

Collective Bargaining Highlights

First Quarter 2018

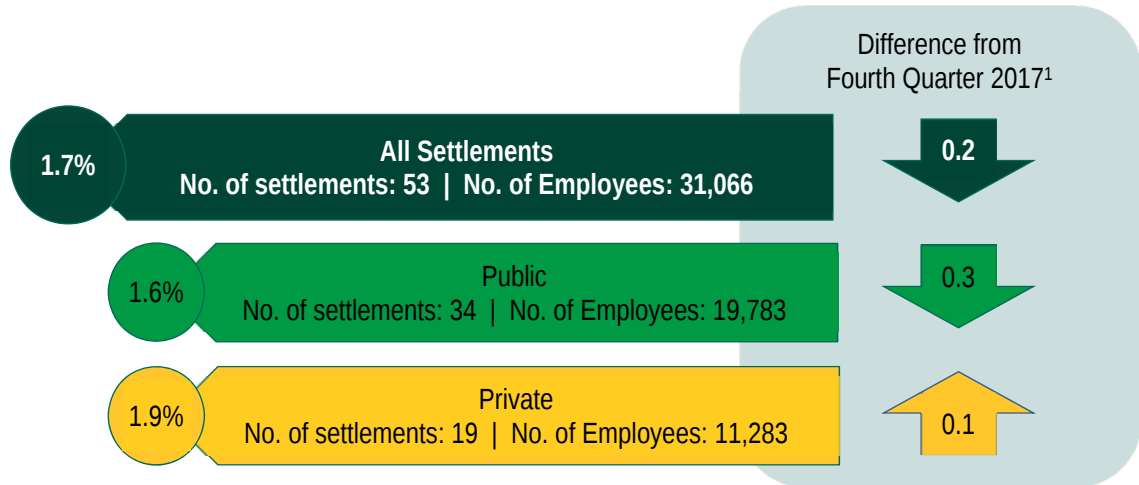
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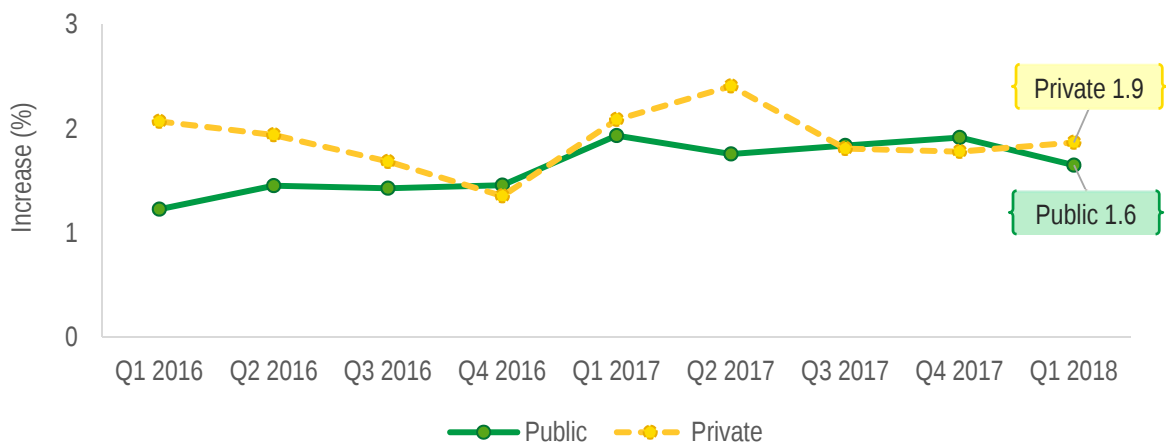
Settlements, First Quarter 2018

In the first quarter of 2018, 53 settlements were ratified covering 31,066 employees. The overall average annual increase in base wage rates in the first quarter of 2018 was 1.7%, down from the 1.9% reported in the previous quarter¹.



Settlements in the public sector cover 63.7% (19,783) of all employees, and reported an average annual base wage increase of 1.6% in the first quarter of 2018, down from the 1.9% from the previous quarter (Graph 1). The average annual base wage increase in the private sector rose to 1.9% in the first quarter of 2018, from 1.8% reported in the previous quarter.

Graph 1: Average Annual Base Wage Increases (%) by Sector (Private and Public), Quarterly 2016-2018 (First Quarter)



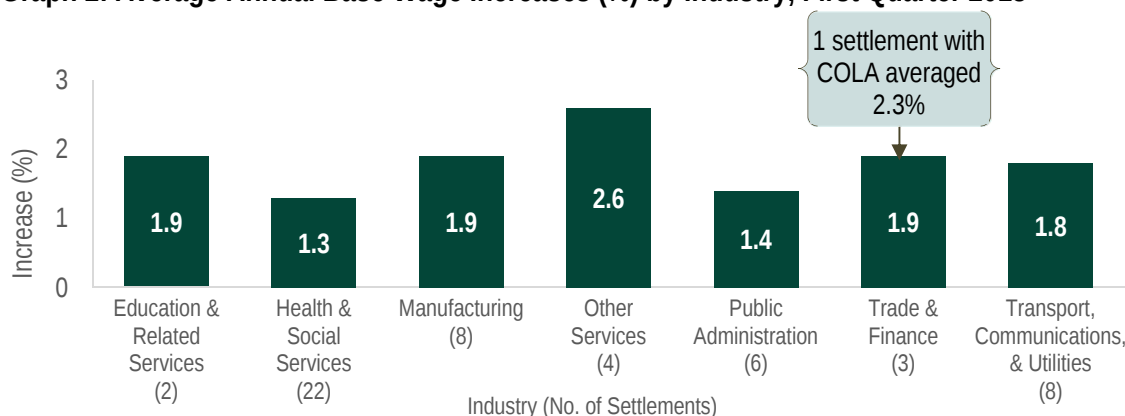
¹ The difference of the average annual base wage from the fourth quarter of 2017 to the first quarter of 2018 is reported as the percentage point change.

Settlements by Industry

The highest average annual base wage increases reported in the first quarter of 2018 were for other services at 2.6% (Graph 2), covering 1,203 employees, which included Enercare Home and Commercial Services, Ottawa Convention Centre, New Horizon System Solutions, and Woodbine Entertainment Group. Settlements in health and social services, covering 6,710 employees, had the lowest reported average annual base wage increase at 1.3%.

The agreement between the University of Toronto and the Canadian Union of Public Employees (CUPE) representing teaching assistants and instructors included the largest number of employees (7,000 employees) who received an average annual base wage increase of 1.9%. In trade and finance, the settlement for Green Shield Canada (550 employees) included a cost-of-living adjustment (COLA)² with an average annual base wage increase of 2.3%.

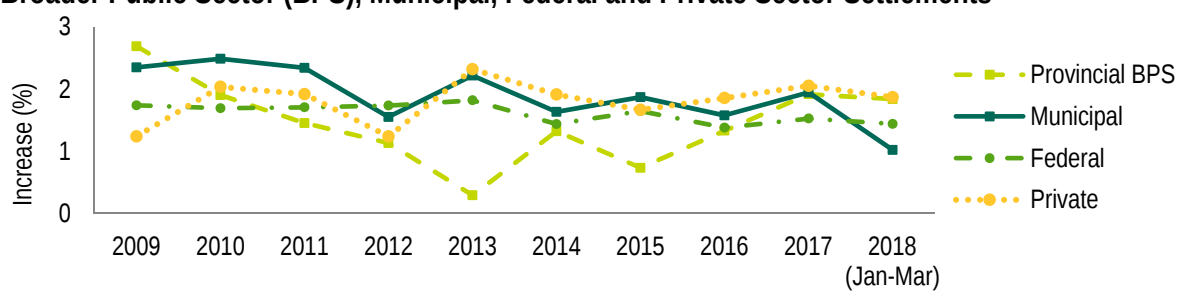
Graph 2: Average Annual Base Wage Increases (%) by Industry, First Quarter 2018



Wage Trends by Sector

By sector, the average annual base wage increases in 2018 (January to March) were reported at 1.8% for the provincial broader public sector (BPS), 1.0% for the municipal sector, and 1.4% for the federal sector. In the private sector the average annual base wage increase was reported at 1.9%. (Graph 3).

Graph 3: Trends of the Average Annual Base Wage Increases (%) for the Provincial Broader Public Sector (BPS), Municipal, Federal and Private Sector Settlements

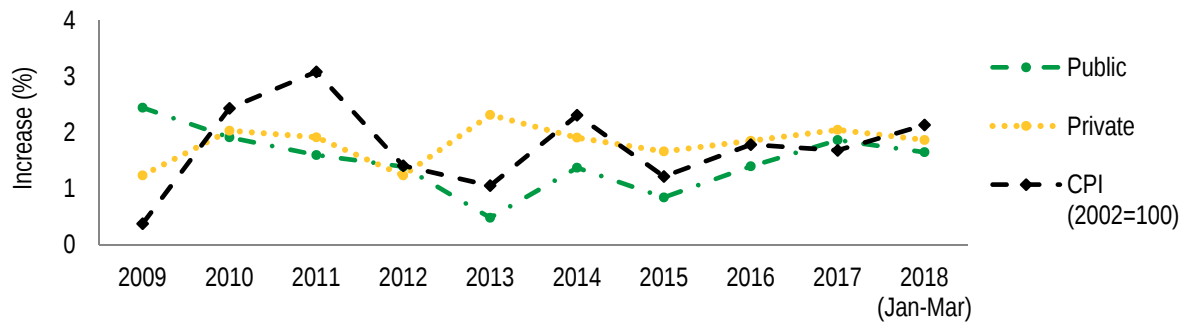


² Cost-of-living adjustments (COLA) are calculated at projected rates of inflation for the duration of the collective agreement.

Graph 4 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 2009 to 2018 (January to March).

From January to March 2018, the CPI averaged at 2.1%, higher than the public and the private sector average annual base wage increases (1.6% and 1.9% respectively).

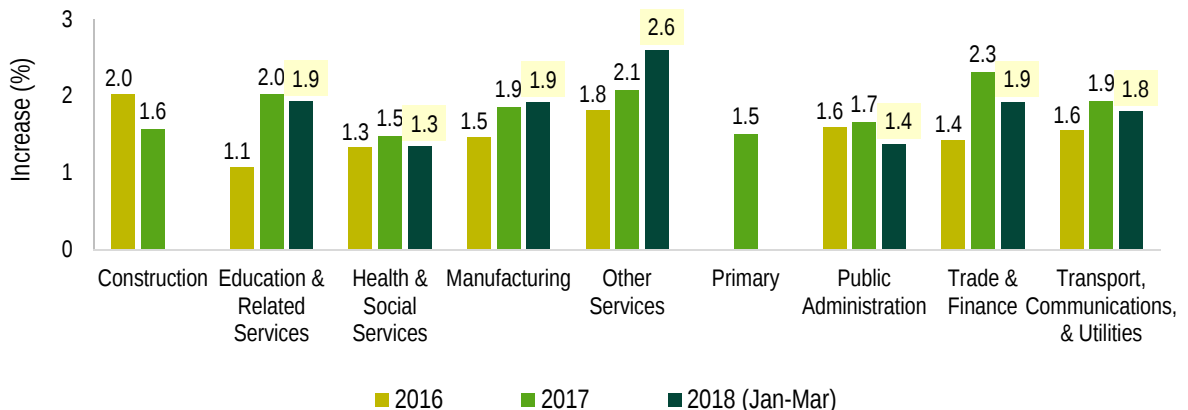
Graph 4: Trends of the Consumer Price Index (%) and the Average Annual Base Wage Increases (%) for the Public Sector and Private Sector Settlements



Wage Trends by Industry

Over the three year period from 2016 to 2018 (January to March), the average annual base wage increases were generally lower in 2016 compared to those reported in 2017 and the first quarter of 2018. The highest average annual wage increases were in construction in 2016 (2.0%), trade and finance in 2017 (2.3%), and in other services in the first quarter of 2018 (2.6%).

Graph 5: Average Annual Base Wage Increases (%) by Industry, Current Three Years³



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: Settlements by Industry, First Quarter 2018

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		7,750	1.9			
University of Toronto (Teaching Assistants, Instructors)	Canadian Union of Public Employees	7,000	1.9	1.8	01-Jan-2018	31-Dec-2020
Ryerson University (Sessional/Part-Time Instructors)	Canadian Union of Public Employees	750	1.9	1.8	16-Aug-2017	15-Aug-2021
Health and Social Services		6,710	1.3			
Waypoint Centre for Mental Health Care	Ontario Public Service Employees Union	1,057	1.6 ⁴	1.4	01-Apr-2017	31-Mar-2022
Children's Aid Society of Toronto	Canadian Union of Public Employees	600	1.6 ⁵	1.5	01-Apr-2018	31-Mar-2022
Family Day Care Services	Canadian Union of Public Employees	513	2.3 ⁶	3.0	01-Jan-2018	31-Dec-2020
Dilico Anishinabek Family Care	Unifor	400	1.3 ⁷	1.5	01-Apr-2018	31-Mar-2021
Children's Aid Society of Ottawa	Ontario Public Service Employees Union	380	1.8 ⁸	1.7	01-Jan-2018	31-Dec-2020
Glebe Centre Inc	Canadian Union of Public Employees	321	1.4	1.4	01-Jan-2017	31-Dec-2018
Bellwoods Centres for Community Living Inc.	Service Employees International Union	270	0.0 ⁹	0.0	01-Apr-2016	31-Mar-2020
Durham Children's Aid Society	Canadian Union of Public Employees	267	1.5	1.5	01-Apr-2018	31-Mar-2022
Regional Municipality of York (Public Health Branch)	Ontario Nurses' Association	256	1.6	1.6	01-Apr-2017	31-Mar-2019
Regional Municipality of Peel (Peel Manor Long Term Care Centre)	Canadian Union of Public Employees	255	0.0	0.0	01-Dec-2015	30-Nov-2017

⁴ Lump sum: \$750 per contract year for April 1, 2017, April 1, 2018 & April 1, 2019 to Red Circled staff. Part-time to receive a pro-rated amount based on hours worked.

⁵ Lump sum: \$3,000.00, less applicable deductions, for full-time employees, pro-rated for part-time, job share, and casual employees.

⁶ Adjustments for minimum wage rates.

⁷ Signing bonus: \$500 for permanent employees who have completed probation at ratification date. \$250 for casual and contract employees who have completed probation at ratification date.

⁸ Signing bonus: \$3,200.

⁹ Lump sum: \$600 for each full-time employee. \$300 for each part-time employee.

Collective Bargaining Highlights

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Regional Municipality of Peel (Malton Village Long Term Care Centre)	Canadian Union of Public Employees	233	0.0	0.0	01-Dec-2015	30-Nov-2017
Regional Municipality of Peel (Sheridan Villa Long Term Care Centre)	Canadian Union of Public Employees	229	0.0	0.0	01-Dec-2015	30-Nov-2017
Regional Municipality of Peel (Tall Pines Long Term Care Centre)	Canadian Union of Public Employees	219	0.0	0.0	01-Dec-2015	30-Nov-2017
County of Middlesex (Strathmere Lodge)	Unifor	216	1.7	0.0	01-Jan-2018	31-Dec-2020
Spruce Lodge Home For Aged	Canadian Union of Public Employees	215	1.4	1.4	01-Jan-2017	31-Dec-2019
Kingston Health Sciences Centre (Office/Clerical/Technical)	Ontario Public Service Employees Union	199	1.5	1.4	01-Nov-2017	31-Oct-2021
Kingston Health Sciences Centre (Service/RPN)	Ontario Public Service Employees Union	189	1.5	1.4	01-Nov-2017	31-Oct-2021
Salvation Army Meighen Health Centre	Service Employees International Union	198	1.5 ¹⁰	1.7	19-Aug-2015	18-Aug-2017
2109577 Ontario Ltd O/A Arbour Heights Long Term Care	Canadian National Federation of Independent Unions	191	3.4 ¹³	1.4	16-Feb-2017	15-Feb-2020
Total Communication Environment (Counsellors/Support staff)	Canadian Union of Public Employees	175	0.0 ¹¹	0.0	01-Apr-2016	31-Mar-2018
Family and Children's Services of Frontenac, Lennox and Addington	Canadian Union of Public Employees	166	1.6	1.5	01-Apr-2018	31-Mar-2022
Dixon Hall	Canadian Union of Public Employees	161	1.5 ¹²	1.5	01-Apr-2017	31-Mar-2020
Manufacturing		1,840	1.9			
Sofina Foods Inc	Teamsters	471	1.9	2.0	01-Mar-2018	28-Feb-2023

¹⁰ Adjustments for selected groups other than skilled trades.

¹¹ Lump sum: \$400 to employees who have worked 1560 hours or more from November 30, 2016 to December 1, 2017. \$200 to employees who have worked less than 1560 hours from November 30, 2016 to December 1, 2017

¹² Wage re-opener for Years 2 and 3 on April 1, 2018.

Collective Bargaining Highlights

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
ZF TRW Automotive Canada Ltd	Unifor	280	3.3 ¹³	5.2	05-Mar-2018	03-Mar-2021
Moulure Alexandria Moulding Inc	United Steelworkers	271	1.5 ¹⁴	1.5	10-Dec-2017	09-Dec-2020
Kaiser Aluminum Canada Ltd	United Steelworkers	172	2.2 ¹⁵	2.5	01-Mar-2018	28-Feb-2022
Dakkota Integrated Systems	Unifor	172	3.3 ¹⁶	5.2	05-Mar-2018	03-Mar-2021
Siemens Milltronics Process Instruments Inc	Canadian National Federation of Independent Unions	160	2.0	2.0	01-Jan-2018	31-Dec-2020
Brant Instore Inc.	Unifor	160	0.0 ¹⁷	0.0	07-Mar-2018	06-Mar-2022
Accuride Canada Inc.	Unifor	154	0.0 ¹⁸	0.0	13-Mar-2018	12-Mar-2022
Other Services		1,203	2.6			
Enercare Home and Commercial Services Ltd Partnership	Unifor	571	2.0 ¹⁹	2.0	01-Apr-2017	31-Mar-2020
Ottawa Convention Centre	United Steelworkers	300	4.5 ²⁰	5.0	01-Oct-2017	30-Sep-2020
New Horizon System Solutions	Society of Energy Professionals	172	1.7	1.7	01-Jan-2018	31-Dec-2018
Woodbine Entertainment Group	Unifor	160	2.0	2.0	01-Jan-2018	31-Dec-2020
Public Administration		3,504	1.4			
Communications Security Establishment Canada	Public Service Alliance of Canada	1,360	1.4 ²¹	1.2	10-Feb-2015	09-Feb-2019
Canadian Food Inspection Agency	Public Service Alliance of Canada	1,124	1.4 ²²	1.2	01-Jan-2015	31-Dec-2018

¹³ Adjustments for skilled trades. Ratification bonus: \$500 within 2 weeks of ratification, and Christmas Bonuses of \$450 December 1, 2019 and \$450 December 1, 2020.

¹⁴ Adjustments for selected groups other than skilled trades.

¹⁵ Adjustments for skilled trades and other selected groups. Ratification Bonus: \$400 to all production employees.

¹⁶ Signing bonus: \$500 within 2 weeks of ratification, and Christmas Bonuses of \$450 December 1, 2019 and \$450 December 1, 2020.

¹⁷ Adjustments for minimum wage rates, and adjustments for skilled trades. Lump sum: \$500 per contract year for March 7, 2018, March 7, 2019, March 7, 2020, and March 7, 2021 to all employees who are not at Top Rate.

¹⁸ Adjustments for skilled trades. Productivity bonus: \$750 to every employee who is active or laid off as of the date of ratification.

¹⁹ Wage increase for 2019 is 2.0% (minimum to a maximum of 2.5% based on CPI Ontario (All-items))

²⁰ Adjustments for minimum wage rates.

²¹ Signing bonus: \$650.

²² Adjustments for selected groups other than skilled trades. Signing bonus: \$650 for all groups, except for the Food Inspectors (FI's) who will receive an extra market adjustment of 0.5% in the 3rd year of the collective agreement instead of the signing bonus.

Collective Bargaining Highlights

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
National Capital Commission	Public Service Alliance of Canada	308	1.4 ²³	1.3	01-Jan-2015	31-Dec-2018
City of Vaughan (Firefighters)	Vaughan Professional Fire Fighters Association	305	1.8	1.4	01-Jan-2018	31-Dec-2020
City of Greater Sudbury (Volunteer Firefighters)	Ontario Volunteer Firefighters Association / Christian Labour Association of Canada	257	0.7	0.0	01-Jan-2017	31-Dec-2019
City of Kingston (Firefighters)	Kingston Professional Firefighters Association	150	1.6	1.6	01-Jan-2018	31-Dec-2019
Trade and Finance		1,750	1.9			
Metro Ontario Inc	Unifor	878	1.5 ²⁴	3.1	22-Oct-2017	23-Oct-2021
Green Shield Canada	Unifor	550	2.3	0.9	01-Mar-2018	28-Feb-2021
Ontario Teachers' Pension Plan Board	Ontario Public Service Employees Union	322	2.4	2.8	01-Jan-2018	31-Dec-2021
Transportation, Communications, and Utilities		8,309	1.8			
Bell Technical Solutions Inc	Unifor	3,400	1.7 ²⁵	3.8	07-May-2018	06-May-2022
Bell Canada	Unifor	2,600	1.9	1.8	01-Dec-2017	30-Nov-2021
Canada Post Corp	Public Service Alliance of Canada	881	1.6	1.5	01-Sep-2016	31-Aug-2020
Durham Region Transit Commission	Unifor	438	1.6 ²⁶	1.5	01-Mar-2018	28-Feb-2021
Rogers Broadcasting Ltd	Unifor	300	1.9	2.0	01-Nov-2017	31-Oct-2021
Jazz Aviation Lp	Unifor	250	2.0 ²⁷	2.0	14-Jan-2017	13-Jan-2022
Nav Canada	International Brotherhood of Electrical Workers	240	3.0	3.0	01-Jan-2018	31-Dec-2019
Town of Oakville (Transit)	Unifor	200	1.9 ²⁸	1.8	01-Feb-2018	31-Jan-2022

²³ Signing bonus: \$650.

²⁴ Lump sum: \$1,400 to be paid on October 21, 2018 and on October 18, 2020 to active employees on the payroll on February 25, 2018.

²⁵ Wage restructuring.

²⁶ Adjustment of \$0.25 for Mechanics, Swing Mechanics and Body Persons upon ratification.

²⁷ Adjustments for minimum wage. At ratification, a lump sum payment will be distributed to members of the bargaining unit.

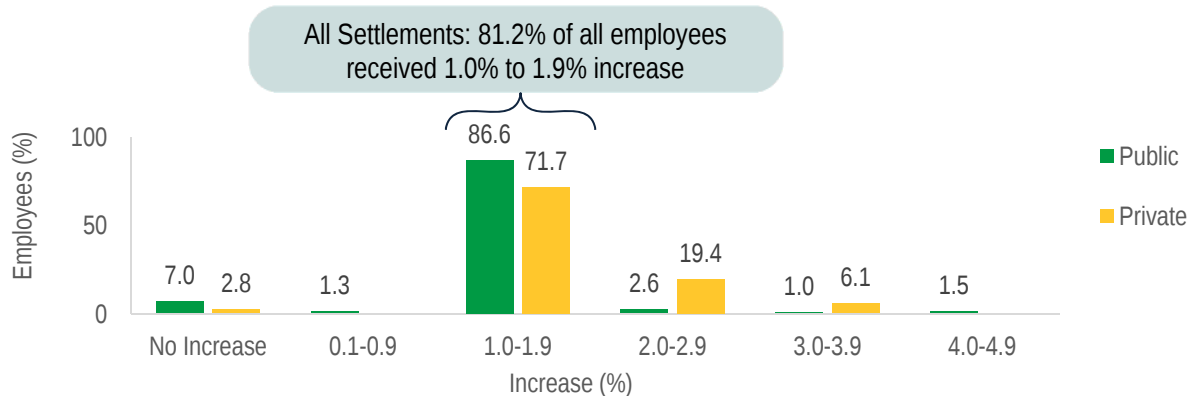
²⁸ Additional 10 cents per hour for mechanics classification in each year.

Distribution of Wage Increases

Overall, 5.5% of employees did not receive wage increases, 81.2% of employees received average annual base wage increases ranging from 1.0% to 1.9%, and 8.7% of employees received increases ranging from 2.0% to 2.9%.

Settlements reporting wage increases of 3.0% or more covered 6.1% of the employees in the private sector compared to 2.5% of the employees in the public sector.

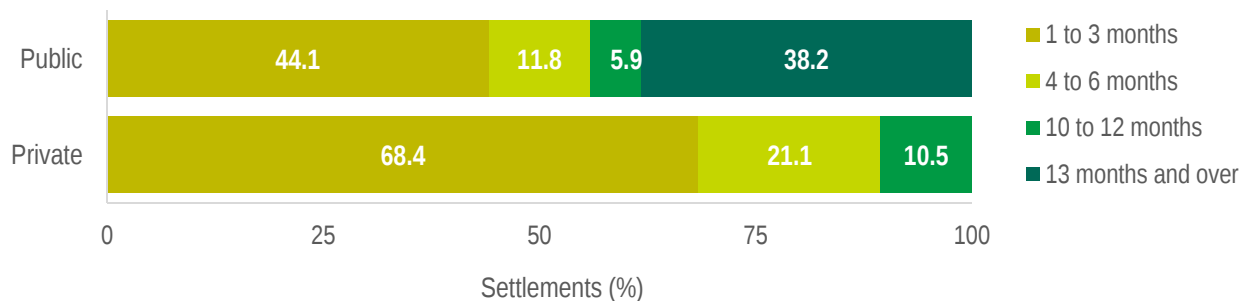
Graph 6: Distribution of Average Annual Base Wage Increases (%) by Sector, First Quarter 2018



Duration of Negotiations²⁹

On average, settlements in the first quarter of 2018 were negotiated within 7.3 months. The average duration of negotiations in the public sector was 9.5 months compared to 3.4 months in the private sector.

Graph 7: Duration of Negotiations by Sector, First Quarter 2018

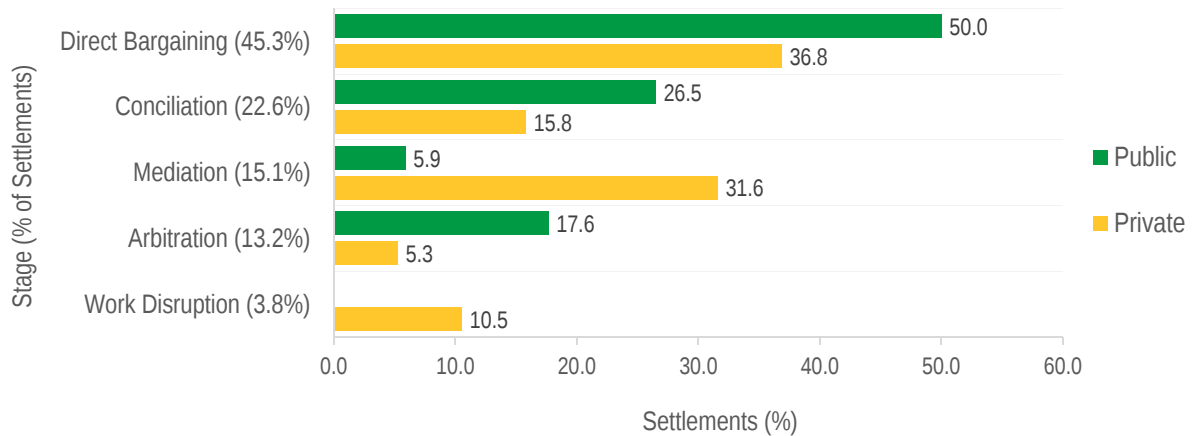


²⁹ Data regarding the duration of negotiations are maintained for settlements covering 150 or more employees, and where the time period between the first meeting date of negotiations and the ratification date has been reported.

Stage of Settlement

In the first quarter of 2018, 96.2% of settlements (covering approximately 98.5% of employees) were reached without a work disruption. Of the settlements ratified, 45.3% were settled through direct bargaining, 22.6% were reached through conciliation, and 15.1% were settled at mediation. Settlements settled at arbitration represented 17.6% of the settlements in the public sector, compared to 5.3% in the private sector.

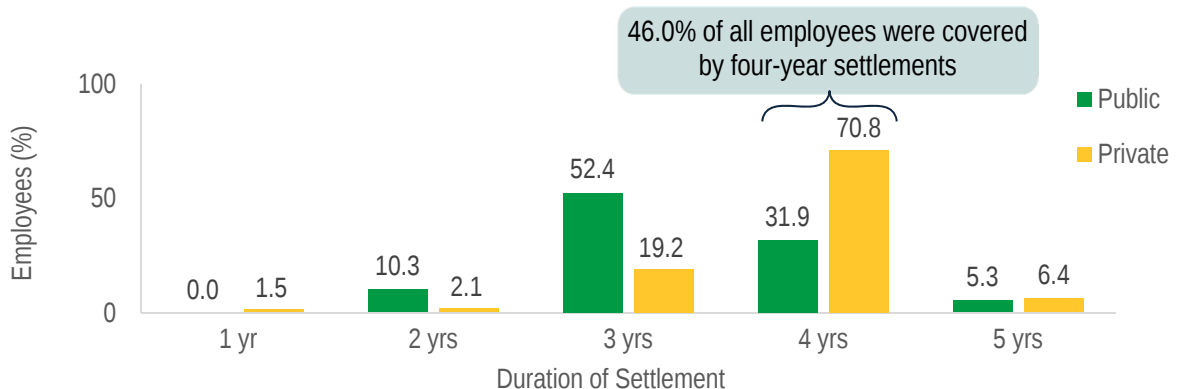
Graph 8: Stage of Settlement by Sector, First Quarter 2018



Settlement Duration³⁰

The majority of employees in the first quarter of 2018 were covered by settlements negotiated for a three-year or four-year term. Of the settlements ratified, 40.4% of employees were covered by three-year settlements and 46.0% of employees were covered by four-year settlements. In the private sector, most of the employees (70.8%) were covered by a four-year term, compared to 31.9% of employees in the public sector.

Graph 9: Duration of Settlement by Sector, First Quarter 2018

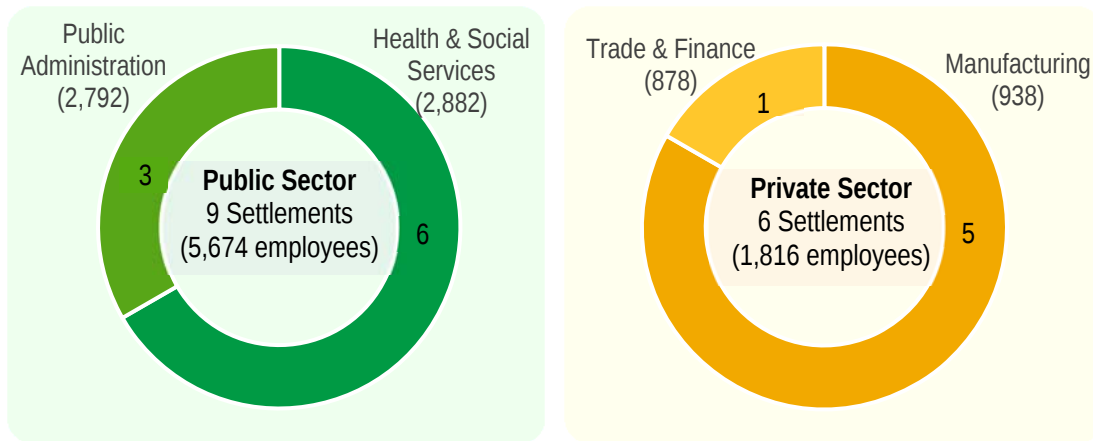


³⁰ Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.

Private and Public Sector Lump Sum Payments³¹

In the first quarter of 2018, 15 settlements (7,490 employees) were reported with lump sum information, representing 28.3% of the settlements. Of the settlements reported, nine were in the public sector and six in the private sector. The majority of employees that received lump sum payments were in health and social services (2,882 employees) within the public sector, and in manufacturing (938 employees) within the private sector.

Settlements (Number of Employees) with Reported Lump Sums by Sector and Industry, First Quarter 2018



Common payout methods of lump sums included dollar amounts or a percentage of a wage rate. Some payments were negotiated as a signing or ratification bonus where the payout was contingent on ratification occurring prior to an agreed date.

Public Sector Lump Sum Payments	Private Sector Lump Sum Payments
9 settlements with dollar amount payments	6 settlements with dollar amount payments
- No. of employees: 5,674	- No. of employees: 1,816
\$ - Average amount: \$1,347	\$ - Average amount: \$1,980

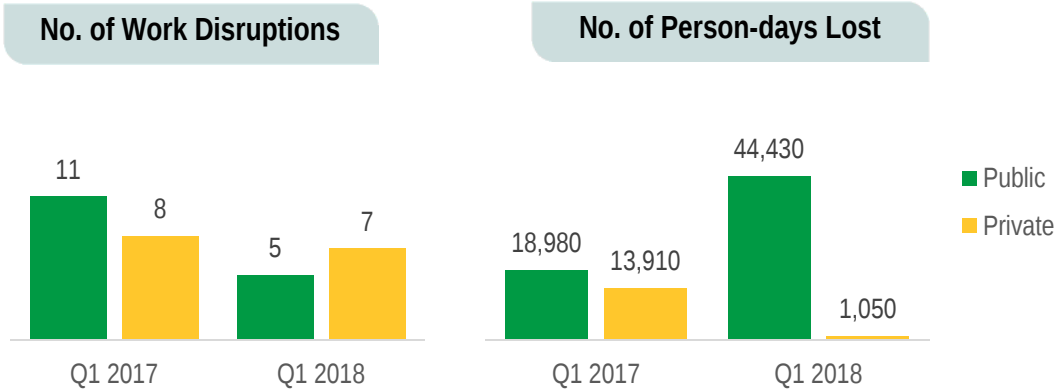
³¹ Lump Sum Data

- Lump sums are based on information received at ratification and are recorded for full-time employees only.
- Averages of lump sums (dollar or percentage) are weighted 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 (e.g., full-time, selected wage groups etc.).

Work Disruptions³²

From January to March 2018, 12 work disruptions were reported under Ontario jurisdiction, compared to 19 reported for the same period in 2017 (Graph 10). Work disruptions involved 4,335 employees and resulted in 45,480 person-days lost, which represent an estimated loss of 0.01% of work time in Ontario.

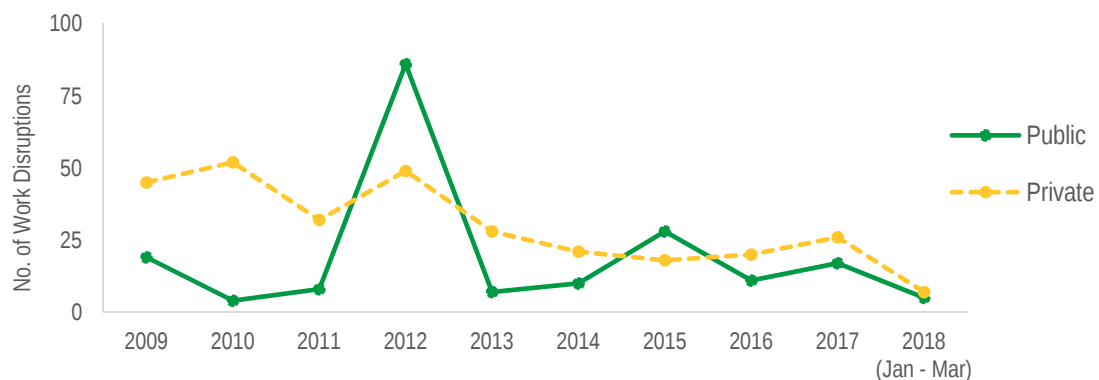
Graph 10: Work Disruptions and Person-days Lost, January to March 2017 and 2018



Industry sectors impacted were mainly education and related services (four work disruptions) and manufacturing (three work disruptions). The education and related services sector resulted in the highest number of person-days lost (44,430).

The number of work disruptions has had an overall decreasing trend from 2009 to 2018 (January to March), with the exception of those reported in 2012 (135 work disruptions).

Graph 11: Trend of Work Disruptions, 2009 to 2018 (January to March)



³² As of April 27, 2018. Data for all work disruptions reported under Ontario jurisdiction. Work disruptions include strikes or lock-outs involving two or more employees, with a minimum duration of a half working day and resulting in a minimum of ten person-days lost.

Table 2: Ongoing and Upcoming Major Bargaining³³

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, CAPE, PIPSC, et al	Canada-wide	58,500	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al	Various locations	11,400	Various
Police Services Boards	Police Association	Various locations	2,200	Various
Hospitals	ONA, CUPE, OPSEU, et al	Various locations	93,100	Various
Long-Term Care Homes	CUPE, SEIU, et al	Various locations	52,600	Various
Universities	CUPE, Faculty Associations, et al	Various locations	24,700	Various
Developmental Services (CAS, Community living/ services)	CUPE, OPSEU, et al	Various locations	23,500	Various
Canada Post Corp	Canadian Union of Postal Workers	Canada-wide	19,600	Various
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
G4S Security Service Canada Ltd	UFCW	Province-wide	3,800	28-Feb-2018
Toronto Transit Commission	Amalgamated Transit Union, CUPE	Toronto	10,500	31-Mar-2018
Ontario Power Generation Inc	Power Workers' Union - CUPE	Province-wide	5,400	31-Mar-2018
Hydro One Inc	Power Workers' Union - CUPE	Province-wide	5,400	31-Mar-2018
Garda Security Screening Inc	Machinists & Aerospace Wkrs	Toronto	1,800	31-Mar-2018
Windsor Casino Ltd	Unifor	Essex County	2,800	03-Apr-2018
Metrolinx (Go Transit)	Amalgamated Transit Union	Province-wide	1,900	1-Jun-2018
Bombardier Aerospace	Unifor	Toronto	2,400	22-Jun-2018
Garda Canada Security Corp	USW	Province-wide	3,000	30-Jun-2018
Securitas Canada Ltd (Ontario)	USW	Province-wide	2,300	30-Jun-2018
Paladin Security Group Ltd	USW	Province-wide	1,700	30-Jun-2018

³³ 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 publication's point in time.

Table 3: Consumer Price Index (2002=100)³⁴

Location	January 2018	February 2018	March 2018	2018 Year-to-date	2017	2016	2015
Canada	1.7	2.2	2.3	2.1	1.6	1.4	1.1
Ontario	1.8	2.1	2.4	2.1	1.7	1.8	1.2
Toronto	2.4	2.6	2.8	2.6	2.1	2.0	1.6
Ottawa-Gatineau (Ont. part)	1.9	2.2	2.5	2.2	1.5	1.3	0.9
Thunder Bay	1.2	1.6	1.9	1.6	1.2	1.6	1.1

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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³⁴ Percentage change from previous year (Source: Statistics Canada)

Appendix: Tables for Graphs

Table for Graph 1: Average Annual Base Wage Increases (%) by Sector (Private and Public), Quarterly 2016-2018 (First Quarter)

Quarter	Public Sector Settlements	Public Sector Employees	Public Sector AAI (%)	Private Sector Settlements	Private Sector Employees	Private Sector AAI (%)	All Settlements AAI (%)
Q1 2016	67	51,239	1.2	35	18,715	2.1	1.5
Q2 2016	93	49,033	1.5	87	132,403	1.9	1.8
Q3 2016	110	79,390	1.4	24	18,613	1.7	1.5
Q4 2016	71	66,063	1.5	23	24,717	1.4	1.4
Q1 2017	410	261,548	1.9	34	13,423	2.1	1.9
Q2 2017	202	168,234	1.8	38	18,403	2.4	1.8
Q3 2017	36	38,001	1.8	17	19,549	1.8	1.8
Q4 2017	81	58,991	1.9	23	8,921	1.8	1.9
Q1 2018	34	19,783	1.6	19	11,283	1.9	1.7

Table for Graph 2: Average Annual Base Wage Increases (AAI %) by Industry, First Quarter 2018

Industry	No. of Settlements	No. of Employees	AAI (%)
Construction	---	---	---
Education & Related Services	2	7,750	1.9
Health & Social Services	22	6,710	1.3
Manufacturing	8	1,840	1.9
Other Services	4	1,203	2.6
Primary	---	---	---
Public Administration	6	3,504	1.4
Trade & Finance	3	1,750	1.9
<i>With COLA</i>	1	550	2.3
<i>Without COLA</i>	1	1,200	1.8
Transport, Communications, & Utilities	8	8,309	1.8
All Settlements	53	31,066	1.7
<i>With COLA</i>	1	550	2.3
<i>Without COLA</i>	52	30,516	1.7

Table for Graph 3: Trends of the Average Annual Base Wage Increases for the Provincial Broader Public Sector (BPS), Municipal, Federal and Private Sector Settlements (%)

Sector	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018 (Jan-Mar)
Provincial BPS	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.9	1.8
Municipal	2.3	2.5	2.3	1.5	2.2	1.6	1.9	1.6	1.9	1.0
Federal	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.5	1.4
Private	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.0	1.9
All Settlements	2.2	2.0	1.7	1.3	1.0	1.5	1.0	1.6	1.9	1.7

Table for Graph 4: Trends of the Consumer Price Index and the Average Annual Base Wage Increases for the Public Sector and Private Sector Settlements (%)

Sector	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018 (Jan-Mar)
Public	2.4	1.9	1.6	1.4	0.5	1.4	0.8	1.4	1.9	1.6
Private	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.0	1.9
CPI (2002=100)	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	1.7	2.1

Table for Graph 5: Average Annual Base Wage Increases by Industry, Current Three Years (%)

Industry	2016	2017	2018 (Jan-Mar)
Construction	2.0	1.6	---
Education & Related Services	1.1	2.0	1.9
Health & Social Services	1.3	1.5	1.3
Manufacturing	1.5	1.9	1.9
Other Services	1.8	2.1	2.6
Primary	---	1.5	---
Public Administration	1.6	1.7	1.4
Trade & Finance	1.4	2.3	1.9
Transportation, Communications, & Utilities	1.6	1.9	1.8
All Settlements	1.6	1.9	1.7

Table for Graph 6: Distribution of Average Annual Base Wage Increases (AAI) by Sector, First Quarter 2018 (%)

Distribution of AAI (%)	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
No Increase	15.1	5.5	17.6	7.0	10.5	2.8
0.1 - 0.9	1.9	0.8	2.9	1.3	---	---
1.0 - 1.9	58.5	81.2	70.6	86.6	36.8	71.7
2.0 - 2.9	15.1	8.7	2.9	2.6	36.8	19.4
3.0 - 3.9	7.5	2.8	2.9	1.0	15.8	6.1
4.0 - 4.9	1.9	1.0	2.9	1.5	---	---

Table for Graph 7: Duration of Negotiations by Sector, First Quarter 2018 (%)

Duration of Negotiations	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 to 3 months	52.8	39.9	44.1	26.5	68.4	63.5
4 to 6 months	15.1	36.0	11.8	39.8	21.1	29.2
7 to 9 months	---	---	---	---	---	---
10 to 12 months	7.5	5.7	5.9	4.8	10.5	7.3
13 months and over	24.5	18.4	38.2	28.9	---	---

Table for Graph 8: Stage of Settlement by Sector, First Quarter 2018 (%)

Settlement Stage	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Direct Bargaining	45.3	46.7	50.0	36.6	36.8	64.5
Conciliation	22.6	37.5	26.5	54.4	15.8	7.8
Mediation	15.1	9.5	5.9	2.3	31.6	22.2
Arbitration	13.2	4.8	17.6	6.7	5.3	1.5
Work Disruption	3.8	1.5	---	---	10.5	4.0

Table for Graph 9: Duration of Settlement by Sector, First Quarter 2018 (%)

Settlement Duration	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 year	1.9	0.6	---	---	5.3	1.5
2 years	18.9	7.3	26.5	10.3	5.3	2.1
3 years	35.8	40.4	35.3	52.4	36.8	19.2
4 years	37.7	46.0	35.3	31.9	42.1	70.8
5 years	5.7	5.7	2.9	5.3	10.5	6.4

Table for Graph 11: Trend of Work Disruptions, 2009 to 2018 (January to March)

Year	Public No. of Work Disruptions	Public No. of Workers	Public Person-Days Lost	Private No. of Work Disruptions	Private No. of Workers	Private Person-Days Lost
2009	19	33,701	763,990	45	8,872	785,570
2010	4	238	12,740	52	10,473	691,890
2011	8	7,943	99,270	32	3,559	252,890
2012	86	61,009	110,010	49	4,973	90,590
2013	7	2,032	21,280	28	11,123	267,030
2014	10	3,015	28,870	21	2,464	103,330
2015	28	18,365	265,520	18	2,877	71,950
2016	11	1,582	51,790	20	10,476	193,010
2017	17	15,540	348,090	26	4,515	69,780
2018 (Jan-Mar)	5	3,933	44,430	7	402	1,050

Table for Work Disruptions under Ontario Jurisdiction, 2009 to 2018 (January to March)

Year	No. of Work Disruptions	No. of Employees Involved	No. of Employees Per Work Disruption	No. of Person-Days Lost	No. of Person-Days Lost Per Employee Involved	Average Duration of Work Disruption (Days Out)	Person-Days Lost as % of Estimated Working Time
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	31	12,058	389	244,800	20.3	37	0.01
2017	43	20,055	466	417,870	20.8	27	0.03
2018 (Jan-Mar)	12	4,335	361	45,480	10.5	17	0.01