

Collective Bargaining Highlights

Fourth Quarter 2018

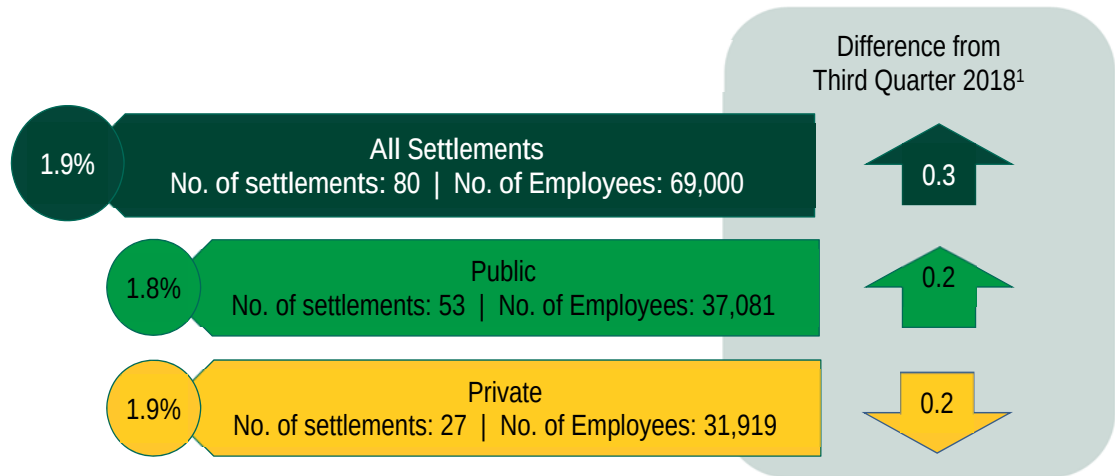
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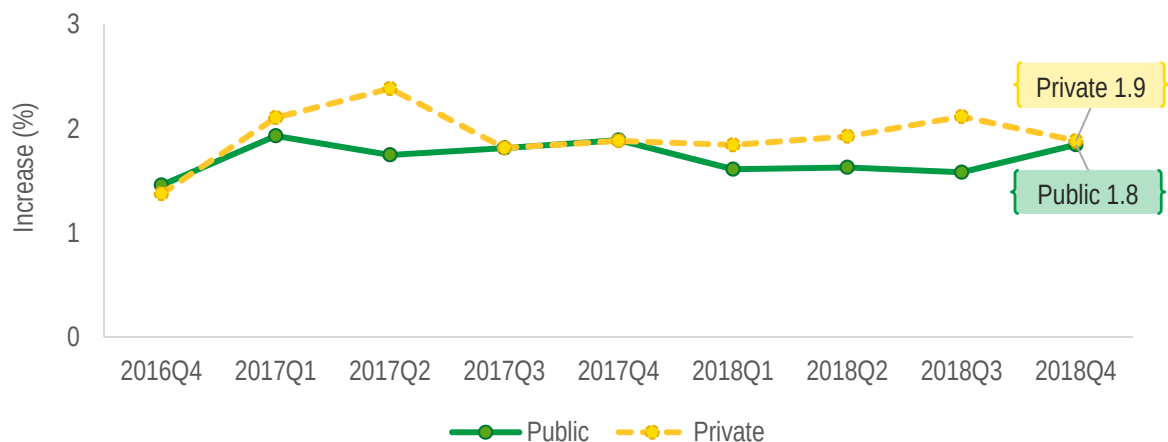
Settlements, Fourth Quarter 2018

In the fourth quarter of 2018, 80 settlements were ratified covering 69,000 employees. The overall average annual increase in base wage rates in the fourth quarter of 2018 was 1.9%, up from the 1.6% reported in the previous quarter¹.



Settlements in the public sector covered 53.7% (37,081) of all employees, and reported an average annual base wage increase of 1.8% in the fourth quarter of 2018, up from the previous quarter (Graph 1). The average annual base wage increase in the private sector was 1.9% in the fourth quarter of 2018, down from the 2.1% reported in the previous quarter.

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



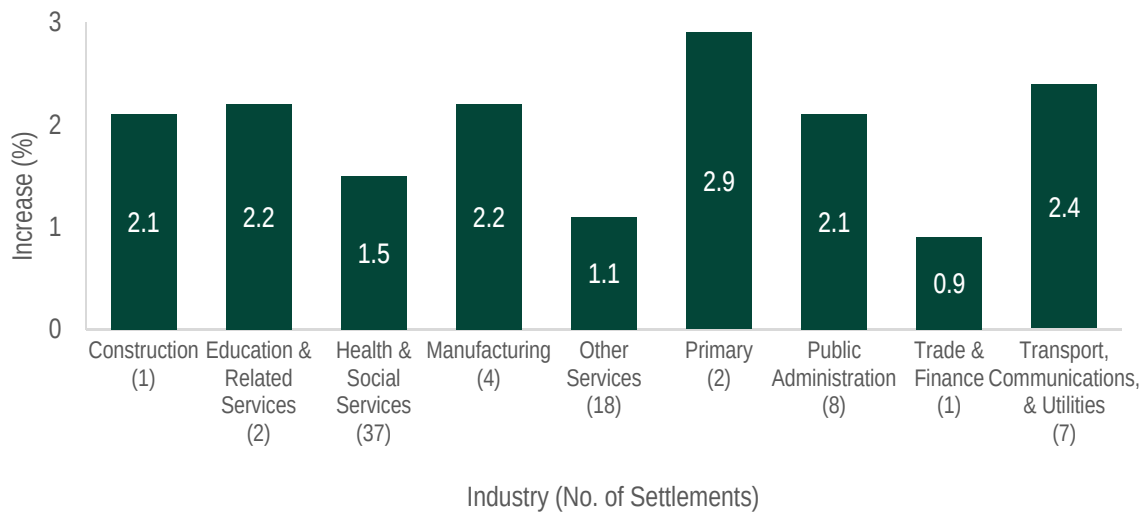
¹ The difference of the average annual base wage from the third quarter of 2018 to the fourth quarter of 2018 is reported as the percentage point change.

Settlements by Industry

The highest average annual base wage increases reported in the fourth quarter of 2018 were for the primary industry (623 employees) at 2.9% (Graph 2). The lowest reported average annual base wage increase was in trade and finance at 0.9%.

Health and social services had the largest number of settlements (37) covering 11,258 employees, with an average annual base wage increase of 1.5%. Transport, communications and utilities sector covered the largest number of employees (27,874) and reported 2.4% average annual base wage increase. Settlements within this sector included Toronto Transit Commission (TTC), Canadian Media Producers Association, and Ontario Power Generation (OPG) Inc. There were no settlements with a cost-of-living adjustment (COLA)² in the fourth quarter of 2018.

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

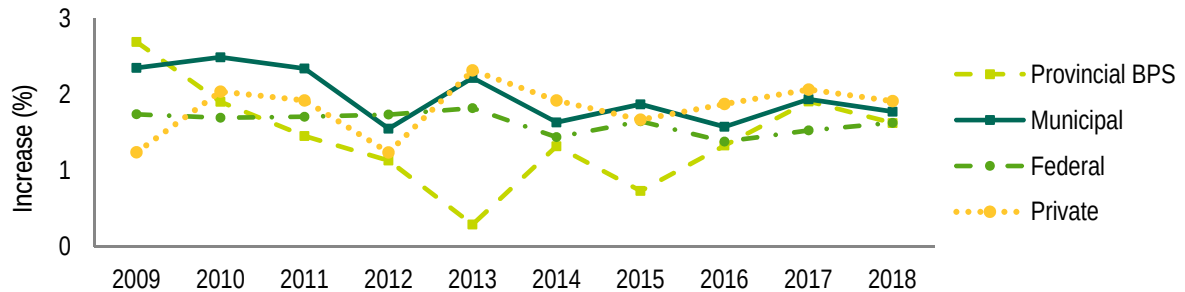


² Cost-of-living adjustments (COLA) are calculated at projected rates of inflation for the duration of the collective agreement.

Wage Trends by Sector

By sector, the average annual base wage increases in 2018 were reported at 1.6% for both the provincial broader public sector (BPS) and the federal sector, while it was 1.8% for the municipal sector. In the private sector the average annual base wage increase was reported at 1.9%. (Graph 3).

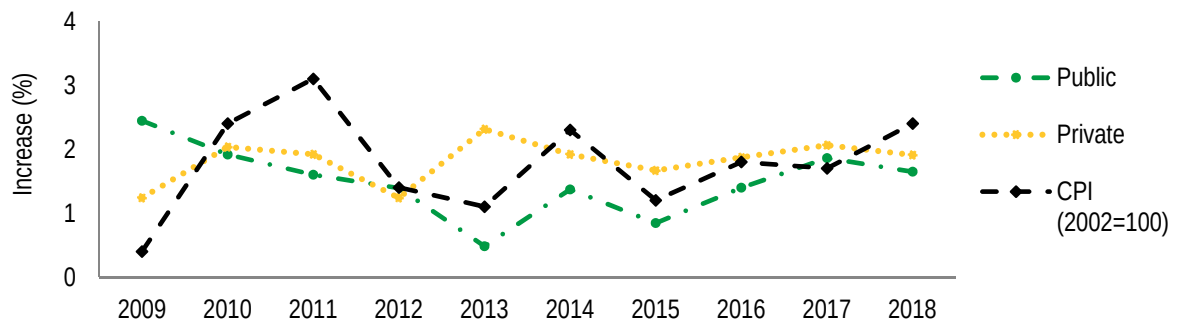
Graph 3: Trends of the Average Annual Base Wage Increases (%) for the Provincial Broader Public Sector (BPS), Municipal, Federal and Private Sector Settlements



Graph 4 depicts the average annual base wage increases in the public sector and the private sector in comparison to the changes in Consumer Price Index (CPI) for Ontario from 2009 to 2018.

In 2018, the CPI averaged at 2.4%, higher than the public and the private sector average annual base wage increases (1.6% and 1.9%, respectively).

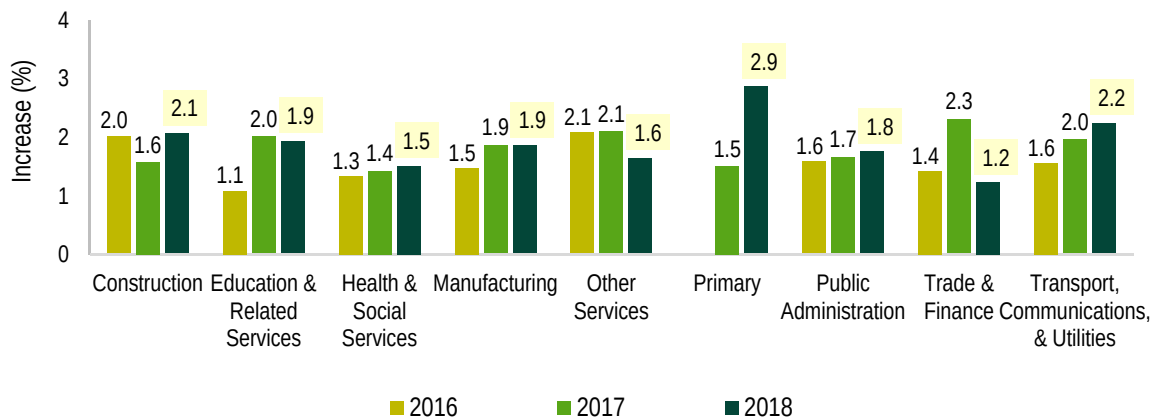
Graph 4: Trends of the Consumer Price Index (%) and the Average Annual Base Wage Increases (%) for the Public Sector and Private Sector Settlements



Wage Trends by Industry

Over the three-year period from 2016 to 2018, the average annual base wage increases were generally lower in 2016 compared to those reported in 2017 and in 2018 (Graph 5). The highest average annual wage increases were in other services in 2016 (2.1%), trade and finance in 2017 (2.3%), and in primary in 2018 (2.9%).

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, Fourth Quarter 2018

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Construction		500	2.1			
Hand Association of Sewer Watermain and Road Contractors	Labourers' International Union of North America	500	2.1	2.1	01-Jan-2019	31-Dec-2022
Education and Related Services		2,398	2.2			
York University (Grad Teaching Assistants)	Canadian Union of Public Employees	1,900	2.2	2.1	01-Sep-2017	31-Aug-2020
University of Waterloo (Plant Operations/Food Services)	Canadian Union of Public Employees	498	2.1	2.0	01-May-2018	30-Apr-2021
Health and Social Services		11,258	1.5			
Addictions Mental Health Services (Kingston Frontenac Lennox and Addington)	Ontario Public Service Employees Union	217	0.7 ⁴	0.0	01-Apr-2018	31-Mar-2021
Broadview Foundation (Chester Village)	Canadian Union of Public Employees	219	1.4	1.4	01-Jan-2017	31-Dec-2018
Bruyere Continuing Care	Canadian Union of Public Employees	825	1.5	1.4	01-Apr-2018	31-Mar-2022
Burton Manor	Canadian Union of Public Employees	240	1.4	1.4	01-Oct-2018	30-Sep-2019
Central East Local Health Integration Network	Canadian Union of Public Employees	304	1.6	1.8	01-Apr-2018	31-Mar-2021
Champlain Local Health Integration Network	Canadian Union of Public Employees	180	1.6	1.8	01-Aug-2018	31-Jul-2021
Community Living Algoma	Canadian Union of Public Employees	255	1.4 ⁵	1.1	01-Apr-2018	31-Mar-2020
Community Living Central York	Ontario Public Service Employees Union	163	1.3 ⁶	2.0	01-Jul-2018	31-Dec-2019

⁴ Lump sum: 2% of earning for the period September 3, 2017 to September 1, 2018, less deductions.

⁵ Stipend: \$500 for full-time employees, \$250 for part-time/relief employees, less deductions.

⁶ Stipend: \$750 for every current active full-time employee (\$500 for current active part-time employees), subject to required deductions.

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Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Community Living Huronia	Ontario Public Service Employees Union	253	0.3 ⁷	0.6	01-Apr-2018	31-Mar-2020
Community Living Oakville	Ontario Public Service Employees Union	277	1.3 ⁸	1.2	01-Apr-2018	31-Mar-2021
Community Living Sarnia-Lambton	Canadian Union of Public Employees	170	1.8	1.7	01-Apr-2018	31-Mar-2020
County of Essex (Sun Parlor Home for Senior Citizens)	Canadian Union of Public Employees	301	1.8	1.8	01-Apr-2017	31-Mar-2019
County of Huron (Huronview/Huronlea Homes for the Aged)	Service Employees International Union	220	1.8	1.8	01-Jan-2018	31-Dec-2019
Erie St. Clair Local Health Integration Network	Canadian Union of Public Employees	160	1.6	1.8	01-Apr-2018	31-Mar-2021
Grey Bruce Health Services (Office & Clerical)	Ontario Public Service Employees Union	223	1.5	1.4	01-Oct-2017	30-Sep-2021
Grey Bruce Health Services (Service/RPN - FT & PT)	Ontario Public Service Employees Union	490	1.5 ⁹	1.4	01-Oct-2017	30-Sep-2021
Kinark Child & Family Services (Syl Apps Youth Centre)	Ontario Public Service Employees Union	170	1.7	1.4	01-Apr-2018	31-Mar-2022
Mississauga Halton Local Health Integration Network	Canadian Union of Public Employees	380	1.6	1.8	01-Apr-2018	31-Mar-2021
Mon Sheong Richmond Hill Long Term Care Centre	Service Employees International Union	207	1.4	1.4	01-Jan-2017	31-Dec-2018
Montfort Hospital (Office/Clerical)	Canadian Union of Public Employees	229	1.5	1.4	30-Sep-2017	29-Sep-2021
Montfort Hospital (Support)	Canadian Union of Public Employees	522	1.5 ¹⁰	1.4	30-Sep-2017	29-Sep-2021
Muskoka Shores Care Community (Sienna Senior Living)	Canadian Union of Public Employees	166	1.4	1.4	01-Jan-2017	31-Dec-2018

⁷ Signing bonus/lump sum: \$925 per employee.

⁸ Pay equity adjustment.

⁹ Adjustments for skilled trades and other selected groups.

¹⁰ Adjustments for selected groups other than skilled trades.

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
Ottawa-Carleton Lifeskills Inc	Canadian Union of Public Employees	163	0.0 ¹¹	0.0	01-Apr-2018	31-Mar-2020
Providence Care Centre	Ontario Nurses Association	215	1.4	1.4	01-Apr-2016	31-Mar-2018
Regional Municipality of Niagara (EMS & EMS Communications Services)	Canadian Union of Public Employees	353	1.5	1.6	29-Sep-2017	28-Sep-2020
Rygiel Supports for Community Living	Canadian Union of Public Employees	270	0.4 ¹²	0.0	01-Apr-2018	31-Mar-2021
Schlegel Villages Inc. (Service/RPN)	Service Employees International Union	1,931	2.0 ¹³	2.0	01-Apr-2017	31-Mar-2019
Schlegel Villages Inc. – Fairview Nursing Home Ltd (Service/RPN)	Service Employees International Union	152	1.4 ¹³	1.4	01-Apr-2017	31-Mar-2019
Senior Peoples' Resources in North Toronto, Inc.	Canadian Union of Public Employees	240	1.6 ¹⁴	0.0	18-Feb-2017	31-Mar-2020
South West Local Health Integration Network	Canadian Union of Public Employees	250	1.6	1.8	01-Apr-2018	31-Mar-2021
St. Lawrence Lodge	Canadian Union of Public Employees	220	1.8	1.8	01-Apr-2017	31-Mar-2019
St. Thomas Elgin General Hospital	Ontario Public Service Employees Union	400	1.5 ¹⁵	1.4	01-Apr-2017	31-Mar-2021
TransCare Community Support Services	United Food and Commercial Workers Canada	190	1.0 ¹⁶	1.0	01-Apr-2018	31-Mar-2021
Villa Colombo Seniors Centre (Vaughan) Inc	Canadian Union of Public Employees	153	1.4	1.4	17-Apr-2015	16-Apr-2017
Waterloo Wellington Local Health Integration Network	Canadian Union of Public Employees	184	1.6	1.8	01-Jan-2019	31-Dec-2021

¹¹ Lump sum: \$1,000 to all regularly scheduled full-time employees (\$500 to all regularly scheduled part-time and casual employees), less statutory deductions.

¹² Lump sum: \$800 for full-time employees, \$550 for short-week employees, and \$400 for part-time employees.

¹³ Adjustments for selected groups other than skilled trades.

¹⁴ Lump sum: \$350.

¹⁵ Adjustments for selected groups including skilled trades. Lump sum: Payment for Attendant classification: 0.7% of straight time hourly rate for the period April 1, 2016 - March 31, 2017, 0.7% for the period April 1, 2017 - March 31, 2018, 0.8% for the period April 1, 2018 - March 31, 2019, and 0.825% for the period April 1, 2019 - March 31, 2020. (Truck Driver classification: 1.4% of straight time hourly rate for the period April 1, 2016 - March 31, 2017, 1.4% for the period April 1, 2017 - March 31, 2018, and 1.6% for the period April 1, 2018 - March 31, 2019.)

¹⁶ Wage increases of 1% to end rates, effective April 1, 2019 and April 1, 2020.

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
West Parry Sound Health Centre	Ontario Public Service Employees Union	174	1.6	1.4	01-Apr-2017	31-Mar-2022
YWCA of Greater Toronto	Canadian Union of Public Employees	192	1.8	1.7	01-Apr-2018	31-Mar-2021
Manufacturing		932	2.2			
Domtar Inc (Dryden Mill Operations)	Unifor	207	2.6 ¹⁷	3.4	01-Sep-2018	31-Aug-2022
Gates - Windsor Operations, a division of Gates Canada Inc.	Unifor	175	2.2 ¹⁸	2.2	20-Nov-2018	19-Nov-2021
Good Humor-Breyers, Simcoe Division of Unilever Canada Inc	United Food and Commercial Workers	400	2.0 ¹⁹	2.0	01-Sep-2018	31-Aug-2021
Hammond Power Solutions Inc	Employees' Association of Hammond Power Solutions Inc	150	2.0	2.7	27-Nov-2018	26-Nov-2020
Other Services		19,158	1.1			
Board of Governors of Exhibition Place (Stage/Technical Employees)	International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada	422	1.3 ²⁰	1.3	01-Jan-2018	31-Dec-2021
Municipal Property Assessment Corp	Ontario Public Service Employees Union	1,431	1.9	1.9	01-Jan-2019	31-Dec-2022
Compass Group Canada (Beaver) Ltd. (Ottawa University)	Hospitality & Service Trades Union	401	2.4 ²¹	2.7	01-Apr-2018	31-Mar-2021
Securitas Canada Limited	United Steelworkers	3,444	0.3 ²²	0.0	01-Jul-2018	30-Jun-2020
Garda Canada Security Corporation	United Steelworkers	7,250	0.3 ²²	0.0	01-Jul-2018	30-Jun-2020

¹⁷ Adjustments for skilled trades and other selected groups.

¹⁸ Signing bonus: \$750, less statutory deductions.

¹⁹ Adjustments for skilled trades; two-tier wage schedule.

²⁰ Lump sum: 1% for employees who worked a minimum of 50 hours between January 1 and July 20, 2018, calculated on the gross earnings between January 1 and July 20, 2018.

²¹ Lump sum: \$0.15 for all hours worked from April 1, 2018 until the date of ratification, to each active employee.

²² Minimum wage adjustment.

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
Sheraton Centre	UNITE HERE	575	3.7 ²³	3.5	01-Feb-2018	31-Jan-2022
Brinks Canada Ltd	Unifor	810	3.7	3.2	27-Aug-2017	26-Aug-2021
Chestnut Park Hospitality Inc., Doubletree by Hilton Hotel Toronto Downtown	UNITE HERE	150	3.7	3.5	01-Feb-2018	31-Jan-2022
Canadian Union of Public Employees (FT/PT Office and clerical)	Canadian Office and Professional Employees Union	258	2.0	2.0	01-Jan-2018	31-Dec-2021
Westin Hotel (Ottawa)	United Food and Commercial Workers	254	2.8	2.9	15-Jun-2018	14-Jun-2022
Paladin Security Group Limited	United Steelworkers	2,250	0.3 ²⁴	0.0	01-Jul-2018	30-Jun-2020
SSP Canada Food Service, Inc. (Terminals 1 & 3 Pearson Intl Airport)	United Food and Commercial Workers	680	3.7 ²⁴	8.3	10-Nov-2017	09-Nov-2020
Silver Hotels (YYZ) HTA Inc, Hilton Toronto Airport Hotel	UNITE HERE	200	3.7	3.5	01-Feb-2018	31-Jan-2022
KWMC Toronto, Inc., Hilton Toronto Downtown	UNITE HERE	250	3.7 ²⁵	3.5	01-Feb-2018	31-Jan-2022
Cym Hospitality Inc, Courtyard by Marriott Downtown Toronto	Unifor	173	3.4	3.0	01-Feb-2018	31-Jan-2021
2465855 Ontario Ltd., Westin Prince Hotel	Unifor	228	3.4	3.0	01-Feb-2018	31-Jan-2021
KSD Enterprise Ltd., Delta Hotels by Marriott Toronto Airport & Conference Centre	Unifor	212	3.4	3.0	01-Feb-2018	31-Jan-2021
Hyatt Hotels of Canada Inc, King Street Hospitality LP, Hyatt Regency Toronto	Unifor	170	3.4	3.0	01-Feb-2018	31-Jan-2021

²³ Adjustments for selected groups other than skilled trades.

²⁴ Minimum wage adjustment.

²⁵ Adjustments for selected groups other than skilled trades.

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
Primary		625	2.9			
Domtar Inc (Dryden Forestlands)	Unifor	200	2.6 ²⁶	3.4	01-Sep-2018	31-Aug-2022
Lac Des Iles Mines Ltd	United Steelworkers	425	3.0	3.0	01-Jun-2018	31-May-2021
Public Administration		6,036	2.1			
Town of Whitby (Office and Outside)	Canadian Union of Public Employees	270	1.8	1.9	01-Apr-2017	31-Mar-2020
City of London (Inside)	Canadian Union of Public Employees	832	1.8	1.7	01-Jan-2019	31-Dec-2022
Town of Richmond Hill (Firefighters)	Richmond Hill Professional Fire Fighters Association	183	2.5	2.5	01-Jan-2016	31-Dec-2017
Alcohol and Gaming Commission of Ontario	Ontario Public Service Employees Union	384	1.9 ²⁷	2.0	01-Jan-2018	31-Dec-2021
City of Markham (Firefighters)	Markham Professional Firefighters' Association	288	1.9	2.5	01-Jan-2017	31-Dec-2019
City of Toronto (Firefighters)	Toronto Professional Fire Fighters' Association, International Association of Fire Fighters	3,069	2.1	2.5	01-Jan-2019	31-Dec-2023
City of Hamilton (Emergency Services - Fire)	Hamilton Professional Fire Fighters Association	530	2.5 ²⁸	2.5	01-Jan-2016	31-Dec-2017
City of Brampton (Firefighters)	Brampton Professional Fire Fighters Association, International Association of Fire Fighters	480	1.9	2.0	01-Jan-2019	31-Dec-2023
Trade and Finance		219	0.9			
RCSS Inc., Real Canadian Superstore (1485 Lasalle Blvd)	United Food and Commercial Workers	219	0.9 ²⁹	0.00	16-May-2017	17-May-2023

²⁶ Adjustments for skilled trades and other selected groups.

²⁷ Signing bonus: \$200 to all members who are employed at date of ratification.

²⁸ Wage settlement for 2016-2017 was awarded December 2018.

²⁹ Minimum wage adjustment. Lump sum: \$1,000, less applicable statutory deductions, to all active full-time employees at or above the end rate of pay. \$500, less applicable statutory deductions, to all active non-student part-time employees at or above the end rate of pay.

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
Transportation, Communications, and Utilities		27,874	2.4			
Globe and Mail Inc. (Editorial)	Unifor	218	0.0	0.0	01-Jul-2018	30-Jun-2020
Canadian Media Producers Association (Performers Ipa)	Alliance of Canadian Cinema, Television and Radio Artists	11,920	3.0	3.0	01-Jan-2019	31-Dec-2021
Toronto Transit Commission (Electrical Div)	Canadian Union of Public Employees	650	1.3 ³⁰	1.3	01-Apr-2018	31-Mar-2022
Toronto Transit Commission (Operators, Collectors, Maintenance, Clerical/Non-Clerical)	Amalgamated Transit Union	11,000	2.0 ³¹	2.0	01-Apr-2018	31-Mar-2021
NAV Canada	Public Service Alliance of Canada	200	2.7	4.0	01-Jan-2018	31-Dec-2020
Ontario Power Generation Inc	Society of United Professionals	3,656	2.0	2.0	01-Jan-2019	31-Dec-2019
City of Ottawa (Transit Operations)	Amalgamated Transit Union	230	2.0	2.0	01-Jan-2018	31-Dec-2019

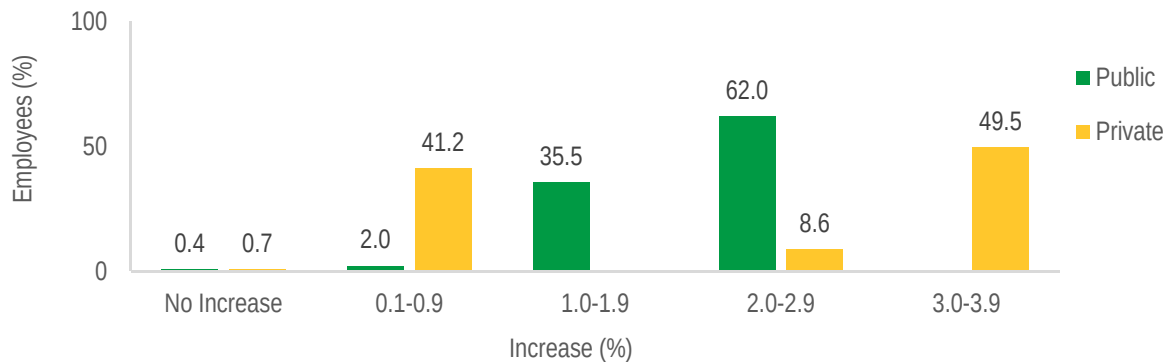
³⁰ Two-tier wage schedule. Lump sum: 0.25% on April 1, 2021.

³¹ Skilled trades adjustments; two-tier wage schedule.

Distribution of Wage Increases

Overall, in the fourth quarter 0.6% of the employees did not receive wage increases. Settlements reporting wage increases between 2.0% and 2.9% covered most of the public sector employees (62.0%), while 35.5% of public employees received wage increases between 1.0% and 1.9%. In the private sector, 41.2% of employees received wage increases ranging from 0.1% to 0.9%, while 49.5% of employees obtained wage increases of 3.0% to 3.9%.

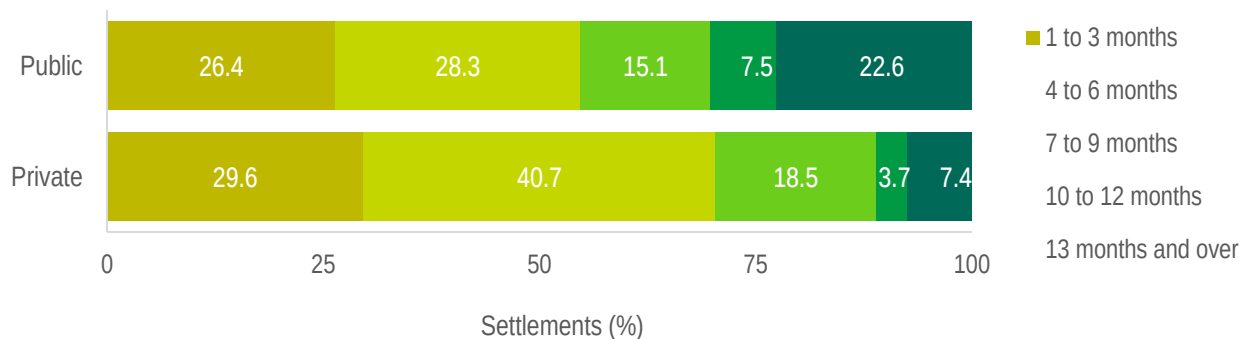
Graph 6: Distribution of Average Annual Base Wage Increases (%) by Sector, Fourth Quarter 2018



Duration of Negotiations³²

On average, settlements in the fourth quarter of 2018 were negotiated within 8.0 months. The average duration of negotiations in the public sector was 9.2 months compared to 5.6 months in the private sector.

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

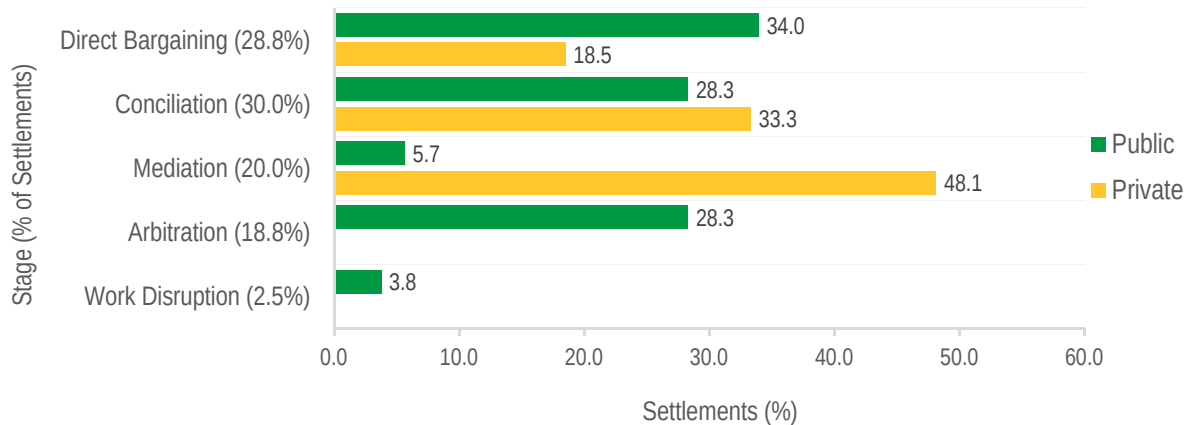


³² Data regarding the duration of negotiations are maintained for settlements covering 150 or more employees, and where the time period between the first meeting date of negotiations and the ratification date has been reported.

Stage of Settlement

In the fourth quarter of 2018, 97.5% of settlements (covering approximately 96.6% of employees) were reached without a work disruption. Of the settlements ratified, 28.8% were settled through direct bargaining, 30.0% were reached through conciliation, and 20.0% were settled at mediation. Arbitrated settlements represented 28.3% of the agreements in the public sector, while there were no settlements reached at arbitration in the private sector.

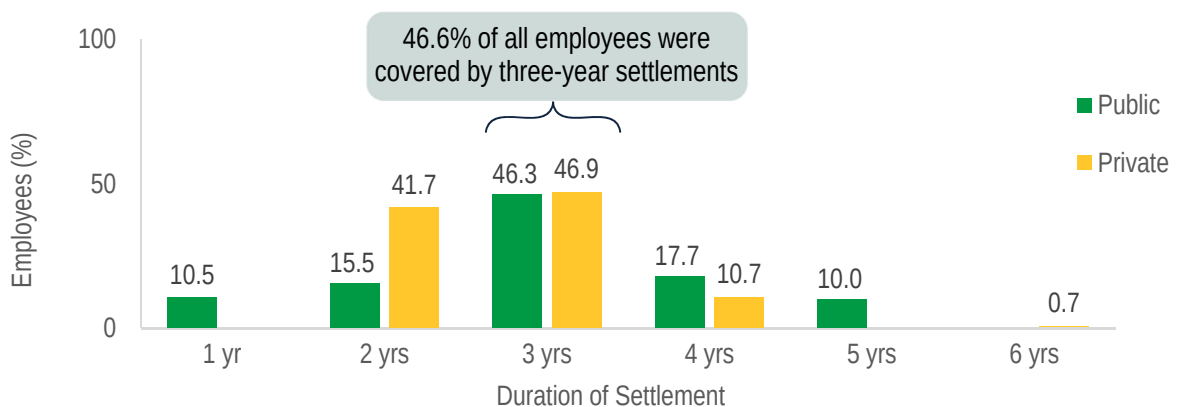
Graph 8: Stage of Settlement by Sector, Fourth Quarter 2018



Settlement Duration³³

Of the total number of employees for whom settlements were reached during the fourth quarter of 2018, 46.6% were covered by three-year settlements, followed by 27.6% covered by two-year settlements. In the private sector, 41.7% of the employees were covered by a two-year term, compared to 15.5% of employees in the public sector.

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

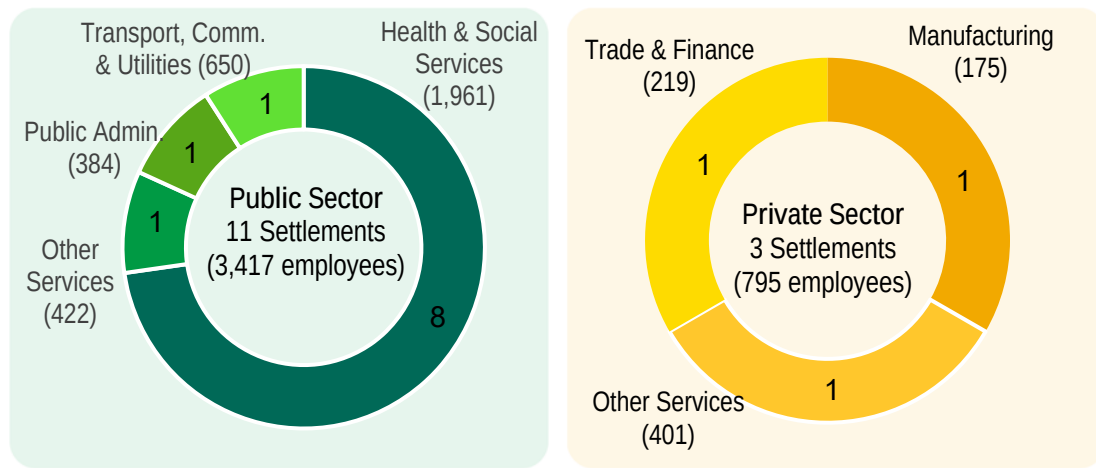


³³ Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.

Private and Public Sector Lump Sum Payments³⁴

In the fourth quarter of 2018, 14 settlements (4,212 employees) were reported with lump sum information, representing 17.5% of the settlements. Of the agreements reported, 11 were in the public sector and three were in the private sector. The majority of employees that received lump sum payments were in health and social services (1,961 employees) within the public sector.

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



Common payout methods of lump sums included dollar amounts or percentage of 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
7 settlements with dollar amount payments	2 settlements with dollar amount payments
\$ - No. of employees: 1,728	\$ - No. of employees: 394
\$ - Average amount: \$592	\$ - Average amount: \$889
4 settlement with percentage payment	1 settlement with dollars per hour payment
% - No. of employees: 1,689	\$/hr - No. of employees: 401
% - Average percentage: 1.3%	\$/hr - Average amount: \$0.15

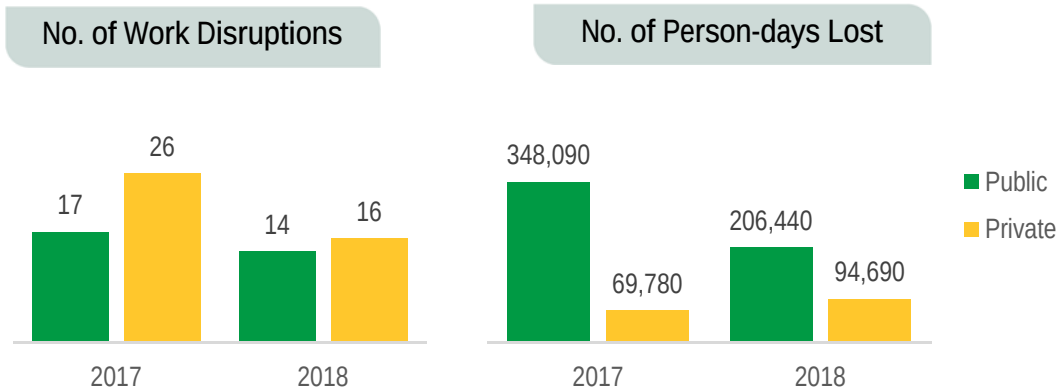
³⁴ Lump Sum Data

- 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 Disruptions³⁵

In 2018, 30 work disruptions were reported under Ontario jurisdiction, compared to 43 reported in 2017 (Graph 10). Work disruptions involved 8,816 employees and resulted in 301,130 person-days lost, which represent an estimated loss of 0.02% of work time in Ontario.

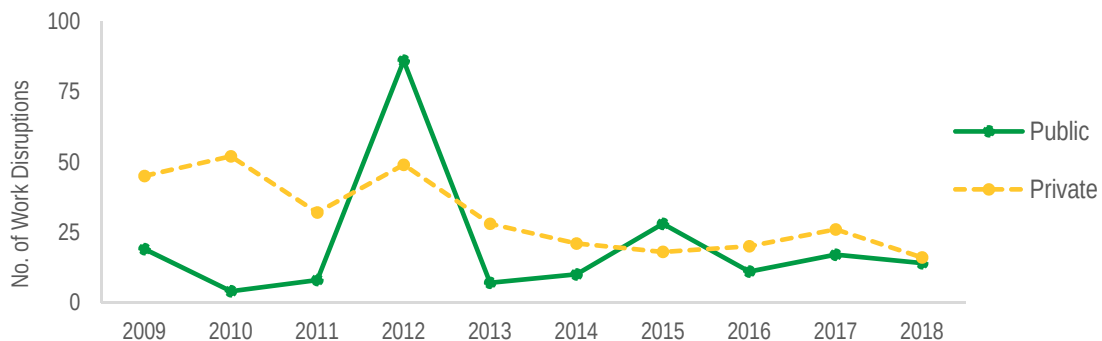
Graph 10: Work Disruptions and Person-days Lost, 2017 and 2018



Industries impacted were mainly manufacturing (8 work disruptions), health and related services (6 work disruptions), other services (5 work disruptions), and education and related services (4 work disruptions). The education and related services sector resulted in the highest number of person-days lost (154,000).

The number of work disruptions has had a decreasing trend in the private sector from 2009 to 2018, while it fluctuated in the public sector, with the highest number of total disruptions in 2012 (135 work disruptions in total).

Graph 11: Trend of Work Disruptions, 2009 to 2018



³⁵ As of January 18, 2019. 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 Bargaining³⁶

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC, CAPE, et al.	Canada-wide	87,700	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al.	Various locations	18,700	Various
Police Services Boards	Police Association	Various locations	14,200	Various
Hospitals	OPSEU, CUPE, SEIU, et al.	Various locations	28,800	Various
Long-Term Care Homes	CUPE, SEIU, Unifor, et al.	Various locations	47,900	Various
Universities	Faculty Associations, CUPE, OPSEU, et al.	Various locations	16,300	Various
Developmental Services (CAS, Community living/ services)	CUPE, OPSEU, et al.	Various locations	21,400	Various
Canada Post Corp.	CUPW, CPAA	Canada-wide	21,300	Various
Essar Steel Algoma Inc.	USW	Sault Ste. Marie, Burlington	2,800	Various
Garda Security Screening Inc.	Machinists & Aerospace Wkrs, USW	Various locations	2,300	Various
Government of Ontario (Correctional Unit)	OPSEU	Province-wide	5,800	31-Dec-2017
G4S Security Service Canada Ltd	UFCW	Province-wide	3,800	28-Feb-2018
Ontario Power Generation Inc	CUPE	Province-wide	5,400	31-Mar-2018
Metro Ontario Inc. (Food Basics Franchisees)	UFCW	Province-wide	6,800	18-Aug-2018
Paragon Protection Ltd	UFCW	Province-wide	3,000	19-Dec-2018
Government of Ontario	OPPA	Province-wide	9,000	31-Dec-2018
Care Partners	SEIU	Various locations	2,900	31-Mar-2019
Canadian Broadcasting Corp	Communications Workers of America	Interprovincial	2,200	31-Mar-2019
Hydro One Inc.	Society of Energy Professionals	Province-wide	1,500	31-Mar-2019

³⁶ 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)³⁷

Location	October 2018	November 2018	December 2018	2018 Year-to-date	2017	2016	2015
Canada	2.4	1.7	2.0	2.3	1.6	1.4	1.1
Ontario	2.5	1.8	2.3	2.4	1.7	1.8	1.2
Toronto	2.7	2.1	2.6	2.5	2.1	2.0	1.6
Ottawa-Gatineau (Ont. part)	2.7	2.1	2.5	2.5	1.5	1.3	0.9
Thunder Bay	2.1	1.7	2.1	1.9	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. Reported values on the average increases may be rounded from original values.

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³⁷ 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 (Fourth Quarter)

Quarter	Public Sector Settlements	Public Sector Employees	Public Sector AAI (%)	Private Sector Settlements	Private Sector Employees	Private Sector AAI (%)	All Settlements AAI (%)
2016Q4	77	67,853	1.5	26	25,574	1.4	1.4
2017Q1	417	265,011	1.9	36	14,024	2.1	1.9
2017Q2	207	169,342	1.7	43	19,789	2.4	1.8
2017Q3	43	40,930	1.8	24	21,606	1.8	1.8
2017Q4	88	63,672	1.9	27	9,661	1.9	1.9
2018Q1	47	24,925	1.6	25	12,927	1.8	1.7
2018Q2	133	79,592	1.6	32	24,256	1.9	1.7
2018Q3	114	76,117	1.6	15	5,619	2.1	1.6
2018Q4	53	37,081	1.8	27	31,919	1.9	1.9

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

Industry	No. of Settlements	No. of Employees	AAI (%)
Construction	1	500	2.1
Education & Related Services	2	2,398	2.2
Health & Social Services	37	11,258	1.5
Manufacturing	4	932	2.2
Other Services	18	19,158	1.1
Primary	2	625	2.9
Public Administration	8	6,036	2.1
Trade & Finance	1	219	0.9
Transport, Communications, & Utilities	7	27,874	2.4
All Settlements	80	69,000	1.9
<i>With COLA</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Without COLA</i>	<i>80</i>	<i>69,000</i>	<i>1.9</i>

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
Provincial BPS	2.7	1.9	1.5	1.1	0.3	1.3	0.7	1.3	1.9	1.6
Municipal	2.3	2.5	2.3	1.5	2.2	1.6	1.9	1.6	1.9	1.8
Federal	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.5	1.6
Private	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1	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
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	2.1	1.9
CPI (2002=100)	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	1.7	2.4

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

Industry	2016	2017	2018
Construction	2.0	1.6	2.1
Education & Related Services	1.1	2.0	1.9
Health & Social Services	1.3	1.4	1.5
Manufacturing	1.5	1.9	1.9
Other Services	2.1	2.1	1.6
Primary	---	1.5	2.9
Public Administration	1.6	1.7	1.8
Trade & Finance	1.4	2.3	1.2
Transportation, Communications, & Utilities	1.6	2.0	2.2
All Settlements	1.6	1.9	1.7

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

Distribution of AAI (%)	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
No Increase	2.5	0.6	1.9	0.4	3.7	0.7
0.1 - 0.9	8.8	20.1	5.7	2.0	14.8	41.2
1.0 - 1.9	50.0	19.1	75.5	35.5	---	---
2.0 - 2.9	23.8	37.3	17.0	62.0	37.0	8.6
3.0 - 3.9	15.0	22.9	---	---	44.4	49.5

Table for Graph 7: Duration of Negotiations by Sector, Fourth 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	27.5	38.9	26.4	34.6	29.6	43.9
4 to 6 months	32.5	22.6	28.3	9.7	40.7	37.6
7 to 9 months	16.3	25.9	15.1	35.6	18.5	14.7
10 to 12 months	6.3	2.0	7.5	3.2	3.7	0.6
13 months and over	17.5	10.6	22.6	16.9	7.4	3.2

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

Settlement Stage	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Direct Bargaining	28.8	33.3	34.0	27.0	18.5	40.7
Conciliation	30.0	27.6	28.3	11.2	33.3	46.6
Mediation	20.0	7.0	5.7	2.1	48.1	12.7
Arbitration	18.8	28.7	28.3	53.4	---	---
Work Disruption	2.5	3.4	3.8	6.3	---	---

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

Settlement Duration	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 year	2.5	5.6	3.8	10.5	---	---
2 years	28.8	27.6	34.0	15.5	18.5	41.7
3 years	36.3	46.6	34.0	46.3	40.7	46.9
4 years	27.5	14.5	22.6	17.7	37.0	10.7
5 years	3.8	5.4	5.7	10.0	---	---
6 years	1.3	0.3	0.0	0.0	3.7	0.7

Table for Graph 11: Trend of Work Disruptions, 2009 to 2018

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	14	4,983	206,440	16	3,833	94,690

Table for Work Disruptions under Ontario Jurisdiction, 2009 to 2018*

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	30	8,816	294	301,130	34.2	47	0.02

* As of January 18, 2019. Numbers for the current year are preliminary.