

Collective Bargaining Highlights

May 2016

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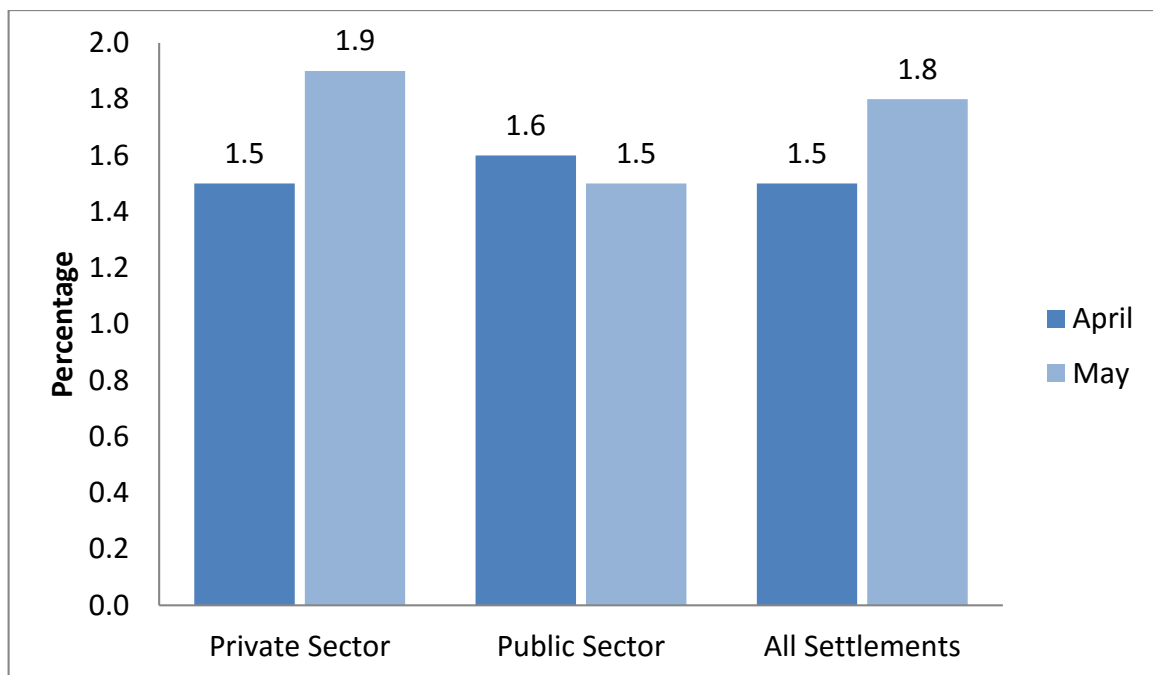
Settlements in May

In May, 23 settlements were ratified, each covering 150 or more employees. These settlements covered 39,655 employees, 67.9% of whom were in the private sector (26,910).

The overall average annual increase in base wage rates in May was 1.8%, an increase from 1.5% reported in April. In the public sector, 12 settlements were settled for an average annual base wage increase of 1.5%, a decrease from the previous month. In the private sector, 11 settlements were settled for an average annual base wage increase of 1.9%, an increase from 1.6% reported in April.

The highest average annual base wage increase was reported at 2.2% in construction (10 agreements covering 20,910 employees). Education (one settlement) reported an average annual wage increase of 1.7%.

Average Annual Base Wage Increase



Wage Settlements – May

Table 1: Average Annual Increase¹, Current Month

Sector	Agreements	Employees	May 2016 %
Private	11	26,910	1.9
Public	12	12,745	1.5
All Settlements	23	39,655	1.8

Table 2: Average Annual Increase, Current Three Years

Sector	2014 %	2015 %	(Jan – May) 2016 %
Private	1.9	1.7	1.8
Public	1.4	0.8	1.3
All Settlements	1.5	1.0	1.6

Table 3: Average Annual Increase by Industry, Current Month

Sector	Agreements	Employees	May Average Annual Increase %
Primary	-	-	-
Manufacturing	-	-	-
Construction	10	20,910	2.2
Trade and Finance	1	6,000	1.2
Transportation, Communications & Utilities	2	3,035	1.4
Public Administration	3	6,228	1.5
Education & Related Services	1	1,311	1.7
Health & Social Services	6	2,171	1.3
Other Services	-	-	-
All Settlements	23	39,655	1.8

¹ Average annual increase are weighted averages and rounded to one decimal place

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

Sector	2014 %	2015 %	(Jan – May) 2016 %
Primary	2.3	1.9	-
Manufacturing	1.7	1.7	1.9
Construction	2.6	1.4	1.8
Trade and Finance	1.8	1.4	1.4
Transportation, Communications, & Utilities	1.7	1.7	1.9
Public Administration	1.7	1.2	1.4
Education & Related Services	1.3	0.6	0.9
Health & Social Services	1.3	1.5	1.3
Other Services	1.9	1.5	1.9
All Settlements	1.5	1.0	1.6

Wage Trends by Sector (2006 - May 2016)²

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

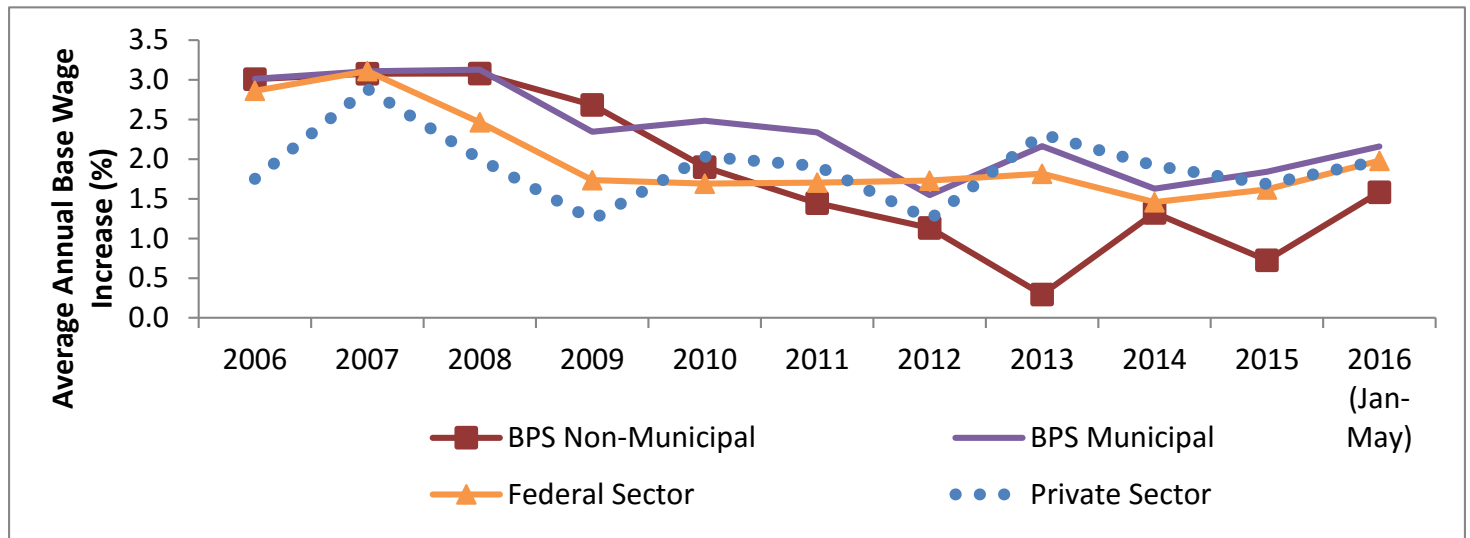


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-May)
Non-Municipal	3.0	3.1	3.1	2.7	1.9	1.4	1.1	0.3	1.3	0.7	1.1
Municipal	3.0	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.8	1.4
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	1.8

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 May 2016.

From January to May 2016, the average annual base wage increase in the BPS Non-Municipal sector was reported at 1.1% and the BPS Municipal average annual base wage increase was reported at 1.4%. The average annual base wage increases in the Federal sector was 2.0% and Private sector was reported at 1.8%.

² 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. Wage information is based on settlements between January 1, 2006 and May 31, 2016 as of May 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 May 2016.

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

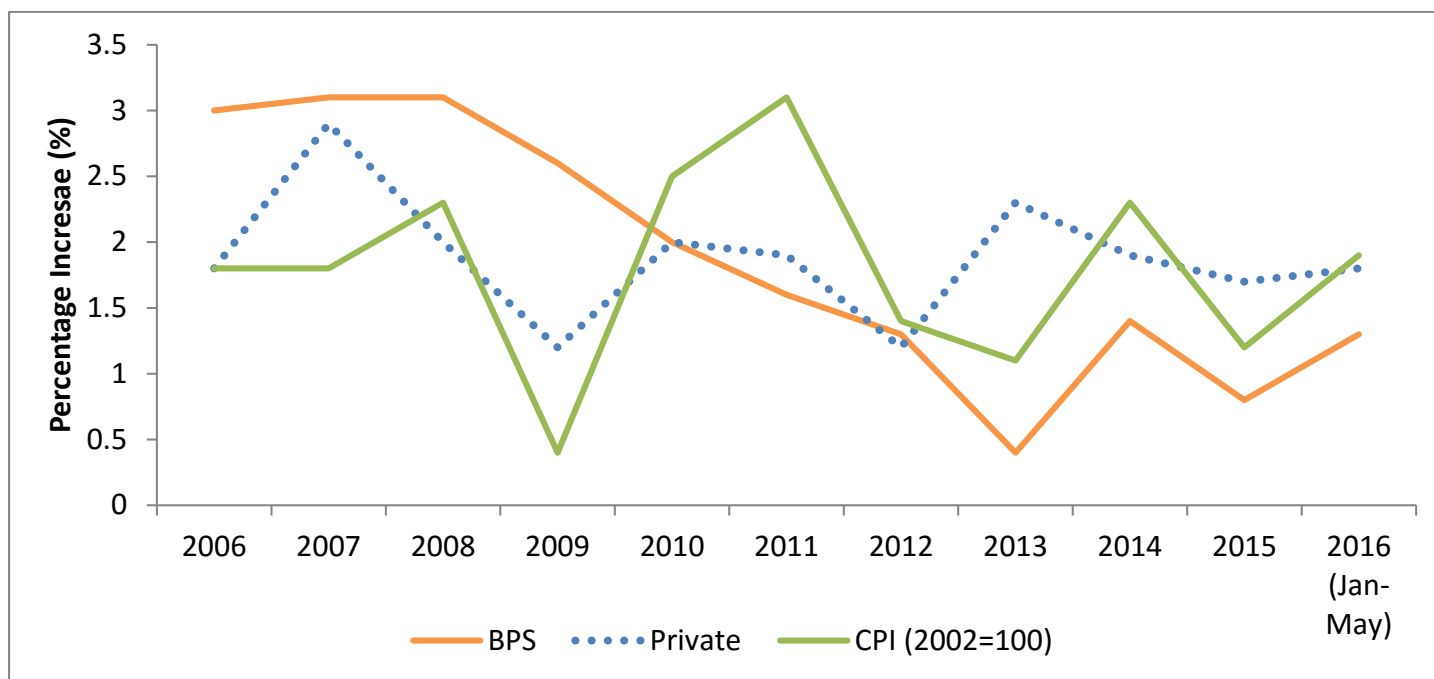


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

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

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 2005 to May 2016.

From January to May 2016, the Broader Public sector average annual base wage increase was reported at 1.3%, and the Private sector was reported at 1.8%. The Consumer Price Index in Ontario was reported at 1.9% for the month of May, a decrease from 2.1% reported in April and averaging 1.8% for the year.

May Settlements³

Construction⁴

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ⁵	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Greater Toronto Sewer and Watermain Contractors Association (Heavy Equipment Operators)	Intl Operating Engineers	3.2	3.3		1,460	36	30-Apr-2019
Greater Toronto Sewer and Watermain Contractors Association (Sewer and Watermain)	Council Of Trade Unions (Teamsters, Labourers)	2.5	2.2		2,000	36	30-Apr-2019
Heavy Construction Association of Toronto (Heavy Engineering)	Labourers	2.6	2.8		2,000	36	30-Apr-2019
Independent Plumbing & Heating Contractors Assn (Low-Rise Residential)	Plumbers & Pipefitters	2.3	3.3		670	36	30-Apr-2019
Ontario Sheet Metal Contractors Assn (ICI)	Sheet Metal Wkrs Intl Assn	1.7 ⁶	1.6		5,000	36	30-Apr-2019
Rodmen Employer Bargaining Agency (ICI)	Ironworkers	1.8	1.8		2,000	36	30-Apr-2019

³ Average annual wage increases for May settlements exclude lump sum/bonus payments.

⁴ Average Annual Wage Increase is expressed as an increase in total wage package for the Construction sector only. A total wage package in an overall dollar amount increase that can be used for wages, welfare, pension, vacation, etc.

⁵ 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.

⁶ Adjustments For Selected Groups Other Than Skilled Trades

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ⁵	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
The Association of Millwrighting Contractors of Ontario Inc. (ICI)	Carpenters	1.3	1.4		2,300	36	30-Apr-2019
The Residential Low Rise Forming Contractors' Association of Metropolitan Toronto and Vicinity (Residential Low Rise)	Labourers	2.4	2.0		1,000	36	30-Apr-2019
Toronto and Area Road Builders Association (Roads)	Intl Operating Engineers	2.4	2.7		1,450	36	30-Apr-2019
Toronto and Area Road Builders Assn (Roads)	Council Of Trade Unions (Teamsters, Labourers)	2.5	2.5		3,030	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
Brewers Retail Inc. (Operating as the Beer Store) (Distribution/Retail)	United Food & Commercial Wkrs	1.2	1.8	2017: \$1,875 ⁷ 2018: \$1,875 2019: \$1,875 2020: \$1,875	6,000	60	31-Dec-2020

⁷ Only for 100/200 series employees

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
Corporation of the City of Brampton (Transit)	Amalg Transit Union	2.0	2.0		785	48	30-Jun-2019
Toronto Public Library Board (Toronto)	Cdn Union Of Public Empls	1.3	1.3	1 Jan/'19: 0.25%	2,250	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 Kawartha Lakes (Inside)	Cdn Union Of Public Empls	1.5	1.5		249	48	31-Dec-2019
Corporation of the City of Kawartha Lakes (Outside)	Cdn Union Of Public Empls	1.5	1.5		117	48	31-Dec-2019
The Crown in Right of Ontario Represented By Management Board of Cabinet (Correctional Unit)	Ont Public Service Empls Union	1.5 ⁸	0.0	1 Jan/'16: 1.4%	5,802	36	31-Dec-2017

⁸ Adjustments For Selected Groups Other Than Skilled Trades

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 Ottawa (Academic Staff/Librarians)	U of Ottawa Professors Assn	1.7	1.7		1,311	24	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
Bellwoods Centres for Community Living Inc	Service Empls Intl Union	0.8	0.8		150	24	31-Mar-2016
City of Hamilton	Cdn Union Of Public Empls	1.8	1.9		725	72	31-Mar-2019
Cochrane Temiskaming Resource Centre	Ont Public Service Empls Union	0.9 ⁹	0.0		175	48	31-Mar-2019
Heritage Green Nursing Home	Service Empls Intl Union	1.4	1.5		191	24	30-Apr-2016
Perley Rideau Veterans Health Centre	Cdn Union Of Public Empls	0.7 ¹⁰	0.7	28 Sept/'14: 0.7% 28 Sept/'15: 0.7% 28 Sept/'16: 0.7% 28 Sept/'17: 0.7%	655	48	28-Sep-2017

⁹ Adjustments For Selected Groups Other Than Skilled Trades

¹⁰ Adjustments For Selected Groups Other Than Skilled Trades

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Windsor-Essex Children's Aid Society	Cdn Union Of Public Empls	1.8	1.8		275	36	31-Mar-2018

Selected Settlement Summaries

(Key monetary items based on available information)

The Association of Millwrighting Contractors of Ontario Inc. (ICI) and Millwright Regional Council of Ontario, United Brotherhood of Carpenters and Joiners of America, various locals (2,300 employees)

A three-year renewal agreement, effective May 1, 2016 to April 30, 2019

- wage increases of \$0.75 in each year of the agreement, representing a total wage package increase of \$2.25 over the term of the agreement
- Commuting, Travel and Board allowances: increase of 1% to all travel zones effective May 29, 2016 to April 30, 2019

Rodmen Employer Bargaining Agency (ICI) and International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, various locals (2,000 employees)

A three-year renewal agreement, effective May 1, 2016 to April 30, 2019

- wage increases of \$0.94 in the first year of the agreement, \$0.95 in the second, and \$0.97 in the third, representing a total wage package increase of \$2.86 over the term of the agreement
- Increases to personal vehicle, board and travel allowances

Ontario Sheet Metal Contractors Assn (ICI) and Sheet Metal Workers' International Association, various locals (5,000 employees)

A three-year renewal agreement, effective May 1, 2016 to April 30, 2019

- wage increases of \$0.80 in the first year of the agreement, \$0.85 in the second, and \$1.00 in the third, representing a total wage package increase of \$2.65 over the term of the agreement

Toronto and Area Road Builders Assn and A Council of Trade Unions Acting as the Representative and Agent Of Teamsters' Union, Local 230 and Labourers' International Union of North America, Local 183 (3,030 employees)

A three-year renewal agreement, effective May 1, 2016 to April 30, 2019

- total wage package increases ranging from \$2.40 to \$3.85 over the term of the agreement
- increases to shift premiums and out-of-town allowances

The Crown in Right of Ontario Represented by Management Board of Cabinet and Ontario Public Service Employees Union (Correctional Services Bargaining Unit) (5,800 employees)

A two-year renewal agreement, effective January 1, 2015 to December 31, 2017

- progression through the ranks grid freeze for 2016 and 2017
- January 1, 2016 – 1.4% lump sum payment of earned base salary less statutory deductions
- January 1, 2017 – 1.4% increase in addition to a 3% special wage adjustment for correctional staff and 2% for probation staff

Table 5: Major Negotiations Underway

Employer	Union	Location	Employees ¹¹ (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	104,020	Various dates
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	33,100	Various dates
Police Services Boards	Police Association	Various	9,783	Various dates
Hospitals	OPSEU et al	Various	96,420	Various dates
Long Term Care Homes	ONA, OPSEU et al	Various	52,250	Various dates
Universities	CUPE et al	Various	24,240	Various dates
Developmental Services (CAS, Community Living/services)	CUPE, OPSEU et al	Various locations	24,550	Various dates
Canada Post Corp. (Postal Operations, urban unit and rural route/suburban contractors)	Postmasters & Assistants, Postal Workers	Canada-wide	24,480	Various dates
Construction (ICI & Non-ICI)	Various unions	Province-wide	98,200	30-Apr-16
No Frills Franchise Stores	UFCW	Province-wide	10,990	30-Jun-16
Fortinos Supermarket Ltd	UFCW	Province-wide	4,900	01-Jul-16
Essar Steel Algoma IncLtd	USW	Sault Ste. Marie	2,270	31-Jul-16
National Steel Car Ltd	USW	Hamilton	1,720	23-Jun-16

¹¹ Approximate number of employees rounded to the nearest 10

Table 6: Consumer Price Index (2002=100)^{12,13}

Location	March 2016	April 2016	May 2016	2013	2014	2015	Year-to-date
Canada	1.3	1.7	1.5	0.9	1.9	1.1	1.6
Ontario	1.5	2.1	1.9	1.1	2.3	1.2	1.8
Toronto	1.9	2.3	2.1	1.2	2.5	1.6	2.0
Ottawa-Gatineau (Ont. part)	1.0	1.7	1.4	1.0	2.0	0.9	1.4
Thunder Bay	1.5	2.2	1.9	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 2012).

Information in this report is based on Settlements covering 150 or more employees (with the exception of central settlement(s) in the education sector in 2015 and 2016), a sample that represents 81% of unionized employees in Ontario. Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data for the current month are preliminary. All percentage wage data are calculated on the base rate, weighted by the number of employees, and include cost-of-living adjustments (COLA) where applicable, calculated at projected rates of inflation. The increases do not necessarily reflect the average increase for each member of the bargaining unit. All numbers are rounded to one decimal point and as a result, there may be discrepancies between this report and the actual collective agreement.

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¹² Percentage change from previous year

¹³ Source: Statistics Canada