

Collective Bargaining Highlights

November 2017

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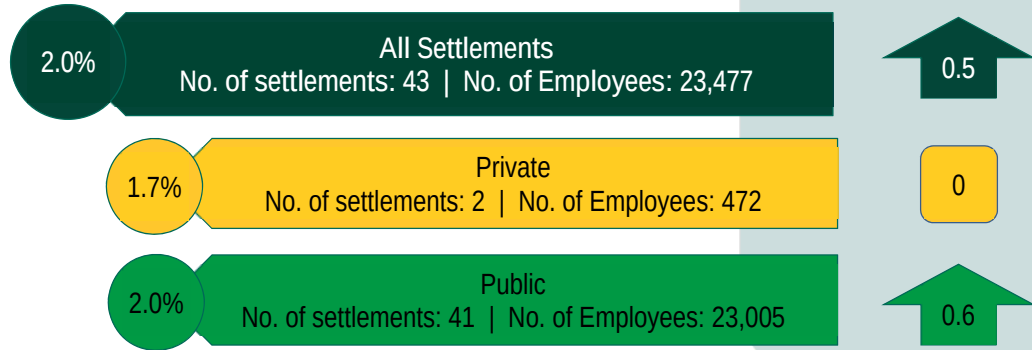
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Settlements in November 2017

In November, 43 settlements were ratified covering 23,477 employees, 98.0% of whom were in the public sector (23,005). The overall average annual increase in base wage rates in November was 2.0%, compared to 1.5% reported in October¹.

Average Annual Base Wage Increase, November 2017

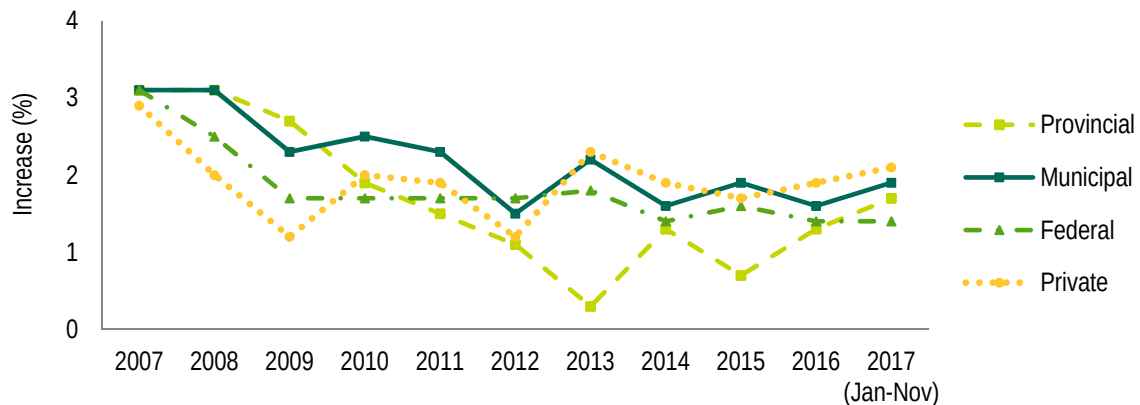
Difference from October 2017¹



Wage Trends by Sector, 2007 – 2017 (January to November)

In Graph 1, the average annual base wage increases from January to November 2017 in the public sector were reported at 1.7% for provincial, 1.9% for municipal, and 1.4% for federal. In the private sector, the average annual base wage increase was reported at 2.1%.

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

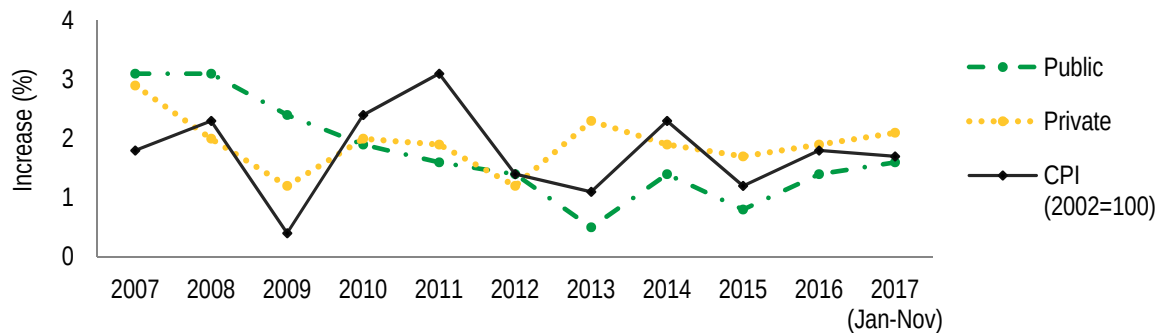


¹ Difference is based on the reported value in the Collective Bargaining Highlights October 2017 publication. The average annual base wage from October 2017 to November 2017 is reported as the percentage point change.

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

From January to November 2017, the average annual base wage increase was reported at 1.6% in the public sector, compared to 2.1% in the private sector. The Consumer Price Index in Ontario averaged 1.7% for the year.

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

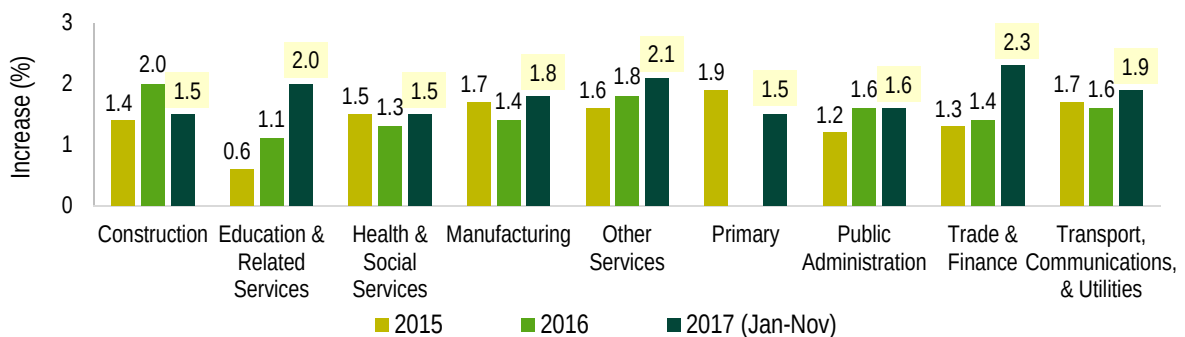


Settlements by Industry, Current Three Years

In Graph 3, from January to November 2017, settlements in trade and finance reported the highest average annual base wage increases at 2.3%. Settlements in construction industry, health and social services sector, and primary industry reported the lowest average increases at 1.5%.

For November 2017, in education and related services, the University of Toronto reached a three-year agreement with United Steelworkers, covering 3,000 employees (casual unit) who received an average annual base wage increase of 4.5%².

Graph 3: Average Annual Base Wage Increases by Industry (%), Current Three Years³



² One-Time-Only special payments of \$200 following ratification and \$200 on December 1, 2018 for active employees.

³ 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: November 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
Education and Related Services		5,990	3.1			
University of Guelph (Faculty/Librarians)	University of Guelph Faculty Association	800	1.4	1.3	01-Jul-2017	30-Jun-2021
University of Ottawa (Academic Staff, Part-Time)	Association of Part-Time Professors of The University of Ottawa	2,190	1.8 ⁴	1.8	01-Sep-2016	31-Aug-2018
University of Toronto (Casual Unit)	United Steelworkers	3,000	4.5 ⁵	14.1 ⁶	01-Jul-2017	30-Jun-2020
Health and Social Services		12,461	1.6			
Bluewater Health	Ontario Public Service Employees Union	308	1.8	1.8	01-Apr-2019	31-Mar-2022
Chatham-Kent Health Alliance	Ontario Public Service Employees Union	243	1.8	1.8	01-Apr-2019	31-Mar-2022
Cornwall Community Hospital	Ontario Public Service Employees Union	189	1.8	1.8	01-Apr-2019	31-Mar-2022
County of Hastings (Hastings Manor)	Canadian Union of Public Employees	386	1.8	2.0	01-Jan-2017	31-Dec-2019
County of Hastings (Centennial Manor)	Canadian Union of Public Employees	181	1.8	2.0	01-Jan-2017	31-Dec-2019
Extendicare (Canada) Inc (Sudbury York)	Canadian Union of Public Employees	261	1.4	1.4	01-Jan-2017	31-Dec-2018
Extendicare (Canada) Inc (West End Villa (Service))	Canadian Union of Public Employees	247	1.4	1.4	01-Jan-2017	31-Dec-2018
Extendicare (Canada) Inc (Laurier Manor)	Canadian Union of Public Employees	237	1.4	1.4	01-Jan-2017	31-Dec-2018
Extendicare (Canada) Inc (Bayview Villa)	Canadian Union of Public Employees	190	1.4	1.4	01-Jan-2017	31-Dec-2018
Extendicare (Canada) Inc (Oshawa)	Canadian Union of Public Employees	190	1.4	1.4	01-Jan-2017	31-Dec-2018

⁴ Lump sum: One-Time-Only (OTO) payment of \$200 in 2016-17 and in 2017-18.

⁵ Lump sum: One-Time-Only (OTO) payment of \$200 three days following date of ratification and \$200 on December 1, 2018, for active employees who worked in each of the 12 months in the 12 month period immediately preceding the effective dates.

⁶ The minimum rate of pay will be increased to fifteen (15) dollars per hour effective on the date of ratification of the 2017-2020 renewal collective agreement.

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Extendicare (Canada) Inc (Timmins Nursing Home (Service))	Canadian Union of Public Employees	180	1.4	1.4	01-Jan-2017	31-Dec-2018
Grey Bruce Health Services	Ontario Public Service Employees Union	345	1.8	1.8	01-Apr-2019	31-Mar-2022
Guelph General Hospital	Ontario Public Service Employees Union	172	1.8	1.8	01-Apr-2019	31-Mar-2022
Health Sciences North	Ontario Public Service Employees Union	546	1.8	1.8	01-Apr-2019	31-Mar-2022
Huron Perth Healthcare Alliance	Ontario Public Service Employees Union	186	1.8	1.8	01-Apr-2019	31-Mar-2022
Kingston General Hospital	Ontario Public Service Employees Union	550	1.8	1.8	01-Apr-2019	31-Mar-2022
Lakeridge Health Corporation	Ontario Public Service Employees Union	354	1.8	1.8	01-Apr-2019	31-Mar-2022
London Health Sciences Centre (Paramedical X-Ray Unit)	Ontario Public Service Employees Union	504	1.8	1.8	01-Apr-2019	31-Mar-2022
London Health Sciences Centre (Paramedical Lab Unit)	Ontario Public Service Employees Union	226	1.8	1.8	01-Apr-2019	31-Mar-2022
Mackenzie Health (Service/RPNs)	Ontario Public Service Employees Union	750	0.7 ⁷	0.7	01-Apr-2016	30-Sep-2018
Mount Sinai Hospital	Ontario Public Service Employees Union	245	1.8	1.8	01-Apr-2019	31-Mar-2022
Niagara Health System	Ontario Public Service Employees Union	688	1.8	1.8	01-Apr-2019	31-Mar-2022
North Bay Regional Health Centre	Ontario Public Service Employees Union	380	1.8	1.8	01-Apr-2019	31-Mar-2022
Ottawa Hospital (Paramedical)	Ontario Public Service Employees Union	1,900	1.4	1.4	01-Apr-2016	31-Mar-2019
Peterborough Regional Health Centre	Ontario Public Service Employees Union	375	1.8	1.8	01-Apr-2019	31-Mar-2022
Quinte Health Care Corp	Ontario Public Service Employees Union	317	1.8	1.8	01-Apr-2019	31-Mar-2022

⁷ Lump sum: 0.7% of straight time hourly rate per hour paid to all employees on staff as at March 31, 2017 for the period April 1, 2016 - March 31, 2017 (subject to statutory deductions); 0.7% of straight time hourly rate per hour paid to all employees on staff as at September 30, 2017 for the period April 1, 2017 - September 30, 2017 (subject to statutory deductions). Effective October 1, 2017 wage increase awarded to CUPE Central and the OHA will be applied.

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Rouge Valley Health System	Ontario Public Service Employees Union	509	1.8	1.8	01-Apr-2019	31-Mar-2022
Royal Ottawa Health Care Group	Ontario Public Service Employees Union	244	1.8	1.8	01-Apr-2019	31-Mar-2022
Royal Victoria Regional Health Centre	Ontario Public Service Employees Union	167	1.8	1.8	01-Apr-2019	31-Mar-2022
St. Joseph's Health Care	Ontario Public Service Employees Union	151	1.8	1.8	01-Apr-2019	31-Mar-2022
St. Joseph's Healthcare Hamilton	Ontario Public Service Employees Union	677	1.8	1.8	01-Apr-2019	31-Mar-2022
Thunder Bay Regional Health Sciences Centre	Ontario Public Service Employees Union	396	1.8	1.8	01-Apr-2019	31-Mar-2022
Timmins and District Hospital	Ontario Public Service Employees Union	167	1.8	1.8	01-Apr-2019	31-Mar-2022
Other Services		877	1.8			
Hilton Suites Hotel	United Food and Commercial Workers	292	1.5	1.5	01-Dec-2016	30-Nov-2021
Marek Hospitality Inc	United Food and Commercial Workers	180	2.0	2.0	01-Mar-2017	29-Feb-2020
Ontario Lottery and Gaming Corp (Slots at Woodbine Racetrack)	Public Service Alliance of Canada	405	1.9 ⁸	1.8	01-Apr-2016	31-Mar-2019
Public Administration		2,426	1.9			
City of Ottawa (Professional/Nurses)	Civic Institute of Professional Personnel	1,954	2.0	1.9	01-Jan-2017	31-Dec-2019
City of Brampton	Brampton Professional Fire Fighters Association	472	1.8	1.8	01-Jan-2018	31-Dec-2018
Transportation, Communications, and Utilities		1,723	1.8			
Canada Post Corp	Association of Postal Officials of Canada	1,484	1.8	1.8	01-Apr-2018	31-Mar-2021
City of Guelph (Transit)	Amalgamated Transit Union	239	1.8	1.5	01-Jul-2017	30-Jun-2021

⁸ Lump sum: \$3,000.00 for each active employee as of the date of ratification.

Table 2: Ongoing and Upcoming Major Bargaining⁹

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC, et al	Canada-wide	29,300	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al	Various locations	13,100	Various
Police Services Boards	Police Association	Various locations	2,400	Various
Hospitals	CUPE, OPSEU, et al	Various locations	71,900	Various
Long-Term Care Homes	CUPE, SEIU, et al	Various locations	55,500	Various
Universities	CUPE, PSAC, et al	Various locations	31,000	Various
Developmental Services (CAS, Community living/ services)	CUPE, OPSEU, et al	Various locations	9,800	Various
Canada Post Corp	Canadian Union of Postal Workers	Canada-wide	19,600	Various
Essar Steel Algoma Inc	USW	Sault Ste Marie	2,300	31-Jul-2016
Metro Ontario Inc	UFCW	Province-wide	9,400	18-Nov-2017
Bell Canada	Unifor	Interprovincial	4,900	30-Nov-2017
Government of Ontario (Correctional Unit)	OPSEU	Province-wide	5,800	31-Dec-2017
Bruce Power Lp/ Bruce Power Inc.	Power Workers' Union - CUPE	Bruce County	2,600	31-Dec-2017
Pharma Plus Drugmarts Ltd / Pharmx Rexall Drug Stores Ltd	UFCW	Province-wide	3,300	31-Jan-2018
G4S Security Service Canada Ltd	UFCW	Province-wide	3,800	28-Feb-2018

⁹ Bargaining situations resulting from recent Ontario Labour Relations Board decisions or agreements that have been ratified prior to the release of the current monthly publication may not be reflected if the settlement information has not been reported to Collective Bargaining Information Services at the time of publication.

Table 3: Consumer Price Index (2002=100)¹⁰

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

Data for the months of March, June, September, and December include quarterly information. The industry data used in this report are based on the North American Industry Classification System (NAICS).

Information in this report is based on settlements covering 150 or more employees, a sample that represents 80% of unionized employees in Ontario, with the exception of education sector central settlements (as of September 2015). Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data reported are preliminary and subject to updates. 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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¹⁰ 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-Nov)
Provincial	3.1	3.1	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.7
Municipal	3.1	3.1	2.3	2.5	2.3	1.5	2.2	1.6	1.9	1.6	1.9
Federal	3.1	2.5	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.4
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1
All Settlements	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5	1.0	1.6	1.7

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-Nov)
Public	3.1	3.1	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.6
Private	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1
CPI (2002=100)	1.8	2.3	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	1.7

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

Industry	2015	2016	2017 (Jan-Nov)
Construction	1.4	2.0	1.5
Education & Related Services	0.6	1.1	2.0
Health & Social Services	1.5	1.3	1.5
Manufacturing	1.7	1.4	1.8
Other Services	1.6	1.8	2.1
Primary	1.9	---	1.5
Public Administration	1.2	1.6	1.6
Trade & Finance	1.3	1.4	2.3
Transportation, Communications, & Utilities	1.7	1.6	1.9
All Settlements	1.0	1.6	1.7

Summary: November 2017 Settlements by Industry

Industry	Settlement	Employees	Average Annual Increase (%)
Construction	---	---	---
Education & Related Services	3	5,990	3.1
Health & Social Services	33	12,461	1.6
Manufacturing	---	---	---
Other Services	3	877	1.8
Primary	---	---	---
Public Administration	2	2,426	1.9
Trade & Finance	---	---	---
Transportation, Communications, & Utilities	2	1,723	1.8
All Settlements	43	23,477	2.0