	1.3	0.6	0.8
Health & Social Services	1.3	1.5	1.4
Other Services	1.9	1.5	2.0
All Settlements	1.5	1.0	1.4

Wage Trends by Sector (2005 – March 2016)¹

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



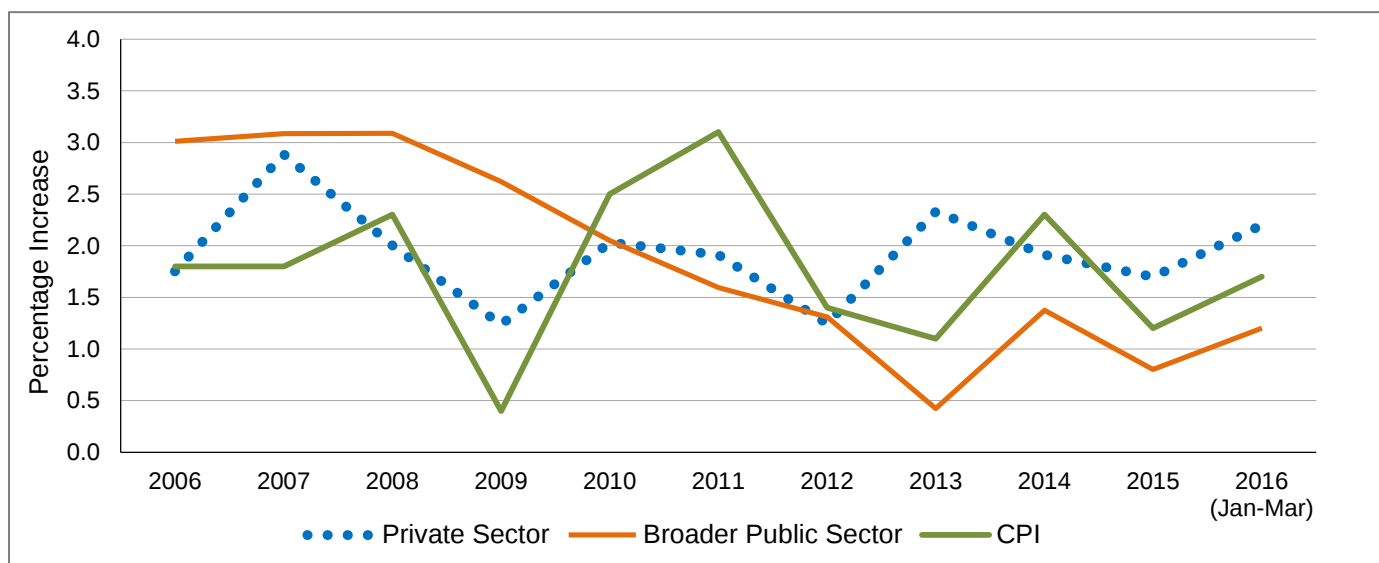
Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan –Mar)
Non-Municipal	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	0.7	0.9
Municipal	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.8	1.3
Federal	2.9	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.5	1.6	2.0
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	2.2

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 2005 to March 2016.

From January to March 2016, the average annual base wage increase for the BPS Non-Municipal sector was reported at 0.9%. The Municipal Sector was reported at 1.3%. The Federal Sector was reported at 2.0% and the Private sector average annual base wage increase was reported at 2.2%.

¹ 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), a sample that represents 81% of all unionized employees in Ontario. Wage information is based on settlements between January 1, 2005 and March 31, 2016 as of March 31, 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 the period between January and March 2016.

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

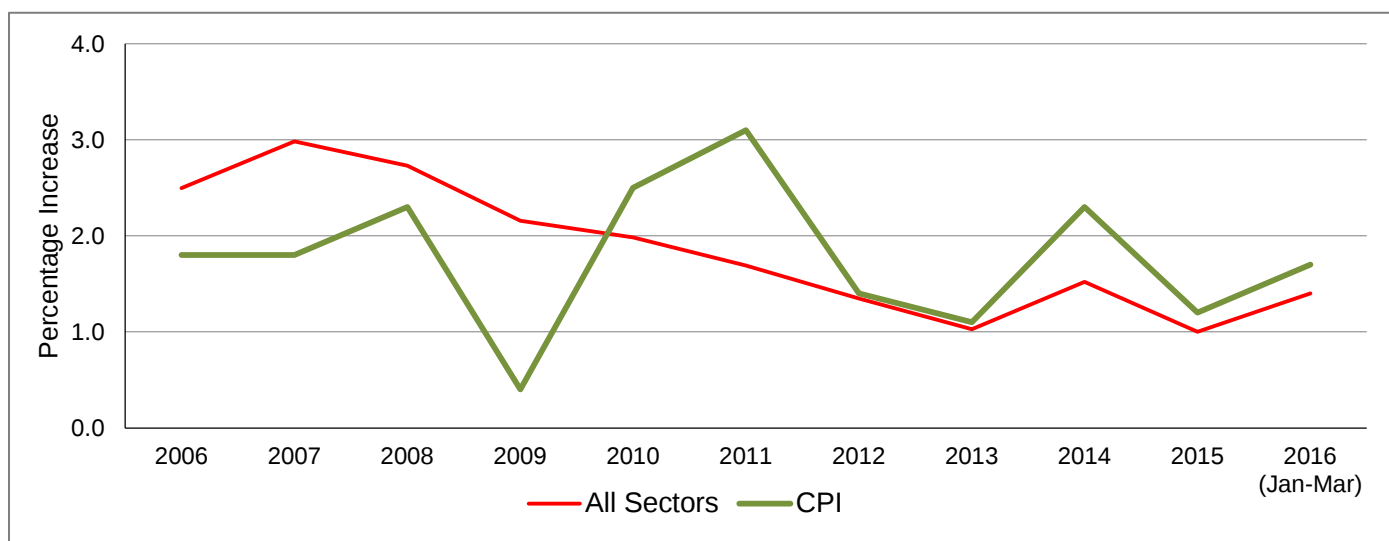


Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan – Mar)
BPS	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	0.8	1.2
Private	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	2.2
CPI (2002=100)	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.2	1.7

The above graph depicts the average annual base wage increases in the Private sector, Broader Public Sector and the Consumer Price Index for the province of Ontario from 2005 to March 2016.

From January to March 2016, the Private sector was reported at 2.2% and the Broader Public sector average annual base wage increase was reported at 1.2%. The Consumer Price Index in Ontario was reported at 1.5% for the month of March, decreased from the 1.6% reported in February and averaging 1.7% for the year.

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



Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan – Mar)
All Sectors	2.5	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.0	1.4
CPI (2002=100)	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.1	2.3	1.2	1.7

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 March 2016.

From January to March 2016, the average annual base wage increase for all sectors was 1.4%. The Consumer Price Index in Ontario has averaged at 1.7%.

March Settlements*

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
National Grocers Co Ltd. (Maplegrove Transport)	United Food & Commercial Wkrs	1.7	2.2	signing bonus: full-time: \$1,000; part-time: \$500; Aug 7/'16 full-time: \$1,000 ²	263	60	07-Mar-2021
Sysco Central Ontario, Inc. (Township of North Monaghan)	Teamsters	2.7	2.0	full-time: \$1,000; part-time: \$500	249	60	18-Mar-2021

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
Independent Electricity System Operator (IESO professional employees)	Society of Energy Prof	1.0	1.0	Jan 1/'17: 1%; Jan 1/'18: 2% ³	561	24	31-Dec-2018

² All active employees and part-time past probation

³ must contribute to the pension plan

Public Administration

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 (part-time unit B)	Cdn Union of Public Empls	1.3	1.3	Jan 1/'19: 0.25% of gross regular pay	1,300	48	31-Dec-2019
City of Toronto (recreation part-time)	Cdn Union of Public Empls	1.3	1.3	Jan 1/'19: 0.25% of gross regular pay	8,240	48	31-Dec-2019
City of Toronto (inside)	Cdn Union of Public Empls	1.3	1.3	Jan 1/'19: 0.25% of gross regular pay	11,230	48	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
University of Ontario Institute of Technology (core tenured & tenure-track faculty)	U of Ont Institute of Technology Faculty Assn	1.8	1.0		177	36	30-Jun-2018
University of Toronto (casual unit)	United Steelworkers	1.1	0.0	Ratification: \$400; Jul 1/'16: \$350	2,700	36	30-Jun-2017
York University (faculty/librarians)	York U Faculty Assn	1.3	1.5		1,554	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
Children's Aid Society of Ottawa (prof/support staff)	Ont Public Service Empls Union	2.0	2.0		378	24	31-Dec-2017
Corporation of Norfolk County (Norview Lodge) (service/office/RPN)	Service Empls Intl Union	2.0	2.0		194	48	31-Dec-2019
Corporation of The County of Northumberland (Golden Plough Lodge) (service/RPN)	Cdn Union of Public Empls	1.6	1.5		172	24	31-Dec-2017
Kenora-Rainy River Districts Child and Family Services (child welfare, community, clinical & support workers)	Cdn Union of Public Empls	0.9	1.0		265	42	31-Mar-2019
Marianhill Inc. (service/office/RPN)	Cdn Union of Public Empls	1.5	1.5		309	24	31-Aug-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
Hospitality Resorts Inc (Hilton (6361 Fallsview Blvd))	United Food & Commercial Wkrs	2.4 ⁴	2.0		279	48	30-Apr-2020
Inergi CSO (Formerly Vertex Customer Management (Canada) Ltd.) (clerical/technical)	Cdn Union of Public Empls	2.0	2.0		462	24	30-Sep-2017
Nordia (Ontario) Inc. (call centre)	United Steelworkers	1.5 ⁵	1.5		380	60	30-Nov-2020

⁴ Excluding wage adjustment of \$0.25/hr. at ratification.

⁵ Adjustments for selected groups other than skilled trades (Bell premium ranging from \$0.75 to \$3.25 an hour).

Selected Settlement Summaries⁶

City of Toronto and the Canadian Union of Public Employees, Local 79 (11,230 inside, 8,240 part-time recreation and 1,300 part-time unit B employees)

three, four-year renewal agreements, effective January 1, 2016 to 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
- new language to address WSIB overpayments
- modifications to extended health care benefits and one pair of orthotic devices per person every 2 years for eligible employees
- modifications to maximum IIP (Illness or Injury Plan) coverage in a calendar year at 100% for 20 days and 75% for 110 days for full-time employees
- long term disability reduced from 75% of basic salary to 70% for claims approved after ratification date
- amendments to the contracting out provision regarding employment for employees with 15 years of seniority

York University and the York University Faculty Association (1,554 employees)

a three-year renewal agreement, effective May 1, 2015 to April 30, 2018

- Wage increase of 1.5% in year one and two, and 1% in the last year of the agreement
- Effective May 1, 2015, increase in yearly employer contribution of retiree benefits to \$1,100,000 (from \$800,000)
- Increases in overload rates

⁶ Based on preliminary information provided to CBIS

First Quarter 2016

During the first quarter of 2016, 82⁷ settlements were ratified, each covering 150 or more Ontario-based employees. These settlements covered 64,399 employees (Table 5), 76% (49,214) of whom were in the public sector. By industry, the majority of employees were in local, municipal and regional public administration (27,408 employees), educational services (13,919), transportation and warehousing (7,697) and health care and social assistance (4,731) (Table 8). Under the School Boards Collective Bargaining Act, central terms for support staff were ratified by the Council of Trustees' Associations and the Council of Education Workers (OCEW) (6,655 support staff). A renewed collective agreement under SBCBA now requires both a centrally and locally bargained settlement.

Wage Adjustments

First quarter settlements (Table 5) provided an overall annual increase of 1.4%, an increase from the 0.7% reported in the previous quarter. In the public sector, the average annual wage increase was 1.2%, compared to 0.5% in the previous quarter. The private sector reported an average annual wage increase of 2.2%, an increase from 2.0% reported in the previous quarter. The industries with the highest average annual wage increases in the first quarter (Table 8) were in retail trade (2.5%), accommodation and food services (2.4%), wholesale trade and electrical equipment, appliance and component manufacturing (2.2%) arts, entertainment and recreation and transportation and warehousing (2.1%). Annual wage adjustments for the industries with the highest concentration of employees averaged 1.3% in local, municipal and regional public administration (27,408 employees), 0.8% in educational services (13,919), 2.1% in transportation and warehousing (7,697) and 1.4% in health care and social assistance (4,731) (Table 8).

In the first quarter of 2016, approximately 12.8% (8,219) of all employees (Table 6) received average annual wage increases ranging from 2.0% to 2.9%, compared to 70.8% (45,584) who received average annual wage increases ranging from 1.0% to 1.9%. In the private sector 62.4% (9,474) of employees received average annual wage increases ranging from 1% to 1.9%, compared to 73.4% (36,110) of public sector employees.

⁷ Under the [School Boards Collective Bargaining Act, 2014](#), nine central settlements were reached in the education sector between September 2015 and January 2016. Once local terms are also concluded, there will be a total of 464 collective agreements covering teachers and support staff represented by OECTA, OSSTF, AEFO, ETFO, CUPE, OCEW and EWAO. However, since the central settlements include wage increases that the parties negotiated, we have recorded that information individually for each bargaining unit and are reflected in Tables 5 through 14.

Of the total number of employees for whom settlements were reached during the first quarter of 2016 (Table 10), 46.4% (29,847) were covered by four-year settlements, followed by 31.6% (20,316) covered by three-year settlements. In the private sector, three-year and ten-year settlements were the most common, covering 42.4% (6,439) and 25.3% (3,850) of employees respectively. In the public sector, 28.2% (13,877) were covered by three-year settlements and 58.5% (28,768) by four-year settlements. Approximately 34.2% (995) of manufacturing employees and 49.3% (28,852) of non-manufacturing employees were covered by four-year settlements.

Negotiations

On average, private sector settlements were ratified within 3.5 months from the start of negotiations, compared to 10 months in the public sector (Table 13).

Of all settlements reached during the first quarter of 2016, 22 settlements covering 25.5% (16,422) of employees were negotiated directly by the parties, compared to 54 settlements covering 72.3% (46,542) of employees reached with the assistance of conciliation or mediation. Six (6) settlements, covering 2.2% (1,435) of employees were settled by arbitration (Table 14).

In the private sector, approximately 50.5% (7,675) of employees reached settlements through direct bargaining and 49.5% (7,510) reached settlements through the assistance of conciliation or mediation. In the public sector, 79.3% (39,032) of employees were in settlements reached through conciliation or mediation, followed by 17.8% (8,747) who reached a settlement through direct bargaining and 2.9% (1,435) settled by arbitration.

Upcoming Bargaining

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

Major expirations scheduled during the second quarter of 2016 include municipalities, developmental services, universities, the Council of Academic Hospitals of Ontario, No Frills Franchise Stores, National Steel Car Ltd. and Coca-Cola Refreshments.

Work Disruptions

From January to March 2016, four work disruptions were reported under Ontario jurisdiction, compared to 21 reported for the same period in 2015. Work disruptions in the first quarter of 2016 involved 413 employees and resulted in 8,130 person-days lost, compared to 11,462 employees and 123,820 person-days lost reported for the same period in 2015 (Table 15 and 16).

From January to March 2016, two (2) work disruptions were reported in the manufacturing sector, a decrease from four (4) reported during the same period in 2015. The non-manufacturing sector reported two (2) work disruptions as well, compared to seventeen (17) reported in 2015. During the first quarter of 2016, 0.00% 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), First Quarter 2015 to First Quarter 2016

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	24	37,083	1.4	-	-	-	24	37,083	1.4
Public	197	137,746	0.8	-	-	-	197	137,746	0.8
All Settlements	221	174,829	0.9	-	-	-	221	174,829	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	22	32,266	2.0	-	-	-	22	32,266	2.0
Public	354	223,329	0.5	-	-	-	354	223,329	0.5
All Settlements	376	255,595	0.7	-	-	-	376	255,595	0.7

First Quarter 2016

Sector	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Private	23	15,185	2.2	1	502	2.2	22	14683	2.1
Public	59	49,214	1.2	-	-	-	59	49,214	1.2
All Settlements	82	64,399	1.4	1	502	2.2	81	63,897	1.4

Table 6: Distribution of Average Annual Increases in Base Wage Rates by Sector (Private and Public), First Quarter 2016

Percentage Increase	All Settlements	All Employees	All Employees %	Private Settlements	Private Employees	Private Employees %	Public Settlements	Public Employees	Public Employees %
0.1 - 0.9 Percent	26	9,126	14.2	-	-	-	26	9,126	18.5
1.0 - 1.9 Percent	42	45,584	70.8	14	9,474	62.4	28	36,110	73.4
2.0 - 2.9 Percent	12	8,219	12.8	8	4,511	29.7	4	3,708	7.5
3.0 - 3.9 Percent	1	270	0.4	-	-	-	1	270	0.5
4.0 - 4.9 Percent	1	1,200	1.9	1	1,200	7.9	-	-	-
All Settlements	82	64,399	100.0	23	15,185	100.0	59	49,214	100.0

Table 7: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), First Quarter 2015 to First Quarter 2016

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	2,933	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	5	1,650	1.7	-	-	-	5	1,650	1.7
Non-Manufacturing	207	168,818	0.9	-	-	-	207	168,818	0.9
Construction	9	4,361	1.2	-	-	-	9	4,361	1.2
All Settlements	221	174,829	0.9	-	-	-	221	174,829	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	5	1,821	1.6	-	-	-	5	1,821	1.6
Non-Manufacturing	367	251,394	0.7	-	-	-	367	251,394	0.7
Construction	4	2,380	1.5	-	-	-	4	2,380	1.5
All Settlements	376	255,595	0.7	-	-	-	376	255,595	0.7

First Quarter 2016

Sector	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Manufacturing	7	2,909	1.9	1	502	2.2	6	2,407	1.8
Non-Manufacturing	72	58,540	1.3	-	-	-	72	58,540	1.3
Construction	3	2,950	2.7	-	-	-	3	2,950	2.7
All Settlements	82	64,399	1.4	1	502	2.2	81	63,897	1.4

Table 8: Average Annual Increases in Base Wage Rates by Industry, First Quarter 2016

Manufacturing	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Electrical Equipment, Appliance and Component Manufacturing	1	502	2.2	1	502	2.2	-	-	-
Food Manufacturing	3	1,776	1.8	-	-	-	3	1,776	1.8
Machinery Manufacturing	1	191	2.0	-	-	-	1	191	2.0
Miscellaneous Manufacturing	1	195	1.6	-	-	-	1	195	1.6
Transportation Equipment Manufacturing	1	245	1.4	-	-	-	1	245	1.4
All Manufacturing	7	2,909	1.9	1	502	2.2	6	2,407	1.8

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	1	219	2.5	-	-	-	1	219	2.5
Wholesale Trade	2	512	2.2	-	-	-	2	512	2.2
Educational Services	25	13,919	0.8	-	-	-	25	13,919	0.8
Health Care and Social Assistance	20	4,731	1.4	-	-	-	20	4,731	1.4
Arts, Entertainment and Recreation	3	1,962	2.1	-	-	-	3	1,962	2.1
Accommodation and Food Services	1	279	2.4	-	-	-	1	279	2.4
Transportation and Warehousing	4	7,697	2.1	-	-	-	4	7,697	2.1
Professional, Scientific and Technical Services	4	1,252	1.8	-	-	-	4	1,252	1.8
Local, Municipal and Regional Public Administration	11	27,408	1.3	-	-	-	11	27,408	1.3
Utilities	1	561	1.0	-	-	-	1	561	1.0
All Non-Manufacturing	72	58,540	1.3	-	-	-	72	58,540	1.3

Construction	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
Construction	3	2,950	2.7	-	-	-	3	2,950	2.7

All Industries	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
All Industries	82	64,399	1.4	1	502	2.2	81	63,897	1.4

Table 9: Average Annual Increases in Base Wage Rates, All Industries, First Quarter 2016

All Industries Total	All Settlements	All Employees	All %	COLA Settlements	COLA Employees	COLA %	No COLA Settlements	No COLA Employees	No COLA %
All Manufacturing	7	2,909	1.9	1	502	2.2	6	2,407	1.8
All Non-Manufacturing	72	58,540	1.3	-	-	-	72	58,540	1.3
All Construction	3	2,950	2.7	-	-	-	3	2,950	2.7
All Industries	82	64,399	1.4	1	502	2.2	81	63,897	1.4

Table 10: Average Annual Increases in Base Wage Rates by Duration and Sector, First Quarter 2016

Duration by Private & Public	All Settlements	All Employees	All %	Private Settlements	Private Employees	Private %	Public Settlements	Public Employees	Public %
One-year Settlements	2	426	2.5	-	-	-	2	426	2.5
Two-year Settlements	12	5,286	1.3	3	943	1.9	9	4,343	1.2
Three-year Settlements	44	20,316	1.2	11	6,439	2.8	33	13,877	0.8
Four-year Settlements	13	29,847	1.3	2	1,079	1.9	11	28,768	1.3
Five-year Settlements	10	4,674	2.0	6	2,874	1.9	4	1,800	2.0
Ten-year Settlements	1	3,850	1.4	1	3,850	1.4	-	-	-
All Settlements	82	64,399	1.3	23	15,185	2.2	59	49,214	1.2

Table 11: Average Annual Increases in Base Wage Rates by Duration (manufacturing and non-manufacturing), First Quarter 2016

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	-	-	-	2	426	2.5	-	-	-
Two-year Settlements	-	-	-	12	5,286	1.3	-	-	-
Three-year Settlements	4	1,582	1.9	38	16,034	1.0	2	2,700	2.8
Four-year Settlements	2	995	1.7	11	28,852	1.3	-	-	-
Five-year Settlements	1	332	1.9	8	4,092	2.0	1	250	1.5
Ten-year Settlements	-	-	-	1	3,850	1.4	-	-	-
All Settlements	7	2,909	1.8	72	58,540	1.3	3	2,950	2.6

Table 12: Duration of Negotiations by Sector, First Quarter 2016

Duration by Private & Public	All Settlements	All Employees	Private Settlements	Private Employees	Public Settlements	Public Employees
1-3 Months	28	15,171	17	8,602	11	6,569
4-6 Months	17	29,147	3	1,083	14	28,064
7-9 Months	6	3,932	2	1,650	4	2,282
10-12 Months	3	3,365	-	-	3	3,365
13 Months and over	28	12,784	1	3,850	27	8,934
All Settlements	82	64,399	23	15,185	59	49,214

Table 13: Average Duration of Negotiations by Sector, First Quarter 2016

Duration by Private &. Public	Average duration of negotiations (Months)
Private	3.5
Public	10.0
All Settlements	8.2

Table 14: Stage of Settlement by Sector, First Quarter 2016

Settlement Stage	All Settlements	All Employees	All Employees %	Private Settlements	Private Employees	Private Employees %	Public Settlements	Public Employees	Public Employees %
Direct Bargaining	22	16,422	25.5	6	7,675	50.5	16	8,747	17.8
Conciliation	38	14,564	22.6	8	2,514	16.6	30	12,050	24.5
Post Conciliation	1	244	0.4	-	-	-	1	244	0.5
Mediation	15	31,734	49.3	9	4,996	32.9	6	26,738	54.3
Arbitration	6	1,435	2.2	-	-	-	6	1,435	2.9
All Settlements	82	64,399	100.0	23	15,185	100.0	59	49,214	100.0

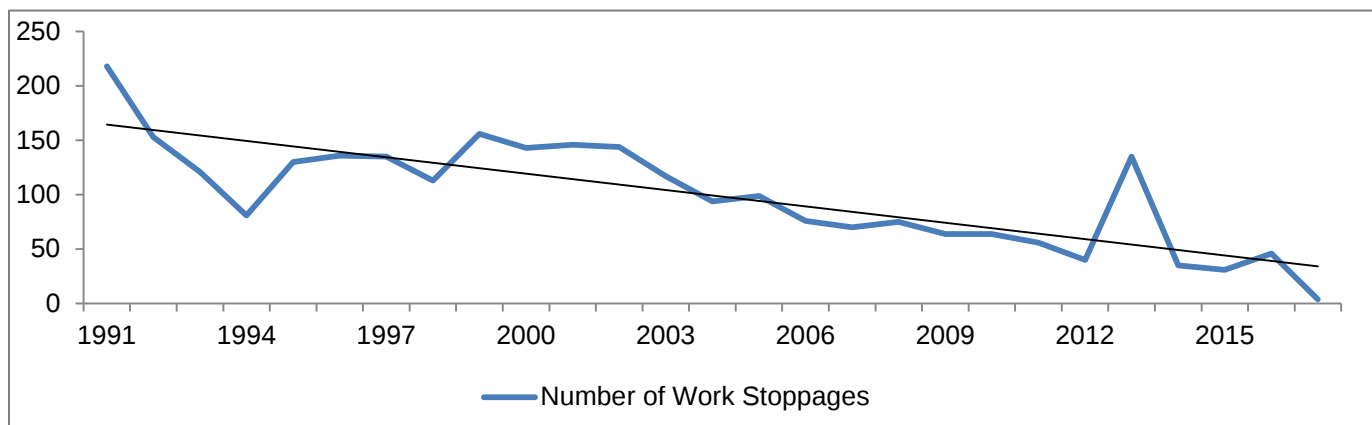
Table 15: Work Stoppages, January – March 2015 and 2016⁸

By Industry	January – March 2015	January – March 2016
Manufacturing	4	2
Non-Manufacturing	17	2
Construction	-	-
All Industries	21	4

Table 16: Person-Days Lost, January – March 2015 and 2016

By Industry	January – March 2015	January – March 2016
Manufacturing	12,130	1,900
Non-Manufacturing	111,630	6,230
Construction	-	-
All Industries	123,760	8,130

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 the first quarter 2016, there were four work stoppages covering 413 employees with 8,130 person-days lost in total.

⁸ As of March 31, 2016, two work stoppages covering a total of 144 employees were carried over to April 2016.

⁹ Numbers for March 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 – March 2016**

<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>
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	46	21,242	462	337,470	15.9	54	0.02
2016* ¹⁰ (Jan-Mar)	4	413	103	8,130	19.7	49	0.00

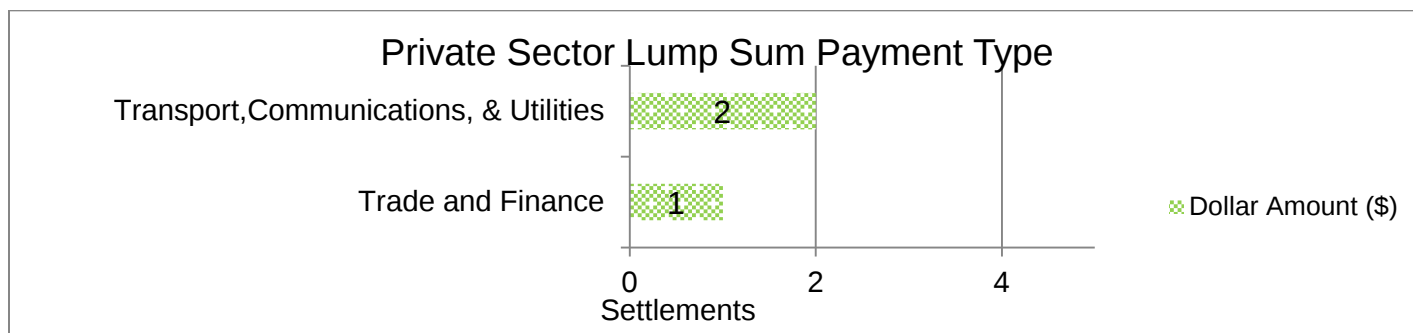
¹⁰ preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

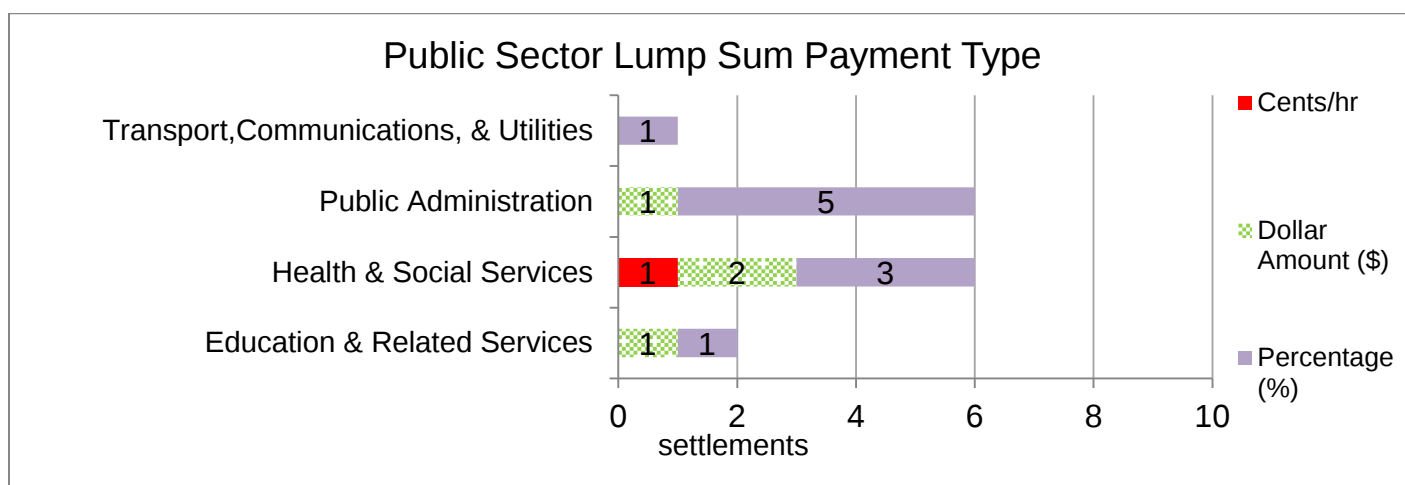
Private and Public Sector Lump Sum Payments ⁽ⁱ⁾

From January to March 2016, eighteen (18) settlements¹¹ were reported with lump sum information. These 18 settlements with lump sum payments covered both the private (three settlements) and public sectors (15 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 transportation, communications and utilities (with two (2) settlements paid in dollar amount (covering 5,050 employees) and trade and finance (one and 263 employees). In the public sector the majority of employees were in public administration (six (6) settlements covering 25,438 employees¹²), education and related services (two (2) covering 9,355 employees), health and social services (six (6) settlements and 1,403 employees) and transportation, communications and utilities (with one (1) settlement and 561 employees).

¹¹ Including the education sector central settlement between the Council of Trustees and OCEW

¹² City of Toronto, four settlements with percentage lump sum payments and 25,007 employees

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

From January to March 2016, the private sector reported two (2) settlements covering 1,463 employees with lump sum payments covering all wage groups in a collective agreement, all varied in payment structure, (based on part-time full-time status). In the public sector, fifteen (15) settlements covering 36,757 employees covered all wage groups. Eleven (11) settlements had lump sum payments which were applied uniformly across employees and four (4) 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 – March 2016	Settlements	Employees
All wage groups		
Variable, Based on part-time/full-time status	2	1,463
Total All wage groups	2	1,463
Selected wage groups		
Variable, Based on part-time/full-time status	1	3,850
Total Selected Wage Groups	1	3,850
Total Private Sector	3	10,103

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 – March 2016	Settlements	Employees
All wage groups		
Uniform, Across the board	2	2,908
Uniform, Active employees	1	561
Uniform, Based on hours worked	8	32,463
Variable, Based on job classification	1	262
Variable, Based on part-time/full-time status	2	394
Variable, Red circle employees only	1	169
Total All wage groups	15	36,757
Total Public Sector	15	36,757

Lump Sum Payments by Payment Type, Variability and Additional Provisions

In the private sector, three (3) settlements involved lump sum payments paid in a dollar amount and \$10,103 was the average payment for the average duration of a 72-month contract. In the public sector, one settlement was calculated as cents per hour worked. The majority of payments were percentage payments, ten (10) settlements and a payment (as a percentage of the wage rate) of 0.5%¹³. Three (3) settlements involved lump sums which were calculated in dollar amount averaging \$756.

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – March 2016	Settlements	Employees	Agmt. Dur. (mths)	Total Lump Sum Dollar
Variable, Based on part-time/full-time status	3	5,313	72	\$10,103 ¹⁴
Total Variable, Dollar Amount	3	5,313	72	\$10,103

Table 19 (i): Private Sector Payment Type

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – March 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Total Payment
Private Sector, Dollar Amount	3	5,313	72	\$10,103
Total Private Sector	3	5,313	72	\$10,103

¹³ This percentage calculated as a percentage of the wage rate and based on hours worked over 19 months (average)

¹⁴ Including Air Canada settlement in January covering 3,850 employees with total lump sum of \$13,500 for a ten year term agreement

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – March 2016	Settlements	Employees	Agmt. Dur. (mths)	Total Cents/hr
Uniform, Across the board	1	208	36	0.15 ¹⁵
Total Uniform, Cents per Hour	1	208	36	0.15

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – March 2016	Settlements	Employees	Agmt. Dur. (mths)	Total Lump Sum Dollar
Uniform, Across the Board	1	2,700	36	\$ 750
Total Uniform Dollar Amount	1	2,700	37	\$ 751
Variable, Based on job classification	1	262	48	\$ 596
Variable, Based on part-time/full-time status	2	394	36	\$ 862
Total Variable Dollar Amount	3	656	40	\$ 756

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – March 2016	Settlements	Employees	Agmt. Dur. (mths)	Total Lump Sum Percentage
Uniform, Active employees	1	561	24	3.0
Uniform, Based on hours worked	8	32,463	42	0.4¹⁶
Total Uniform Percentage	9	33,024	40	0.5
Variable, Red circle employees only	1	169	36	1.8
Total Variable Percentage	1	169	36	1.8

¹⁵ Sienna Senior Living, 15 cents per hour for the period worked between October 15, 2014 and December 31, 2014

¹⁶ Percentage payout based on average of 16 months worked as the payout calculation

Table 19 (ii): Public Sector Payment Type

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, January – March 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Total Payment
Public Sector, Cents Per Hour	1	208	36	0.15
Public Sector, Total Dollar Amount	4	3,356	39	\$ 751
Public Sector, Total Percentage	10¹⁷	33,193	40	0.5
Total Public Sector	15	36,757	39	-

¹⁷ Education sector central settlement included.

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 and not necessarily the actual dollar amount of the payout.
- 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 and OCEW ratified in January 2016).
- 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 ratified between January and March 2016.

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	35,600	Various dates
Police Services Boards	Police Association	Various locations	9,100	Various dates
Hospitals	ONA, OPSEU et al	Various locations	97,800	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various locations	53,700	Various dates
Universities/colleges	CUPE et al	Various locations	12,800	Various dates
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	24,700	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	140,400	30-Apr-16
No Frills Franchise Stores	UFCW	Province-wide	10,990	30-Jun-16
National Steel Car Ltd	USW	Hamilton, C	1,724	23-Jun-16

Table 21: Consumer Price Index (2002=100)¹⁸

Location	January 2016	February 2016	March 2016	2013	2014	2015	Year-to-date
Canada	2.0	1.4	1.3	0.9	1.9	1.1	1.5
Ontario	2.0	1.6	1.5	1.1	2.3	1.2	1.7
Toronto	2.1	1.7	1.9	1.2	2.5	1.6	1.9
Ottawa-Gatineau (Ont. part)	1.6	1.0	1.0	1.0	2.0	0.9	1.2
Thunder Bay	2.2	0.9	1.5	0.9	2.2	1.1	1.8

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 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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¹⁸ Percentage change from previous year
Source: Statistics Canada