

Collective Bargaining Highlights

September 2016

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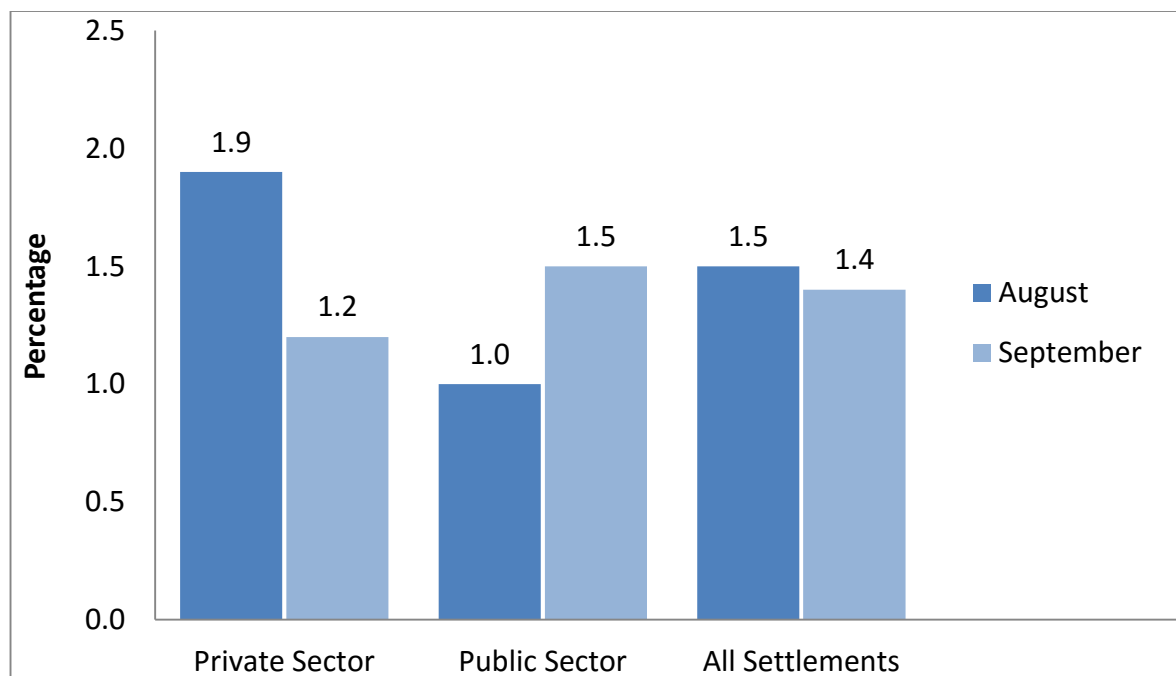
Settlements in September

In September, eighty (80) settlements were ratified, each covering 150 or more employees. These settlements covered 70,667 employees, 92.2% of whom were in the public sector (65,167).

The overall average annual increase in base wage rates in September was 1.4%, a decrease from 1.5% reported in August. In the public sector, seventy-eight (78) settlements were settled for an average annual base wage increase of 1.5%, an increase from 1.0% reported in the previous month. In the private sector, two (2) settlements were settled for an average annual base wage increase of 1.2%, a decrease from the 1.9% reported in August.

The highest average annual base wage increase was reported in the public administration industry (three (3) settlements) at 1.9%. Health and social services (seventy-four (74) settlements), covering the largest number of employees (57,841), reported an average annual wage increase at 1.4%.

Average Annual Base Wage Increase



Wage Settlements – September

Table 1: Average Annual Increase, Current Month

Sector	Settlements	Employees	September 2016 %
Private	2	5,500	1.2
Public	78	65,167	1.5
All Settlements	80	70,667	1.4

Table 2: Average Annual Increase, Current Three Years

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

Table 3: Average Annual Increase by Industry, Current Month

Sector	Settlements	Employees	September Average Annual Increase %
Primary	-	-	-
Manufacturing	1	4,000	1.1
Construction	1	1,500	1.6
Trade and Finance	-	-	-
Transportation, Communications, & Utilities	-	-	-
Public Administration	3	6,876	1.9
Education & Related Services	-	-	-
Health & Social Services	74	57,841	1.4
Other Services	1	450	1.3
All Settlements	80	70,667	1.4

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

Sector	2014 %	2015 %	(Jan - Sept) 2016 %
Primary	2.3	1.9	-
Manufacturing	1.7	1.7	1.6
Construction	2.6	1.4	2.0
Trade and Finance	1.8	1.4	1.4
Transportation, Communications, & Utilities	1.7	1.7	1.8
Public Administration	1.7	1.2	1.5
Education & Related Services	1.3	0.6	1.0
Health & Social Services	1.3	1.5	1.3
Other Services	1.9	1.5	1.8
All Settlements	1.5	1.0	1.6

Wage Trends by Sector (2006 - September 2016)¹

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

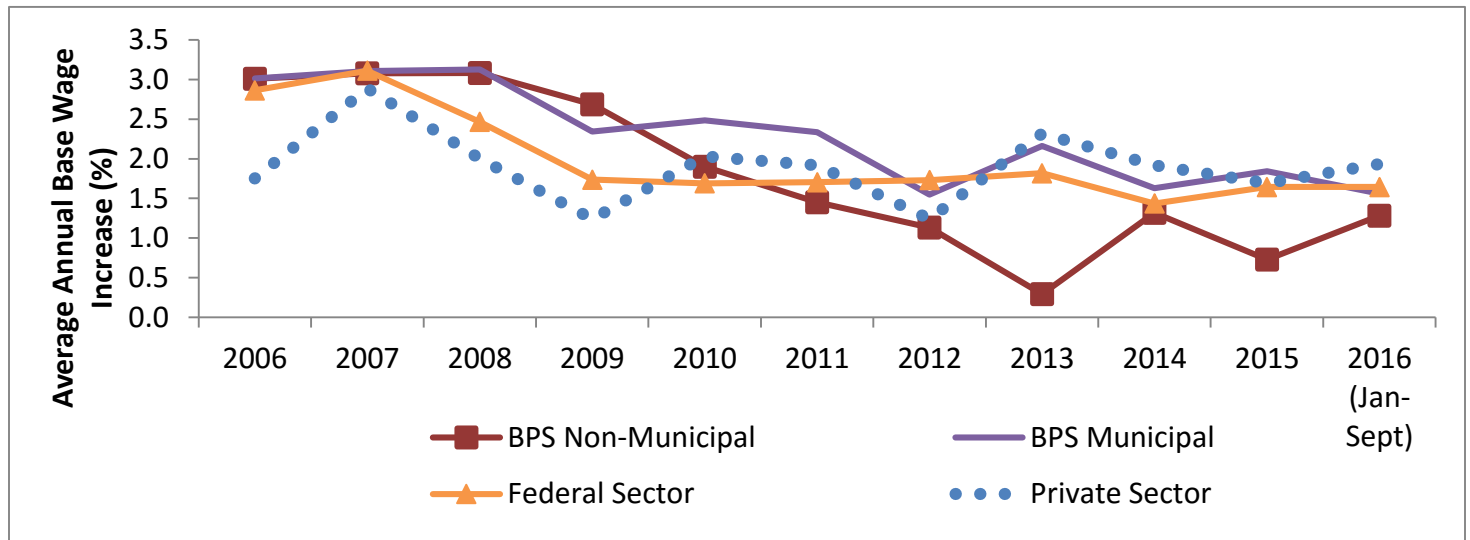


Table for Graph 1: Public Sector (Broken down: BPS Non-Municipal, BPS Municipal, Federal) and Private Sector Settlement Trends

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

From January to September 2016, the average annual base wage increase in the BPS Non-Municipal sector was reported at 1.3% and the BPS Municipal average annual base wage increase was reported at 1.6%. The average annual base wage increases in the Federal sector was 1.6% 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 ratified between January 1, 2006 and September 30, 2016 as of September 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 September 2016.

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

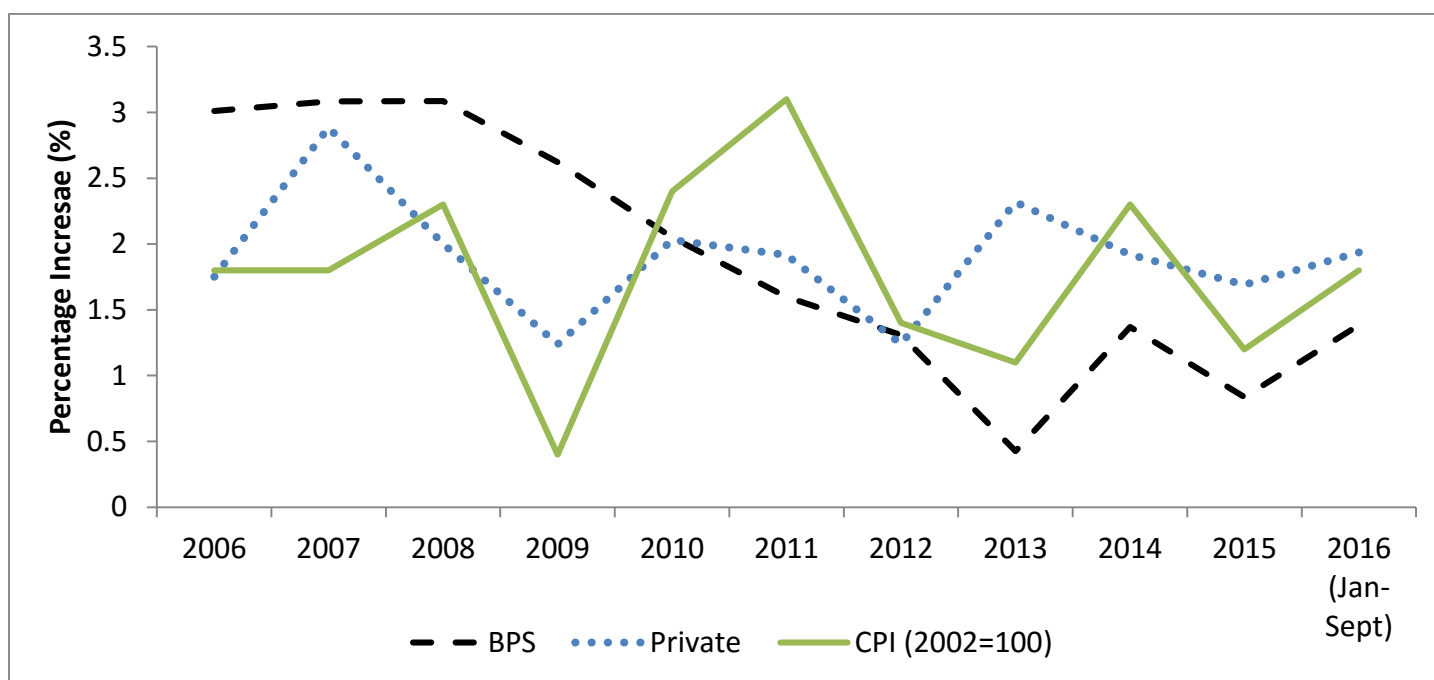


Table for Graph 2: Consumer Price Index, Broader Public Sector (Excluding Federal) and Private Sector Settlement Trends

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016 (Jan-Sept)
BPS	3.0	3.1	3.1	2.6	2.0	1.6	1.3	0.4	1.4	0.8	1.4
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	1.7

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

From January to September 2016, the Broader Public sector average annual base wage increase was reported at 1.4%, and the Private sector was reported at 1.9%. The Consumer Price Index in Ontario was reported at 1.8% for the month of September, an increase from 1.5% reported in August and averaging 1.7% for the year.

September Settlements²

Manufacturing

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
General Motors of Canada Ltd.	Unifor	1.1 ⁴	2.0	Rat. Bonus ⁵ : \$6,000	4,000	48	21-Sep-2020

Construction⁶

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Architectural Glass and Metal Contractors Assn	Painters (Intl)	1.6	1.7		1,500	36	30-Apr-2019

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

³ Lump sum information on all monthly settlement 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.

⁴ Two-tier wage schedule.

⁵ Ratification bonus shown for active employees including SWEs being converted to permanent status and members on the inactive roll who performed work for the company between January 4, 2016 and the Monday following notice of ratification (excluding TPTs). See *Selected Settlement Summaries* section for information on additional lump sum provisions found within this agreement.

⁶ Average Annual Wage Increase is expressed as an increase in total wage package for the Construction sector only. A total wage package is an overall dollar amount increase that can be used for wages, welfare, pension, vacation, etc.

Public Administration

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
City Of Ottawa	Cdn Union Of Public Empls	1.9	1.9		6,500	48	31-Dec-2019
Guelph Police Services Board	Guelph Police Assn	2.2	2.7		186	48	31-Dec-2018
Municipality Of Chatham-Kent	Cdn Union Of Public Empls	1.5	1.3		190	60	31-Dec-2020

Health and Social Services

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Baycrest Centre For Geriatric Care	Ont Nurses Assn	1.4 ⁷	1.4		206	24	31-Mar-2018
Bluewater Health	Ont Nurses Assn	1.4	1.4		501	24	31-Mar-2018
Brant Community Healthcare System	Ont Nurses Assn	1.4	1.4		449	24	31-Mar-2018
Brockville General Hospital	Ont Nurses Assn	1.4 ⁷	1.4		266	24	31-Mar-2018

⁷ Adjustments for selected groups other than skilled trades

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Bruyere Continuing Care	Ont Nurses Assn	1.4 ⁷	1.4		281	24	31-Mar-2018
Cambridge Memorial Hospital	Ont Nurses Assn	1.4	1.4		336	24	31-Mar-2018
Centre For Addiction And Mental Health	Ont Nurses Assn	1.4 ⁷	1.4		630	24	31-Mar-2018
Chatham-Kent Health Alliance	Ont Nurses Assn	1.4	1.4		406	24	31-Mar-2018
Children's Hospital Of Eastern Ontario	Ont Nurses Assn	1.4	1.4		652	24	31-Mar-2018
Collingwood General And Marine Hospital	Ont Nurses Assn	1.4	1.4		167	24	31-Mar-2018
Cornwall Community Hospital	Ont Nurses Assn	1.4 ⁷	1.4		302	24	31-Mar-2018
Georgian Bay General Hospital	Ont Nurses Assn	1.4	1.4		181	24	31-Mar-2018
Grand River Hospital Corp	Ont Nurses Assn	1.4	1.4		1,110	24	31-Mar-2018
Grey Bruce Health Services	Ont Nurses Assn	1.4	1.4		503	24	31-Mar-2018
Guelph General Hospital	Ont Nurses Assn	1.4 ⁷	1.4		456	24	31-Mar-2018
Halton Healthcare Services Corporation	Ont Nurses Assn	1.4	1.4		800	24	31-Mar-2018

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Hamilton Health Sciences	Ont Nurses Assn	1.4	1.4		2,952	24	31-Mar-2018
Hawkesbury And District General Hospital	Ont Nurses Assn	1.4 ⁷	1.4		151	24	31-Mar-2018
Headwaters Health Care Centre	Ont Nurses Assn	1.4	1.4		170	24	31-Mar-2018
Health Sciences North	Ont Nurses Assn	1.4 ⁷	1.4		1,260	24	31-Mar-2018
Hotel-Dieu Grace Hospital	Ont Nurses Assn	1.4	1.4		174	24	31-Mar-2018
Humber River Regional Hospital	Ont Nurses Assn	1.4	1.4		1,214	24	31-Mar-2018
Huron Perth Healthcare Alliance	Ont Nurses Assn	1.4	1.4		341	24	31-Mar-2018
Joseph Brant Memorial Hospital	Ont Nurses Assn	1.4	1.4		522	24	31-Mar-2018
Kerry's Place Autism Services	Cdn Union Of Public Empls	0.3	0.0		213	36	31-Mar-2019
Kingston General Hospital	Ont Nurses Assn	1.4	1.4		1,235	24	31-Mar-2018
Lakeridge Health Corporation	Ont Nurses Assn	1.4	1.4		1,265	24	31-Mar-2018
London Health Sciences Centre	Ont Nurses Assn	1.4	1.4		3,370	24	31-Mar-2018

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Mackenzie Health	Ont Nurses Assn	1.4	1.4		766	24	31-Mar-2018
Montfort Hospital	Ont Nurses Assn	1.4	1.4		468	24	31-Mar-2018
Mount Sinai Hospital	Ont Nurses Assn	1.4	1.4		1,273	24	31-Mar-2018
Muskoka Algonquin Healthcare	Ont Nurses Assn	1.4	1.4		226	24	31-Mar-2018
Niagara Health System	Ont Nurses Assn	1.4	1.4		1,411	24	31-Mar-2018
Norfolk General Hospital	Ont Nurses Assn	1.4	1.4		157	24	31-Mar-2018
North Bay Regional Health Centre	Ont Nurses Assn	1.4 ⁷	1.4		549	24	31-Mar-2018
North York General Hospital	Ont Nurses Assn	1.4	1.4		895	24	31-Mar-2018
Northumberland Hills Hospital	Ont Nurses Assn	1.4 ⁷	1.4		193	24	31-Mar-2018
Orillia Soldiers Memorial Hospital	Ont Nurses Assn	1.4	1.4		452	24	31-Mar-2018
Ottawa Hospital	Ont Nurses Assn	1.4 ⁷	1.4		3,683	24	31-Mar-2018
Pembroke Regional Hospital	Ont Nurses Assn	1.4 ⁷	1.4		198	24	31-Mar-2018
Perth And Smith Falls District Hospital	Ont Nurses Assn	1.4	1.4		186	24	31-Mar-2018

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Peterborough Regional Health Centre	Ont Nurses Assn	1.4 ⁷	1.4		705	24	31-Mar-2018
Providence Healthcare	Ont Nurses Assn	1.4	1.4		190	24	31-Mar-2018
Queensway-Carlton Hospital	Ont Nurses Assn	1.4 ⁷	1.4		607	24	31-Mar-2018
Quinte Health Care Corp	Ont Nurses Assn	1.4	1.4		521	24	31-Mar-2018
Ross Memorial Hospital	Ont Nurses Assn	1.4	1.4		260	24	31-Mar-2018
Rouge Valley Health System	Ont Nurses Assn	1.4	1.4		1,028	24	31-Mar-2018
Royal Ottawa Health Care Group	Ont Nurses Assn	1.4 ⁷	1.4		269	24	31-Mar-2018
Royal Victoria Regional Health Centre	Ont Nurses Assn	1.4	1.4		728	24	31-Mar-2018
Sault Area Hospital	Ont Nurses Assn	1.4	1.4		548	24	31-Mar-2018
Scarborough Hospital	Ont Nurses Assn	1.4	1.4		1,184	24	31-Mar-2018
Southlake Regional Health Centre	Ont Nurses Assn	1.4	1.4		1,165	24	31-Mar-2018
St Joseph Religious Hospitallers	Ont Nurses Assn	1.4 ⁷	1.4		155	24	31-Mar-2018
St Josephs Care Group	Ont Nurses Assn	1.4	1.4		194	24	31-Mar-2018

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
St Josephs Health Care	Ont Nurses Assn	1.4	1.4		720	24	31-Mar-2018
St Josephs Health Centre	Ont Nurses Assn	1.4	1.4		916	24	31-Mar-2018
St Josephs Healthcare	Ont Nurses Assn	1.4	1.4		1,477	24	31-Mar-2018
St Marys General Hospital	Ont Nurses Assn	1.4	1.4		501	24	31-Mar-2018
St Michael's Hospital	Ont Nurses Assn	1.4	1.4		1,721	24	31-Mar-2018
St Thomas-Elgin General Hospital	Ont Nurses Assn	1.4	1.4		240	24	31-Mar-2018
Strathroy Middlesex General Hospital	Ont Nurses Assn	1.4	1.4		166	24	31-Mar-2018
Sunnybrook Health Sciences Centre	Ont Nurses Assn	1.4	1.4		2,262	24	31-Mar-2018
Thunder Bay Regional Health Sciences Centre	Ont Nurses Assn	1.4	1.4		1,028	24	31-Mar-2018
Timmins And District Hospital	Ont Nurses Assn	1.4	1.4		217	24	31-Mar-2018
Toronto East General Hospital	Ont Nurses Assn	1.4	1.4		651	24	31-Mar-2018
Trillium Health Centre	Ont Nurses Assn	1.4	1.4		1,702	24	31-Mar-2018
University Health Network	Ont Nurses Assn	1.4	1.4		2,935	24	31-Mar-2018

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
University Health Network (Princess Margaret Hospital)	Ont Nurses Assn	1.4	1.4		527	24	31-Mar-2018
University Health Network (Toronto Rehabilitation)	Ont Nurses Assn	1.4	1.4		443	24	31-Mar-2018
West Park Healthcare Centre	Ont Nurses Assn	1.4	1.4		153	24	31-Mar-2018
William Osler Health Centre	Ont Nurses Assn	1.4	1.4		2,071	24	31-Mar-2018
Windsor Regional Hospital	Ont Nurses Assn	1.4	1.4		1,536	24	31-Mar-2018
Womens College Hospital	Ont Nurses Assn	1.4	1.4		151	24	31-Mar-2018
Woodstock General Hospital	Ont Nurses Assn	1.4	1.4		300	24	31-Mar-2018

Other Services

Employer	Union	Avg. Annual Wage Incr. %	First 12 mths %	Lump Sum Info. ³	Approx. No. of Employees (Ontario)	Agmt Dur. (mths)	Expiry Date
Board Of Governors Of Exhibition Place	Intl Alliance Of Theatrical Stage Empls	1.3	1.3	1.25% ⁸	450	24	31-Dec-2017

⁸ Lump sum payment equal to one and one quarter percent of wages and benefits earned by each active employee between January 1, 2016 and the date of ratification

Selected Settlement Summaries⁹

(Key monetary items based on available information)

Architectural Glass and Metal Contractors Assn (ICI) and International Union of Painters and Allied Trades (1,500 employees)

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

- Total wage package increase between \$2.00 and \$2.85 over the term of the agreement

City of Ottawa and Canadian Union of Public employees, Local 503 (6,500 inside and outside employees)

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

- Wage increases of 1.92% in each of the first and second years, 1.95% in the third year, and 2% in the fourth year
- Improvements to vacation leave and clothing/footwear allowance for eligible employees
- Amendments to sick leave credits, special leave, and pregnancy leave top-up for part-time employees
- Probationary period for newly hired permanent part-time employees changed from 624 to 976 consecutive hours worked
- Part-time employees hired after January 1, 2017, will be paid 95% of starting rate pay during probationary period

⁹ Based on preliminary information provided to CBIS

General Motors and Unifor Locals 199, 222, 636 (4,000 employees)

A four-year renewal agreement, effective September 20, 2016, expiring September 21, 2020

- Wage increases of 2.0% in each of the first and fourth years
- For active employees including SWEs being converted to permanent status and members on the inactive roll who performed work for the company between January 4, 2016 and the Monday following notice of ratification will receive a one-time ratification bonus of \$6,000 (excluding TPTs). Lump sum bonus of \$2,000 will be paid to each traditional member (excluding those hired under the New Hire Program) prior to December shutdown in: December 2017, December 2018, December 2019. {New hires after ratification to receive \$1,000 lump sum prior to December shutdown in 2019.} {Pre-1987 Retirees receive a special one-time lump sum payment of \$1,500 per retiree or surviving spouse.}
- New investment commitments in Oshawa, St. Catharines and Woodstock
- New hire program for Skilled Trades – employer's commitment to hiring of up to 50 apprentices and introduce mentorship training program for journeypersons and apprentices
- Improvements to Health Care Benefits
- New Defined Contribution plan for new hires or employees converted to full-time status after ratification

Participating Hospitals and Ontario Nurses Association (approximately 57,628 employees)

Seventy-three (73), two-year arbitrated renewal agreements, effective April 1, 2016, expiring March 31, 2018

- Wage increases of 1.4% in each year
- Effective April 1, 2017, start rate for Registered Nurse will increase by \$0.32 in addition to a 1.4% increase
- Elimination of education allowance for new hires
- New minimum start rate for Nurse Practitioner
- Increases to shift, evening, weekend, and standby premiums
- Increases to hearing aids and vision care
- Dental coverage to include implants

Third Quarter 2016

During the third quarter of 2016, one-hundred fifteen (115) settlements were ratified, each covering 150 or more Ontario-based employees. These settlements covered 88,739 employees (Table 5), 84.2% (74,760) of whom were in the public sector. By industry, the majority of employees were in health and social services (60,790 employees), followed by public administration (9,431), and construction (7,350) (Table 8).

Wage Adjustments

Third quarter settlements (Table 5) provided an overall annual increase of 1.5%, a decrease from the 1.8% reported in the previous quarter. In the public sector, the average annual wage increase was 1.4%, compared to 1.5% in the last quarter. The private sector reported an average annual wage increase of 1.6%, a decrease from 1.9% reported for the prior quarter.

Average annual wage increases during the third quarter were mainly affected by settlements in health and social services (1.4%), local, municipal and regional public administration (1.9%), and construction (1.8%). These industries had the largest concentration of employees (Table 8).

In the third quarter of 2016, approximately 91.1% (80,851) of all employees (Table 6) received average annual wage increases ranging from 1.0% to 1.9%, while 4.5% (4,000) received wage increases ranging from 2.0% to 2.9%. In the private sector, 75.4% (10,542) of employees received average annual wage increases ranging from 1% to 1.9%, compared to 94.0% (70,309) of employees within the public sector. In the private sector, 23.4% (3,273) of employees received average annual wage increases ranging from 2.0% to 2.9%, compared to 1.0% (727) of employees within the public sector.

The majority of all employees 66.4% (58,915) were covered by two-year settlements (Table 10), and this majority consisted of only public sector employees as no two-year private sector settlements were reported. Alternatively, the majority of private sector employees 67.6% (9,450) were covered by three-year settlements. For comparison, 5.0% (3,672) public sector employees were covered by three-year settlements.

Negotiations

On average, private sector settlements were ratified within 2.8 months from the start of negotiations, compared to 9.8 months in the public sector (Table 13).

Of all settlements reached during the third quarter of 2016, eighty (80) settlements covering 69.7% (61,821) of employees were reached through arbitration (77 of those settlements reached through compulsory arbitration as opposed to voluntary arbitration). 28 settlements, involving 25.4% (22,532) of employees settled through conciliation or mediation, as compared to six (6) settlements, involving 4.5% (3,990) of employees that were negotiated directly by the parties (Table 14).

In the private sector, approximately 80.2% (11,215) of private sector employees reached settlements through conciliation or mediation and 9.0% (1,264) reached settlements through direct bargaining. In the public sector, 15.1% (11,317) of public sector employees reached through conciliation or mediation and 3.7% (2,726) reached settlements through direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the fourth 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), Telus, and Paragon Protection.

Major expirations scheduled during the fourth quarter of 2016 include municipalities, long-term care homes, Bell Canada and Purolator.

Work Disruptions

From January 1 to September 30, 2016, twenty-two (22) work disruptions were reported under Ontario jurisdiction, compared to forty-one (41) reported for the same period in 2015. Work disruptions in third quarter of 2016 involved 11,398 employees and resulted in 214,240 person-days lost, compared to 20,856 employees and 310,640 person-days lost reported for the same period in 2015 (Table 15 and 16).

From January 1 to September 30, 2016, four (4) work disruptions were reported in the manufacturing sector, a decrease from six (6) reported during the same period in 2015. The non-manufacturing sector reported twelve (12) work disruptions, compared to thirty-four (34) reported during the same period last year. In the Construction sector six (6) work disruptions were reported compared to one (1) in 2015. During this time period, 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), Third Quarter 2015 to Third Quarter 2016

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	223,753	0.5	-	-	-	357	223,753	0.5
All Settlements	380	256,288	0.7	-	-	-	380	256,288	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	32	18,496	2.1	3	1,278	2.0	29	17,218	2.1
Public	64	50,727	1.2	-	-	-	64	50,727	1.2
All Settlements	96	69,223	1.4	3	1,278	2.0	93	67,945	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	75	127,150	1.9	4	6,926	1.3	71	120,224	2.0
Public	81	45,979	1.5	-	-	-	81	45,979	1.5
All Settlements	156	173,129	1.8	4	6,926	1.3	152	166,203	1.8

Third 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	15	13,979	1.6	1	164	0.8	14	13,815	1.7
Public	100	74,760	1.4	-	-	-	100	74,760	1.4
All Settlements	115	88,739	1.5	1	164	0.8	114	88,575	1.5

Table 6: Distribution of Average Annual Increases in Base Wage Rates by Sector (Private and Public), Third 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	3	2,058	2.3	1	164	1.1	2	1,894	2.5
1.0 - 1.9 Percent	95	80,851	91.1	8	10,542	75.4	87	70,309	94.0
2.0 - 2.9 Percent	10	4,000	4.5	6	3,273	23.4	4	727	1.0
No Increase	7	1,830	2.1	-	-	-	7	1,830	2.5
All Settlements	115	88,739	100.0	15	13,979	100.0	100	74,760	100.0

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

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	251,818	0.7	-	-	-	370	251,818	0.7
Construction	4	2,380	1.5	-	-	-	4	2,380	1.5
All Settlements	380	256,288	0.7	-	-	-	380	256,288	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	13	4,830	1.7	3	1,278	2.0	10	3,552	1.6
Non-Manufacturing	78	60,793	1.4	-	-	-	78	60,793	1.4
Construction	5	3,600	2.5	-	-	-	5	3,600	2.5
All Settlements	96	69,223	1.4	3	1,278	2.0	93	67,945	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	11	4,952	1.8	2	654	1.7	9	4,298	1.8
Non-Manufacturing	93	65,187	1.5	2	6,272	1.2	91	58,915	1.5
Construction	52	102,990	2.1	-	-	-	52	102,990	2.1
All Settlements	156	173,129	1.8	4	6,926	1.3	152	166,203	1.8

Third 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	5	4,909	1.3	1	164	0.8	4	4,745	1.3
Non-Manufacturing	103	76,480	1.4	-	-	-	103	76,480	1.4
Construction	7	7,350	1.8	-	-	-	7	7,350	1.8
All Settlements	115	88,739	1.5	1	164	0.8	114	88,575	1.5

Table 8: Average Annual Increases in Base Wage Rates by Industry, Third 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 %
Food Manufacturing	1	309	2.5	-	-	-	1	309	2.5
Petroleum and Coal Product Manufacturing	1	222	1.4	-	-	-	1	222	1.4
Plastics and Rubber Products Manufacturing	1	214	2.9	-	-	-	1	214	2.9
Primary Metal Manufacturing	1	164	0.8	1	164	0.8	-	-	-
Transportation Equipment Manufacturing	1	4,000	1.1	-	-	-	1	4,000	1.1
All Manufacturing	5	4,909	1.3	1	164	0.8	4	4,745	1.3

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	2	1,623	1.7	-	-	-	2	1,623	1.7
Health Care and Social Assistance	86	60,790	1.4	-	-	-	86	60,790	1.4
Arts, Entertainment and Recreation	1	450	1.3	-	-	-	1	450	1.3
Other Services (except Public Administration)	1	305	1.3	-	-	-	1	305	1.3
Local, Municipal and Regional Public Administration	7	9,431	1.9	-	-	-	7	9,431	1.9
Retail Trade	1	365	1.5	-	-	-	1	365	1.5
Information and Cultural Industries	1	396	1.7	-	-	-	1	396	1.7
Transportation and Warehousing	4	3,120	1.6	-	-	-	4	3,120	1.6
All Non-Manufacturing	103	76,480	1.4	-	-	-	103	76,480	1.4

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	7	7,350	1.8	-	-	-	7	7,350	1.8

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	115	88,739	1.5	1	164	0.8	114	88,575	1.5

Table 9: Average Annual Increases in Base Wage Rates, All Industries, Third 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	5	4,909	1.3	1	164	0.8	4	4,745	1.3
All Non-Manufacturing	103	76,480	1.4	-	-	-	103	76,480	1.4
All Construction	7	7,350	1.8	-	-	-	7	7,350	1.8
All Industries	115	88,739	1.5	1	164	0.8	114	88,575	1.5

Table 10: Average Annual Increases in Base Wage Rates by Duration and Sector, Third 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	1	175	1.3	-	-	-	1	175	1.3
Two-year Settlements	78	58,915	1.4	-	-	-	78	58,915	1.4
Three-year Settlements	22	13,122	1.6	12	9,450	1.9	10	3,672	0.9
Four-year Settlements	10	15,555	1.6	1	4,000	1.1	9	11,555	1.8
Five-year Settlements	2	354	1.2	1	164	0.8	1	190	1.5
Six-year Settlements	2	618	1.6	1	365	1.5	1	253	1.7
All Settlements	115	88,739	1.5	15	13,979	1.6	100	74,760	1.4

Table 11: Average Annual Increases in Base Wage Rates by Duration (manufacturing [Mfg], non-manufacturing [Non-mfg] and Construction [Constr.]), Third 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	-	-	-	1	175	1.3	-	-	-
Two-year Settlements	-	-	-	78	58,915	1.4	-	-	-
Three-year Settlements	3	745	2.3	12	5,027	1.2	7	7,350	1.8
Four-year Settlements	1	4,000	1.1	9	11,555	1.8	-	-	-
Five-year Settlements	1	164	0.8	1	190	1.5	-	-	-
Six-year Settlements	-	-	-	2	618	1.6	-	-	-
All Settlements	5	4,909	1.3	103	76,480	1.4	7	7,350	1.8

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

Duration	All Settlements	All Employees	Private Sector Settlements	Private Sector Employees	Public Sector Settlements	Public Sector Employees
1-3 Months	14	8,358	10	7,222	4	1,136
4-6 Months	15	12,210	5	6,757	10	5,453
7-9 Months	6	7,440	-	-	6	7,440
10-12 Months	73	57,628	-	-	73	57,628
13 Months and over	7	3,103	-	-	7	3,103
All Settlements	115	88,739	15	13,979	100	74,760

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

Sector	Average Duration of Negotiations (Months)
Private	2.8
Public	9.8
All Settlements	8.9

Table 14: Stage of Settlement by Sector, Third 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
Compulsory Arbitration	77	58,336	65.7	-	-	-	77	58,336	78.0
Direct Bargaining	6	3,990	4.5	2	1,264	9.0	4	2,726	3.7
Conciliation	12	3,812	4.3	6	1,501	10.7	6	2,311	3.1
Mediation	10	17,053	19.2	6	9,714	69.5	4	7,339	9.8
Post Conciliation	6	1,667	1.9	-	-	-	6	1,667	2.2
Voluntary Arbitration	3	3,485	3.9	1	1,500	10.7	2	1,985	2.7
Work Stoppage	1	396	0.5	-	-	-	1	396	0.5
All Settlements	115	88,739	100.0	15	13,979	100.0	100	74,760	100.0

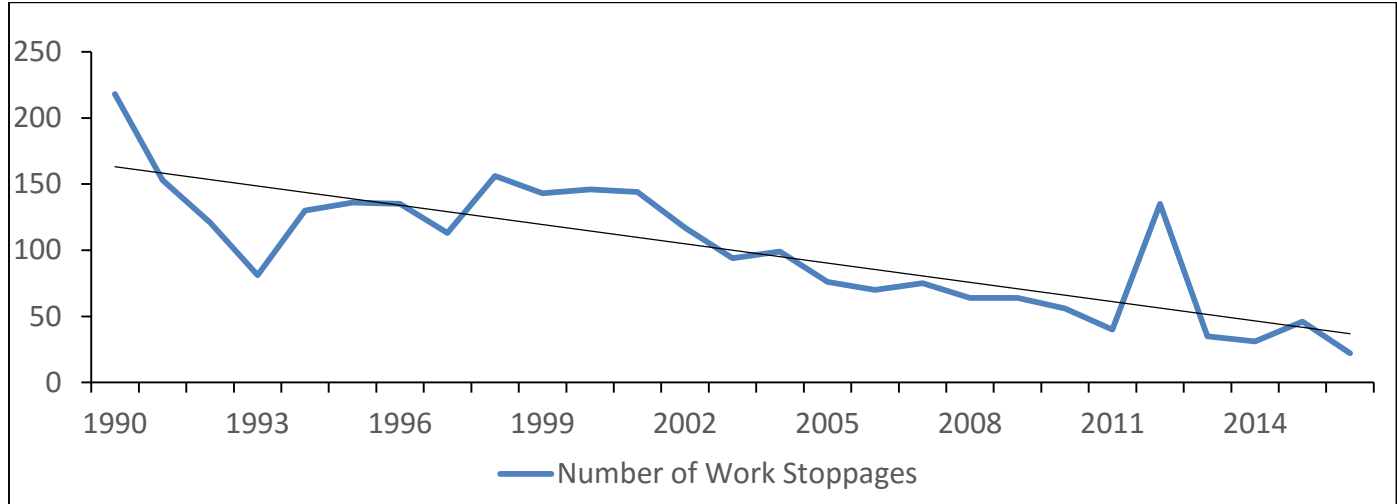
Table 15: Work Stoppages, January – September 2015 and 2016¹⁰

By Industry	January – September 2015	January – September 2016
Manufacturing	6	4
Non-Manufacturing	34	12
Construction	1	6
All Industries	41	22

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

By Industry	January – September 2015	January – September 2016
Manufacturing	30,640	3,620
Non-Manufacturing	279,150	23,370
Construction	850	187,250
All Industries	310,640	214,240

Graph 4: Work Stoppages¹¹



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 third quarter 2016, there were 22 work stoppages covering 11,398 employees with 214,240 person-days lost in total.

¹⁰ As of September 30, 2016, three work stoppages covering a total of 439 employees were carried over to October 2016.

¹¹ Numbers for September 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 – September 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>
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004	99	20,952	212	486,840	23.2	37	0.03
2005	76	12,239	161	403,210	32.9	45	0.03
2006	70	30,240	432	394,600	13.0	48	0.03
2007	75	25,257	337	389,130	15.4	39	0.03
2008	64	19,118	299	281,770	14.7	48	0.02
2009	64	42,573	665	1,549,560	36.4	71	0.11
2010	56	10,711	191	704,630	65.8	71	0.05
2011	40	11,502	288	352,160	30.6	65	0.02
2012	135	65,982	489	200,600	3.0	13	0.01
2013	35	13,155	376	288,310	21.9	48	0.02
2014	31	5,479	177	132,200	24.1	59	0.01
2015	46	21,242	462	337,470	15.9	54	0.02
2016* ¹² (Jan-Sept)	22	11,398	518	214,240	18.8	36	0.02

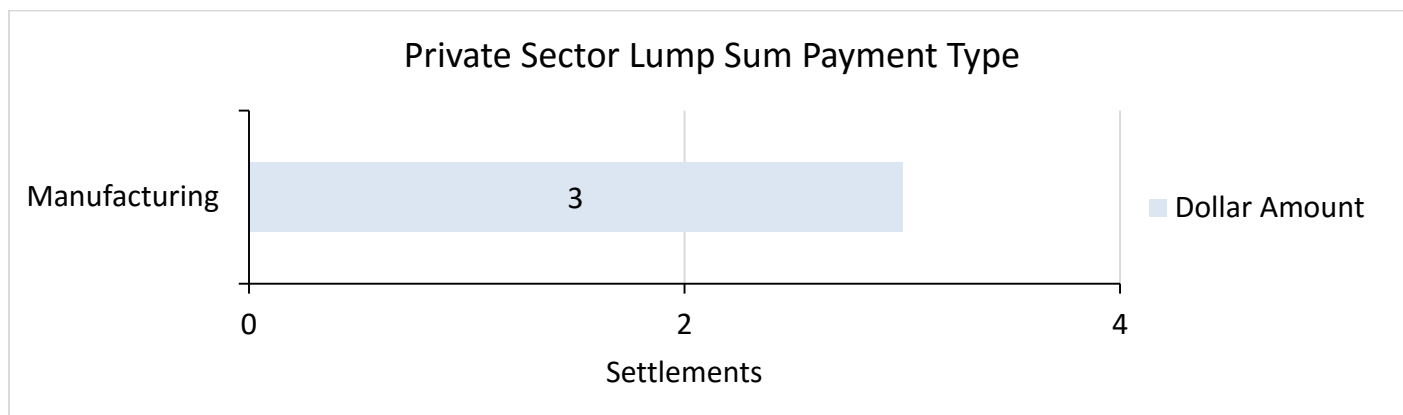
¹² preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

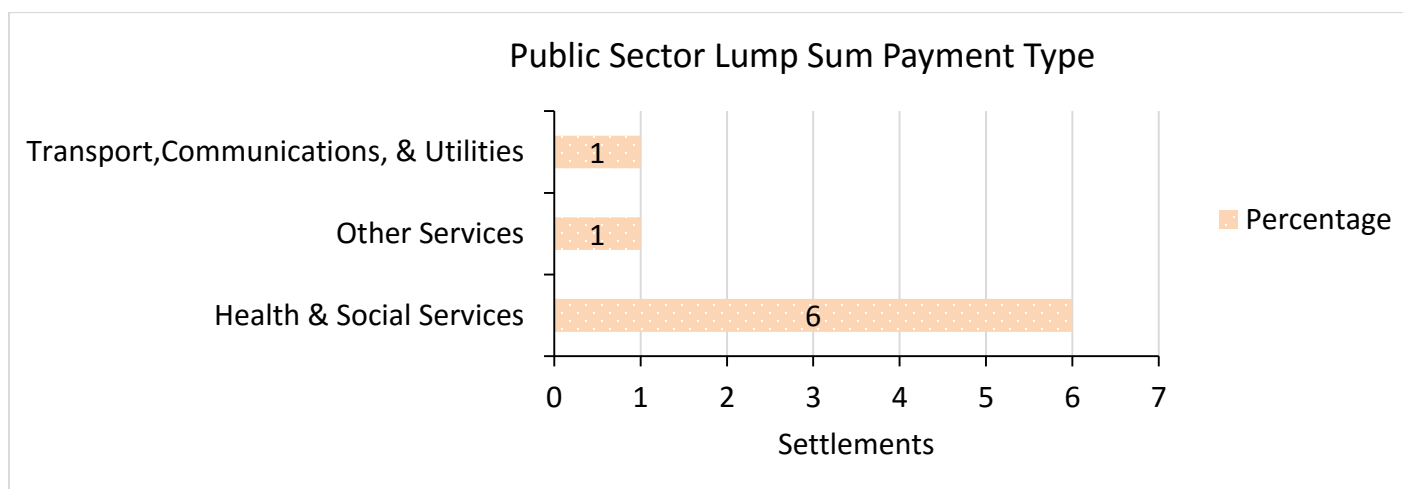
Private and Public Sector Lump Sum Payments ⁽ⁱ⁾

From July to September 30 2016, eleven (11) settlements¹³ were reported with lump sum information. These settlements with lump sum payments covered both the private (3 settlements) and public sectors (8 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, three (3) settlements were reported to include lump sum payments, all of which were within the manufacturing industry and the respective lump sums are to be paid via a dollar amount. In the public sector, the majority of employees that received a lump sum payment was in transport, communications and utilities industry, with one (1) settlement covering 1,681 employees¹⁴, and the health and social services industry, with six (6) settlements covering 1,667 employees¹⁵. In this sector, each lump sums reported is to be paid out as a percentage.

¹³ Lump sums are based on information received at ratification and are recorded for full-time employees only

¹⁴ Canada Post Corporation lump sum of 2% paid out to all indeterminate employees

¹⁵ Part of a Care Partners settlement covering multiple personal support worker units

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

From July to September 30 2016, the private sector reported three (3) settlements covering 4,386 employees with lump sum payments covering all wage groups in a collective agreement, each settlement requires the lump sum to be uniformly paid out via a dollar amount to employees. In the public sector, eight (8) settlements covering 3,798 employees covered all wage groups and each settlement had lump sum payments which were to be applied uniformly across employees. Variations in language for the public sector lump sums included across the board percentage lump sum and percentage lump sums 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, July – September 2016	Settlements	Employees
All wage groups		
Uniform, Active employees	2	386
Variable, Active employees	1	4,000
Total All wage groups	3	4,386
Total Private Sector	3	4,386

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, July – September 2016	Settlements	Employees
All wage groups		
Uniform, Across the board	2	2,131
Uniform, Based on hours worked	6	1,667
Total All wage groups	8	3,798
Total Public Sector	8	3,798

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 \$5,535¹⁶ was the average payment for the average duration of a 49-month contract. In the Public sector, lump sum payments were percentage payments, with eight (8) settlements reported.

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, July – September 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Lump Sum Dollar
Uniform, Active Employees	2	386	49	712
Total Uniform, Dollar Amount	2	386	49	\$ 712
Variable, Active Employees	1	4,000	48	6,000
Total Variable, Dollar Amount	1	4,000	48	\$ 6,000

Table 19 (i): Private Sector Payment Type

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, July – September 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Total Payment
Private Sector, Dollar Amount	3	4,386	49	\$ 5,535¹⁶
Total Private Sector	3	4,386	49	-

¹⁶ Includes only the \$6,000 ratification bonus portion of lump sums from the General Motors of Canada settlement which covers 4,000 employees. See *Selected Settlement Summaries* section for details on additional lump sums provisions under this agreement.

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

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, July – September 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Lump Sum Percentage
Uniform, Across the board	2	2,131	36	1.8
Uniform, Active employees	6	1,667	36	1.7
Total Uniform, Percentage	8	3,798	36	1.8

Table 19 (ii): Public Sector Payment Type

Lump Sum by Sector, Payment Type, Variability and Additional Provisions, July – September 2016	Settlements	Employees	Agmt. Dur. (mths)	Average Total Payment
Public Sector, Total Percentage	8	3,798	36	1.8
Total Public Sector	8	3,798	36	-

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
- 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).

Table 20: Major Negotiations Upcoming or Underway

Employer	Union	Location	Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC et al	Canada-wide	108,600	Various
Various Municipalities (excluding Police Services Boards)	CUPE et al	Various locations	30,900	Various
Police Services Boards	Police Association	Various locations	5,100	Various
Hospitals	OPSEU et al	Various locations	23,300	Various
Long Term Care Homes	ONA, OPSEU et al	Various locations	62,000	Various
Universities/colleges	CUPE et al	Various locations	20,800	Various
Developmental Services (CAS, Community living/services)	CUPE, OPSEU et al	Various locations	19,100	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	44,500	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
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
Bell Canada	Unifor	Province-wide	3,100	30-Nov-16
Purolator	Teamsters	Province-wide	4,500	31-Dec-16

Table 21: Consumer Price Index (2002=100)¹⁷

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

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. The Collective Bargaining Highlights may be reproduced and circulated freely. However, Collective Bargaining Information Services should be acknowledged as the source. This document is available on the Ministry of Labour Website at <http://www.labour.gov.on.ca/english/lr/Publics/index.php>. For further information on this report or other services, please contact us at cbis@ontario.ca or call 416-326-1260. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, the Ministry of Labour makes every effort to ensure that its services are provided in a manner that respects the dignity and independence of persons with disabilities. Please tell the ministry if you require any accommodation to meet your individual need.

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¹⁷ Percentage change from previous year
 Source: Statistics Canada