

Collective Bargaining Highlights

Second Quarter 2018

ISSN 1492-4323

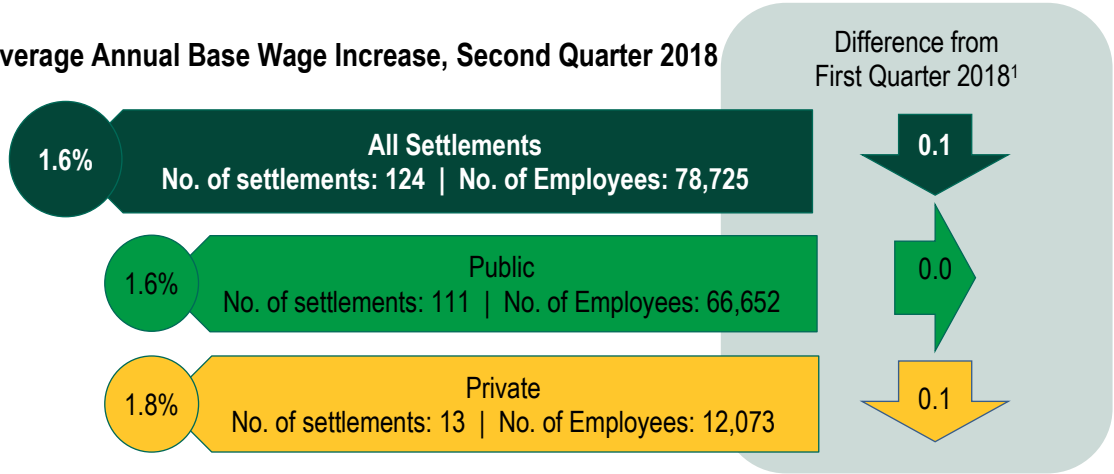
Table of Contents

Settlements, Second Quarter 2018	3
Graph 1: Average Annual Base Wage Increases (%) by Sector (Private and Public), Quarterly 2016-2018 (Second Quarter)	3
Settlements by Industry	4
Graph 2: Average Annual Base Wage Increases (%) by Industry, Second Quarter 2018	4
Wage Trends by Sector	5
Graph 3: Trends of the Average Annual Base Wage Increases (%) for the Provincial Broader Public Sector (BPS), Municipal, Federal and Private Sector Settlements	5
Graph 4: Trends of the Consumer Price Index (%) and the Average Annual Base Wage Increases (%) for the Public Sector and Private Sector Settlements	5
Wage Trends by Industry	6
Graph 5: Average Annual Base Wage Increases (%) by Industry, Current Three Years	6
Table 1: Settlements by Industry, Second Quarter 2018	7
Distribution of Wage Increases	15
Graph 6: Distribution of Average Annual Base Wage Increases (%) by Sector, Second Quarter 2018	15
Duration of Negotiations	15
Graph 7: Duration of Negotiations by Sector, Second Quarter 2018	15
Stage of Settlement	16
Graph 8: Stage of Settlement by Sector, Second Quarter 2018	16
Settlement Duration	16
Graph 9: Duration of Settlement by Sector, Second Quarter 2018	16
Private and Public Sector Lump Sum Payments	17
Work Disruptions	18
Graph 10: Work Disruptions and Person-days Lost, January to June 2017 and 2018	18
Graph 11: Trend of Work Disruptions, 2009 to 2018 (January to June)	18
Table 2: Ongoing and Upcoming Major Bargaining	19
Table 3: Consumer Price Index (2002=100)	20
Appendix: Tables for Graphs	21

Settlements, Second Quarter 2018

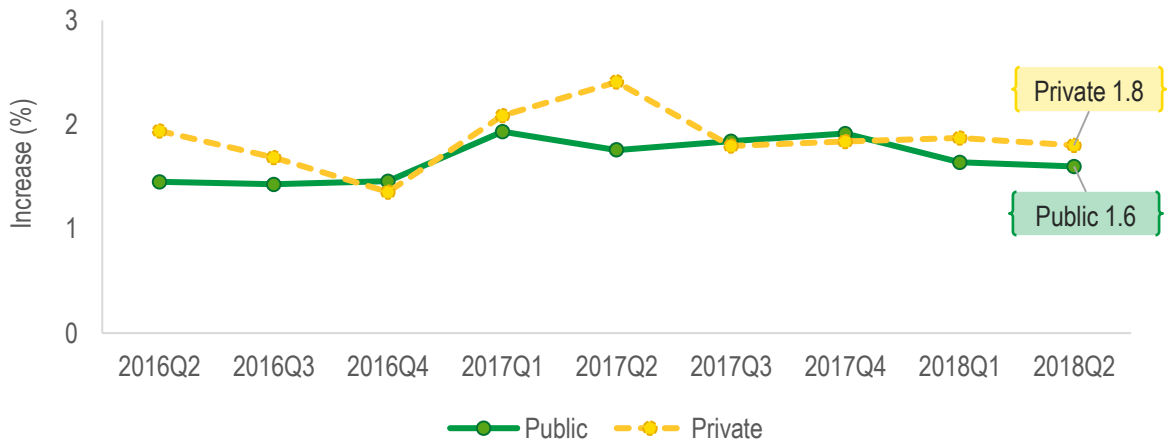
In the second quarter of 2018, 124 settlements were ratified covering 78,725 employees. The overall average annual increase in base wage rates in the second quarter of 2018 was 1.6%, down from the 1.7% reported in the previous quarter¹.

Average Annual Base Wage Increase, Second Quarter 2018



Settlements in the public sector covered 84.7% (66,652) of all employees, and reported an average annual base wage increase of 1.6% in the second quarter of 2018, the same as in the previous quarter (Graph 1). The average annual base wage increase in the private sector fell to 1.8% in the second quarter of 2018, from 1.9% reported in the previous quarter.

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



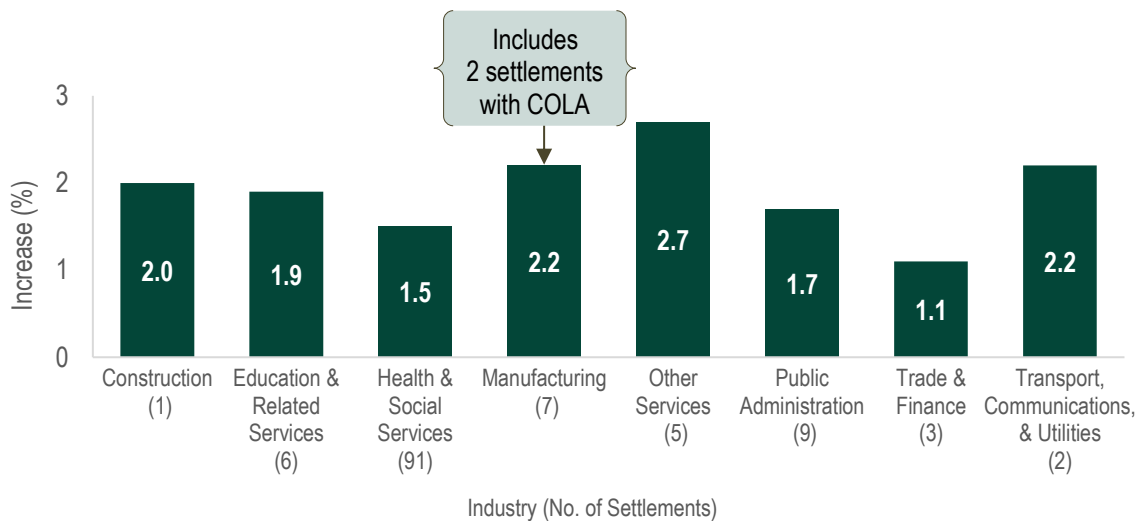
¹ The difference of the average annual base wage from the first quarter of 2018 to the second quarter of 2018 is reported as the percentage point change.

Settlements by Industry

The highest average annual base wage increases reported in the second quarter of 2018 were for other services at 2.7% (Graph 2), covering 4,313 employees, which included Legal Aid Ontario, Niagara Parks Commission, Parks Canada Agency, Toronto Community Housing Corporation, and Windsor Casino Ltd. Settlements in trade and finance, covering 7,470 employees, had the lowest reported average annual base wage increase at 1.1%.

Health and social services had the largest number of settlements (91) covering 46,240 employees, with an average annual base wage increase of 1.5%. There were 6 settlements ratified in education and related services (6,579 employees), while reported average annual base wage increase for the industry remained the same as in the previous quarter at the rate of 1.9%. Construction industry reported one agreement between Reliance Comfort LP (South-West and Central Districts - Operational Unit) and Unifor that included 180 employees, who received an average annual base wage increase of 2.0%. There were 7 ratified settlements (2,047 employees) in manufacturing, whereby two of the agreements additionally included a cost-of-living adjustment (COLA)². An average annual base wage increase for the industry was 2.2%.

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

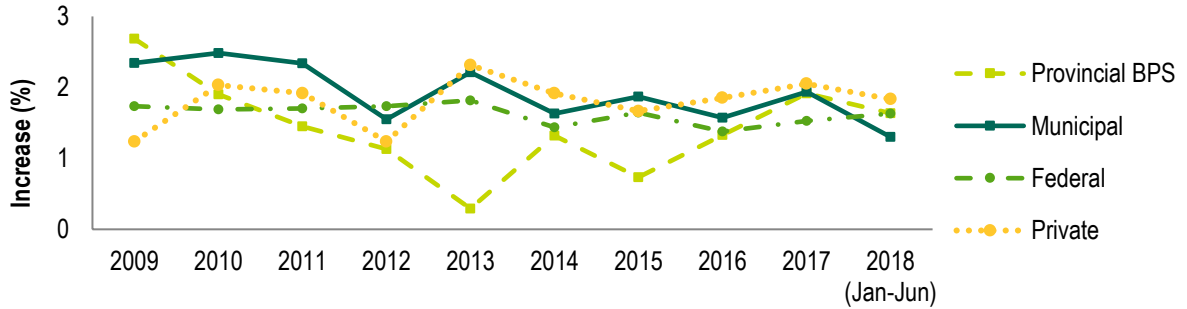


² Cost-of-living adjustments (COLA) are calculated at projected rates of inflation for the duration of the collective agreement.

Wage Trends by Sector

By sector, the average annual base wage increases in 2018 (January to June) were reported at 1.6% for both the provincial broader public sector (BPS) and the federal sector, while it was 1.3% for the municipal sector. In the private sector the average annual base wage increase was reported at 1.8%. (Graph 3).

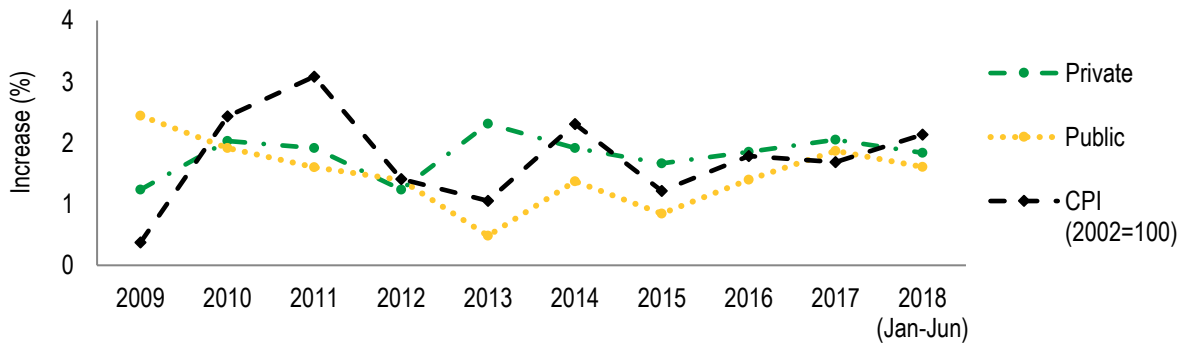
Graph 3: Trends of the Average Annual Base Wage Increases (%) for the Provincial Broader Public Sector (BPS), Municipal, Federal and Private Sector Settlements



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 (January to June).

From January to June of 2018, the CPI averaged at 2.2%, higher than the public and the private sector average annual base wage increases (1.6% and 1.8%, respectively).

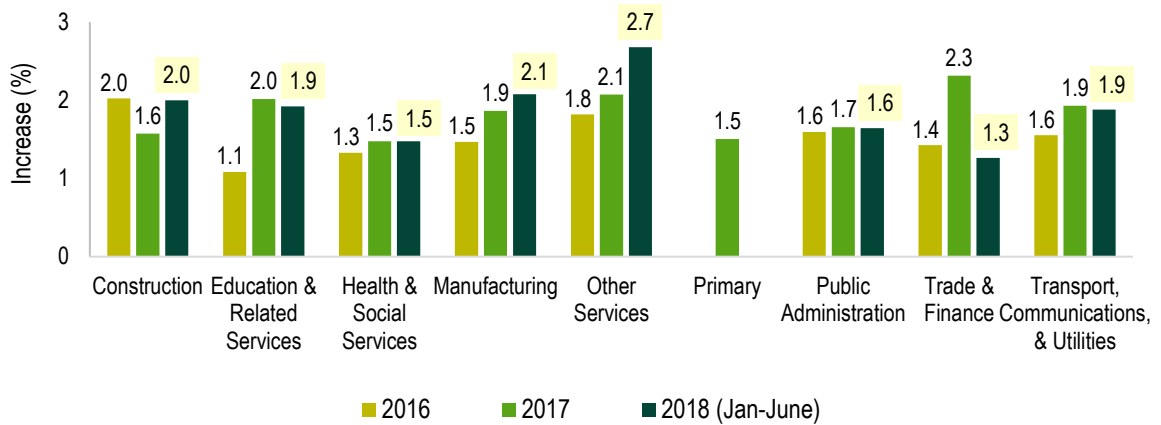
Graph 4: Trends of the Consumer Price Index (%) and the Average Annual Base Wage Increases (%) for the Public Sector and Private Sector Settlements



Wage Trends by Industry

Over the three year period from 2016 to 2018 (January to June), the average annual base wage increases were generally lower in 2016 compared to those reported in 2017 and the first half 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 half of 2018 (2.7%).

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, Second 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		180	2.0			
Reliance Comfort Lp (South-West & Central Districts - Operational Unit)	Unifor	180	2.0 ⁴	2.0	01-Apr-2018	31-Mar-2021
Education and Related Services		6,579	1.9			
Carleton University (Support Staff)	Canadian Union of Public Employees	920	1.9	2.0	01-Jul-2017	30-Jun-2020
Carleton University (Academic Staff/Librarians)	Carleton University Academic Staff Association	910	2.0 ⁵	2.0	01-May-2017	30-Apr-2021
Trent University (Support Staff)	Ontario Public Service Employees Union	391	1.9	2.0	01-Jul-2018	30-Jun-2022
University of Ottawa (Academic Staff/Librarians)	Association of Professors of University of Ottawa	1,300	2.0	2.0	01-May-2018	30-Apr-2021
University of Western Ontario (Graduate Teaching Assistants)	Public Service Alliance of Canada	1,958	1.7 ⁶	2.0	01-Sep-2017	31-Aug-2020
York University (Contract Faculty)	Canadian Union of Public Employees	1,100	2.2	2.1	01-Sep-2017	31-Aug-2020
Health and Social Services		46,240	1.5			
Almonte General Hospital	Canadian Union of Public Employees	221	1.5	1.4	29-Sep-2017	28-Sep-2021
Baycrest Centre for Geriatric Care (Part-time)	Service Employees International Union	436	1.5	1.4	01-Jan-2018	31-Dec-2021
Baycrest Centre for Geriatric Care (Full-time)	Service Employees International Union	408	1.5	1.4	01-Jan-2018	31-Dec-2021
Bayfield Homes Ltd.	Canadian Union of Public Employees	165	0.5 ⁷	0.0	01-Oct-2016	30-Sep-2022

⁴ Lump sum: \$250 to be paid on April 1, 2018, \$250 to be paid on April 1, 2019, and 1.0% to be paid on April 1, 2020 to active employees in the Water Heater Installer classification.

⁵ Lump sum: \$1,350 to all Professors and Librarians, and \$1,500 to all Instructors, to be paid on July 30, 2018.

⁶ Lump sum: \$200 to be paid upon ratification, \$100 to be paid on April, 2019, and \$100 to be paid on April, 2020 to all unique GTA employees actively employed in the 2019/2020 Fall and Winter Terms (excluding those on unpaid leave of absence and those in receipt of benefits from WSIB).

⁷ Wage restructuring. Lump sum: Payments will be made to all employees who are actively working in the pay period ending on May 5, 2018 and who were not on a leave of absence; payments are variable based on classification. Additional lump sum payment for classifications with no increases.

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
Bluewater Health	Service Employees International Union	696	1.5	1.4	01-Jan-2018	31-Dec-2021
Brant Community Healthcare System (Part-time)	Service Employees International Union	294	1.5	1.4	01-Jan-2018	31-Dec-2021
Brant Community Healthcare System (Full-time)	Service Employees International Union	229	1.5	1.4	01-Jan-2018	31-Dec-2021
Brockville General Hospital	Canadian Union of Public Employees	371	1.5	1.4	29-Sep-2017	28-Sep-2021
Cama Woodlands Nursing Home	Canadian Union of Public Employees	162	1.5	1.4	01-Apr-2017	31-Mar-2020
Canadian Hearing Society	Canadian Union of Public Employees	231	1.1 ⁸	0.5	01-Apr-2018	31-Mar-2021
Children's Aid Society of the District of Nipissing & Parry Sound	Canadian Union of Public Employees	169	1.6	1.5	01-Apr-2018	31-Mar-2022
Community Living Guelph Wellington	Canadian Union of Public Employees	469	1.6	1.6	01-Apr-2018	31-Mar-2020
Cornwall Community Hospital	Canadian Union of Public Employees	444	1.5	1.4	29-Sep-2017	28-Sep-2021
County of Essex (EMS)	Canadian Union of Public Employees	317	1.5	1.5	01-Apr-2017	31-Mar-2019
Cota Health	Ontario Public Service Employees Union	226	0.4 ⁹	0.0	01-Apr-2018	31-Mar-2021
Georgian Bay General Hospital	Service Employees International Union	220	1.5	1.4	01-Jan-2018	31-Dec-2021
Grand River Hospital Corporation	Unifor	920	1.5	1.4	01-Apr-2017	31-Mar-2021
Haliburton Highlands Health Services	Service Employees International Union	255	1.5	1.4	01-Jan-2018	31-Dec-2021
Hamilton Health Sciences	Canadian Union of Public Employees	3,747	1.5	1.4	29-Sep-2017	28-Sep-2021
Hawkesbury and District General Hospital	Canadian Union of Public Employees	160	1.5	1.4	29-Sep-2017	28-Sep-2021
Headwaters Health Care Corp	Service Employees International Union	245	1.5	1.4	01-Jan-2018	31-Dec-2021
Health Sciences North (Office)	Canadian Union of Public Employees	771	1.5	1.4	29-Sep-2017	28-Sep-2021
Health Sciences North (Serv./RPN)	Canadian Union of Public Employees	420	1.5	1.4	29-Sep-2017	28-Sep-2021

⁸ Lump sum: 1% of annual wages on April 1, 2018 to all current employees.

⁹ Lump sum: 1% to be paid in Year 1 based on regular 2017 hours worked to all eligible employees (3% to eligible employees at the maximum of the grid). 0.75% to be paid in Year 2 based on regular 2018 hours worked for gold-circled members. 0.5% to be paid in Year 3 based on regular 2019 hours worked for gold-circled members.

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
Hospital for Sick Children (Full-time)	Canadian Union of Public Employees	363	1.5	1.4	29-Sep-2017	28-Sep-2021
Hotel Dieu Shaver Health & Rehabilitation Centre	Service Employees International Union	231	1.5	1.4	01-Jan-2018	31-Dec-2021
Huron Perth Healthcare Alliance	Canadian Union of Public Employees	551	1.5	1.4	29-Sep-2017	28-Sep-2021
Joseph Brant Memorial Hospital (Service/Office/Tech/RPN)	Canadian Union of Public Employees	351	1.5	1.4	29-Sep-2017	28-Sep-2021
Joseph Brant Memorial Hospital (Part-time)	Canadian Union of Public Employees	181	1.5	1.4	29-Sep-2017	28-Sep-2021
Kingston General Hospital (Full-time)	Canadian Union of Public Employees	882	1.5	1.4	29-Sep-2017	28-Sep-2021
Kingston General Hospital (Part-time)	Canadian Union of Public Employees	431	1.5	1.4	29-Sep-2017	28-Sep-2021
Lake of The Woods District Hospital	Canadian Union of Public Employees	169	1.5	1.4	29-Sep-2017	28-Sep-2021
Lakeridge Health Corporation	Canadian Union of Public Employees	1,581	1.5	1.4	29-Sep-2017	28-Sep-2021
London Health Sciences Centre	Unifor	1,500	1.5	1.4	11-Oct-2017	10-Oct-2021
Mics Group of Health Services	Service Employees International Union	214	1.5	1.4	01-Jan-2018	31-Dec-2021
Muskoka Algonquin Healthcare	Service Employees International Union	179	1.5	1.4	01-Jan-2018	31-Dec-2021
Niagara Health System (Service/RPN)	Service Employees International Union	1,451	1.5	1.4	01-Jan-2018	31-Dec-2021
Niagara Health System (Full-time and Part-time Clerical)	Service Employees International Union	449	1.5	1.4	01-Jan-2018	31-Dec-2021
Norfolk General Hospital	Unifor	250	1.5	1.4	01-Apr-2017	31-Mar-2020
North Bay Regional Health Centre	Canadian Union of Public Employees	951	1.5	1.4	29-Sep-2017	28-Sep-2021
North York General Hospital	Service Employees International Union	1,163	1.5	1.4	01-Jan-2018	31-Dec-2021
Northumberland Hills Hospital	Canadian Union of Public Employees	220	1.5	1.4	29-Sep-2017	28-Sep-2021
Orillia Soldiers Memorial Hospital	Service Employees International Union	156	1.5	1.4	01-Jan-2018	31-Dec-2021
Pembroke Regional Hospital	Canadian Union of Public Employees	453	1.5	1.4	29-Sep-2017	28-Sep-2021

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
Perth and Smiths Falls District	Canadian Union of Public Employees	223	1.5	1.4	29-Sep-2017	28-Sep-2021
Peterborough Regional Health	Canadian Union of Public Employees	586	1.5	1.4	29-Sep-2017	28-Sep-2021
Providence Healthcare (Part-time)	Canadian Union of Public Employees	350	1.5	1.4	29-Sep-2017	28-Sep-2021
Providence Healthcare (Full-time)	Canadian Union of Public Employees	233	1.5	1.4	29-Sep-2017	28-Sep-2021
Queensway-Carleton Hospital	Canadian Union of Public Employees	608	1.5	1.4	29-Sep-2017	28-Sep-2021
Quinte Health Care Corp.	Service Employees International Union	206	1.5	1.4	01-Jan-2018	31-Dec-2021
Regional Municipality of Niagara (Senior Services Division)	Canadian Union of Public Employees	1,224	1.4	1.4	01-Jan-2017	31-Dec-2018
Renfrew Victoria Hospital	Canadian Union of Public Employees	260	1.5	1.4	29-Sep-2017	28-Sep-2021
Riverside Health Care Facilities Inc	Canadian Union of Public Employees	172	1.5	1.4	29-Sep-2017	28-Sep-2021
Ross Memorial Hospital	Canadian Union of Public Employees	389	1.5	1.4	29-Sep-2017	28-Sep-2021
Rouge Valley Health System	Canadian Union of Public Employees	1,157	1.5	1.4	29-Sep-2017	28-Sep-2021
Royal Ottawa Health Care Group (Part-time)	Canadian Union of Public Employees	212	1.5	1.4	29-Sep-2017	28-Sep-2021
Royal Ottawa Health Care Group (Full-time)	Canadian Union of Public Employees	174	1.5	1.4	29-Sep-2017	28-Sep-2021
Royal Victoria Regional Health Ctr.	Service Employees International Union	611	1.5	1.4	01-Jan-2018	31-Dec-2021
Sault Area Hospital (Service/Trades/RPN)	Unifor	539	1.5	1.4	11-Oct-2017	10-Oct-2021
Sault Area Hospital (Office/Clerical)	Unifor	198	1.5	1.4	11-Oct-2017	10-Oct-2021
Scarborough Hospital (Full-time)	Canadian Union of Public Employees	407	1.5	1.4	29-Sep-2017	28-Sep-2021
Scarborough Hospital (Part-time)	Canadian Union of Public Employees	402	1.5	1.4	29-Sep-2017	28-Sep-2021
Sinai Health System, Mount Sinai Hospital (Service Full-time)	National Organized Workers	231	1.7	1.4	11-May-2018	31-Dec-2020
Sinai Health System, Mount Sinai Hospital (Clerical Full-time)	National Organized Workers	175	1.7	1.4	11-May-2018	31-Dec-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
Sioux Lookout Meno-Ya-Win Health Centre	Canadian Union of Public Employees	270	1.5	1.4	29-Sep-2017	28-Sep-2021
Southlake Regional Health Centre (Full-time)	Service Employees International Union	301	1.5	1.4	01-Jan-2018	31-Dec-2021
Southlake Regional Health Centre (Part-time Unit 49B)	Service Employees International Union	277	1.5	1.4	01-Jan-2018	31-Dec-2021
Southlake Regional Health Centre (Office Part-Time Unit 49C)	Service Employees International Union	198	1.5	1.4	01-Jan-2018	31-Dec-2021
Southlake Regional Health Centre (Office Full-time Unit 49A)	Service Employees International Union	169	1.5	1.4	01-Jan-2018	31-Dec-2021
Granite Ridge Care Community	Healthcare Office and Professional Employees Union	250	1.4 ¹⁰	1.4	01-Apr-2017	31-Mar-2020
St Joseph's Health Centre (Guelph)	Canadian Union of Public Employees	415	1.5	1.4	29-Sep-2017	28-Sep-2021
St Joseph's Health Centre (Part-time)	Canadian Union of Public Employees	313	1.5	1.4	29-Sep-2017	28-Sep-2021
St Joseph's Health Centre (Full-time)	Canadian Union of Public Employees	273	1.5	1.4	29-Sep-2017	28-Sep-2021
St Joseph's Healthcare (Hamilton)	Canadian Union of Public Employees	1,643	1.5	1.4	29-Sep-2017	28-Sep-2021
St Patrick's Home of Ottawa	Canadian Union of Public Employees	349	1.5	1.5	01-Jan-2017	31-Dec-2018
St Joseph's Care Group – St Joseph's Hospital	Unifor	394	1.5	1.4	11-Oct-2017	10-Oct-2021
St. Joseph's Health Care (London)	Unifor	1,535	1.6	1.4	01-Apr-2018	31-Mar-2022
Strathaven Lifecare Centre	Canadian Union of Public Employees	240	1.4	1.4	01-Jan-2017	31-Dec-2018
Sudbury Developmental Services	Canadian Union of Public Employees	215	1.0	0.7	01-Apr-2018	31-Mar-2020
Sunnybrook Health Sciences Centre	Service Employees International Union	2,007	1.5	1.4	01-Jan-2018	31-Dec-2021

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
Thunder Bay Regional Health Sciences Centre (Part-time)	Service Employees International Union	377	1.5	1.4	01-Jan-2018	31-Dec-2021
Thunder Bay Regional Health Sciences Centre (Office/Clerical)	Canadian Office & Professional Employees	340	1.5	1.4	01-Apr-2017	31-Mar-2021
Thunder Bay Regional Health Sciences Centre (Full-time)	Service Employees International Union	224	1.5	1.4	01-Jan-2018	31-Dec-2021
Toronto East General Hospital - Michael Garron Hospital (Full-time)	Service Employees International Union	380	1.5	1.4	01-Jan-2018	31-Dec-2021
Toronto East General Hospital - Michael Garron Hospital (Part-time)	Service Employees International Union	400	1.5	1.4	01-Jan-2018	31-Dec-2021
Trillium Health Centre	Canadian Union of Public Employees	1,565	1.5	1.4	29-Sep-2017	28-Sep-2021
Valoris Pour Enfants et Adultes de Prescott-Russell	Ontario Public Service Employees Union	325	1.6 ¹¹	1.5	01-Apr-2018	31-Mar-2021
Villa Marconi Health Centre	Canadian Union of Public Employees	163	1.7 ¹²	1.5	01-Jan-2015	31-Dec-2018
West Park Healthcare Centre	Service Employees International Union	351	1.5	1.4	01-Jan-2018	31-Dec-2021
William Osler Health Centre	Canadian Union of Public Employees	890	1.5	1.4	29-Sep-2017	28-Sep-2021
Windsor Regional Hospital	Unifor	550	1.4 ¹³	1.0	01-Apr-2016	31-Mar-2021
Women's College Hospital (Office)	Service Employees International Union	167	1.5	1.4	01-Jan-2018	31-Dec-2021
Manufacturing		2,047	2.2			
Berry Global Inc.	International Association of Machinists and Aerospace Workers	153	1.9	1.5	05-Mar-2018	04-Mar-2022
Flex-N-Gate Seeburn, Division of Ventra Group Co.	United Steelworkers	300	1.8	1.8	20-Mar-2018	19-Mar-2021

¹¹ Lump sum/signing bonus: 1% of previous year's earnings.

¹² Adjustments for selected groups other than skilled trades, and adjustments for minimum wage.

¹³ Adjustments for minimum wage.

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
Lear Corp.	Unifor	335	3.5 ¹⁴	4.3	30-Apr-2018	29-Apr-2022
Maple Leaf Foods Inc.	United Food and Commercial Workers	341	2.0 ¹⁵	2.1	01-Jun-2018	31-May-2021
MSSC Canada	Unifor	249	2.9 ¹⁶	3.0	01-Jun-2018	31-May-2021
Pepsi Beverages Company	Teamsters	400	1.0 ¹⁷	1.8	01-Mar-2018	28-Feb-2022
THK Rhythm Automotive Canada Ltd	Thompson Products Employees Association	269	2.8	1.5	01-May-2018	30-Apr-2021
Other Services		4,313	2.7			
Legal Aid Ontario	Ontario Public Service Employees Union	192	1.9 ¹⁸	1.5	01-Apr-2018	31-Mar-2022
Niagara Parks Commission	Ontario Public Service Employees Union	575	2.5	2.5	01-Nov-2017	31-Oct-2021
Parks Canada Agency	Public Service Alliance of Canada	784	1.3 ¹⁹	1.3	05-Aug-2014	04-Aug-2018
Toronto Community Housing Corp.	Canadian Union of Public Employees	642	1.2 ²⁰	1.3	01-Jan-2016	31-Dec-2019
Windsor Casino Ltd	Unifor	2,120	3.8 ²¹	5.1	04-Apr-2018	03-Apr-2021
Public Administration		9,507	1.7			
City of Cornwall (Inside Workers)	Canadian Union of Public Employees	180	1.9	1.8	01-Oct-2016	30-Sep-2021
City of Windsor (Firefighters)	Windsor Professional Fire Fighters Assn.	299	2.1	2.8	01-Jan-2015	31-Dec-2019
Town of Richmond Hill (Full-time salaried employees)	Salaried Employees' Association	266	1.6	1.5	01-Jan-2017	31-Dec-2019

¹⁴ Adjustments for selected groups other than skilled trades. Lump sum: \$1,900 in each year to be paid upon ratification, on May 1, 2019, on May 1, 2020, and on May 1, 2021 to maintenance employees. Productivity bonus: \$2,000 to all active at work employees as at ratification. Special adjustment bonus: \$1,225 to be paid on January 1, 2019 and on July 1, 2019 to eligible active production employees at the top wage rate and production employees on inverse layoff as of the date of payment.

¹⁵ Adjustments for skilled trades.

¹⁶ Adjustments for skilled trades and other selected groups.

¹⁷ Lump sum: \$1,100 to be provided on March 4, 2019 and on March 4, 2020 per Full-time employee to Teamsters Pension Plan. As of March 4, 2021 the pension lump sum amount will be \$2,200 per Full-time employee going forward, payable on or before March 4th of each year.

¹⁸ Lump sum: \$1,000 to employees at the top of the band whose annual salary is less than \$70,000; \$1,500 to employees at the top of the band whose annual salary is \$70,000 or more.

¹⁹ Adjustments for selected groups other than skilled trades. Restructuring of salary rates.

²⁰ Lump sum: 0.25% to be paid on January 1, 2019, but not added to base.

²¹ Signing bonus: \$1,150 (full-time), \$900 (part-time), \$500 (casual) and a one-time special payment of \$450 (full-time), \$300 (part-time), and \$175 (casual).

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 Research Council of Canada (Research Officers/RCO)	Professional Institute of The Public Service of Canada	754	1.6	1.2	20-Jul-2014	19-Jul-2018
Ontario Agency for Health Protection and Promotion	Association of Management Admin. & Professional Crown Employees of Ont.	220	1.7 ²²	1.5	01-Apr-2018	31-Mar-2022
Regional Municipality of Niagara (Inside/Outside)	Canadian Union of Public Employees	874	1.5	1.6	01-Jan-2018	31-Dec-2021
City of Barrie (Firefighters)	Barrie Professional Fire Fighters Assn.	170	1.4	1.4	01-Jan-2018	31-Dec-2018
Treasury Board of Canada (Border Services)	Public Service Alliance of Canada	6,177	1.8 ²³	1.3	21-Jun-2014	20-Jun-2018
Treasury Board of Canada (Foreign Service)	Professional Association of Foreign Service Officers	567	1.3	1.3	01-Jul-2014	30-Jun-2018
Trade and Finance		7,470	1.1			
Grand & Toy Limited	United Steelworkers	195	2.7	3.0	01-Apr-2018	31-Mar-2021
Metro Ontario Inc.	United Food and Commercial Workers	7,000	1.0 ²⁴	0.0	19-Nov-2017	18-Nov-2021
Toromont Cat, Division of Toromont Industries Ltd	Unifor	275	2.0 ²⁵	2.0	01-Jun-2018	31-May-2021
Transportation, Communications, and Utilities		2,389	2.2			
Martin-Brower of Canada Co	Unifor	256	2.0	2.0	01-May-2018	30-Apr-2021
Metrolinx (GO Transit)	Amalgamated Transit Union	2,133	2.2	2.0	02-Jun-2018	01-Jun-2022

²² Lump sum: 1.5% non-pensionable payment on October 1, 2017, and 1.0% non-pensionable payment on April 1, 2019 to any active red-circled employees (payments will be pro-rated for employees whose regular work schedule is less than Full-time).

²³ Excluding Integrated Border allowance.

²⁴ Lump sum: \$2,500 on each of March 24, 2018 and November 18, 2018 for full-time employees at end rate. \$1,250 on each of March 24, 2018 and November 18, 2018 for part-time employees hired pre-August 10, 1997. \$1,250 on March 25, 2018 for part-time employees hired between August 10, 1997 and March 25, 2012 and who are at an end rate. \$350 on March 24, 2018 for part-time employees hired on or after March 25, 2012 and who are at an end rate.

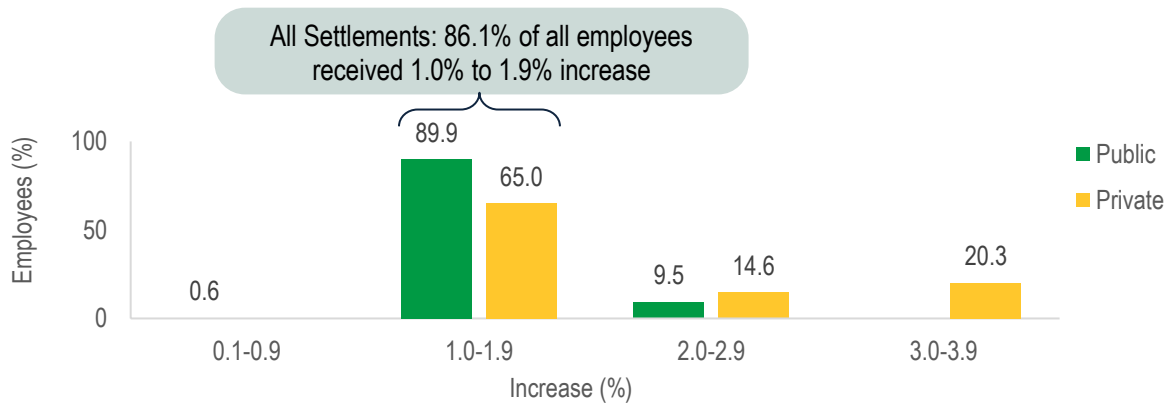
²⁵ Lump sum: \$800 to all active employees (exclusive of employees on LTD) in the classifications of Partsperson Level 1, Material Handler (Reman), and Parts Stager (Reman). \$900 to all active employees (exclusive of employees on LTD) in the classifications of Partsperson Level 4, Partsperson Level 2, and Hose Technician.

Distribution of Wage Increases

Overall, all employees covered by the settlements ratified in the second quarter of 2018 received a wage increase. Most of the employees (or 86.1%) obtained average annual base wage increases ranging from 1.0% to 1.9%, while 10.3% of workers received increases ranging from 2.0% to 2.9%.

Settlements reporting wage increases of 3.0% or more covered 20.3% of the employees in the private sector.

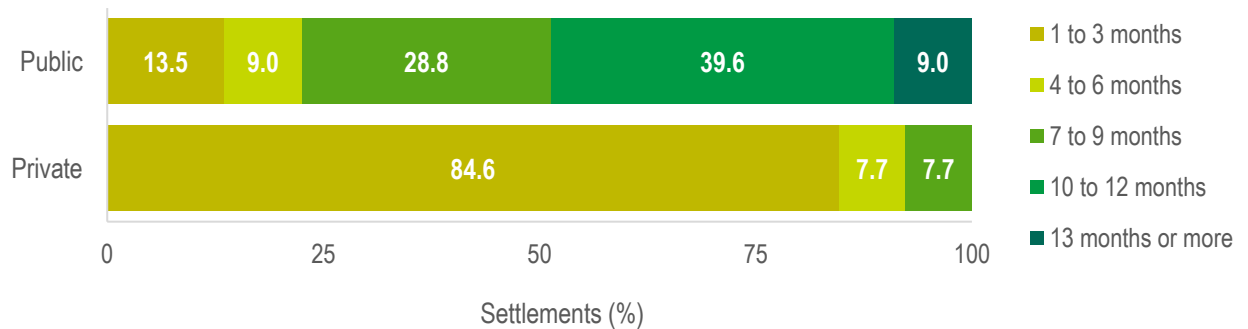
Graph 6: Distribution of Average Annual Base Wage Increases (%) by Sector, Second Quarter 2018



Duration of Negotiations²⁶

On average, settlements in the second quarter of 2018 were negotiated within 8.8 months. The average duration of negotiations in the public sector was 9.5 months compared to 2.2 months in the private sector.

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

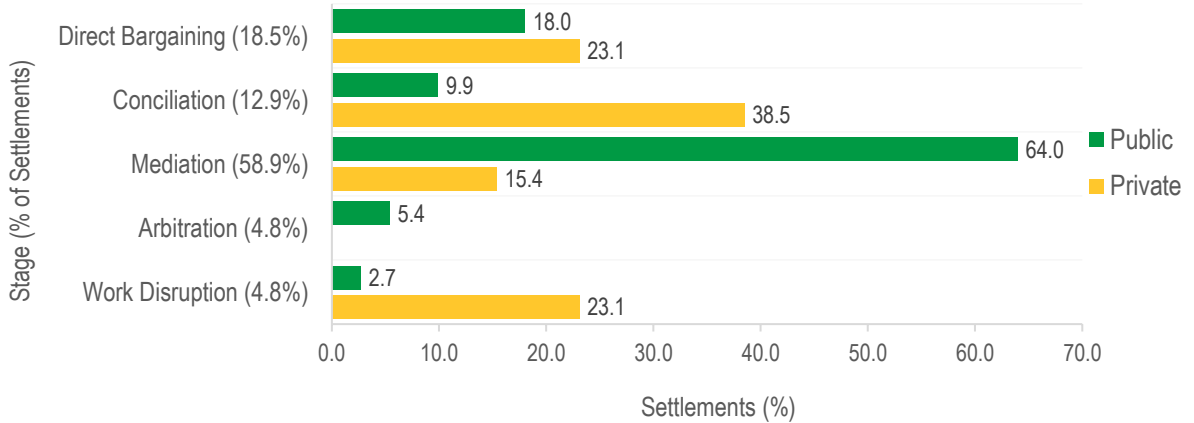


²⁶ Data regarding the duration of negotiations are maintained for settlements covering 150 or more employees, and where the time period between the first meeting date of negotiations and the ratification date has been reported.

Stage of Settlement

In the second quarter of 2018, 95.2% of settlements (covering approximately 93.7% of employees) were reached without a work disruption. Of the settlements ratified, 18.5% were settled through direct bargaining, 12.9% were reached through conciliation, and 58.9% were settled at mediation. Arbitrated settlements represented 5.4% of the agreements in the public sector, while there were no settlements reached at arbitration in the private sector.

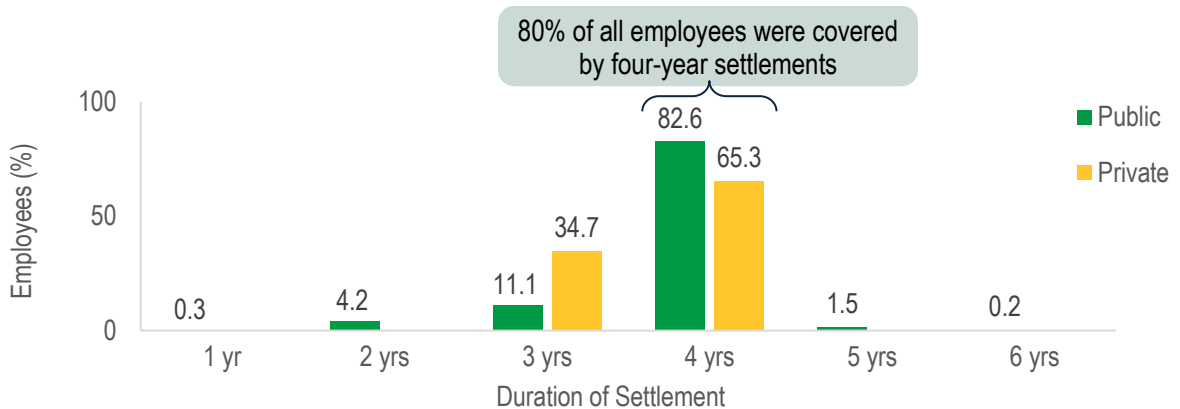
Graph 8: Stage of Settlement by Sector, Second Quarter 2018



Settlement Duration²⁷

The majority of employees in the second quarter of 2018 were covered by settlements negotiated for a three-year or four-year term. Of the settlements ratified, 14.7% of employees were covered by three-year settlements and 80% of employees were covered by four-year settlements. In the public sector, most of the employees (82.6%) were covered by a four-year term, compared to 65.3% of employees in the private sector.

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

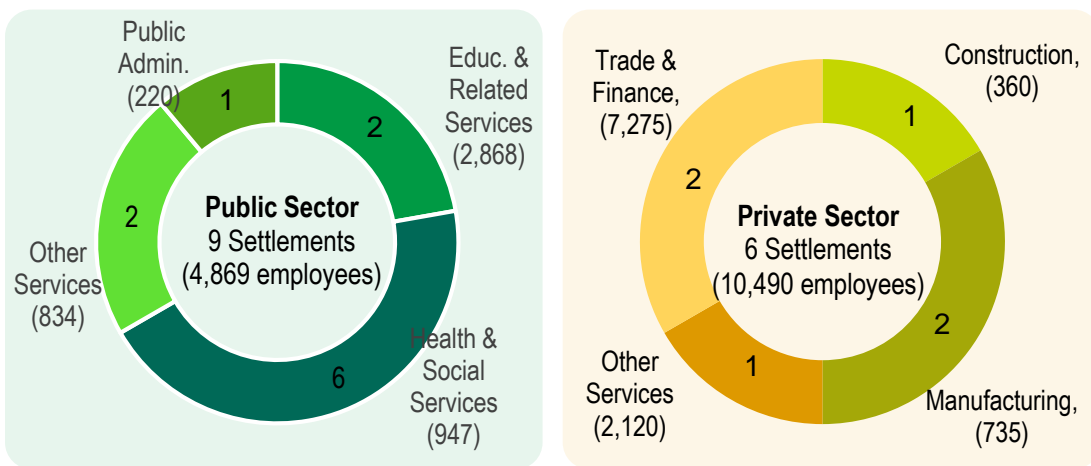


²⁷ Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.

Private and Public Sector Lump Sum Payments²⁸

In the second quarter of 2018, 15 settlements (15,359 employees) were reported with lump sum information, representing 12.1% 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 trade and finance (7,275 employees) within the private sector, followed by other services (2,954 employees) within both the public and private sectors, and in education and related services (2,868 employees) within the public sector.

Settlements (Number of Employees) with Reported Lump Sums by Sector and Industry, Second 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	
4 settlements with dollar amount payments		6 settlements with dollar amount payments	
\$ - No. of employees: 3,225		\$ - No. of employees: 10,310	
\$ - Average amount: \$758		\$ - Average amount: \$4,236	
5 settlements with percentage payments		1 settlement ²⁹ with percentage payments	
% - No. of employees: 1,644		% - No. of employees: 180	
% - Average percentage: 1.1		% - Average percentage: 1.0	

²⁸ Lump Sum Data

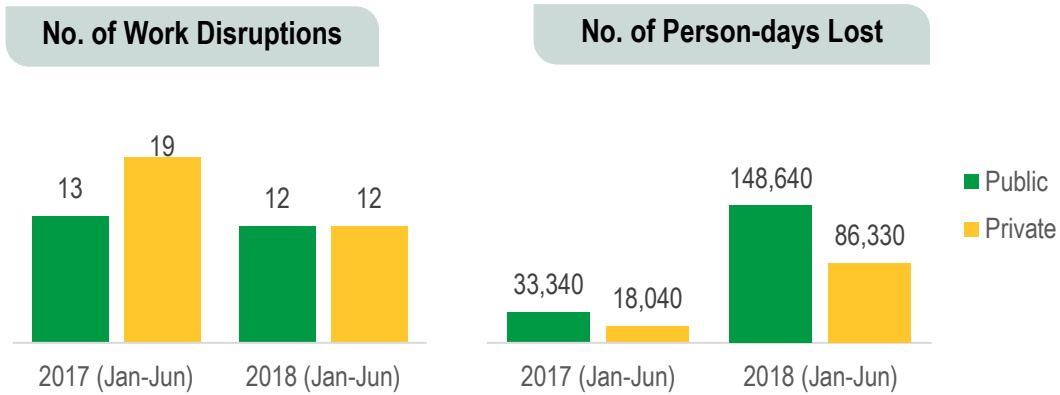
- Lump sums are based on information received at ratification and are recorded for full-time employees only.
- Averages of lump sums (dollar or percentage) are weighted by the 'number of employees'.
- 'Number of employees' refers to the total number of employees in the bargaining unit and not necessarily for those specifically receiving the lump sum (e.g., full-time, selected wage groups etc.).

²⁹ The settlement includes two types of lump sum payments, both with dollar amount and percentage payments.

Work Disruptions³⁰

From January to June 2018, 24 work disruptions were reported under Ontario jurisdiction, compared to 32 reported for the same period in 2017 (Graph 10). Work disruptions involved 7,847 employees and resulted in 234,970 person-days lost, which represent an estimated loss of 0.03% of work time in Ontario.

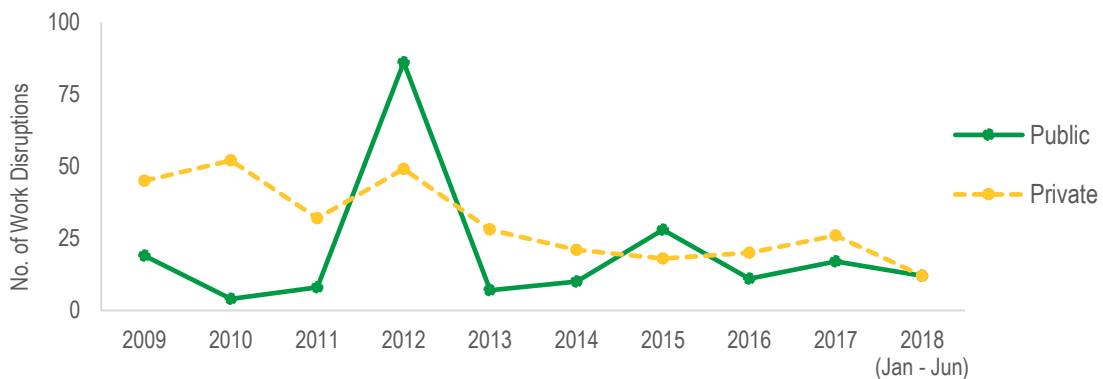
Graph 10: Work Disruptions and Person-days Lost, January to June 2017 and 2018



Industry sectors impacted were mainly manufacturing (six work disruptions), health and related services (five work disruptions), and education and related services (four work disruptions). The education and related services sector resulted in the highest number of person-days lost (137,250).

The number of work disruptions has had a decreasing trend in the private sector from 2009 to 2018 (January to June), while it fluctuated in the public sector, reaching the peak points for both sectors in 2012 (135 work disruptions in total).

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



³⁰ 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 Bargaining³¹

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, CAPE, PIPSC, et al	Canada-wide	66,300	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al	Various locations	8,500	Various
Police Services Boards	Police Association	Various locations	1,900	Various
Hospitals and Health Services	CUPE, OPSEU, SEIU, et al	Various locations	23,600	Various
Long-Term Care Homes	CUPE, SEIU, UNIFOR, et al	Various locations	40,700	Various
Universities	CUPE, Faculty Associations, OPSEU, et al	Various locations	22,500	Various
Developmental Services (CAS, Community living/ services)	CUPE, OPSEU, et al	Various locations	19,000	Various
Canada Post Corp	Canadian Union of Postal Workers	Canada-wide	19,600	Various
Toronto Transit Commission	Amalgamated Transit Union, CUPE	Toronto	10,500	31-Mar-2018
Metro Ontario Inc.	UFCW	Province-wide	6,800	18-Aug-2018
Government Of Ontario	OPSEU	Province-wide	5,800	31-Dec-2017
Ontario Power Generation Inc.	Power Workers' Union - CUPE	Province-wide	5,500	31-Mar-2018
G4S Security Service Canada Ltd	UFCW	Province-wide	3,800	28-Feb-2018
Garda Canada Security Corp.	USW, SEIU	Province-wide	3,000	30-Jun-2018
Essar Steel Algoma Inc.	USW	Sault Ste. Marie, Burlington	2,800	Various
Bombardier Aerospace	Unifor	Toronto	2,400	22-Jun-2018
Securitas Canada Ltd (Ontario)	USW	Province-wide	2,300	30-Jun-2018
Garda Security Screening Inc.	Machinists & Aerospace Wkrs, USW	Toronto	2,300	Various
Paladin Security Group Ltd	USW	Province-wide	1,700	30-Jun-2018
Pipe Line Contractors Assn. Of Canada	IUOE, LIUNA, Plumbers and Pipefitters, Teamsters	Canada-wide	1,600	Various
Vha Home Healthcare	SEIU, OPSEU	Durham, Toronto	1,500	Various

³¹ 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)³²

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

The Collective Bargaining Highlights may be reproduced and circulated freely. However, Collective Bargaining Information Services should be acknowledged as the source. This document is available on the Ministry of Labour Website at <http://www.labour.gov.on.ca/english/lr/pubs/index.php>.

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, the Ministry of Labour makes every effort to ensure that its services are provided in a manner that respects the dignity and independence of persons with disabilities. Please reach out to the ministry if you require any accommodation to meet your individual need.

For further information, contact:
 Labour Relations Information Bureau
 400 University Avenue, 8th Floor
 Toronto ON M7A 1T7
 Telephone: 416-326-1260
 Facsimile: 416-326-1277
 E-mail: cbis@ontario.ca

ISSN 1492-4323

Cette publication est également disponible en français

³² 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 (Second Quarter)

Quarter	Public Sector Settlements	Public Sector Employees	Public Sector AAI (%)	Private Sector Settlements	Private Sector Employees	Private Sector AAI (%)	All Settlements AAI (%)
2016 Q2	93	49,033	1.5	87	132,403	1.9	1.8
2016 Q3	110	79,390	1.4	24	18,613	1.7	1.5
2016 Q4	72	66,311	1.5	23	24,717	1.4	1.4
2017 Q1	410	261,548	1.9	34	13,423	2.1	1.9
2017 Q2	204	168,918	1.8	38	18,403	2.4	1.8
2017 Q3	37	38,181	1.8	18	19,774	1.8	1.8
2017 Q4	82	59,174	1.9	25	9,254	1.8	1.9
2018 Q1	35	20,078	1.6	20	11,465	1.9	1.7
2018Q2	111	66,652	1.6	13	12,073	1.8	1.6

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

Industry	No. of Settlements	No. of Employees	AAI (%)
Construction	1	180	2.0
Education & Related Services	6	6,579	1.9
Health & Social Services	91	46,240	1.5
Manufacturing	7	2,047	2.2
<i>With COLA</i>	2	518	2.9
<i>Without COLA</i>	5	1,529	2.0
Other Services	5	4,313	2.7
Primary	---	---	---
Public Administration	9	9,507	1.7
Trade & Finance	3	7,470	1.1
Transport, Communications, & Utilities	2	2,389	2.2
All Settlements	124	78,725	1.6
<i>With COLA</i>	2	518	2.9
<i>Without COLA</i>	122	78,207	1.6

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 Jun)
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	1.3
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	1.8
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 Jun)
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	1.8
CPI (2002=100)	0.4	2.4	3.1	1.4	1.1	2.3	1.2	1.8	1.7	2.2

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

Industry	2016	2017	2018 (Jan-Jun)
Construction	2.0	1.6	2.0
Education & Related Services	1.1	2.0	1.9
Health & Social Services	1.3	1.5	1.5
Manufacturing	1.5	1.9	2.1
Other Services	1.8	2.1	2.7
Primary	---	1.5	---
Public Administration	1.6	1.7	1.6
Trade & Finance	1.4	2.3	1.3
Transportation, Communications, & Utilities	1.6	1.9	1.9
All Settlements	1.6	1.9	1.7

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

Distribution of AAI (%)	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
No Increase	---	---	---	---	---	---
0.1 - 0.9	1.6	0.5	1.8	0.6	0.0	0.0
1.0 - 1.9	86.3	86.1	92.8	89.9	30.8	65.0
2.0 - 2.9	10.5	10.3	5.4	9.5	53.8	14.6
3.0 - 3.9	1.6	3.1	0.0	0.0	15.4	20.3

Table for Graph 7: Duration of Negotiations by Sector, Second 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	21.0	15.7	13.5	14.2	84.6	24.5
4 to 6 months	8.9	11.4	9.0	10.2	7.7	17.6
7 to 9 months	26.6	27.4	28.8	21.8	7.7	58.0
10 to 12 months	35.5	33.3	39.6	39.4	---	---
13 months and over	8.1	12.2	9.0	14.4	---	---

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

Settlement Stage	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Direct Bargaining	18.5	22.1	18.0	25.0	23.1	6.1
Conciliation	12.9	11.1	9.9	11.1	38.5	11.3
Mediation	58.9	56.9	64.0	56.4	15.4	60.1
Arbitration	4.8	3.6	5.4	4.2	---	---
Work Disruption	4.8	6.3	2.7	3.3	23.1	22.6

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

Settlement Duration	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 year	0.8	0.2	0.9	0.3	---	---
2 years	4.8	3.6	5.4	4.2	---	---
3 years	17.7	14.7	11.7	11.1	69.2	34.7
4 years	73.4	80.0	78.4	82.6	30.8	65.3
5 years	2.4	1.3	2.7	1.5	---	---
6 years	0.8	0.2	0.9	0.2	---	---

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

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-Jun)	12	4,516	148,640	12	3,331	86,330

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

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-Jun)	24	7,847	327	234,970	29.9	34	0.03