

Ontario Collective Bargaining Review 2014

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Collective Bargaining Information Services

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The Ontario Collective Bargaining Review 2014 provides an overview of collective bargaining activity in Ontario for the year 2014.

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FOREWORD

The Ontario Collective Bargaining Review 2014 provides an overview of collective bargaining activity in Ontario for the year 2014. The information in this report is compiled from collective agreement settlements and work stoppages reported to Collective Bargaining Information Services (CBIS) as at the publication date. The data reflects settlements for Ontario-based employees covered under Ontario or federal jurisdictions. Work stoppages data are reported for employees under Ontario jurisdiction only.

The report consists of five sections:

- Section I (a) provides data on the total number of agreements settled in 2014 by industry and the total number of employees covered.
- Section I (b) provides an overview of the economic climate for 2014.
- Section II provides information on negotiated wage increases in collective agreements covering 150 or more employees. Average wage settlement calculations are based on base wage rates and are weighted by the number of employees in each bargaining unit. Estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the calculation of the average annual wage increase, where applicable. It also provides information on the stage of settlements, the duration of agreements, and the duration of negotiations.
- Section III summarizes the key settlements of 2014. The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages, and settlements of public interest.
- Section IV highlights work stoppages data under Ontario jurisdiction. Work stoppages reported include strikes and lockouts that last a minimum of one half day, involving two or more unionized or non-unionized workers and result in ten or more person-days lost.
- Section V provides a collective bargaining outlook for the year 2015.

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Executive Summary

Collective Bargaining Review 2014

- Collective bargaining in 2014 occurred in an environment of sustained yet moderate economic growth. Ontario's real Gross Domestic Product (GDP) (Chart 1) growth was an estimated 1.3% in 2014. Ontario's unemployment rate decreased to 7.3% in 2014. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 2.4% in 2014, the highest pace of inflation in three years and up from 1.0% in 2013.
- The records of the Collective Bargaining Information Services indicate that over 1,741 collective agreements covering approximately 320,098 employees were ratified in 2014. Of the 1,741 agreements ratified, 36.8% were in health care and social assistance followed by 5.9% in administrative and support, waste management and remediation services and 5.6% in local, municipal and regional public administration.
- Wage increases for the agreements covering 150 or more employees ratified in 2014 increased to 1.5% from 1.0% in 2013. Private sector agreements reported an average annual base wage increase of 1.9% in 2014, compared to 1.4% in the public sector. Settlements in the manufacturing sector averaged 1.7%, compared to 1.5% in the non-manufacturing sector, and 2.6% in the construction sector.
- In 2014, approximately 97%¹ of collective agreements were settled without a work stoppage. These agreements were settled through conciliation, mediation, arbitration or direct bargaining between the parties.
- In 2014, 31 work stoppages involving 5,479 employees under Ontario jurisdiction were reported, resulting in 132,200 person-days lost. This represents 0.01% of the total estimated working time lost in Ontario due to work stoppages.

Collective Bargaining Outlook 2015

- In 2015, the majority of agreements will expire in healthcare and social assistance, other services (except public administration), local, municipal and regional public administration and transportation and warehousing. In terms of the number of employees covered, most bargaining activity will affect employees in healthcare and social assistance, municipalities and retail trade.
- In 2015, collective bargaining is expected to take place in an economic environment of stronger, balanced growth. Ontario's economic growth is expected to strengthen in 2016 and 2017.*

¹ Agreements covering 150 or more employees

*Ontario Ministry of Finance

I Collective Bargaining Settlements, 2014

According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2014 involved the ratification of 1,741 collective agreements, covering 320,098 employees these numbers are down from the 2,563 reported in 2013 due to 2013 being a construction year. These collective agreements represent 13.1% of the 13,321 collective agreements currently on file with CBIS and affect approximately 18.4% of all Ontario based employees covered by collective agreements.

Of the 1,741 collective agreements ratified in 2014, 48.8% were in the private sector, representing 26.3% of all employees covered by collective agreements. By industry (Table 1), 88.5% of all collective agreements reached were in the non-manufacturing and construction sectors, covering 93.4% of all employees. Of the 1,741 collective agreements, 1,563 (89.7%) were scheduled renewal agreements, covering 97.1% of all employees. Of the remaining settlements, 163 (9.4%) were first agreements, five (0.3%) were extensions of existing agreements, and four (0.2%) were early renewal agreements. In terms of the number of employees covered, bargaining activity was concentrated in health care and social assistance (127,807), educational services (44,560), transportation and warehousing (24,110) (Table 1) and provincial and territorial public administration (20,489).

Section I (a)

Table 1: Number of Collective Agreements Ratified in 2014, Non-Manufacturing, Manufacturing, and Construction

Non-Manufacturing	Agrts	Agrts %	Empls	Empls %
Accommodation & Food Services	57	4.3	12,321	4.2
Administrative & Support, Waste Management & Remediation Services	103	7.7	3,790	1.3
Arts, Entertainment & Recreation	38	2.8	4,218	1.4
Educational Services	42	3.1	44,560	15.1
Federal Government Public Administration	14	1.0	4,816	1.6
Finance & Insurance	12	0.9	1,961	0.7
Health Care & Social Assistance	641	47.9	127,807	43.2
Information & Cultural Studies	32	2.4	4,084	1.4
Local, Municipal & Regional Public Administration	97	7.2	12,986	4.4
Mining, Quarrying, Oil & Gas Extraction	7	0.5	867	0.3
Other Services (except public administration)	81	6.1	15,959	5.4
Professional, Scientific & Technical Services	22	1.6	2,739	0.9
Provincial & Territorial Public Administration	4	0.3	20,489	6.9
Real Estate, Rental & Leasing	29	2.2	205	0.1
Retail Trade	42	3.1	5,850	2.0
Transportation & Warehousing	63	4.7	24,110	8.1
Utilities	24	1.8	5,560	1.9
Wholesale Trade	30	2.2	3,822	1.3
Total Non-Manufacturing	1,338	100.0	296,041	100.0

1 (a)

Manufacturing	Agrts	Agrts %	Empls	Empls %
Beverage & Tobacco Product Manufacturing	6	3.0	697	3.3
Chemical Manufacturing	11	5.5	330	1.6
Clothing Manufacturing	2	1.0	344	1.6
Computer & Electronics Product Manufacturing	3	1.5	493	2.3
Electrical Equipment, Appliance & Component	6	3.0	836	4.0
Fabricated Metal Product Manufacturing	30	14.9	2,116	10.1
Food Manufacturing	26	12.9	4,180	19.9
Furniture & Related Product Manufacturing	4	2.0	249	1.2
Leather & Allied Product Manufacturing	1	0.5	61	0.3
Machinery Manufacturing	16	8.0	939	4.5
Non-Metallic Mineral Product Manufacturing	25	12.4	709	3.4
Paper Manufacturing	10	5.0	879	4.2
Petroleum & Coal Product Manufacturing	1	0.5	3	0.0
Plastics & Rubber Products Manufacturing	12	6.0	1,358	6.5
Primary Metal Manufacturing	15	7.5	3,352	16.0
Printing & Related Support Activities	8	4.0	309	1.5
Textile Mills	2	1.0	394	1.9
Transportation Equipment Manufacturing	17	8.5	3,333	15.9
Wood Product Manufacturing	6	3.0	427	2.0
Total Manufacturing	201	100.0	21,009	100.0

2 Table 1(b)

Construction	Agrts	Agrts %	Empls	Empls %
Total Construction	202	100.0	3,048	100.0

Sector	Agrts	Agrts %	Empls	Empls %
Non-Manufacturing	1,338	76.9	296,041	92.5
Manufacturing	201	11.5	21,009	6.6
Construction	202	11.6	3,048	1.0

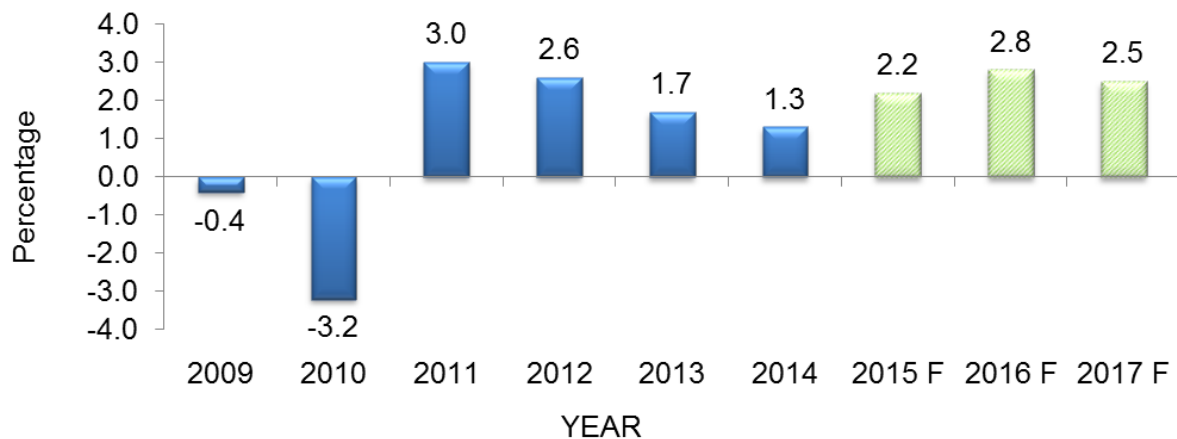
3 Table 1(c)

Section I (b)

Economic Climate²

Collective bargaining in 2014 occurred in an environment of sustained yet moderate economic growth. Ontario's real Gross Domestic Product (GDP) (Chart 1) growth was an estimated 1.3% in 2014, a decrease from the 2013 rate of growth. Ontario's unemployment rate decreased to 7.3% in 2014. The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) averaged 2.4% in 2014, the highest pace of inflation in the last three years and up from 1.0% in 2013.

Chart 1: Selected Economic Indicator, GDP 2009 - 2017

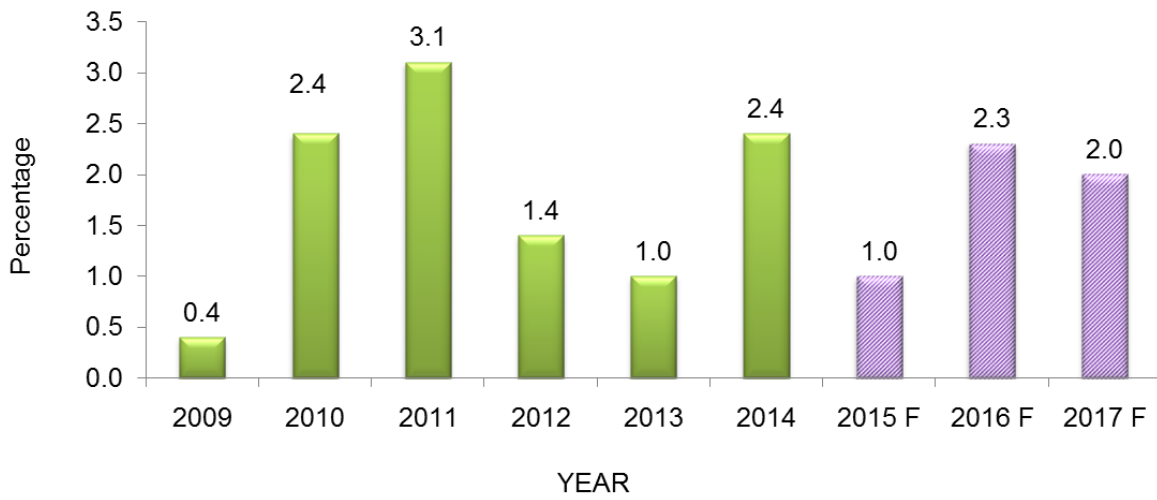


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² F forecast

Ontario Ministry of Finance, Survey of Private Sector Forecasts and Statistics Canada
2014 numbers are preliminary

Chart 2: Selected Economic Indicator, CPI 2009 - 2017

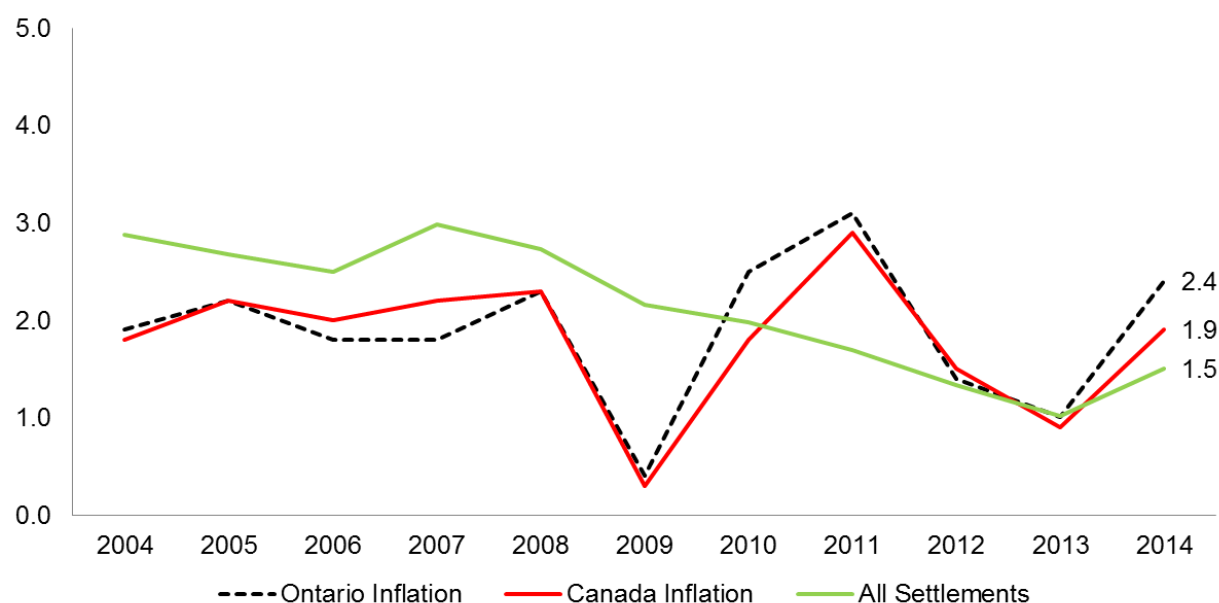


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II Negotiated Wage Increases 2014

In 2014, of the 1,741 collective agreements ratified, there were 408 agreements covering 150 or more employees, affecting 262,763 employees. These settlements provided an average annual wage increase of 1.5%, an increase from 1.0% in 2013. The average annual wage increase in the private sector decreased from 2.3% in 2013 to 1.9 % in 2014. Public sector agreements reported an average annual wage increase of 1.4% in 2014, compared to 0.5% in 2013. Factors affecting the 2014 numbers in the public sector are the school board agreements, which expired in 2014 and have not been renewed.

Chart 3: Average Annual Wage Increases for All Settlements and Inflation, 2004 - 2014



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Statistic	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Ontario Inflation	1.9	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.0	2.4
Canada Inflation	1.8	2.2	2.0	2.2	2.3	0.3	1.8	2.9	1.5	0.9	1.9
All Settlements	2.9	2.7	2.5	3.0	2.7	2.2	2.0	1.7	1.3	1.0	1.5

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Chart 4: Average Annual Wage Increase in Private, Public Sectors and Inflation, 2004 - 2014



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Statistic	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Ontario Inflation	1.9	2.2	1.8	1.8	2.3	0.4	2.5	3.1	1.4	1.0	2.4
Private	2.7	2.4	1.8	2.9	2.0	1.2	2.0	1.9	1.2	2.3	1.9
Public	3.1	2.7	3.0	3.1	3.1	2.4	1.9	1.6	1.4	0.5	1.4

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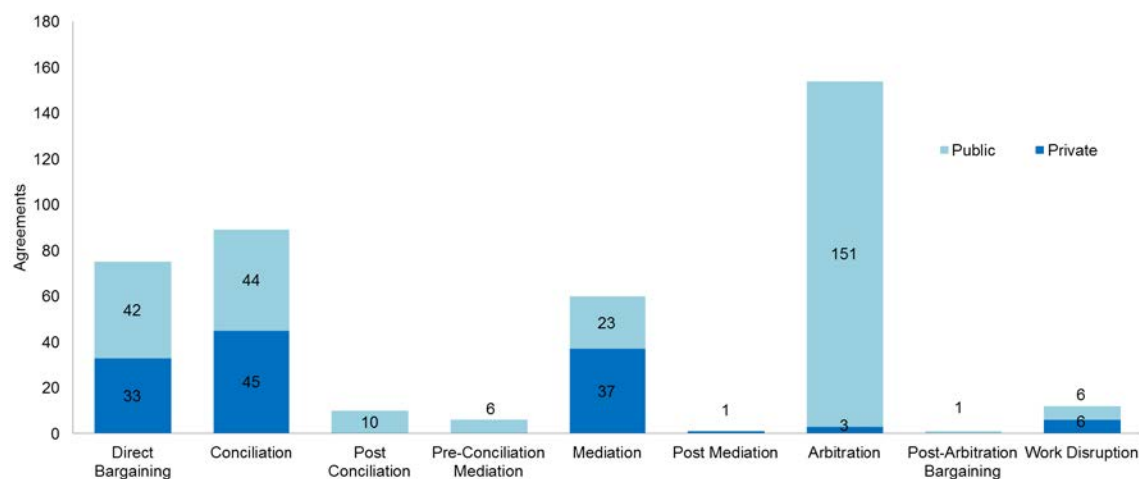
Stage of Settlement

Of the agreements covering 150 employees or more, 97% of agreements ratified in 2014 (covering approximately 96.5% of employees) were settled without a work stoppage. Of those, 39.2% of agreements were concluded with the assistance of a conciliator or mediator, 19.9% (Table 3) were reached through direct bargaining, and 37.7% were settled in arbitration. In the public sector, 16.9% of agreements were reached through direct bargaining, compared to 26.4% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator was 27.1% in the public sector and 66.4% in the private sector. In the public sector, 53.4% of agreements were reached through arbitration, compared to 2.4% in the private sector.

Table 3: Number of Collective Agreements Ratified in 2014 and Employees Covered, by Stage of Settlement³

Settlement Stage	All Agrts	%	All Empls	Private. Agrts	%	Private Empls	Public Agrts	%	Public Empls
Direct Bargaining	75	18.4	40,798	33	26.4	13,198	42	14.8	27,600
Conciliation	89	21.8	53,865	45	36.0	15,733	44	15.5	38,132
Post Conciliation	10	2.5	3,693	-	-	-	10	3.5	3,693
Pre-Conciliation Mediation	6	1.5	1,861	-	-	-	6	2.1	1,861
Mediation	60	14.7	54,004	37	29.6	16,873	23	8.1	37,131
Post Mediation	1	0.2	12,000	1	0.8	12,000	-	-	-
Arbitration	154	37.7	86,506	3	2.4	1,552	151	53.4	8,4954
Post-Arbitration Bargaining	1	0.2	800	-	-	-	1	0.4	800
Work Disruption	12	2.9	9,236	6	4.8	2,020	6	2.1	7,216
All Settlements	408	100.0	262,763	125	100.0	61,376	283	100.0	201,387

Chart 5: Stage of Settlement, by Sector, 2014



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³ Due to a changeover in our database from changes in legislation, the numbers currently reported for Table 3 are for agreements with 150 employees and above. Owing to a change in data collection methods, data for 2014 and subsequent years is not strictly comparable to data for years prior to 2014.

Duration of Agreement

Of all the agreements ratified in 2014, 49.9% (Table 4) were of three-year duration, 28.4% were of two-year duration, and 18.1% were of a term longer than three years. The majority (67.5%) of agreements in the private sector were of three-year duration, compared to 33.1% in the public sector. Table 5 outlined all collective agreements ratified in 2014 and employees covered, by industry. Three-year terms were negotiated for 56.7% of manufacturing agreements, 43.0% of non-manufacturing agreements, and 88.6% of construction agreements.

Table 4: Duration of Collective Agreements Ratified in 2014, by Sector

Duration of Agreement (Years)	All Agrts	%	All Empls	Private Agrts	%	Private Empls	Public Agrts	%	Public Empls
Less than 12 months	1	0.1	15	-	-	-	1	0.1	15
1 Yr Agrt	61	3.5	3,163	33	3.9	1,668	28	3.1	1,495
2 Yr Agrt	495	28.4	101,638	69	8.1	5,471	426	47.8	96,167
3 Yr Agrt	869	49.9	128,732	574	67.5	48,633	295	33.1	80,099
4 Yr Agrt	239	13.7	72,220	124	14.6	19,047	115	12.9	53,173
5 Yr Agrt	52	3.0	10,498	34	4.0	6,486	18	2.0	4,012
6 Yr Agrt	23	1.3	1,907	15	1.8	1,106	8	0.9	801
10 Yr Agrt	1	0.1	1,925	1	0.1	1,925	-	-	-
Total	1,741	100.0	320,098	850	100.0	84,336	891	100.0	235,762

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Table 5: Duration of Collective Agreements Ratified in 2014, by Industry

Duration of Agreement (Years)	Manuf Agrts	%	Manuf Empls	Non-Manuf Agrts	%	Non-Manuf Empls	Cons Agrts	%	Cons Empls
Less than 12 months	-	-	-	1	0.1	15	-	-	-
1 Yr Agrt	11	5.5	423	49	3.7	2,728	1	0.5	12
2 Yr Agrt	15	7.5	2,294	476	35.6	99,216	4	2.0	128
3 Yr Agrt	114	56.7	12,120	576	43.0	114,433	179	88.6	2,179
4 Yr Agrt	40	19.9	3,629	182	13.6	67,867	17	8.4	724
5 Yr Agrt	18	9.0	2,410	33	2.5	8,083	1	0.5	5
6 Yr Agrt	3	1.5	133	20	1.5	1,774	-	-	-
10 Yr Agrt	-	-	-	1	0.1	1,925	-	-	-
Total	201	100.0	21,009	1,338	100.0	296,041	202	100.0	3,048

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Duration of Negotiations

In 2014, data regarding the duration of negotiations are maintained for 408 collective agreements covering 150 or more employees. The average duration of negotiations for all sectors was 7.4 months. The average duration of negotiations in the public sector was 9.1 months compared to 3.5 months in the private sector (Table 6 and 7).

In the private sector, 63.2% of negotiations were concluded within one to three months, compared to 21.2% of negotiations in the public sector.

Table 6: Duration of Negotiations

Duration of Negotiations (months)	Total Agrts	Total Empls	Private Agrts	Private Empls	Public Agrts	Public Empls
1- 3 months	139	91,587	79	27,566	60	64,021
4 - 6 months	133	105,404	29	23,885	104	81,519
7-9 months	49	23,577	12	7,525	37	16,052
10-12 months	16	16,734	2	510	14	16,224
13 months and over	71	25,461	3	1,890	68	23,571
Total	408	262,763	125	61,376	283	201,387

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Table 7: Average Duration of Negotiations

Sector	Average Duration of negotiations (months)
Private	3.5
Public	9.1
Total	7.4

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Distribution of Wage Increases

In 2014, data regarding the distribution of wage increases are maintained for 408 collective agreements covering 150 or more employees. Overall, 3.1% of employees did not receive wage increases, while approximately 61.2% of employees (Table 8) received average annual wage increases ranging from 1% to 1.9%, and another 18.4% of employees received increases ranging from 2.0% to 2.9%.

In the public sector, 2.9% of employees did not receive wage increases, compared to 3.9% of private sector employees. In the private sector, 51% of employees received increases ranging from 2.0% to 2.9%, and 33.5% received increases ranging from 1.0% to 1.9%.

Table 8: Distribution of Wage Increases by Sector

Percentage Increase	All Agrts %	All Empls %	Private Agrts %	Private Empls %	Public Agrts %	Public Empls %
no increase	9.3	3.1	8.8	3.9	7.4	2.9
0.1 - 0.9 percent	15.2	16.4	13.6	8.8	15.9	18.7
1.0 - 1.9 percent	56.6	61.2	31.2	33.5	67.8	69.7
2.0 - 2.9 percent	18.1	18.4	41.6	51.0	7.8	8.5
3.0 - 3.9 percent	1.2	0.4	2.4	1.2	0.7	0.2
4.0 - 4.9 percent	0.5	0.2	1.6	0.9	0.0	0.0
6.0 - 6.9 percent	0.5	0.2	0.8	0.7	0.4	0.1

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Wage Trends by Sector⁴

Public Sector (BPS Municipal, BPS Non-Municipal, Federal) and Private Sector Settlement Trends

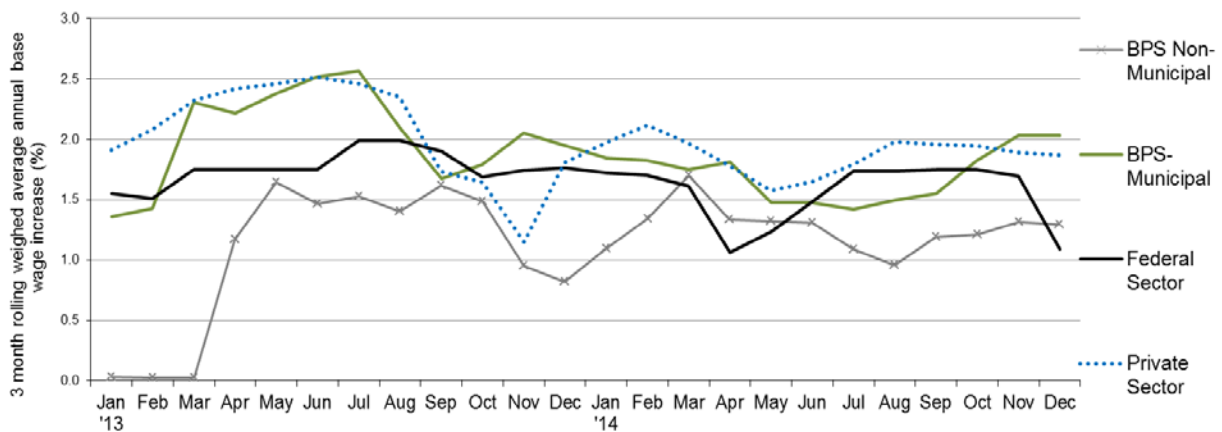
The first graph below depicts the three-month rolling weighed average annual base wage increase for agreements covering 150 or more employees in the BPS Non-Municipal, the BPS Municipal, Federal and Private sectors in Ontario for 2013 and 2014.

The BPS Non-Municipal sector had reported an average annual base wage increase at 1.3% in 2014, compared to 0.3% in 2013. The maximum below appears during the spring of 2014, settling at 1.3% in December 2014. The minima were reported in winter 2013 due to a large volume of collective agreements settled in education with wage increases of 0%, affecting the numbers for the following three months.

The BPS Municipal sector had reported an average annual base wage increase at 1.7% for 2014, compared to 2.2% in 2013. For 2014, the peak occurred in the later part of the year with 2.0% and settled at 2.0% in December.

The Federal sector average annual base wage increase was reported at 1.8% in 2013, decreasing to an average of 1.5% in 2014. The two maxima below appear in summer of 2013 with 2.0%.

Chart 6: Wage Trends by Sector, 2013 – 2014



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⁴ Wage Information is based on agreements covering 150 or more employees, a sample that represents 81% of all unionized employees in Ontario. Wage information is based on agreements ratified between September 1, 2012 and December 31, 2014. The average annual base wage increase is calculated over the duration of a collective agreement and excludes lump sum payments. Wage information includes COLA estimates.

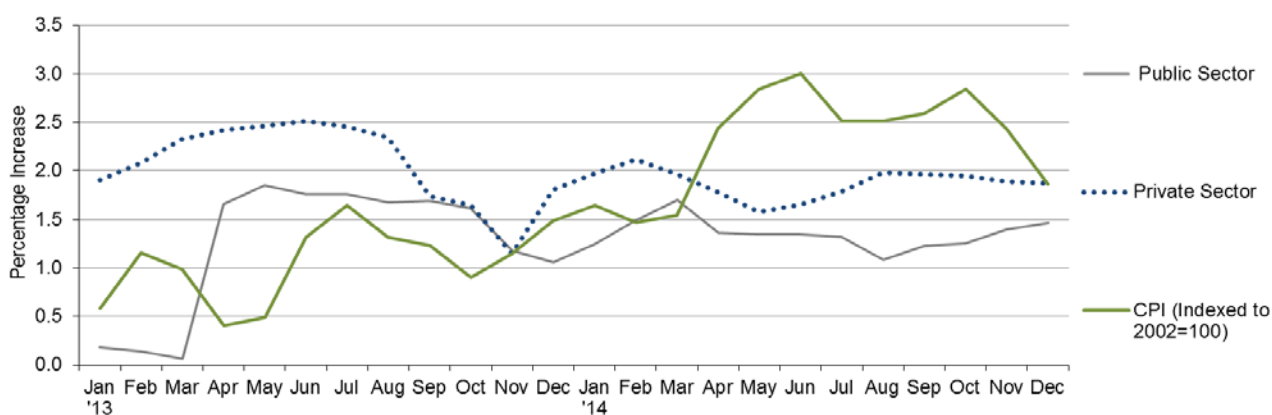
Consumer Price Index, Public (All Combined) and Private Sector Settlement Trends

The second graph below depicts the three-month rolling weighed average annual base wage increase for agreements covering 150 or more employees for All Public combined, the Private sector and the Consumer Price Index during 2013 and 2014.

The Public Sector combined three-month rolling weighed average annual base wage increase was reported at 1.4% for 2014 compared to 0.4% in 2013. The Private sector average annual base wage increase was reported at 1.8 for 2014, compared to 2.3% in 2013.

The Consumer Price Index in Ontario was reported at 2.3% for 2014.

Chart 7: Consumer Price index, Public (All combined) and Private Sectors, 2013 – 2014



Quarterly Wage Settlements

Table 9: Average Annual Increase in Base Wage Rates, by Quarter and Sector

Quarter	All Agreements	Private Sector	Public Sector
First Quarter	1.8	2.0	1.7
Second Quarter	1.4	1.7	1.3
Third Quarter	1.4	2.0	1.2
Fourth Quarter	1.6	1.9	1.5
Total	1.5	1.9	1.4

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Table 10: Average Annual Increase in Base Wage Rates, by Quarter and Industry

Quarter	Manufacturing	Non-Manufacturing	Construction
First Quarter	1.2	1.8	2.4
Second Quarter	1.8	1.4	-
Third Quarter	1.5	1.4	-
Fourth Quarter	1.7	1.6	2.7
Total	1.6	1.5	2.6

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Wage Settlements by Industry

In 2014, the average annual wage increases (Table 12) were reported at 1.6% in the manufacturing sector, compared to 1.5% in the non-manufacturing sector, and 2.6% in construction.

In the non-manufacturing sector, the average annual wage increase for the largest concentration of employees (Table 11) was 1.3% in health care and social assistance. The highest wage increase in non-manufacturing occurred in mining, quarrying, oil and gas extraction (2.3%) followed by utilities with 2.1%. The lowest wage increase with the largest

concentration of employees in the manufacturing sector was 1.2% in primary metal manufacturing.

The 18 agreements with cost-of-living allowance (COLA) clauses (Table 12) provided increases averaging 1.7%, increasing from 1.4% in 2013. In comparison, the remaining 752 agreements without a COLA clause averaged 1.5%, an increase from 1.0% in the previous year.

Table 11: Average Annual Increase in Base Wage Rates, Non-Manufacturing, Manufacturing, and Construction

All Non-Manufacturing	Total Agrts	Total Empls	Total %	COLA Agrts	COLA Empls	COLA %	No COLA Agrts	No COLA Empls	No COLA %
Accommodation & Food Services	21	10,887	1.9	-	-	-	21	10,887	1.9
Administrative & Support, Waste Management & Remediation Services	3	1,359	1.0	-	-	-	3	1,359	1.0
Arts, Entertainment & Recreation	8	2,643	1.7	-	-	-	8	2,643	1.7
Educational Services	29	44,021	1.3	-	-	-	29	44,021	1.3
Federal Government Public Administration	7	4,199	1.8	-	-	-	7	4,199	1.8
Finance & Insurance	4	1,642	1.8	1	421	2.3	3	1,221	1.7
Health Care & Social Assistance	199	101,631	1.3	-	-	-	199	101,631	1.3
Information & Cultural Studies	5	3,016	1.5	-	-	-	5	3,016	1.5
Local, Municipal & Regional Public Administration	21	9,109	2.0	-	-	-	21	9,109	2.0
Mining, Quarrying, Oil & Gas Extraction	3	805	2.3	1	190	2.2	2	615	2.4
Other Services (except public administration)	6	13,198	2.0	-	-	-	6	13,198	2.0
Professional, Scientific & Technical Services	7	1,915	1.8	1	350	2.7	6	1,565	1.6
Provincial and Territorial Public Administration	3	20,239	1.6	-	-	-	3	20,239	1.6
Retail Trade	5	4,346	1.6	-	-	-	5	4,346	1.6
Transportation & Warehousing	25	22,772	1.7	1	918	0.7	24	21,854	1.7
Utilities	7	5,165	2.1	3	3,555	2.1	4	1,610	2.0
Wholesale Trade	2	1,075	0.9	-	-	-	2	1,075	0.9
Total Non-Manufacturing	355	248,022	1.5	7	5,434	1.9	348	242,588	1.5

Table 11 (Continued): Average Annual Increase in Base Wage Rates, Non-Manufacturing, Manufacturing, and Construction

Manufacturing	Total Agrts	Total Empls	Total %	COLA Agrts	COLA Empls	COLA %	No COLA Agrts	No COLA Empls	No COLA %
Beverage & Tobacco Product Manufacturing	2	460	2.5	1	250	1.3	1	210	3.9
Clothing Manufacturing	1	271	2.2	-	-	-	1	271	2.2
Computer & Electronic Product Manufacturing	2	483	1.3	-	-	-	2	483	1.3
Electrical Equipment, Appliance & Component	3	707	1.9	1	196	1.6	2	511	2.0
Fabricated Metal Product Manufacturing	4	828	1.6	-	-	-	4	828	1.6
Food Manufacturing	10	3,083	1.8	1	380	1.4	9	2,703	1.8
Machinery Manufacturing	4	694	1.3	2	314	1.2	2	380	1.3
Paper Manufacturing	1	263	2.0	-	-	-	1	263	2.0
Plastics & Rubber Products Manufacturing	3	771	0.7	1	390	1.2	2	381	0.2
Primary Metal Manufacturing	9	2,901	1.2	3	1,239	1.5	6	1,662	1.0
Printing & Related Support Activities	1	170	2.1	-	-	-	1	170	2.1
Textile Mills	2	394	2.0	-	-	-	2	394	2.0
Transportation Equipment Manufacturing	7	2,576	1.8	2	1,147	1.3	5	1,429	2.2
Wood Product Manufacturing	1	150	2.0	-	-	-	1	150	2.0

Manufacturing	Total Agrts	Total Empls	Total %	COLA Agrts	COLA Empls	COLA %	No COLA Agrts	No COLA Empls	No COLA %
Total Manufacturing	50	13,751	1.6	11	3,916	1.4	39	9,835	1.7

2

Table 11 (Continued): Average Annual Increase in Base Wage Rates, Non-Manufacturing, Manufacturing, and Construction

Construction	Total Agrts	Total Empls	Total %	COLA Agrts	COLA Empls	COLA %	No COLA Agrts	No COLA Empls	No COLA %
Total Construction	3	990	2.6	-	-	-	3	990	2.6

3

Table 12: Average Annual Increase in Base Wage Rates, by Industry

Sector	Total Agrts	Total Empls	Total %	COLA Agrts	COLA Empls	COLA %	No COLA Agrts	No COLA Empls	No COLA %
Non-Manufacturing	355	248,022	1.5	7	5,434	1.9	348	242,588	1.5
Manufacturing	50	13,751	1.6	11	3,916	1.4	39	9,835	1.7
Construction	3	990	2.6	-	-	-	3	990	2.6
All Industries	408	262,763	1.5	18	9,350	1.7	390	253,413	1.5

4

III Major Collective Agreements Ratified in 2014

Non-Manufacturing

Health and Social Services

During 2014, a large volume of centralized bargaining, particularly in the hospital sector characterized the health care and social services industry.

In 2014, two arbitration awards were issued for the Participating Hospitals represented by Ontario Nurses' Association (ONA) and Ontario Public Service Employees Union (OPSEU). The ONA award, which was issued in April, involved 139 hospitals (including the Ottawa Hospital, and University Health Network) and approximately 59,400 employees. The OPSEU award, issued in September, involved 50 hospitals, including St. Joseph's Healthcare and Rouge Valley Health System and covered approximately 9,700 employees. Both awards provided wage increases of 1.4% each year.

The Council of Academic Hospitals of Ontario and the Professional Association of Residents of Ontario were issued a three-year arbitrated renewal agreement for 5,000 employees, providing wage increases of 1.4% in each year of the agreement. The award included a special adjustment of \$850 for PGY 1, \$400 for PGY3 and PGY4 and \$750 for PGY 5 to PGY 9 in each of the three years, pregnancy and parental top-up leave increased from 75% to 84% and stand-alone parental leave reduced to 12 weeks.

Bruyere Continuing Care (St. Vincent and Elizabeth Bruyere Hospital and Residence) was issued a two-year arbitration award with the Canadian Union of Public Employees (CUPE), local 4540. This award provided wage increases of 2% each year for 774 employees.

St. Michael's Hospital reached a five-year renewal agreement with the Service Employees International Union (SEIU) representing 800 employees. The agreement provides wage increases of 2% in the first year, and 0.7% in each of the second through fifth years, in addition to lump sum payments of 0.7% of wages (excluding the first year).

The City of Thunder Bay (Homes for the Aged) and Unifor local 229 signed a three-year renewal agreement for 650 registered practical nurses, professional and service employees with wage increases of 1.75% in July of each year of the agreement.

Chartwell Seniors Housing Retirement (The Westmount/Wynfield/Woodhaven and Waterford) and the Health Care Office and Professional Employees, local 220 in affiliation with The Carpenters (UBCJ) were handed a two-year arbitrated renewal agreement for 885 registered practical nurses and service employees with wage increases of 1% in the first year and a lump sum payment of 1% of wages in the second year.

Canadian Red Cross Society (personal support services) and Red Cross Care Partners were issued a three-year arbitrated renewal agreement following a work stoppage. This settlement covers two bargaining units with the Service Employees International Union (SEIU), for a total of 4,050 employees. The agreement provides a lump sum payment in the first year of 1.4% of the hourly rate and wage increases of 1.4% each of the second and third years and increases in travel allowance to 36 cents and 37 cents per kilometer.

The Canadian Union of Public Employees (CUPE) signed a four-year centrally bargained renewal agreement with eight participating community care access centres, covering approximately 1,285 employees. This agreement provides average annual base wage increases of 0.7% in addition to lump sum payments.

Education and Related Services

Carleton University and the Canadian Union of Public Employees (CUPE), Local 4600 signed a three-year renewal agreement covering 1,800 Unit 1 teaching assistants and 750 Unit 2 contract instructors with no wage increase in the first year and wage increase of 2% in the second and third years, excluding the top classification for graduate teaching assistants who receive 1.5% in the third year.

The University of Windsor signed a three-year renewal agreement following a work disruption with the Windsor University Faculty Association, representing 890 academic staff and librarians. The agreement provides wage increases of 3% in the third year of the agreement and one-time lump sum payments of \$1,250 in each of the first and second years. Other provisions include increases to overload stipends, and improvements to speech therapist, hearing aids, chiropractic and vision care coverage.

The University of Western Ontario renewed a four-year agreement with the University of Western Ontario Faculty Association representing 1,627 academic staff. Highlights of the agreement include wage increases of 1.25% in the first year, and 1% in each of years two through four, with additional lump sum payments of \$1,050 in July of each in years one through three. Other provisions include a career trajectory fund of \$800 per full-time faculty member in 2017-18. Benefits enhancements include increased employer contribution to pension by 0.5% for full-time faculty with 20 years of service.

The University of Guelph and the Guelph University Faculty Association effected a three-year renewal agreement covering 787 faculty, librarians and veterinarians. The agreement includes “cost of living increments” of 2% in the second and third years of the agreement and salary floor increases of 2% for faculty librarians and veterinarians. Other provisions include annual career increments subject to performance assessment of \$1,275 in the first year, \$2,550 in the second and third years of the agreement and lump sum payment of \$2,000 for veterinarians actively employed since September 2010.

The College Employer Council renewed two agreements with the Ontario Public Service Employees Union during September. The first agreement is a thirty-seven month renewal for 11,500 academic staff with wage increases of 1.2% in the first year, 1.5% in the second and 1.8% in the third year of the agreement and a one-time pensionable lump sum payment of \$900 for full-time employees. The second agreement is a four-year renewal, covering 7,500 support staff with wage increases of 1% in the first and second years and 0.5% in the third and fourth. Lump sum payments of 1% were provided for years three and four as well, based on employees salary during those years of the agreement.

Municipal Government

The Regional Municipality of Durham signed a four-year renewal agreement following a work disruption with the Canadian Union of Public Employees (CUPE), local 1764. The agreement provides 1,522 inside, and ambulance workers with wage increases of 1.25% in the first and second years and 1.5% in the third and 1.95% in the final year. This agreement also provides improvements to health care benefits, including an introduction to a health care spending account of \$200 annually.

The Corporation of the City of Mississauga renewed a four-year agreement with the International Association of Firefighters local 1212, representing 695 employees. The agreement provides wage increases of 2.9% effective January 1, 2011, a total of 3.2% in 2012, a total of 2.44% in 2013 (paid in January and July) and a final wage increase of 2.48% in January 2014.

The Corporation of the City of Pickering and the Canadian Union of Public Employees (CUPE), local 129 signed a three-year renewal agreement covering 622 employees with wage increases of 1.5% in each year of the agreement.

The Ottawa Police Services Board and the Ottawa Police Association received an arbitration award for the renewal of two, two-year agreements. The award covered 1,335 uniform and 566 civilian employees and provided wage increases of 2.5% in each year of the agreement.

Retail Trade

Pharma Plus Drugmarts Ltd. and the United Food and Commercial Workers (UFCW), local 175 signed a thirty-nine month renewal agreement. The agreement provides 2,190 employees with wage increases of 20 cents per hour at ratification, 25 cents on February of 2016, and 2017, in addition to lump sum payments of \$400 and \$200 for full-time and part-time employees above the top rates in 2016 and 2017. Other provisions include modifications to hours of work and sick leave.

Pharmx Rexall Drug Stores and the United Food and Commercial Workers (UFCW), local 175 reached a thirty-seven month renewal agreement for 1,134 employees. The agreement provides wage increases of 20 cents per hour for the first year of the agreement and a further 25 cents in each of the second and third years and lump sum payments of \$400 and \$200 for full-time and

part-time employees above the top rates. Full-time and part-time registered technicians 2 (step 9) will receive lump sum payments of \$400 and \$200 respectively in February 2016 and 2017.

Transportation

The Toronto Transit Commission and the Amalgamated Transit Union local 113 effected a four-year renewal agreement for 9,952 employees with wage increases varying for different bargaining groups. Operators and wheel trans operators receive 2% in each of the first through third years and 2.25% in the fourth; wage groups 1-3 (including traffic checkers) a one-time lump sum in each year of \$500. All other wage groups receive wage increases of 1% in the first year, wage increase of 0.5% plus lump sum of 1.5% in the second, and wage increases of 1.75% in the third, and 2.25% in the fourth year of the agreement. The deal also includes skilled trades premium of 75 cents per hour, increased vision care and improvements to recall rights.

Metrolinx (Go Transit) and the Amalgamated Transit Union, local 1587 effected a four-year agreement covering 1,860 employees. The agreement provides wage increases of 1.8% in each of the first and second years of the agreement and 2.3% in the third and fourth year, with an economic adjustment of the wages rates of Transit Safety Officers of 25 cents per hour in each year of the agreement.

Bombardier Transportation Canada Inc. effected two agreements during 2014. The first a five-year renewal agreement was for the Go Transit Operations/Metrolinx Union Pearson Express division and the Teamsters Canada Rail Conference Division 660 covering 600 employees. Wage increases are of 3% in the first year, 2% in the second through fourth years and 2.75% in the last year of the agreement. The second agreement effected a month later with Unifor local 1075, was with a three-year term for 800 employees with wage increases of 10 cents per hour in each of the second and third years and a COLA fold-in of 76 cents per hour.

Utilities

Enbridge Inc. (Enbridge Gas Distribution) and Unifor signed a three-year renewal agreement for 670 employees. This agreement provides wage increases of 2% in each year and new clerical rates of pay for new hires.

Provincial Government

The Ontario Government and the Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO) effected a four-year renewal agreement with wage increases of 1.4% in each of the third and fourth years of the agreement. The agreement covers a total 11,337 employees, and highlights include improved job security system, restoration of short-term sickness plan to 75% for all sick days from days 7 to 130, elimination of long-term income protection cost of living provisions and amendments to termination pay provision.

Communications

Canada Post Corporation and the Public Service Alliance of Canada (PSAC) have a four-year renewal agreement representing 918 part-time and term employees. The agreement provides wage increases of 1.5% during the first year, 1.25% in the second year, no increases in the third and fourth years with new hires enrolled in a defined contribution plan and reductions in vacation provisions.

The Association of Canadian Advertisers and the Alliance of Canadian Cinema, Television and Radio Artists effected a three-year agreement representing 12,000 employees. The agreement provides wage increases of 2% each year.

Other Services

Windsor Casino Ltd. (Caesar's Windsor) and Unifor renewed a four-year agreement representing 2,830 employees with signing bonuses of \$200 to \$1,500 and wage increases of 25 and 35 cents per hour in years two and four and lump-sum payments during the second and third years. The agreement includes improvements to health care benefits, life insurance and new language in layoff and recall and modifications to the contracting out provision.

Manufacturing

Transportation Equipment

Bombardier Transportation and UNIFOR local 1075 (Thunder Bay plant), renewed a three-year agreement representing 799 employees with no wage increases in the first year, and ten cents per hour increase in the second and third years of the agreement. The agreement includes a COLA fold-in of 76 cents per hour, affecting the first year wage percentage increases. Other provisions include a lump sum retirement of \$6,000 to employees retiring during the life of the agreement, and an additional retirement lump sum equal to 1.5% of annualized pension to those retired since January 3, 1984.

Food & Beverage

Fearman's Pork, A Sofina Foods Company and the United Food and Commercial Workers of Canada Local 175 signed a five-year renewal agreement, representing 741 employees. Wage increases are 35 cents per hour in the first year, 35 cents in the second and third, and 40 cents in the fourth and fifth year of the agreement.

IV Work Stoppages Under Ontario Jurisdiction

During 2014, 31 work stoppages under Ontario jurisdiction (Table 13) were reported, compared to 35 reported in 2013. Work stoppages during 2014 involved 5,479 employees and resulted in 132,200 person-days lost, compared to 13,155 employees and 288,310 person days lost in 2013.

In 2014, 14 work stoppages were reported in the manufacturing sector, an increase from 13 reported in 2013. The non-manufacturing sector reported 17 work stoppages during 2014 compared to 14 reported in 2013.

The number of work stoppages in the private sector decreased from 28 in 2013 to 21 in 2014, compared to work stoppages in the public sector which increased from seven in 2013 to 10 in 2014. The number of person-days lost in the private sector decreased from 267,030 in 2013 to 103,330 in 2014. The number of person-days lost increased in the public sector, from 21,280 in 2013 to 28,870 in 2014.

In 2014, work stoppages in the manufacturing sector accounted for 75.8% of person-days lost compared to 44.7% in 2013. During 2014, 0.01% of the estimated working time in Ontario (Table 14) was lost due to work stoppages, compared to 0.02% in 2013.

Chart 7: Work Stoppages, 1990-2014

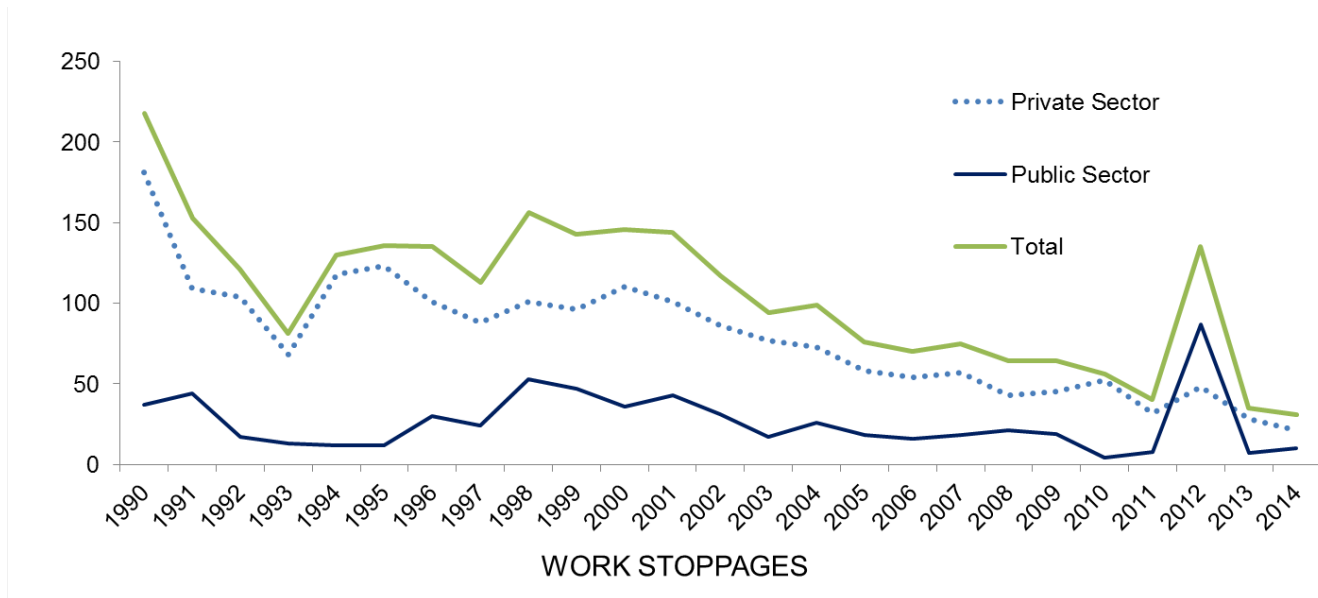
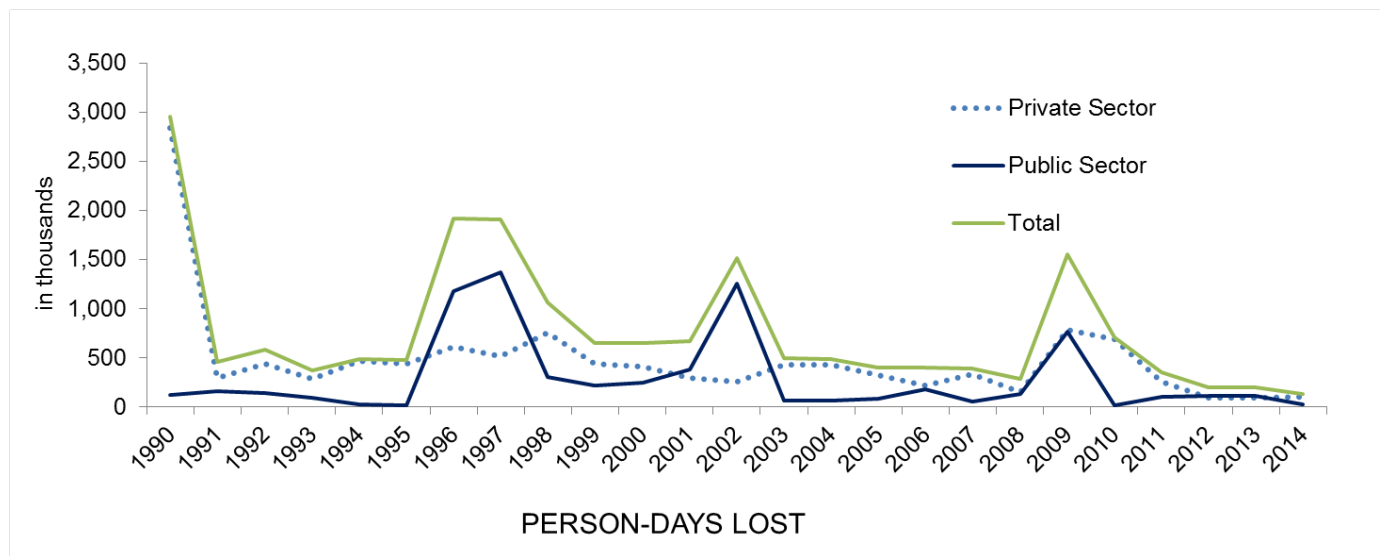


Chart 8: Person-Days Lost, 1990-2014



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V Collective Bargaining Outlook for 2015

In 2015, collective bargaining in Ontario is expected to take place in an economic environment of stronger, balanced growth, fueled by business investment and exports, due to a more competitively valued Canadian dollar, stronger U.S. growth and lower oil prices. Ontario's economy is expected to post solid growth over the medium term. According to survey of private-sector forecasters⁵, Ontario's real Gross Domestic Product (GDP) is projected to grow by 2.8% in 2015, 2.5% in 2016, 2.3% in 2017 and 2.2% in 2018. Ontario's consumer price inflation is forecast to be 1.0% in 2015 and will increase to 2.3% in 2016 and 2.0% in 2017. Ontario's employment is expected to increase by 1.1% in 2015 and 1.3% in 2016, while the unemployment rate is expected to decrease to 6.9% in 2015 and 6.7% in 2016.

Collective bargaining activity will involve the negotiations of over 1,784 collective agreements expiring in 2015, in addition to the continuation of bargaining that was not concluded in 2014. Major negotiations continuing from 2014 include school boards, Ontario public services, long-term care homes, municipal police, hospitals, universities, community services and various municipalities.

Collective agreements expiring in 2015 cover approximately 278,359 Ontario-based employees. These expiring agreements represent 13.8% of agreements currently on file, and affect 46.9% of the total number of employees. Bargaining activity in the private sector affects workers employed in retail trade, construction, in non-manufacturing administrative and support, waste management and remediation services, accommodation and food services and transportation and warehousing. Public sector agreements are concentrated in municipalities, long-term care, utilities, universities, and community services.

⁵ Ontario Ministry of Finance, Survey of Private Sector Forecasts

Table 13: Work Stoppages and Person-Days Lost, by Sector, 2002 – 2014

Year	Private No. of Work Stoppages	Private No. of Workers	Private Person-Days Lost	Public No. of Work Stoppages	Public No. of Workers	Public Person-Days Lost
2002	86	11,946	255,060	31	54,626	1,255,520
2003	77	13,892	428,230	17	9,915	66,650
2004	73	18,835	426,940	26	2,117	59,900
2005	58	8,753	323,410	18	3,486	79,800
2006	54	9,990	214,480	16	20,250	180,120
2007	57	21,150	333,690	18	4,107	55,440
2008	43	3,651	153,850	21	15,467	127,920
2009	45	8,872	785,570	19	33,701	763,990
2010	52	10,473	691,890	4	238	12,740
2011	32	3,559	252,890	8	7,943	99,270
2012	48	4,962	90,120	87	61,020	110,480
2013	28	11,123	267,030	7	2,032	21,280
2014	21	2,464	103,330	10	3,015	28,870

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Year	Total No. of Work Stoppages	Total No. of Workers	Total Person-Days Lost
2002	117	66,572	1,510,580
2003	94	23,807	494,880
2004	99	20,952	486,840
2005	76	12,239	403,210
2006	70	30,240	394,600
2007	75	25,257	389,130
2008	64	19,118	281,770
2009	64	42,573	1,549,560
2010	56	10,711	704,630
2011	40	11,502	352,160
2012	135	65,982	200,600
2013	35	13,155	288,310
2014	31	5,479	132,200

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Table 14: Work Stoppages Under Ontario Jurisdiction, 2002 - 2014

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppage (Days Out)	Person-Days Lost as % of Estimated Working Time
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

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Public Sector and Private Sector Lump Sum Payments

In 2014, Collective Bargaining Information Services launched a pilot study for agreements with 150 employees or more ratified that year with lump sum payment information. 120 settlements were reported with lump sum information and out of those settlements, 95 contained adequate information that could be analysed. These 95 lump sum payments analysed covered both the private (35 agreements) and public sectors (60 agreements). These agreements were categorised and documented by sector, payment method (dollar, percent, cents), group coverage, and variability in the payment type across employees and additional provisions involved.

Table 15: Lump Sum Agreements by Sector, Payment Method and Additional Provisions, 2014 Ratifications

Lump Sum Agreements by Sector, Payment Method and Additional Provisions ⁶	Agrts	Employees
Private	35	17,716
Both Dollar and Percent	1	1,925
Across the board	1	1,925
Cents per Dollar	2	450
Based on hours worked	2	450
Dollar Amount	29	14,437
Across the board	12	3,914
Active employees	2	508
Based on hours worked	3	926
Based on job classification	5	2,392
Based on part-time/full-time status	3	3,590
Based on seniority	4	3,107
Percentage	3	904
Active employees	1	198
Based on hours worked	2	706

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⁶ Additional provisions based on specific lump sum language found in the settlement information

Lump Sum Agreements by Sector, Payment Method and Additional Provisions ⁷ (Continued)	Agrts	Employees
Public	60	48,672
Both Dollar and Percent	1	253
Based on part-time/full-time status	1	253
Cents per Hour	1	153
Based on hours worked	1	153
Dollar Amount	12	21,861
Across the board	4	7,236
Active employees	2	1,500
Based on part-time/full-time status	5	1,625
Based on seniority	1	11,500
Percentage	46	26,405
Across the board	5	1,808
Active employees	1	7,500
As a percent of wage rate	23	7,841
Based on hours worked	14	7,591
Based on job classification	3	1,665
Grand Total	95	66,388

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⁷ Additional provisions based on specific lump sum language found in the settlement information

Table 16: Lump Sum Agreements by Sector, Wage Group Coverage and Variability of Lump Sum, 2014 Ratifications

In the private sector, 25 out of the 35 lump sum payments covered all wage groups within the collective agreements. Out of those, 20 were uniform lump sum payments and 5 were recorded as variable lump sum payments. In the public sector, 54 agreements contained lump sum payments covering all wage groups. Out of those, 48 were uniform lump sums and 6 were variable lump sum payments.

Sector, Wage Group Coverage and Variability of Lump Sum	Agrts	Empls
Private	35	17,716
All wage groups	25	11,791
Uniform	20	7,538
Variable	5	4,253
Selected wage groups	10	5,925
Uniform	6	1,580
Variable	4	4,345
Public	60	48,672
All wage groups	54	34,200
Uniform	48	32,436
Variable	6	1,764
Selected wage groups	6	14,472
Uniform	2	12,119
Variable	4	2,353
Grand Total	95	66,388

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Table 17: Lump Sum Payments by Payment Type, 2014 Ratifications ⁸

The 35 lump sum payments in the private sector were for agreements which covered 17,716 employees. 25 of the lump sum payments applied to all wage groups, covering 11,791 employees. The average lump sum as a percentage of the wage rate was 3.57% and average lump sum in dollar payments of \$975 were for the entire duration of the agreement. In the public sector, 60 lump sum payments were for agreements which covered 48,672 employees. 54 of the lump sum payments applied to all wage groups, covering 34,200 employees. The average lump sum as a percentage of the wage rate was 1.9% and average lump sum in dollar payments of \$1,085 were for the entire duration of the agreement.

Lump Sum by Sector, Wage Group Coverage and Lump Sum Payment Method	Agrts	Empls	Average of Total Lump Sum ⁹ (%)	Average of Total Lump Sum (Dollar)	Average of cents per dollar and cents per hour
Private Sector	35	17,716	3.5	\$ 2,389	\$ 0.50
All wage groups	25	11,791	3.6	\$ 975	\$ 0.50
Both Dollar and Percent	1	1,925	4.0	\$ 10,000	-
Cents per Dollar	2	450	-	-	\$ 0.50
Dollar Amount	20	8,710	-	\$ 1,616	-
Percentage	2	706	2.4	-	-
Selected wage groups¹⁰	10	5,925	2.0	\$ 1,014	-
Dollar Amount	9	5,727	-	\$ 1,014	-
Percentage	1	198	2.0	-	-
Public	60	48,672	1.9	\$ 1,085	\$ 0.34
All wage groups	54	34,200	2.0	\$ 1,157	\$ 0.34
Cents per Hour	1	153	-	-	\$ 0.34
Dollar Amount	9	9,142	-	\$ 1,157	-
Percentage	44	24,905	2.0	-	-
Selected wage groups	6	14,472	1.5	\$ 1,036	-
Both Dollar and Percent	1	253	-	\$ 6,000	-
Dollar Amount	3	12,719	-	\$ 937	-
Percentage	2	1,500	1.5	-	-
Grand Total	95	66,388	2.3	\$ 1,433	\$ 0.45

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⁸ This table includes both fixed and variable lump sum payments across All and Selected wage groups

⁹ Not an average for a given year but the total amount for an agreement

¹⁰ The number of employees reported are for bargaining group coverage in an agreement and not the number of employees specifically covered by the lump sum