

Collective Bargaining Highlights

January 2017

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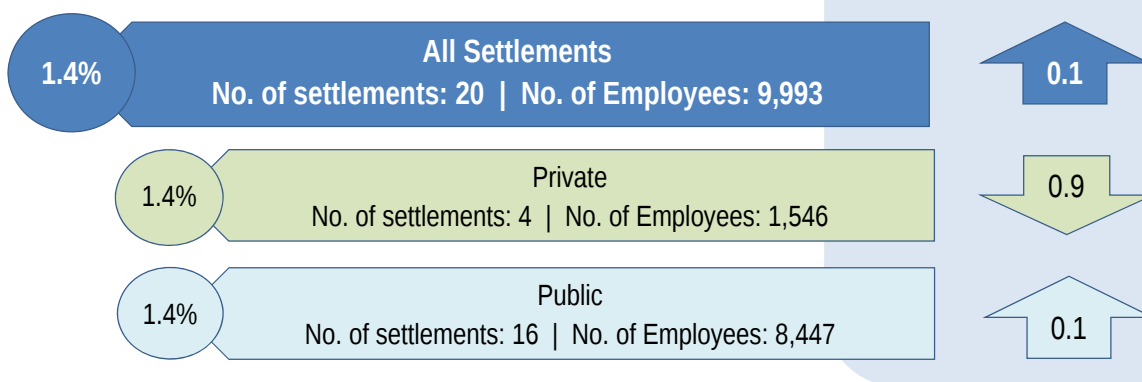
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Settlements in January 2017

In January, 20 settlements were ratified covering 9,993 employees, 84.5% of whom were in the public sector (8,447). The overall average annual increase in base wage rates in January was 1.4%, compared to 1.3% reported in December¹.

Average Annual Base Wage Increase, January 2017

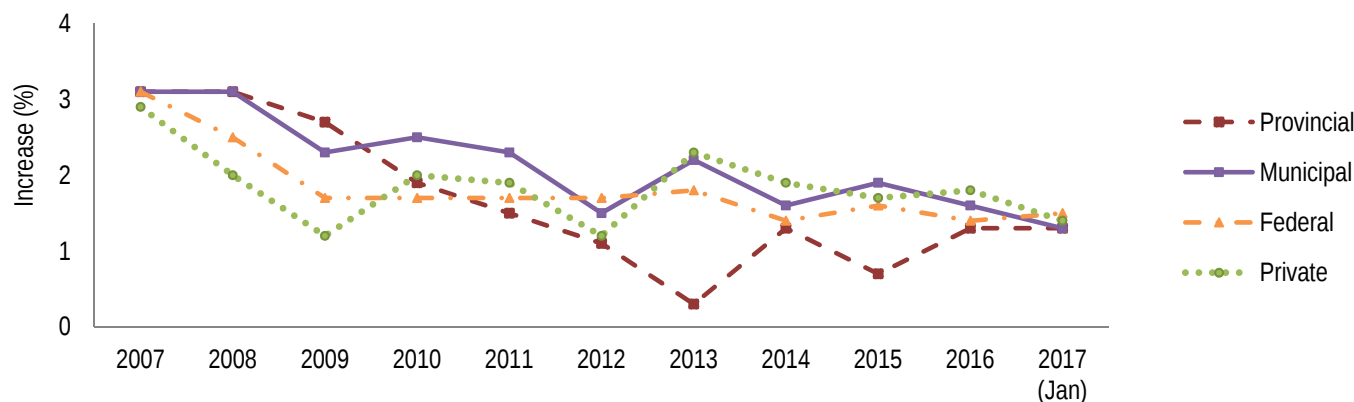
Difference from December 2016¹



Wage Trends by Sector (2007 – 2017 to Date)

In Graph 1, the average annual base wage increases in January 2017 for the public sector were reported at 1.3% for provincial, 1.3% for municipal, and 1.5% for federal. In the private sector the average annual base wage increase was reported at 1.4%.

Graph 1: Trends of the Average Annual Base Wage Increases for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements (%)

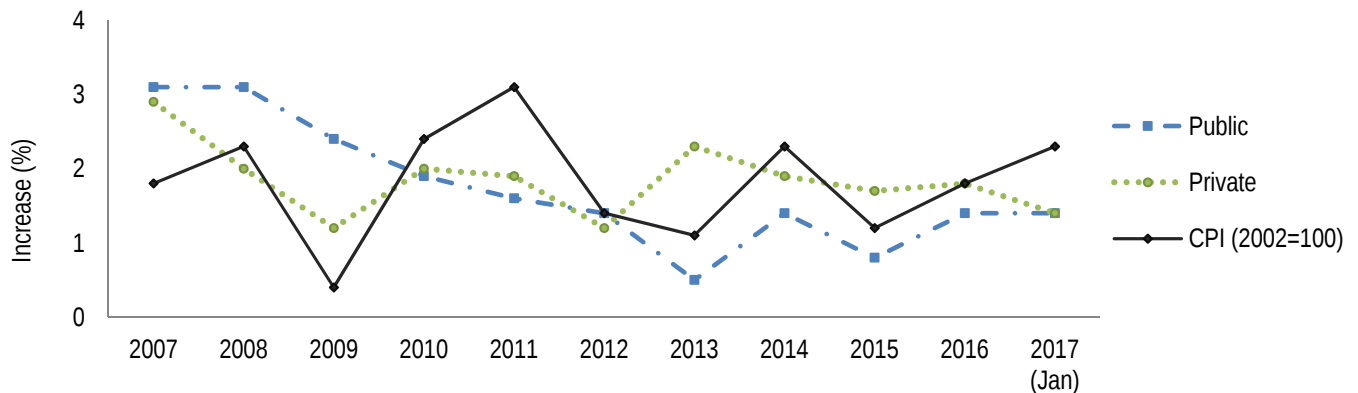


¹ Difference is based on the reported value in the December Highlights and Collective Bargaining Review 2016 annual publication. The average annual base wage from December 2016 to January 2017 is reported as the percentage point change.

Graph 2 depicts the average annual base wage increases in the public sector, the public sector excluding federal, and the private sector in comparison to the Consumer Price Index (CPI) for Ontario from 2007 to January 2017.

In January 2017, the average annual base wage increase was reported at 1.4% in the public sector and 1.4% in the private sector. The Consumer Price Index in Ontario averaged at 2.3% for January 2017.

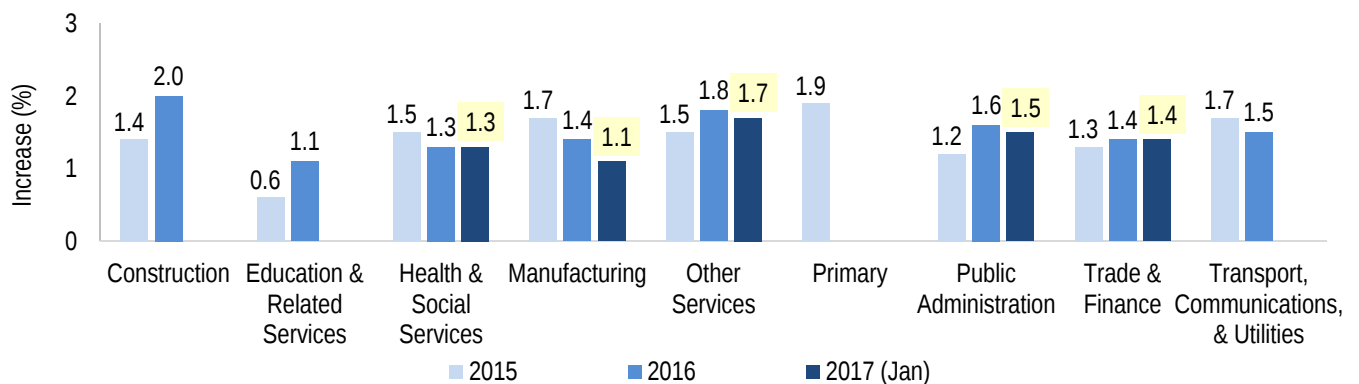
Graph 2: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)



Settlements by Industry, Current Three Years

In Graph 3, over the three year period from 2015 to 2017 (January), the highest average annual wage increases were in the primary industry in 2015 (1.9%), the construction industry in 2016 (2.0%), and other services sector in 2017 (1.7%).

Graph 3: Average Annual Base Wage Increases by Industry (%), Current Three Years²



² The average annual base wage increases are not shown where settlement information has not been reported to Collective Bargaining Information Services in a given year.

Table 1: January 2017 Settlements by Industry

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Health and Social Services		5,648	1.3			
Centre for Addiction and Mental Health (CAMH)	Ontario Public Service Employees Union	1,775	1.4	1.4	01-Apr-2016	31-Mar-2019
Revera Inc (Bestview)	Christian Labour Association of Canada	650	1.4 ³	1.4	01-Aug-2016	31-Jul-2019
Community Living London	Ontario Public Service Employees Union	450	0.0 ⁴	0.0	01-Apr-2016	31-Mar-2018
Peel Children's Aid Society	Canadian Union of Public Employees	430	1.5 ⁵	1.5	01-Apr-2016	31-Mar-2019
Queensway-Carleton Hospital	Ontario Public Service Employees Union	318	1.4	1.4	01-Apr-2016	31-Mar-2019
Copernicus Lodge	Service Employees International Union	315	1.4 ³	1.5	01-Jan-2015	31-Dec-2016
Ongwanada Hospital	Ontario Public Service Employees Union	300	0.8	0.0	01-Apr-2016	31-Mar-2018
St. Michael's Hospital	Canadian National Federation of Independent Unions, Labourers	300	1.4	1.4	01-Apr-2016	31-Mar-2019
Aurora Resthaven	Health Care and Service Workers Union/ Christian Labour Association of Canada	265	1.4 ³	1.3	01-Jun-2016	31-May-2019
Wexford Residence Inc	Canadian Union of Public Employees	181	0.9 ⁶	0.0	01-Jan-2014	31-Dec-2016
CSH Royal Oak Long Term Care Centre	Unifor	180	2.0 ³	1.3	01-May-2015	30-Apr-2018
Benevolent Society Heidehof for the Care of the Aged	Christian Labour Association of Canada	174	1.4 ³	1.3	01-Apr-2016	31-Mar-2020
Sunrise Thorne Mill on Steeles	Service Employees International Union	160	3.0 ⁷	3.0	16-Aug-2015	15-Aug-2017

³ Adjustments for selected groups other than skilled trades.

⁴ No negotiated wage increase. Signing bonus: To all employees upon ratification, prorated on the basis of FTE (full time equivalency). The bonus shall be \$150 for each full-time employee and for part-time employees \$50.

⁵ Lump sum: \$1,250 less applicable deductions to each employee on the issuance of award.

⁶ Lump sum: 1% effective December 31, 2014

⁷ Including adjustments for selected groups other than skilled trades. Lump sum: red circled employees above the wage grid will receive a lump sum payment of 2% in each year.

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Children's Aid Society of Hamilton	Canadian Union of Public Employees	150	1.7	1.7	01-Apr-2016	31-Mar-2019
Manufacturing		302	1.1			
CPK Interior Products	United Steelworkers	302	1.1 ⁸	2.3	01-Feb-2017	31-Jan-2021
Other Services		500	1.7			
0825859 B.C. Ltd. (Four Seasons Hotel Toronto)	United Food and Commercial Workers	320	1.7 ⁹	1.5	05-Oct-2016	04-Oct-2019
New Horizon System Solutions	Society of Energy Professionals	180	1.7	1.7	01-Jan-2017	31-Dec-2017
Public Administration		2,799	1.5			
Treasury Board of Canada	Association of Canadian Financial Officers	2,500	1.5 ¹⁰	1.3	07-Nov-2014	06-Nov-2018
Corporation of The City of Windsor (Outside)	Canadian Union of Public Employees	299	1.3	1.3	01-Jan-2017	31-Dec-2020
Trade and Finance		744	1.4			
National Grocers Co. Ltd.	United Food and Commercial Workers	744	1.4	2.8	04-Aug-2016	03-Aug-2021

⁸ Two-tier wage schedule. Lump sum: \$1,400 to be paid in 2018, 2019, and 2020 to active and inactive full-time employees who performed work for the company in the respective payment year. Ratification bonus: \$3,000 to be paid to all active and inactive seniority employees on roll as of Monday following notice of ratification.

⁹ Adjustments for skilled trades and other selected groups.

¹⁰ Including market adjustments of 1% on November 7, 2016.

Table 2: Ongoing and Upcoming Major Bargaining

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC, et al	Canada-wide	87,900	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al	Various locations	26,100	Various
Police Services Boards	Police Association	Various locations	4,600	Various
Hospitals	OPSEU, Unifor, et al	Various locations	24,400	Various
Long-Term Care Homes	CUPE, SEIU, et al	Various locations	59,700	Various
Universities/colleges	CUPE, et al	Various locations	16,200	Various
Developmental Services (CAS, Community living/services)	CUPE, OPSEU, et al	Various locations	15,500	Various
Liquor Control Board of Ontario	OPSEU	Province-wide	7,000	31-Mar-2017
Essar Steel Algoma Inc	USW	Sault Ste Marie	2,300	31-Jul-2016
Winners Merchants Intl. Lp	Workers United	Province wide	1,500	31-Jan-2017

Table 3: Consumer Price Index (2002=100)¹¹

Location	January 2017	2017 Year-to-date	2016	2015	2014
Canada	2.1	2.1	1.4	1.1	1.9
Ontario	2.3	2.3	1.8	1.2	2.3
Toronto	2.4	2.4	2.0	1.6	2.5
Ottawa-Gatineau (Ont. part)	1.9	1.9	1.3	0.9	2.0
Thunder Bay	1.7	1.7	1.6	1.1	2.2

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. Average annual wage increases for settlements exclude lump sum/bonus payments. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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¹¹ Percentage change from previous year (Source: Statistics Canada)

Appendix: Tables for Graphs

Table for Graph 1: Trends of the Average Annual Base Wage Increases for the Public Sector (Broken down: Provincial, Municipal, Federal) and Private Sector Settlements (%)

Sector	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017 (Jan)
Provincial	3.1	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.3
Municipal	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.9	1.6	1.3
Federal	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.5
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.8	1.4
All Settlements	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.0	1.6	1.4

Table for Graph 2: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)

Sector	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017 (Jan)
Public	3.1	3.1	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.4
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.8	1.4
CPI (2002=100)	1.8	2.3	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	2.3

Table for Graph 3: Average Annual Base Wage Increases by Industry, Current Three Years (%)

Industry	2015	2016	2017 (Jan)
Construction	1.4	2.0	---
Education & Related Services	0.6	1.1	---
Health & Social Services	1.5	1.3	1.3
Manufacturing	1.7	1.4	1.1
Other Services	1.5	1.8	1.7
Primary	1.9	---	---
Public Administration	1.2	1.6	1.5
Trade and Finance	1.3	1.4	1.4
Transport, Communications, & Utilities	1.7	1.5	---
All Settlements	1.0	1.6	1.4

Summary: January 2017 Settlements by Industry

Industry	Settlement	Employees	Average Annual Increase (%)
Construction	---	---	---
Education & Related Services	---	---	---
Health & Social Services	14	5,648	1.3
Manufacturing	1	302	1.1
Other Services	2	500	1.7
Primary	---	---	---
Public Administration	2	2,799	1.5
Trade and Finance	1	744	1.4
Transport, Communications, & Utilities	---	---	---
All Settlements	20	9,993	1.4