

Collective Bargaining Highlights

June 2016

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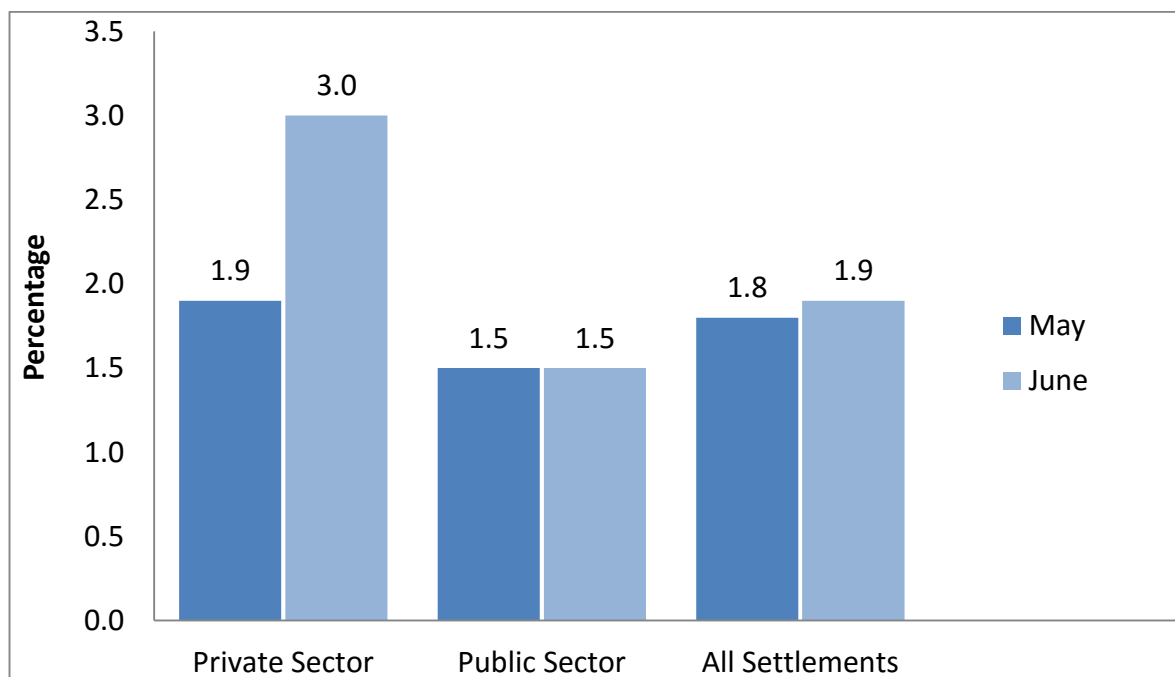
Settlements in June

In June, 61 settlements were ratified, each covering 150 or more employees. These settlements covered 35,928 employees, 68.9% of whom were in the public sector (24,760).

The overall average annual increase in base wage rates in June was 1.9%, an increase from 1.8% reported in May. In the public sector, 49 settlements were settled for an average annual base wage increase of 1.5%, unchanged from the previous month. In the private sector, 12 settlements were settled for an average annual base wage increase of 3.0%, an increase from the 1.9% reported in May.

The highest average annual base wage increase was reported in construction (7 settlements) at 3.4%. Health and social services (32 settlements), covering the largest number of employees, reported the lowest average annual wage increase at 1.2%. Public administration (10 settlements) reported an average annual wage increase of 1.8%.

Average Annual Base Wage Increase



Wage Settlements – June

Table 1: Average Annual Increase, Current Month

Sector	Settlements	Employees	June 2016 %
Private	12	11,168	3.0
Public	49	24,760	1.5
All Settlements	61	35,928	1.9

Table 2: Average Annual Increase, Current Three Years

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

Table 3: Average Annual Increase by Industry, Current Month

Sector	Settlements	Employees	June Average Annual Increase %
Primary	-	-	-
Manufacturing	3	2,468	1.9
Construction	7	8,255	3.4
Trade and Finance	-	-	-
Transportation, Communications, & Utilities	2	499	2.3
Public Administration	10	7,823	1.8
Education & Related Services	2	2,607	1.3
Health & Social Services	32	11,403	1.2
Other Services	5	2,873	1.6
All Settlements	61	35,928	1.9

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

Sector	2014 %	2015 %	(Jan - Jun) 2016 %
Primary	2.3	1.9	-
Manufacturing	1.7	1.7	1.8
Construction	2.6	1.4	2.0
Trade and Finance	1.8	1.4	1.4
Transportation, Communications, & Utilities	1.7	1.7	1.9
Public Administration	1.7	1.2	1.5
Education & Related Services	1.3	0.6	0.9
Health & Social Services	1.3	1.5	1.3
Other Services	1.9	1.5	1.8
All Settlements	1.5	1.0	1.7

Wage Trends by Sector (2006 - June 2016)¹

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

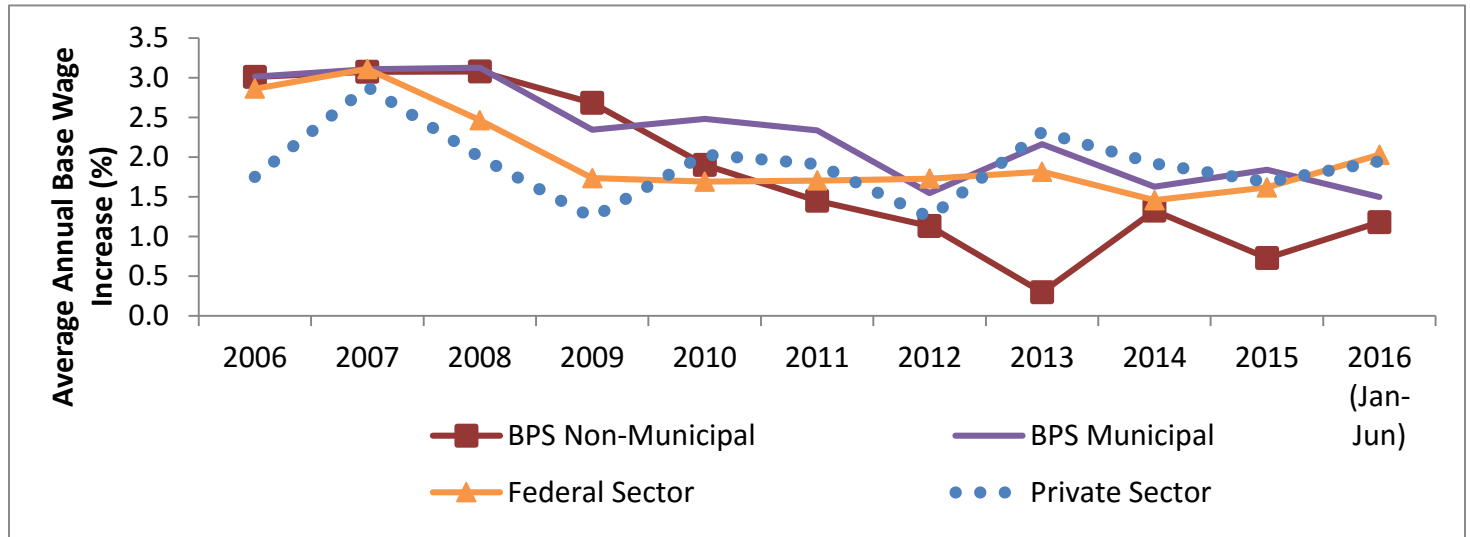


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-Jun)
Non-Municipal	3.0	3.1	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.2
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	1.9

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 June 2016.

From January to June 2016, the average annual base wage increase in the BPS Non-Municipal sector was reported at 1.2% and the BPS Municipal average annual base wage increase was reported at 1.5%. The average annual base wage increases in the Federal sector was 2.0% and Private sector was reported at 1.9%.

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. Wage information is based on settlements between January 1, 2006 and June 30, 2016 as of June 30, 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 June 2016.

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

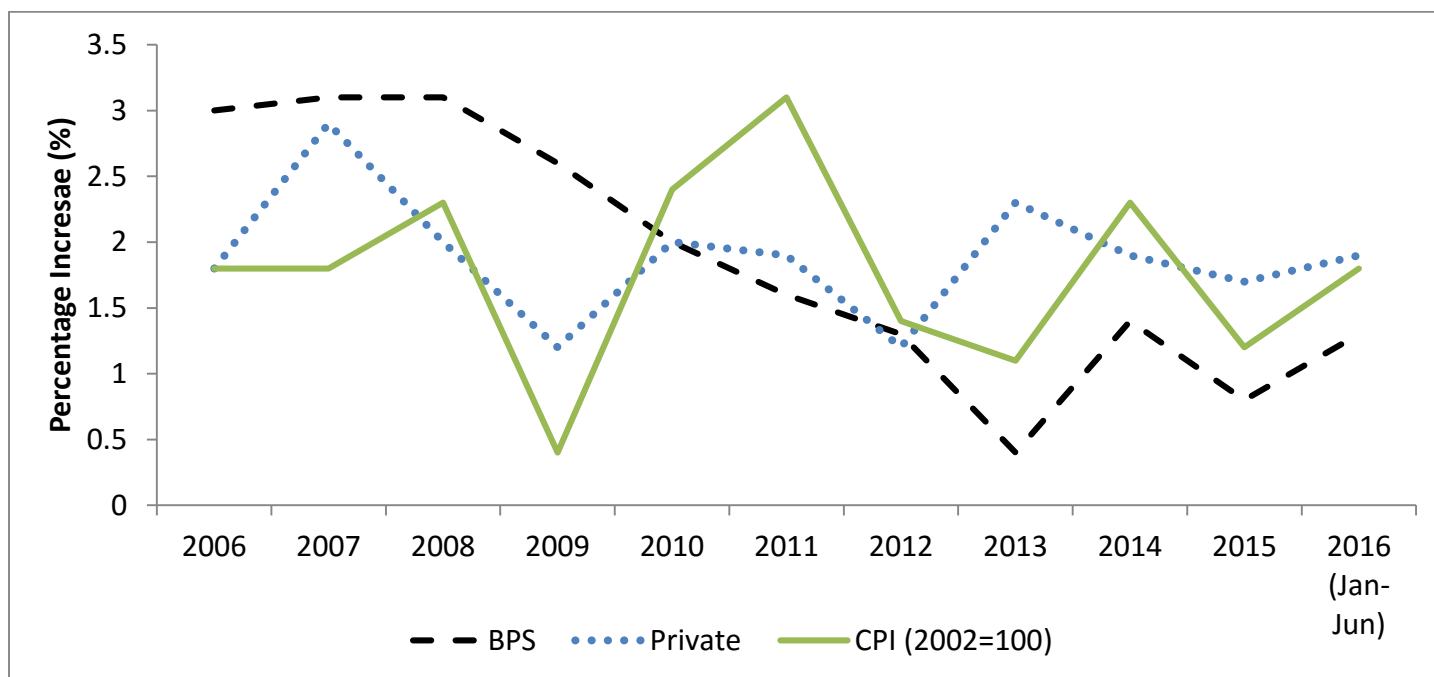


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-Jun)
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	1.9
CPI (2002=100)	1.8	1.8	2.3	0.4	2.4	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 2005 to June 2016.

From January to June 2016, the Broader Public sector average annual base wage increase was reported at 1.3%, and the Private sector was reported at 1.9%. The Consumer Price Index in Ontario was reported at 1.7% for the month of June, a decrease from 1.9% reported in May and averaging 1.8% for the year.

June Settlements²

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
National Steel Car Ltd (Hamilton Plant)	United Steelworkers	1.8 ³	1.5		2,015	48	23-Jun-2020
Ridgewood Industries (Cornwall)	United Food & Commercial Wkrs	2.3	2.5		283	48	31-Mar-2020
Trench Ltd (Instrument Transformer Div)	Unifor	1.6	1.2		170	36	31-Mar-2019

Construction

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Canadian Automatic Sprinkler Assn (ICI)	Plumbers & Pipefitters	2.1	2.1		1,600	36	30-Apr-2019
Greater Toronto Electrical Contractors Association (Residential Low Rise)	Intl Brotherhood of Electrical Wkrs	2.5	2.5		735	36	30-Apr-2019

² Average annual wage increases for June settlements exclude lump sum/bonus payments

³ Excluding skilled trade adjustments

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Interior Systems Contractors Association of Ontario (Residential)	Carpenters	6.7	5.0		2,000	36	30-Apr-2019
North America Construction (1993) Ltd.	Christian Labour Assn of Cda	1.7	2.1		170	35	30-Apr-2019
Operating Engineers Employer Bargaining Agency (ICI)	Intl Operating Engineers	2.8 ⁴	2.9		2,950	36	30-Apr-2019
Terrazzo, Tile & Marble Guild of Ontario, Inc,	Brick & Allied Craft Union	1.5	1.6		400	36	30-Apr-2019
Terrazzo, Tile & Marble Guild of Ontario, Inc,	Bricklayers Intl	1.6	1.6		400	36	30-Apr-2019

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 (Para Transpo Div.)	Amalg Transit Union	2.1	2.2		160	36	31-Dec-2017
Powerstream Inc.	Cdn Union of Public Empls (Power Wkrs Union)	2.5	2.2		339	21	31-Dec-2017

⁴ Excluding job class increment adjustments

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 Greater Sudbury (Inside/EMS)	Cdn Union of Public Empls	1.3 ⁵	1.0		900	36	31-Mar-2019
City of Greater Sudbury (Outside)	Cdn Union of Public Empls	1.3 ⁶	1.0		550	36	31-Mar-2019
Corporation of the City of Belleville (Inside/Outside)	Cdn Union of Public Empls	1.7	2.0		171	48	31-Mar-2019
Corporation of the City of Brantford (City Hall Unit)	Cdn Union of Public Empls	1.3 ⁷	2.0		163	48	30-Mar-2019
Corporation of the City of Vaughan (FT Clerical/Technical)	Cdn Union of Public Empls	1.6	1.5		356	48	31-Mar-2020
Corporation of the City of Vaughan (Outside)	Cdn Union of Public Empls	1.6	1.5		226	48	31-Mar-2020
Ottawa Police Services Board (Civilian)	Ottawa Police Assn	3.1	3.1		609	12	31-Dec-2015
Ottawa Police Services Board (Uniform)	Ottawa Police Assn	3.1	3.1		1,334	12	31-Dec-2015
The Corporation of Haldimand County (Inside/Outside)	Cdn Union of Public Empls	1.9	2.0		156	48	31-Dec-2019
Workplace Safety & Insurance Board (WSIB) Ontario	Cdn Union of Public Empls	1.5	1.5		3,358	37	30-Apr-2019

⁵ Excluding adjustment for selected groups other than skilled trades

⁶ Excluding adjustment for selected groups other than skilled trades

⁷ Restructuring of wage schedule

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
McMaster University (Non-Academic)	Unifor	1.3	1.3	Effective date of ratification: \$500.00 May 1, 2018: \$610	2,344	36	30-Apr-2019
University of Windsor (Technician/Info Tech/Trades)	Cdn Union of Public Empls	1.4	1.5		263	36	31-Mar-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
Bluewater Health (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		308	36	31-Mar-2019
Chatham-Kent Children's Services	Ont Public Service Empls Union	2.0	2.0	\$750	250	36	31-Mar-2019
Chatham-Kent Health Alliance (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		243	36	31-Mar-2019
Children's Aid Society of the Niagara Region	Cdn Union of Public Empls	0.8 ⁸	0.0	\$2,750	247	36	31-Mar-2019
Children's Aid Society of Toronto	Cdn Union of Public Empls	1.2 ⁹	0.0	2%	740	36	31-Mar-2018

⁸ Excluding adjustment for selected groups other than skilled trades

⁹ Excluding 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
Community Living Essex County	Cdn Union of Public Empls	0.7	0.0		635	24	31-Mar-2018
Community Living Huronia	Ont Public Service Empls Union	0.3	0.3		224	24	31-Mar-2018
Community Living Wallaceburg	Ont Public Service Empls Union	0.2	0.0	Year 2: \$150	180	36	31-Dec-2018
Cornwall Community Hospital (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		189	36	31-Mar-2019
Craiglee Nursing Home Ltd (Rn/Rpn/Service)	Service Empls Intl Union	1.4 ¹⁰	1.5	Year 1 & Year 2 : 1.5% & 1.4% respectively for RNs only	189	24	19-Nov-2016
Firefly	Ont Public Service Empls Union	0.5	0.0	1.25% of wages for all full-time & part-time employees employed as at ratification date	190	24	31-Mar-2018
Grey Bruce Health Services (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		345	36	31-Mar-2019
Health Sciences North (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		546	36	31-Mar-2019

¹⁰ Wage increases applicable to all job classifications except RNs who will receive lump sum payment in year 1 and year 2

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Huron Perth Healthcare Alliance (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		186	36	31-Mar-2019
Kingston General Hospital (paramedical)	Ont Public Service Empls Union	1.4	1.4		550	36	31-Mar-2019
Lakeridge Health Corporation (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		354	36	31-Mar-2019
London Health Sciences Centre (paramedical) (X-ray unit) (part-time & casual)	Ont Public Service Empls Union	1.4	1.4		200	36	31-Mar-2019
London Health Sciences Centre(paramedical) (lab unit) (full- time)	Ont Public Service Empls Union	1.4	1.4		444	36	31-Mar-2019
Mount Sinai Hospital (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		245	36	31-Mar-2019
Niagara Health System (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		688	36	31-Mar-2019
North Bay General Hospital (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		380	36	31-Mar-2019
Ottawa-Carleton Assn. For Persons With Developmental Disabilities	Cdn Union of Public Empls	0.0	0.0		370	12	31-Mar-2017
Peterborough Regional Health Centre (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		375	36	31-Mar-2019
Quinte Health Care Corp (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		317	36	31-Mar-2019
Rouge Valley Health System (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		509	36	31-Mar-2019

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Royal Ottawa Health Care Group (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		223	36	31-Mar-2019
St Joseph's Health Care (London) (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		151	36	31-Mar-2019
St. Joseph's Healthcare Hamilton (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		677	36	31-Mar-2019
Sunnybrook Health Sciences Centre (office)	Service Empls Intl Union	0.7	0.7	Year 1: 0.7% Year 2: 0.7% Year 3: 0.7% Year 4: 0.7%	695	51	31-Dec-2017
Thunder Bay Regional Health Sciences Centre (paramedical/professional)	Ont Public Service Empls Union	1.4	1.4		396	36	31-Mar-2019
Timmins and District Hospital (paramedical)	Ont Public Service Empls Union	1.4	1.4		167	36	31-Mar-2019
Ukrainian Canadian Care Centre (Service/RPN/RN)	Machinists & Aerospace Wkrs	1.3 ¹¹	1.3		190	36	31-Oct-2018

¹¹ Wage re-opener on Oct 31, 2016

Other Services

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info.	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Booth Centennial Healthcare Linen Services	United Food & Commercial Wkrs	1.6	1.3		450	36	31-Dec-2017
Canada Lands Co Clc Ltd (CN Tower)	Unifor	2.0	2.0		220	36	31-May-2019
Metro Toronto Convention Centre Corp	Labourers	2.4	1.9		678	48	31-Dec-2019
Municipal Property Assessment Corp	Ont Public Service Empls Union	0.9	0.0	1 Jan 2016: 1.4%	1,300	36	31-Dec-2018
Park' N Fly (At Lester B Pearson Airport)	United Food & Commercial Wkrs	3.2	3.1	Signing Bonus for full-time staff: minimum \$300	225	60	11-Feb-2021

Selected Settlement Summaries¹²

(Key monetary items based on available information)

Municipal Property Assessment Corporation and Ontario Public Service Employees Union (1,300 employees)

a three-year renewal agreement, effective January 1, 2016 to December 31, 2018

- wage increases of 1.4% on January 1, 2017 and 1.4% on January 1, 2018 in addition to lump sum payment of 1.4% of annual salary in the first year
- improvements to health care benefits including vision, hearing, and dental care plans
- increased monthly allowance for union leave
- new provision with regards to break in service for temporary employees
- modifications to the letter of understanding regarding retiree benefits

Ottawa Police Services Board and Ottawa Police Association (1,334 uniform and 609 civilian employees)

two one-year arbitrated renewal agreements, effective January 1, 2015 to December 31, 2015

- wage increases of 1.25% on January 1, 2015 and 1.78% on August 1, 2015
- improvements to health care benefits

Operating Engineers Employer Bargaining Agency (ICI) and Operating Engineers Employee Bargaining Agency, International Union of Operating Engineers, Local 793 (2,950 employees)

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

- Wage increases of \$1.35 on May 27, 2016, \$1.30 on both May 1, 2017 and 2018, representing a total wage package increase of \$3.95 over the term of the agreement
- Increases of 3% in each year for Travel, Room & Board, Living Out, Meal, Commuting and Kilometre Allowances/Expenses

¹² Based on preliminary information provided to CBIS

Canadian Automatic Sprinkler Association (ICA) and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States And Canada, Various Locals (1,600 employees)

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

- Wage increases of \$1.30 in each year of the agreement in Ontario, representing a total wage package increase of \$3.90 over the term of the agreement

Participating Hospitals and Ontario Public Service Employees Union, Various Locals (7,493 employees)

21 agreements part of a centrally bargained Memorandum of Settlement for 52 hospitals involving approximately a total of 10,500 paramedical and professional employees, effective April 1, 2016, expiring March 31, 2019

- Wage increases of 1.4% each year (first year wage increase same as awarded to Ontario Nurses' Association)
- Increases to vision care coverage
- Increases to shift and weekend premiums
- Improvements to vacation entitlement (after 12, 21 and 27 years of service, employees are entitled to 5, 6 and 7 weeks respectively)

Second Quarter 2016

During the second quarter of 2016, 132 settlements were ratified, each covering 150 or more Ontario-based employees. These settlements covered 144,530 employees (Table 5), 68.9% (99,595) of whom were in the private sector. By industry, the majority of employees were in construction (77,885 employees), followed by retail trade (16,970), public administration (16,450), and health and social services (16,374) (Table 8).

Wage Adjustments

Second quarter settlements (Table 5) provided an overall annual increase of 1.8%, an increase from the 1.4% reported in the previous quarter. In the public sector, the average annual wage increase was 1.5%, compared to 1.2% in the last quarter. The private sector reported an average annual wage increase of 1.9%, a decrease from 2.1% reported for the same period last year.

Average annual wage increases during the second quarter were mainly affected by settlements in construction (2.0%), retail trade (1.3%), health and social services (1.2%) provincial and territorial public administration (1.5%), and local, municipal and regional public administration (2%). These industries had the largest concentration of employees (Table 8).

In the second quarter of 2016, approximately 67.5% (97,585) of all employees (Table 6) received average annual wage increases ranging from 1.0% to 1.9%, while 24.5% (35,384) received wage increases ranging from 2.0% to 2.9%. In the private sector, 64.7% (64,399) of employees received average annual wage increases ranging from 1% to 1.9%, compared to 73.9% (33,186) of public sector employees. In the private sector, 31.2% (31,111) of employees received average annual wage increases ranging from 2.0% to 2.9%, compared to 9.5% (4,273) of public sector employees.

The majority of all employees 72.6% (104,944) were covered by three-year settlements (Table 10). Approximately 78.8% (78,513) of private sector employees and 58.8% (26,431) of public sector employees were covered by three-year settlements. Four-year settlements covered 2.3% (2,298) of private sector employees, compared to 25.4% (11,393) of public sector employees. In the manufacturing sector, 34.4% (1,306) of employees were covered by three-year settlements, compared to 42.8% (26,923) of non-manufacturing employees. Four-year settlements covered 60.4 (2,298) of manufacturing employees and 18.1% (11,393) of non-manufacturing employees.

Negotiations

On average, private sector settlements were ratified within 2.3 months from the start of negotiations, compared to 5.6 months in the public sector (Table 13).

Of all settlements reached during the second quarter of 2016, 79 settlements covering 65.4% (94,475) of employees were reached through conciliation or mediation, compared to 30 settlements, involving 17.5% (25,244) of employees that were negotiated directly by the parties. 17 settlements, covering 10.4% (15,033) of employees, were settled by arbitration and 5 settlements were reached following a work stoppage (Table 14).

In the private sector, approximately 70.2% (69,892) of employees reached settlements through conciliation or mediation and 18.1% (18,014) reached settlements through direct bargaining. In the public sector, 54.7% (24,583) of employees were reached through conciliation or mediation, followed by 16.1% (7,230) who reached settlements through direct bargaining, and 26.3% (11,811) settled by arbitration.

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2016 include the federal government, municipalities, police services boards, hospitals, long-term care homes, and developmental services, Ontario Government (PEGO OPPA), construction (ICI/Non-ICI) Canada Post Corp, Telus, and Paragon Protection.

Major expirations scheduled during the third quarter of 2016 include municipalities, developmental services, universities, long-term care homes, Council of Academic Hospitals of Ontario, Essar Steel Algoma, National Steel Car, General Motors, Ford, and FCA Canada (previously known as Chrysler Canada)

Work Disruptions

From January 1 to June 30 2016, 18 work disruptions were reported under Ontario jurisdiction, compared to 34 reported for the same period in 2015. Work disruptions in the second quarter of 2016 involved 10,575 employees and resulted in 203,220 person-days lost, compared to 18,040 employees and 269,460 person-days lost reported for the same period in 2015 (Table 15 and 16).

From January 1 to June 30 2016, 3 work disruptions were reported in the manufacturing sector, a decrease from 6 reported during the same period in 2015. The non-manufacturing sector reported 9 work disruptions, compared to 27 reported during the

same period last year. 6 work disruptions were reported in the construction sector compared to 1 in 2015. During the second quarter of 2016, 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), Second Quarter 2015 to Second Quarter 2016

Second Quarter 2015

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Private	39	17,943	1.8	5	5,633	1.8	34	12,310	1.8
Public	108	63,602	1.7	-	-	-	108	63,602	1.7
All Settlements	147	81,545	1.7	5	5,633	1.8	142	75,912	1.7

Third Quarter 2015

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Private	25	37,245	1.4	1	162	2.4	24	37,083	1.4
Public	198	138,167	0.8	-	-	-	198	138,167	0.8
All Settlements	223	175,412	0.9	1	162	2.4	222	175,250	0.9

Fourth Quarter 2015

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Private	23	32,535	2.0	-	-	-	23	32,535	2.0
Public	357	223,809	0.5	-	-	-	357	223,809	0.5
All Settlements	380	256,344	0.7	-	-	-	380	256,344	0.7

First Quarter 2016

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Private	28	17,100	2.1	3	1,278	2.0	25	15,822	2.1
Public	63	50,574	1.2	-	-	-	63	50,574	1.2
All Settlements	91	67,674	1.4	3	1,278	2.0	88	66,396	1.4

Second Quarter 2016

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Private	53	99,595	1.9	4	6,926	1.3	49	92,669	2.0
Public	79	44,935	1.5	-	-	-	79	44,935	1.5
All Settlements	132	144,530	1.8	4	6,926	1.3	128	137,604	1.8

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

Percentage Increase	All Settlements	All Employees	% of all Employees	Private Sector Settlements	Private Sector Employees	% of Private Sector Employees	Public Sector Settlements	Public Sector Employees	% of Public Sector Employees
0.1 - 0.9 Percent	13	5,563	3.8	1	400	0.4	12	5,163	11.5
1.0 - 1.9 Percent	82	97,585	67.5	25	64,399	64.7	57	33,186	73.9
2.0 - 2.9 Percent	31	35,384	24.5	24	31,111	31.2	7	4,273	9.5
3.0 – 3.9 Percent	4	3,628	2.5	2	1,685	1.7	2	1,943	4.3
6.0 – 6.9 Percent	1	2,000	1.4	1	2,000	2.0	-	-	-
No Increase	1	370	0.3	-	-	-	1	370	0.8
All Settlements	132	144,530	100.0	53	99,595	100.0	79	44,935	100.0

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

Second Quarter 2015

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Manufacturing	22	7,781	1.7	4	2,933	1.7	18	4,848	1.7
Non-Manufacturing	123	72,906	1.7	1	2,700	2.0	122	70,206	1.7
Construction	2	858	1.7	-	-	-	2	858	1.7
All Settlements	147	81,545	1.7	5	5,633	1.8	142	75,912	1.7

Third Quarter 2015

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Manufacturing	6	1,812	1.7	1	162	2.4	5	1,650	1.7
Non-Manufacturing	208	169,239	0.9	-	-	-	208	169,239	0.9
Construction	9	4,361	1.2	-	-	-	9	4,361	1.2
All Settlements	223	175,412	0.9	1	162	2.4	222	175,250	0.9

Fourth Quarter 2015

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Manufacturing	6	2,090	1.7	-	-	-	6	2,090	1.7
Non-Manufacturing	370	251,874	0.7	-	-	-	370	251,874	0.7
Construction	4	2,380	1.5	-	-	-	4	2,380	1.5
All Settlements	380	256,344	0.7	-	-	-	380	256,344	0.7

First Quarter 2016

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Manufacturing	11	4,424	1.8	3	1,278	2.0	8	3,146	1.7
Non-Manufacturing	75	59,650	1.4	-	-	-	75	59,650	1.4
Construction	5	3,600	2.5	-	-	-	5	3,600	2.5
All Settlements	91	67,674	1.4	3	1,278	2.0	88	66,396	1.4

Second Quarter 2016

Sector	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Manufacturing	8	3,802	1.9	2	654	1.7	6	3,148	1.9
Non-Manufacturing	86	62,843	1.5	2	6,272	1.2	84	56,571	1.5
Construction	38	77,885	2.0	-	-	-	38	77,885	2.0
All Settlements	132	144,530	1.8	4	6,926	1.3	128	137,604	1.8

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

Manufacturing	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Chemical Manufacturing	1	211	1.2	1	211	1.2	-	-	-
Electrical Equipment, Appliance and Component Manufacturing	1	170	1.6	-	-	-	1	170	1.6
Food Manufacturing	1	443	2.0	1	443	2.0	-	-	-
Furniture and Related Product Manufacturing	1	283	2.3	-	-	-	1	283	2.3
Textile Mills	1	232	2.2	-	-	-	1	232	2.2
Transportation Equipment Manufacturing	2	2,265	1.8	-	-	-	2	2,265	1.8
Wood Product Manufacturing	1	198	2.0	-	-	-	1	198	2.0
All Manufacturing	8	3,802	1.9	2	654	1.7	6	3,148	1.9

Table 8 (Cont'd)

Non-Manufacturing	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Educational Services	4	4,168	1.4	-	-	-	4	4,168	1.4
Health Care and Social Assistance	46	16,374	1.2	-	-	-	46	16,374	1.2
Accommodation and Food Services	1	220	2.0	-	-	-	1	220	2.0
Administrative and Support, Waste Management and Remediation Services	1	272	2.3	1	272	2.3	-	-	-
Other Services (except Public Administration)	2	675	2.1	-	-	-	2	675	2.1
Real Estate and Rental and Leasing	3	2,678	1.4	-	-	-	3	2,678	1.4
Local, Municipal and Regional Public Administration	17	7,290	2.0	-	-	-	17	7,290	2.0
Provincial and Territorial Public Administration	2	9,160	1.5	-	-	-	2	9,160	1.5
Retail Trade	3	16,970	1.3	1	6,000	1.2	2	10,970	1.4
Information and Cultural Industries	2	2,454	1.2	-	-	-	2	2,454	1.2
Transportation and Warehousing	4	2,243	2.1	-	-	-	4	2,243	2.1
Utilities	1	339	2.5	-	-	-	1	339	2.5
All Non-Manufacturing	86	62,843	1.5	2	6,272	1.2	84	56,571	1.5

Construction	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
Construction	38	77,885	2.0	-	-	-	38	77,885	2.0

All Industries	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
All Industries	132	144,530	1.8	4	6,926	1.3	128	137,604	1.8

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

All Industries Total	All Settlements	All Employees	Avg Ann Inc %	COLA Settlements	COLA Employees	COLA Avg Ann Inc %	No COLA Settlements	No COLA Employees	No COLA Avg Ann Inc %
All Manufacturing	8	3,802	1.9	2	654	1.7	6	3,148	1.9
All Non-Manufacturing	86	62,843	1.5	2	6,272	1.2	84	56,571	1.5
All Construction	38	77,885	2.0	-	-	-	38	77,885	2.0
All Industries	132	144,530	1.8	4	6926	1.3	128	137,604	1.8

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

Duration of Settlement	All Settlements	All Employees	Avg Ann Inc %	Private Sector Settlements	Private Sector Employees	Private Sector Avg Ann Inc %	Public Sector Settlements	Public Sector Employees	Public Sector Avg Ann Inc %
One-year Settlements	4	2,534	2.6	1	221	2.5	3	2,313	2.6
Two-year Settlements	11	4,073	1.3	-	-	-	11	4,073	1.3
Three-year Settlements	86	104,944	1.9	43	78,513	2.0	43	26,431	1.4
Four-year Settlements	23	13,691	1.6	2	2,298	1.9	21	11,393	1.5
Five-year Settlements	5	7,593	1.3	5	7,593	1.3	-	-	-
Six-year Settlements	3	11,695	1.5	2	10,970	1.4	1	725	1.8
All Settlements	132	144,530	1.8	53	99,595	1.9	79	44,935	1.5

Table 11: Average Annual Increases in Base Wage Rates by Duration (manufacturing (Mfg), non-manufacturing (Non-mfg) and Construction (Constr.)), Second Quarter 2016

Duration of Settlement	Mfg. Settlements	Mfg. Employees	Mfg. Avg Ann Inc %	Non-mfg. Settlements	Non-mfg. Employees	Non-mfg. Avg Ann Inc %	Constr. Settlements	Constr. Employees	Constr. Avg Ann Inc %
One-year Settlements	-	-	-	4	2,534	2.6	-	-	-
Two-year Settlements	-	-	-	11	4,073	1.3	-	-	-
Three-year Settlements	5	1,306	1.8	45	26,923	1.4	36	76,715	2.0
Four-year Settlements	2	2,298	1.9	21	11,393	1.5	-	-	-
Five-year Settlements	1	198	2.0	2	6,225	1.2	2	1,170	1.7
Six-year Settlements	-	-	-	3	11,695	1.5	-	-	-
All Settlements	8	3,802	1.9	86	62,843	1.5	38	77,885	2.0

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

Duration	All Settlements	All Employees	Private Sector Settlements	Private Sector Employees	Public Sector Settlements	Public Sector Employees
1-3 Months	88	105,857	44	86,247	44	19,610
4-6 Months	21	19,096	7	10,200	14	8,896
7-9 Months	7	11,117	2	3,148	5	7,969
10-12 Months	6	2,744	-	-	6	2,744
13 Months and over	10	5,716	-	-	10	5,716
All Settlements	132	144,530	53	99,595	79	44,935

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

Sector	Average Duration of Negotiations (Months)
Private	2.3
Public	5.6
All Settlements	4.3

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

Settlement Stage	All Settlements	All Employees	% of Employees	Private Sector Settlements	Private Sector Employees	% of Private Sector Employees	Public Sector Settlements	Public Sector Employees	% of Public Sector Employees
Direct Bargaining	30	25,244	17.5	12	18,014	18.1	18	7,230	16.1
Conciliation	34	46,624	32.3	16	37,806	38.0	18	8,818	19.6
Pre-Conciliation Mediation	1	1,311	0.9	-	-	-	1	1,311	2.9
Mediation	24	40,358	27.9	15	32,086	32.2	9	8,272	18.4
Post Conciliation	21	7,493	5.2		-	-	21	7,493	16.7
Arbitration	17	15,033	10.4	5	3,222	3.2	12	11,811	26.3
Work Stoppage	5	8,467	5.9	5	8,467	8.5	-	-	-
All Settlements	132	144,530	100.0	53	99,595	100.0	79	44,935	100.0

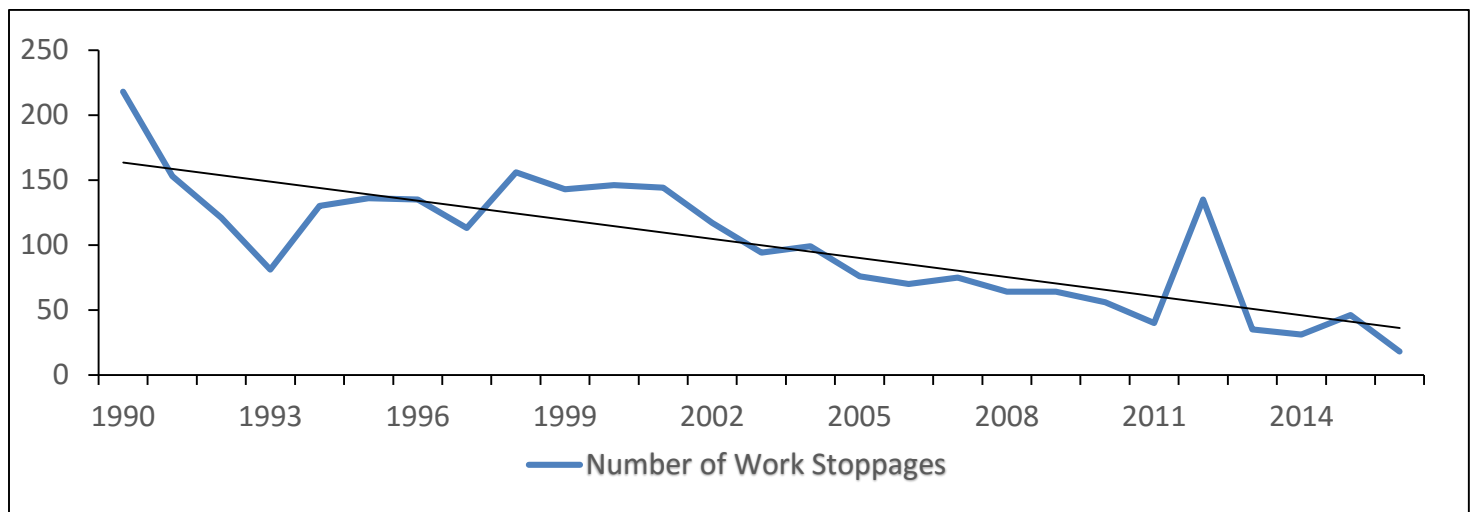
Table 15: Work Stoppages, January – June 2015 and 2016¹³

By Industry	January – June 2015	January – June 2016
Manufacturing	6	3
Non-Manufacturing	27	9
Construction	1	6
All Industries	34	18

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

By Industry	January – June 2015	January – June 2016
Manufacturing	25,040	3,130
Non-Manufacturing	244,060	12,840
Construction	360	187,250
All Industries	269,460	203,220

Graph 4: Work Stoppages¹⁴



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 second quarter 2016, there were 18 work stoppages covering 10,575 employees with 203,220 person-days lost in total.

¹³ As of June 31, 2016, five work stoppages covering a total of 176 employees were carried over to July 2016.

¹⁴ Numbers for June 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 – June 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* ¹⁵ (Jan-Jun)	18	10,575	588	203,220	19.2	30	0.02

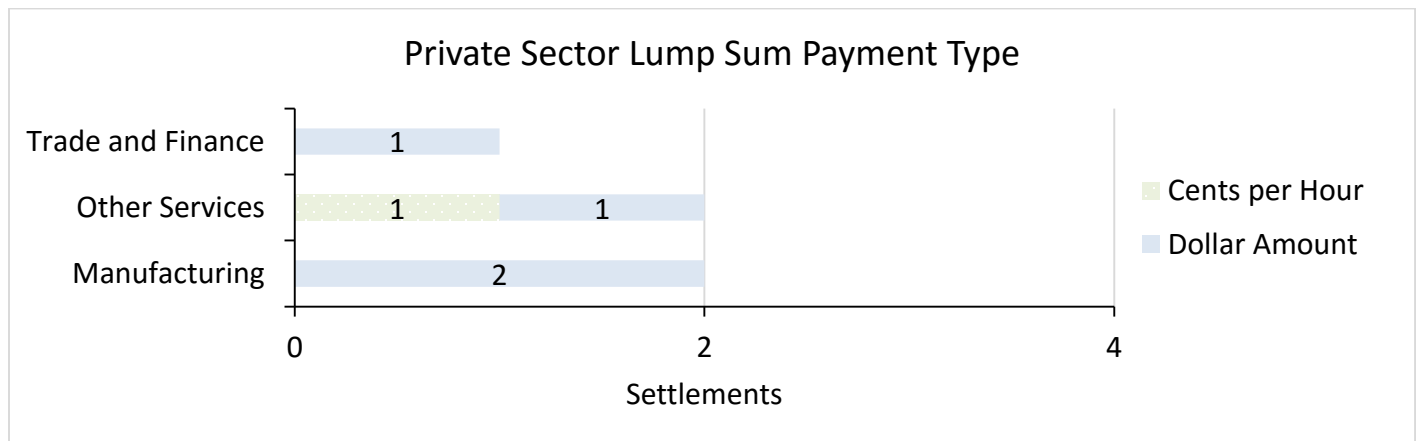
¹⁵ preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

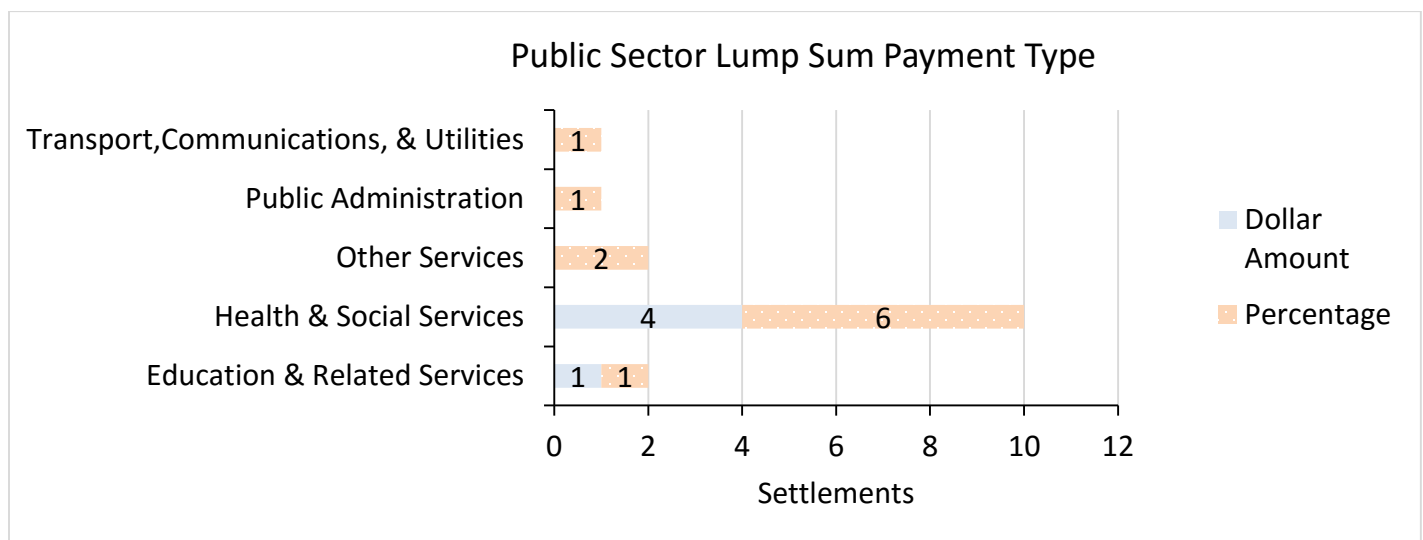
Private and Public Sector Lump Sum Payments ⁽ⁱ⁾

From April to June 2016, 21 settlements¹⁶ were reported with lump sum information. These settlements with lump sum payments covered both the private (5 settlements) and public sectors (16 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, the settlement with the largest number of employees was in trade and finance, with 1 settlement paid in dollar amount covering 6,000 employees¹⁷. In the public sector, the majority of employees that received a lump sum were in public administration, with 1 settlement covering 5,802 employees¹⁸, and education and related services which had 2 settlements with lump sums covering 9,355 employees. Lump sums were prevalent in health and

¹⁶ Lump sums are based on information received at ratification and are recorded for full-time employees only

¹⁷ Brewers Retail Inc. (operating as The Beer Store) settlement in May

¹⁸ Ontario Government, 1 settlement with a percentage lump sum payment

social services settlements as well, with 10 settlements ratified within the quarter which included lump sum provisions that were paid out to employees as either a percentage or dollar amount.

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

From April to June 2016, the private sector reported 4 settlements covering 906 employees with lump sum payments covering all wage groups in a collective agreement, 2 varied in payment structure based on part-time or full-time status, while 3 were uniformly paid out via a dollar amount to employees. In the public sector, 15 settlements covering 16,240 employees covered all wage groups. 8 settlements had lump sum payments which were applied uniformly across employees. Variations in language for the public sector lump sums included based on part-time or full-time status and as a percent of wage rate based on hours worked.

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, April – June 2016	Settlements	Employees
All wage groups		
Uniform, Active employees	1	211
Uniform, Based on hours worked	1	198
Variable, Based on part-time/full-time status	2	497
Total All wage groups	4	906
Selected wage groups		
Uniform, Across the board	1	6,000
Total Selected Wage Groups	1	6,000
Total Private Sector	5	6,906

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, April – June 2016	Settlements	Employees
All wage groups		
Uniform, Across the board	6	10,133
Uniform, Active employees	1	180
Variable, As a percent of wage rate & based on hours worked	5	4,600
Variable, Based on hours worked	1	740
Variable, Based on part-time/full-time status	2	587
Total All wage groups	15	16,240
Selected wage groups		
Uniform, Based on job classification	1	189
Total Selected wage groups	1	189
Total Public Sector	16	16,429

Lump Sum Payments by Payment Type, Variability and Additional Provisions

In the private sector, 4 settlements involved lump sum payments paid in a dollar amount and \$6,795 was the average payment for the average duration of a 48-month contract. The majority of lump sum payments in the Public sector were percentage payments, with 11 settlements reported. Public sector dollar amount lump sum payments were found in 5 settlements with the average dollar amount of \$689 over an average duration of a 36-month contract.

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, April – June 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Lump Sum Dollar
Uniform, Active employees	1	211	36	500
Uniform, Based on hours worked	1	198	60	1,000
Uniform, Across the board	1	6,000	60	7,500 ¹⁹
Total Uniform, Dollar Amount	3	6,409	52	\$ 7,069
Variable, Based on part-time/full-time status	1	272	36	350
Total Variable, Dollar Amount	1	272	36	\$ 350

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, April – June 2016	Settlements	Employees	Agmt. Dur. (mths)	Total Cents/Hr
Variable, Based on part-time/full-time status	1	225	60	0.40 ²⁰
Total Uniform, Cents per Hour	1	225	60	0.40

¹⁹ Includes Brewers Retail Inc. (operating as The Beer Store) settlement in May covering 6,000 employees with total lump sum of \$7,500 to selected wage groups in the wage grid (100/200 series) for a 5 year term agreement

²⁰ Park 'n Fly, 0.40 cents per hours worked from February 13th, 2016 to date of ratification

Table 19 (i): Private Sector Payment Type

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, April – June 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Total Payment
Private Sector, Dollar Amount	4	6,681	48	\$ 6,795¹⁹
Private Sector, Cents per Hour	1	225	60	0.40
Total Private Sector	5	6,906	50	-

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, April – June 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Lump Sum Dollar
Uniform, Across the board	2	2,591	36	714
Uniform, Active employees	1	180	36	150
Total Uniform, Dollar Amount	3	2,771	36	\$ 751
Variable, Based on part-time/full-time status	2	587	36	744
Total Variable, Dollar Amount	2	587	36	\$ 744

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, April – June 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Lump Sum Percentage
Uniform, Across the board	4	7,542	33	1.4
Uniform, Based on job classification	1	189	24	1.5
Total Uniform, Percentage	5	7,731	31	1.4
Variable, As a percent of wage rate & based on hours worked	5	4,600	46	1.0
Variable, Based on hours worked	1	740	24	2.0
Total Variable, Percentage	6	5,340	43	1.2

Table 19 (ii): Public Sector Payment Type

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, April – June 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Total Payment
Public Sector, Total Dollar Amount	5	3,358	36	\$ 689²¹
Public Sector, Total Percentage	11	13,071	37	1.3
Total Public Sector	16	16,429	37	-

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 and not necessarily the actual dollar amount of the payout.
- Agreement duration (in months) for agreement is based on the arithmetic mean.
- Average of total lump sum (dollar), percentage (%), etc. is calculated as the weighted average by the number of employees
- Lump sum information is recorded for agreements covering 150 or more employees
- 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 April and June 2016.

²¹ Includes Children’s Aid Society of the Niagara Region settlement in June which covers 247 employees and includes an overall lump sum payout of \$2,750 over a 2 year agreement term.

Table 20: Major Negotiations Underway

Employer	Union	Location	Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	104,020	Various
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	30,000	Various
Police Services Boards	Police Association	Various locations	7,700	Various
Hospitals	ONA, OPSEU et al	Various locations	96,600	Various
Long Term Care Homes	ONA, OPSEU et al	Various locations	65,450	Various
Universities/colleges	CUPE et al	Various locations	21,780	Various
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	20,350	Various
Canada Post Corp. (Postal Operations, urban unit and rural route/suburban contractors)	Postmasters & Assistants, Postal Workers	Canada-wide	24,480	Various
Ontario Government	Ont Provincial Police, PEGO	Province-wide	8,900	31-Dec-14
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	74,700	30-Apr-16
Fortinos Supermarket	UFCW	Province-wide	4,900	01-Jul-16
Essar Steel Algoma	USW	Sault Ste. Marie	2,270	31-Jul-16
General Motors of Canada	Unifor	Various locations	5,600	19-Sep-16
Ford Motor of Canada	Unifor	Various locations	5,760	19-Sep-16
FCA Canada (previously known as Chrysler Canada)	Unifor	Various locations	8,300	19-Sep-16

Table 21: Consumer Price Index (2002=100)²²

Location	April 2016	May 2016	June 2016	2013	2014	2015	Year-to-date
Canada	1.7	1.5	1.5	0.9	1.9	1.1	1.5
Ontario	2.1	1.9	1.7	1.1	2.3	1.2	1.8
Toronto	2.3	2.1	2.1	1.2	2.5	1.6	2.0
Ottawa-Gatineau (Ont. part)	1.7	1.4	1.1	1.0	2.0	0.9	1.3
Thunder Bay	2.2	1.9	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 September 2015 through January 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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²² Percentage change from previous year
Source: Statistics Canada