

# Collective Bargaining Highlights

Third Quarter 2018

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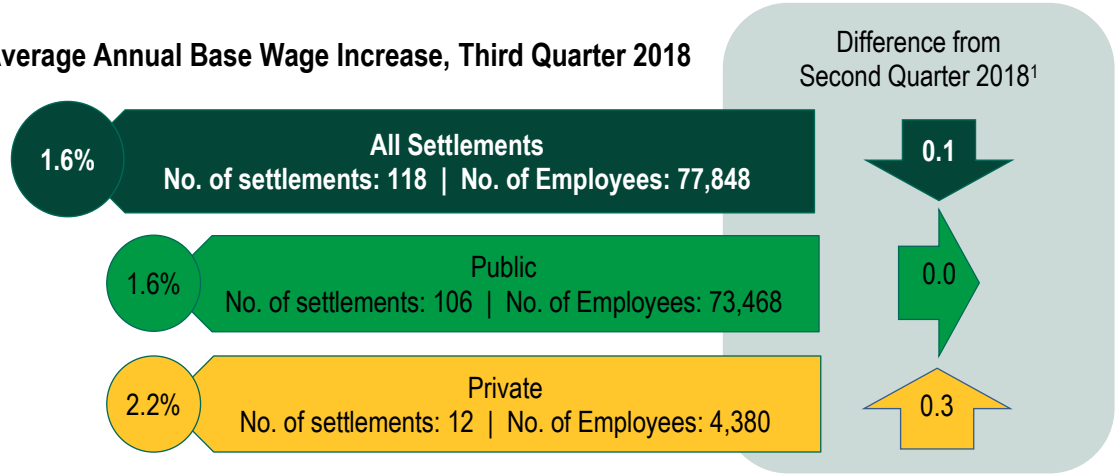
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## Settlements, Third Quarter 2018

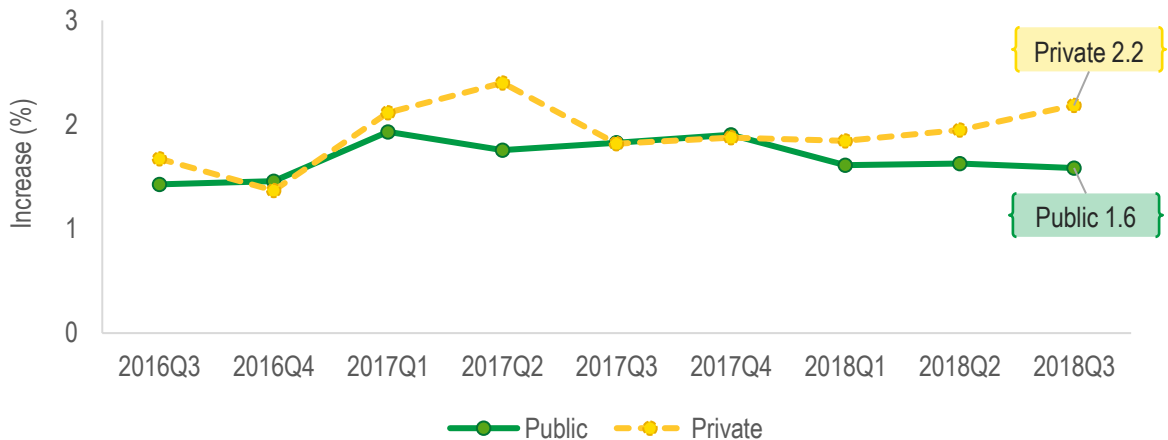
In the third quarter of 2018, 118 settlements were ratified covering 77,848 employees. The overall average annual increase in base wage rates in the third quarter of 2018 was 1.6%, down from the 1.7% reported in the previous quarter<sup>1</sup>.

### Average Annual Base Wage Increase, Third Quarter 2018



Settlements in the public sector covered 94.4% (73,468) of all employees, and reported an average annual base wage increase of 1.6% in the third quarter of 2018, the same as in the previous quarter (Graph 1). The average annual base wage increase in the private sector rose to 2.2% in the third 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 (Third Quarter)**



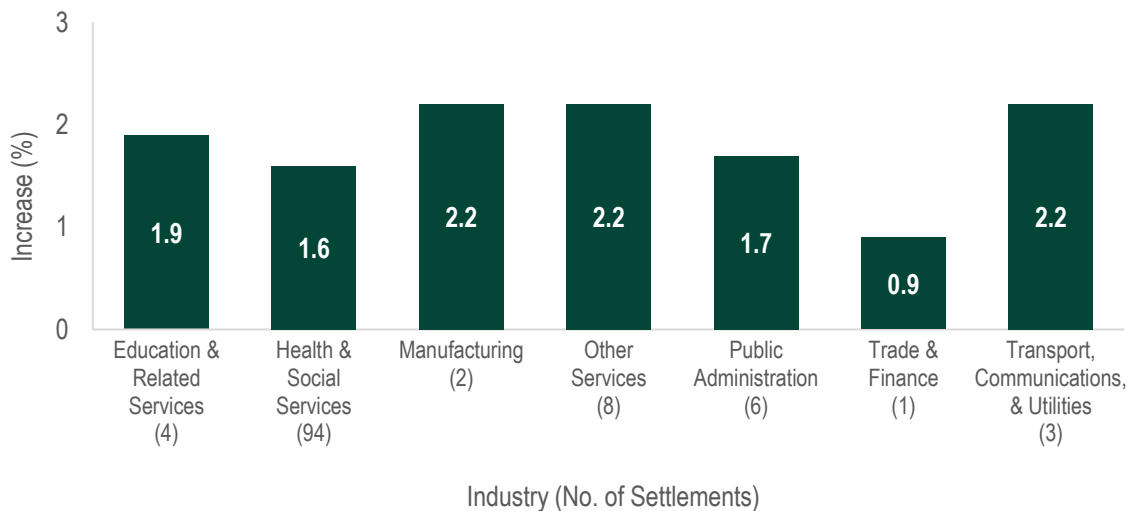
<sup>1</sup> The difference of the average annual base wage from the second quarter of 2018 to the third quarter of 2018 is reported as the percentage point change.

### Settlements by Industry

The highest average annual base wage increases reported in the third quarter of 2018 were for manufacturing (677 employees), other services (3,026 employees), as well as transport, communications and utilities (1,038 employees) at 2.2% (Graph 2). The lowest reported average annual base wage increase was in trade and finance at 0.9%.

Health and social services had the largest number of settlements (94) covering 66,216 employees, with an average annual base wage increase of 1.6%. There were 6 settlements ratified in public administration (4,387 employees), while reported average annual base wage increase for the industry was 1.7%. Education and related services reported 1.9% average annual base wage increase, covering 2,311 employees under 4 settlements, which included Board of Governors of Ryerson University (Continuing Education, Unit 2 and Teaching/Graduate Assistants, Unit 3), Brock University, and the University of Guelph. There were no settlements with a cost-of-living adjustment (COLA)<sup>2</sup> in the third quarter of 2018.

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

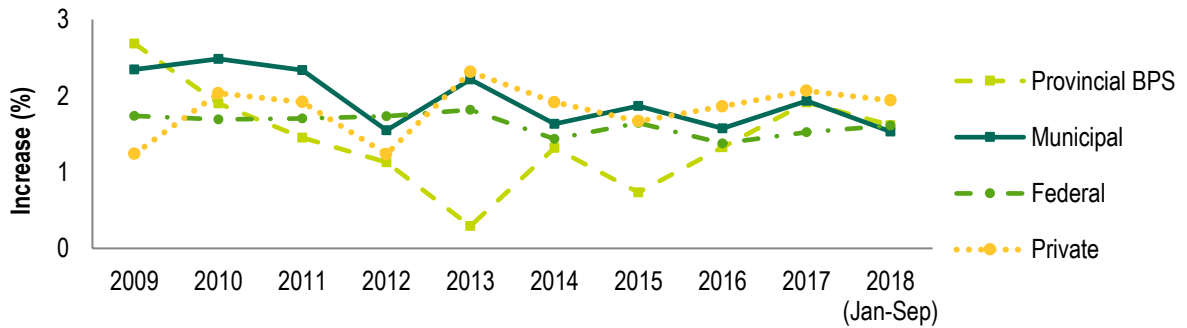


<sup>2</sup> Cost-of-living adjustments (COLA) are calculated at projected rates of inflation for the duration of the collective agreement.

### Wage Trends by Sector

By sector, the average annual base wage increases in 2018 (January to September) were reported at 1.6% for both the provincial broader public sector (BPS) and the federal sector, while it was 1.5% for the municipal sector. In the private sector the average annual base wage increase was reported at 1.9%. (Graph 3).

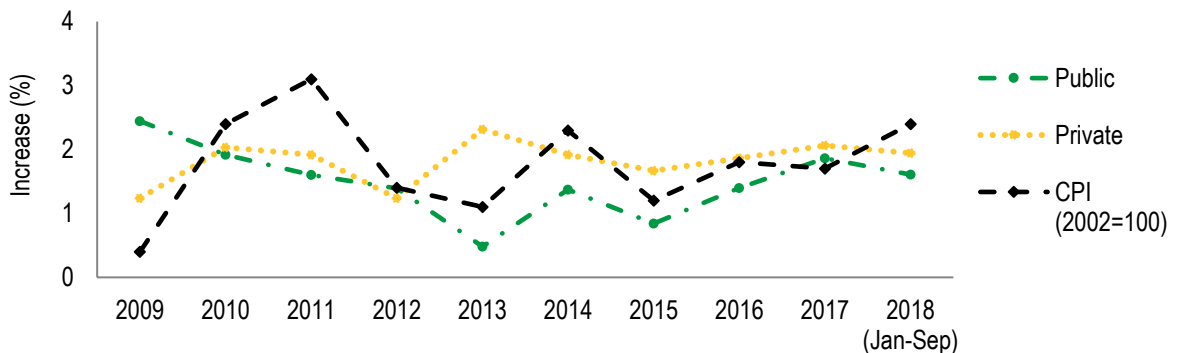
**Graph 3: Trends of the Average Annual Base Wage Increases (%) for the Provincial Broader Public Sector (BPS), Municipal, Federal and Private Sector Settlements**



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

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

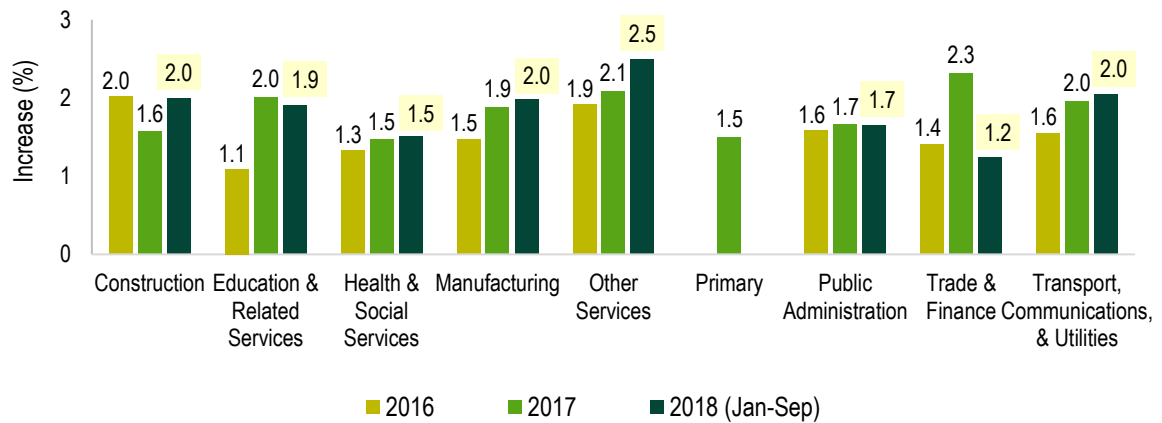
**Graph 4: Trends of the Consumer Price Index (%) and the Average Annual Base Wage Increases (%) for the Public Sector and Private Sector Settlements**



### Wage Trends by Industry

Over the three year period from 2016 to 2018 (January to September), the average annual base wage increases were generally lower in 2016 compared to those reported in 2017 and in 2018 (till September). The highest average annual wage increases were in construction in 2016 (2.0%), trade and finance in 2017 (2.3%), and in other services from January to September of 2018 (2.5%).

**Graph 5: Average Annual Base Wage Increases (%) by Industry, Current Three Years<sup>3</sup>**



<sup>3</sup> 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, Third Quarter 2018**

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
<b>Education and Related Services</b>		<b>2,311</b>	<b>1.9</b>			
Board of Governors of Ryerson University (Continuing Education, Unit 2)	Canadian Union of Public Employees	526	2.3	2.1	1-Sep-17	31-Aug-21
Board of Governors of Ryerson University (Teaching/Graduate Assistants, Unit 3)	Canadian Union of Public Employees	1,406	1.8	1.7	1-Sep-17	31-Dec-20
Brock University (Support)	Ontario Secondary School Teachers' Federation (OSSTF/FEESO)	200	1.5	1.5	1-May-18	30-Apr-21
University of Guelph (TARA)	Ontario Secondary School Teachers' Federation	179	1.5	1.5	1-May-18	30-Apr-21
<b>Health and Social Services</b>		<b>66,216</b>	<b>1.6</b>			
Afton Park Place Long Term Care Community	Ontario Federation of Health Care Workers, L.I.U.N.A.	190	1.4 <sup>4</sup>	1.4	1-Apr-17	31-Mar-19
Baycrest Centre	Ontario Nurses' Association	196	1.6	1.4	1-Apr-18	31-Mar-20
Bethesda Community Services Inc.	Canadian Union of Public Employees	300	1.2	1.1	1-Apr-18	31-Mar-20
Bluewater Health	Ontario Nurses' Association	447	1.6	1.4	1-Apr-18	31-Mar-20
Board of Management of the West Nipissing Home for The Aged	Canadian Union of Public Employees	173	1.7 <sup>5</sup>	1.5	1-Jan-18	31-Dec-20
Bradford Valley Care Community	Canadian Union of Public Employees	265	1.4	1.4	1-Jan-17	31-Dec-18
Brant Community Healthcare System	Ontario Nurses' Association	418	1.6	1.4	1-Apr-18	31-Mar-20
Brockville General Hospital	Ontario Nurses' Association	269	1.6	1.4	1-Apr-18	31-Mar-20

<sup>4</sup> Adjustments for selected groups other than skilled trades.

<sup>5</sup> 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
Bruyere Continuing Care	Ontario Nurses' Association	275	1.6	1.4	1-Apr-18	31-Mar-20
Cambridge Memorial Hospital	Ontario Nurses' Association	351	1.6	1.4	1-Apr-18	31-Mar-20
Central West Specialized Developmental Services	Ontario Public Service Employees Union	350	1.3 <sup>6</sup>	1.5	1-Apr-18	31-Mar-21
Centre For Addiction and Mental Health	Ontario Nurses' Association	608	1.6	1.4	1-Apr-18	31-Mar-20
Chatham-Kent Health Alliance	Ontario Nurses' Association	419	1.6	1.4	1-Apr-18	31-Mar-20
Children's Hospital of Eastern Ontario	Ontario Nurses' Association	589	1.6	1.4	1-Apr-18	31-Mar-20
Children's Hospital of Eastern Ontario - Ottawa Children's Treatment Centre (CHEO-OCTC) (Paramedical)	Ontario Public Service Employees Union	1,050	1.6	1.4	1-Apr-17	31-Mar-22
Collingwood General and Marine Hospital	Ontario Nurses' Association	186	1.6	1.4	1-Apr-18	31-Mar-20
Community Living Burlington	Service Employees International Union	266	0.8 <sup>7</sup>	0.0	1-Apr-18	31-Mar-21
Community Living London	Ontario Public Service Employees Union	470	0.0	0.0	1-Apr-18	31-Mar-20
Cornwall Community Hospital	Ontario Nurses' Association	330	1.6	1.4	1-Apr-18	31-Mar-20
Corporation of the County of Renfrew (Miramichi Lodge)	Canadian Union of Public Employees	210	1.8	1.7	1-Jan-17	31-Dec-19
Family and Children's Services of The Waterloo Region	Ontario Public Service Employees Union	248	2.4	3.0	1-Apr-18	31-Mar-22
Firefly	Ontario Public Service Employees Union	150	1.5 <sup>8</sup>	1.5	1-Apr-18	31-Mar-21
Georgian Bay General Hospital	Ontario Nurses' Association	188	1.6	1.4	1-Apr-18	31-Mar-20

<sup>6</sup> Signing bonus: \$900 (full-time and part-time) and \$500 (relief) employees employed as of date of ratification.

<sup>7</sup> Signing bonus: \$350 for full-time, reduced full-time, temporary full-time, and temporary reduced full-time employees.

<sup>8</sup> Adjustments for selected groups other than skilled trades. Signing bonus of 0.75%.



**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
Grand River Hospital Corporation (Full-time and Part-time Clerical)	Unifor	300	1.5	1.4	1-Apr-17	31-Mar-21
Grand River Hospital Corporation	Ontario Nurses' Association	1,123	1.6	1.4	1-Apr-18	31-Mar-20
Grey Bruce Health Services	Ontario Nurses' Association	503	1.6	1.4	1-Apr-18	31-Mar-20
Guelph General Hospital	Ontario Nurses' Association	428	1.6	1.4	1-Apr-18	31-Mar-20
Halton Healthcare Services	Ontario Nurses' Association	1,333	1.6	1.4	1-Apr-18	31-Mar-20
Hamilton Health Sciences	Ontario Nurses' Association	3,027	1.6	1.4	1-Apr-18	31-Mar-20
Hawkesbury and District General Hospital	Ontario Nurses' Association	177	1.6	1.4	1-Apr-18	31-Mar-20
Headwaters Health Care Centre	Ontario Nurses' Association	168	1.6	1.4	1-Apr-18	31-Mar-20
Health Sciences North	Ontario Nurses' Association	1,242	1.6	1.4	1-Apr-18	31-Mar-20
Homewood Health Centre Inc.	Ontario Nurses' Association	178	1.6	1.4	1-Apr-18	31-Mar-20
Hotel-Dieu Grace Hospital	Ontario Nurses' Association	168	1.6	1.4	1-Apr-18	31-Mar-20
Humber River Regional Hospital	Ontario Nurses' Association	1,333	1.6	1.4	1-Apr-18	31-Mar-20
Huron Perth Healthcare Alliance	Ontario Nurses' Association	324	1.6	1.4	1-Apr-18	31-Mar-20
John M Parrott Centre	Canadian Union of Public Employees	185	1.8	1.7	1-Jan-17	31-Dec-18
John Noble Home	Service Employees International Union	203	1.6 <sup>9</sup>	1.5	1-Apr-17	31-Mar-20
Joseph Brant Memorial Hospital	Ontario Nurses' Association	490	1.6	1.4	1-Apr-18	31-Mar-20
Kingston General Hospital	Ontario Nurses' Association	1,349	1.6	1.4	1-Apr-18	31-Mar-20
Lakeridge Health Corp	Ontario Nurses' Association	1,267	1.6	1.4	1-Apr-18	31-Mar-20
London Health Sciences Centre	Ontario Nurses' Association	3,207	1.6	1.4	1-Apr-18	31-Mar-20
London Health Sciences Centre (Clerical at Victoria Campus)	Canadian Office and Professional Employees Union (COPE)	400	1.2 <sup>10</sup>	0.7	1-Apr-16	31-Mar-21

<sup>9</sup> Adjustments for selected groups other than skilled trades.

<sup>10</sup> A one-time lump sum payment as set out in Schedule 1 and 2 for full-time and part-time employees, who were employed in the bargaining unit on April 1, 2016.

**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
Mackenzie Health	Ontario Nurses' Association	836	1.6	1.4	1-Apr-18	31-Mar-20
Montfort Hospital	Ontario Nurses' Association	501	1.6	1.4	1-Apr-18	31-Mar-20
Mount Sinai Hospital	Ontario Nurses' Association	1,231	1.6	1.4	1-Apr-18	31-Mar-20
Muskoka Algonquin Healthcare	Ontario Nurses' Association	231	1.6	1.4	1-Apr-18	31-Mar-20
Niagara Health System	Ontario Nurses' Association	1,520	1.6	1.4	1-Apr-18	31-Mar-20
North Bay Regional Health Centre	Ontario Nurses' Association	532	1.6	1.4	1-Apr-18	31-Mar-20
North York General Hospital	Ontario Nurses' Association	910	1.6	1.4	1-Apr-18	31-Mar-20
Northumberland Hills Hospital	Ontario Nurses' Association	162	1.6	1.4	1-Apr-18	31-Mar-20
Ongwanada Hospital	Ontario Public Service Employees Union	350	1.5	1.8	1-Apr-18	31-Mar-21
Orillia Soldiers Memorial Hospital	Ontario Nurses' Association	427	1.6	1.4	1-Apr-18	31-Mar-20
Ottawa Hospital	Ontario Nurses' Association	3,783	1.6	1.4	1-Apr-18	31-Mar-20
Pembroke Regional Hospital	Ontario Nurses' Association	210	1.6	1.4	1-Apr-18	31-Mar-20
Perth and Smiths Falls District Hospital	Ontario Nurses' Association	180	1.6	1.4	1-Apr-18	31-Mar-20
Peterborough Regional Health Centre	Ontario Nurses' Association	753	1.6	1.4	1-Apr-18	31-Mar-20
Providence Healthcare	Ontario Nurses' Association	193	1.6	1.4	1-Apr-18	31-Mar-20
Queensway-Carleton Hospital	Ontario Nurses' Association	585	1.6	1.4	1-Apr-18	31-Mar-20
Quinte Health Care Corp.	Ontario Nurses' Association	531	1.6	1.4	1-Apr-18	31-Mar-20
Regional Municipality of Durham (Long Term Care Homes, Service/RPN)	Canadian Union of Public Employees	1,190	1.7	1.9	1-Apr-18	31-Mar-21
Ross Memorial Hospital	Ontario Nurses' Association	248	1.6	1.4	1-Apr-18	31-Mar-20
Royal Ottawa Health Care Group	Ontario Nurses' Association	260	1.6	1.4	1-Apr-18	31-Mar-20
Royal Victoria Regional Health Centre	Ontario Nurses' Association	717	1.6	1.4	1-Apr-18	31-Mar-20
Sault Area Hospital	Ontario Nurses' Association	553	1.6	1.4	1-Apr-18	31-Mar-20
Scarborough and Rouge Hospital - Rouge Valley Health System	Ontario Nurses' Association	970	1.6	1.4	1-Apr-18	31-Mar-20
Scarborough and Rouge Hospital - TSH	Ontario Nurses' Association	1,149	1.6	1.4	1-Apr-18	31-Mar-20

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
Sinai Health System, Mount Sinai Hospital (Service part-time)	National Organized Workers	205	1.7	1.4	11-May-18	31-Dec-20
Southlake Regional Health Centre	Ontario Nurses' Association	1,210	1.6	1.4	1-Apr-18	31-Mar-20
St Joseph's Health Care London	Ontario Nurses' Association	696	1.6	1.4	1-Apr-18	31-Mar-20
St Joseph's Health Centre	Ontario Nurses' Association	923	1.6	1.4	1-Apr-18	31-Mar-20
St Joseph's Healthcare	Ontario Nurses' Association	1,449	1.6	1.4	1-Apr-18	31-Mar-20
St Mary's General Hospital	Ontario Nurses' Association	505	1.6	1.4	1-Apr-18	31-Mar-20
St Michael's Hospital	Ontario Nurses' Association	1,774	1.6	1.4	1-Apr-18	31-Mar-20
St Thomas-Elgin General Hospital	Ontario Nurses' Association	230	1.6	1.4	1-Apr-18	31-Mar-20
St. Joseph's Care Group	Ontario Nurses' Association	168	1.6	1.4	1-Apr-18	31-Mar-20
Strathroy Middlesex General Hospital	Ontario Nurses' Association	160	1.6	1.4	1-Apr-18	31-Mar-20
Sunnybrook Health Sciences Centre	Ontario Nurses' Association	2,310	1.6	1.4	1-Apr-18	31-Mar-20
Sunnybrook Health Sciences Centre (Office/Clerical)	Service Employees International Union	723	1.5	1.4	1-Jan-18	31-Dec-21
Thunder Bay Regional Health Sciences Centre	Ontario Nurses' Association	1,111	1.6	1.4	1-Apr-18	31-Mar-20
Timmins and District Hospital	Ontario Nurses' Association	231	1.6	1.4	1-Apr-18	31-Mar-20
Toronto Aged Men's and Women's Homes	Service Employees International Union	180	1.4 <sup>11</sup>	1.4	16-Sep-16	15-Sep-19
Toronto East General Hospital - Michael Garron Hospital	Ontario Nurses' Association	638	1.6	1.4	1-Apr-18	31-Mar-20
Trillium Health Partners	Ontario Nurses' Association	1,719	1.6	1.4	1-Apr-18	31-Mar-20
University Health Network	Ontario Nurses' Association	3,288	1.6	1.4	1-Apr-18	31-Mar-20
University Health Network (Toronto Rehabilitation Institute)	Ontario Nurses' Association	321	1.6	1.4	1-Apr-18	31-Mar-20
William Osler Health Centre	Ontario Nurses' Association	2,136	1.6	1.4	1-Apr-18	31-Mar-20

<sup>11</sup> 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
Windsor Regional Hospital	Ontario Nurses' Association	1,415	1.6	1.4	1-Apr-18	31-Mar-20
Woodstock and District Developmental Services	Ontario Public Service Employees Union	196	2.1 <sup>12</sup>	2.6	1-Apr-18	31-Mar-20
Woodstock General Hospital	Ontario Nurses' Association	261	1.6	1.4	1-Apr-18	31-Mar-20
Yee Hong Centre For Geriatric Care (Mississauga, Unit 716 – Service/RPN)	Service Employees International Union	230	1.4 <sup>13</sup>	1.4	1-Jan-18	31-Dec-19
Yee Hong Centre For Geriatric Care (Markham, Unit 705/705A - Service/RPN/RN)	Service Employees International Union	241	1.4 <sup>14</sup>	1.4	1-Jan-18	31-Dec-19
Yee Hong Centre For Geriatric Care (McNicholl, Unit 708 - Service/RPN/RN)	Service Employees International Union	199	1.4 <sup>15</sup>	1.4	8-Jan-18	31-Dec-19
Yee Hong Centre For Geriatric Care (Scarborough/Finch, Unit 717 - Service/RPN/RN)	Service Employees International Union	322	1.4 <sup>16</sup>	1.4	1-Jan-18	31-Dec-19
<b>Manufacturing</b>		<b>677</b>	<b>2.2</b>			
Compass Minerals Canada Corp.	Unifor	368	2.9	2.7	1-Apr-18	31-Mar-21
Dare Foods Limited	Bakery, Confectionery, Tobacco Workers & Grain Millers International Union	309	1.5 <sup>17</sup>	1.0	8-Apr-18	6-Apr-24
<b>Other Services</b>		<b>3,026</b>	<b>2.2</b>			
Canadian Union of Public Employees	Canadian Staff Union	305	3.5 <sup>18</sup>	3.5	1-Jan-18	31-Dec-21

<sup>12</sup> Adjustments for selected groups other than skilled trades.

<sup>13</sup> Adjustments for selected groups other than skilled trades.

<sup>14</sup> Adjustments for selected groups other than skilled trades.

<sup>15</sup> Adjustments for selected groups other than skilled trades.

<sup>16</sup> Adjustments for selected groups other than skilled trades.

<sup>17</sup> Skilled trades adjustments, two-tier wage schedule.

<sup>18</sup> Including market adjustment of 1.5% on January 1 in each year of the agreement.

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
CLS Catering Services Ltd	United Food and Commercial Workers Canada	290	2.7 <sup>19</sup>	3.6	1-Jul-18	30-Jun-21
Ecotex Healthcare Linen Services LP	United Food and Commercial Workers Canada	400	1.8 <sup>20</sup>	1.0	1-Jan-18	31-Dec-22
Host International - Ottawa Airport	Hospitality & Service Trades Union	166	2.0 <sup>21</sup>	2.0	15-Dec-17	14-Dec-19
Ontario Gaming GTA LP c.o.b. Casino Ajax	Unifor	225	2.5 <sup>22</sup>	4.0	24-Jul-18	23-Jul-22
Ontario Gaming GTA LP c.o.b. Great Blue Heron Casino	Unifor	800	2.0 <sup>23</sup>	2.0	24-Jul-18	23-Jul-22
Ontario Gaming West GTA LP c.o.b. Elements Casino Brantford	Unifor	650	2.0 <sup>24</sup>	2.0	1-Jun-18	31-May-22
Ottawa Flyer Force, A Division of Postmedia Network Inc.	United Food and Commercial Workers Canada	190	0.7 <sup>25</sup>	0.0	1-May-17	30-Apr-20
<b>Public Administration</b>		<b>4,387</b>	<b>1.7</b>			
Corporation of the City of Barrie (Inside/Outside)	Canadian Union of Public Employees	496	1.7	1.6	1-Jan-18	31-Dec-20
Corporation of The City of Burlington	Burlington Professional Fire Fighters' Association	197	2.8	2.3	1-May-14	31-Dec-17
Corporation of The City of St Catharines	St Catharines Professional Fire Fighters' Association	159	2.2	2.8	1-Jan-16	31-Dec-18
Corporation of The Town of Oakville	Oakville Professional Fire Fighters Association	219	1.7	1.5	1-Jan-18	31-Dec-22

<sup>19</sup> Increases applicable to end rates.

<sup>20</sup> Minimum wage adjustment.

<sup>21</sup> Minimum wage adjustment.

<sup>22</sup> Signing bonus: \$500 (less applicable deductions) to eligible employees. Minimum wage adjustment.

<sup>23</sup> Signing bonus: \$500 (less applicable deductions) to eligible employees.

<sup>24</sup> Signing bonus: \$500 (less applicable deductions) to eligible employees. Minimum wage adjustment.

<sup>25</sup> Signing bonus: \$250 for full-time employees, \$150 for part-time employees. Minimum wage adjustment.

Collective Bargaining Highlights

Employer	Union	Approx. No. of Employees (Ontario)	Average Annual Wage Increases (%)	Wage Increase First 12 months (%)	Agreement Effective Date	Agreement Expiry Date
Regional Municipality of Durham (Inside/Ambulance)	Canadian Union of Public Employees	1,700	1.7	2.0	1-Apr-18	31-Mar-21
Treasury Board of Canada	Association of Justice Counsel	1,616	1.5	1.2	10-May-14	9-May-18
<b>Trade and Finance</b>		<b>193</b>	<b>0.9</b>			
Massine's Your Independent Grocer	United Food and Commercial Workers Canada	193	0.9 <sup>26</sup>	1.1	2-Mar-18	1-Mar-23
<b>Transportation, Communications, and Utilities</b>		<b>1,038</b>	<b>2.2</b>			
Auto Warehousing Company Canada Ltd.	Unifor	184	2.8 <sup>27</sup>	5.0	30-Aug-18	29-Aug-21
Canadian Pacific Railway Co.	Teamsters Canada Rail Conference	700	2.2	2.0	1-Jan-18	31-Dec-21
Corporation of The City of Thunder Bay	Amalgamated Transit Union	154	1.6	1.5	1-Jul-17	30-Jun-20

<sup>26</sup> Lump sum: \$500 and \$250 (less applicable statutory deductions) to all active full-time and part-time employees (at the "end rate" of pay), respectively.

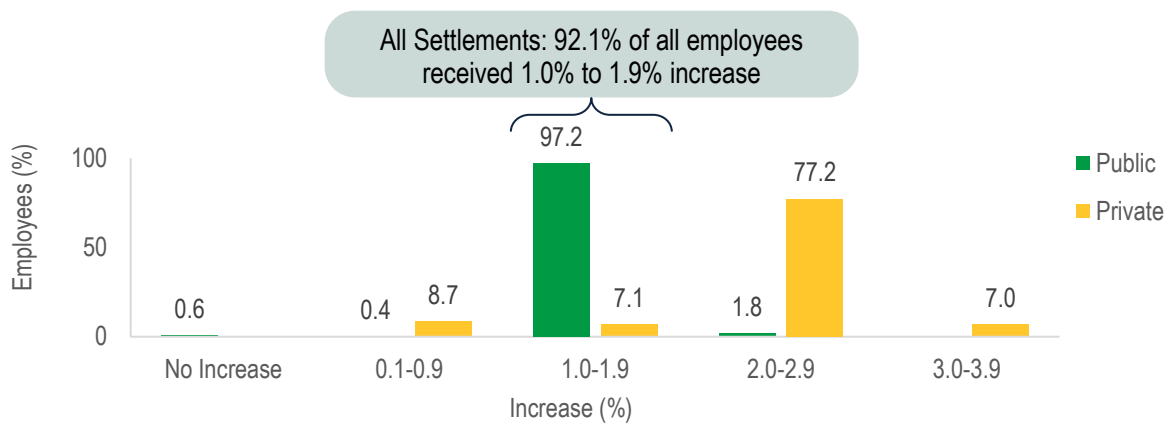
<sup>27</sup> Ingersoll location: signing bonus of \$250 for full-time employees, and \$100 for part-time employees.

### Distribution of Wage Increases

In the third quarter, most of the employees (or 92.1%) obtained average annual base wage increases ranging from 1.0% to 1.9%, and 6.0% of all workers received increases ranging from 2.0% to 2.9%.

Settlements reporting wage increases between 1.0% and 1.9% covered the majority of public employees (97.2%), while 0.6% of public employees did not receive wage increases. In the private sector, 77.2% of employees received wage increases ranging from 2.0% to 2.9%, while 7.0% of employees obtained wage increases of 3.0% or more.

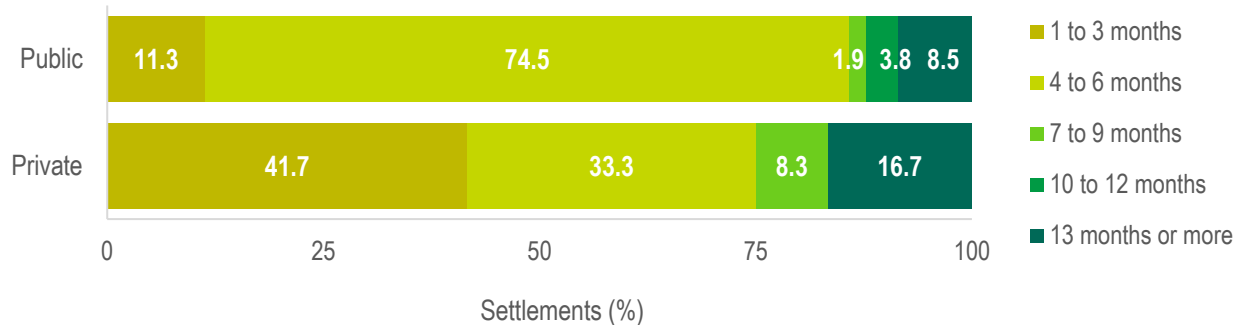
**Graph 6: Distribution of Average Annual Base Wage Increases (%) by Sector, Third Quarter 2018**



### Duration of Negotiations<sup>28</sup>

On average, settlements in the third quarter of 2018 were negotiated within 6.6 months. The average duration of negotiations in the public sector was 6.8 months compared to 5.4 months in the private sector.

**Graph 7: Duration of Negotiations by Sector, Third Quarter 2018**

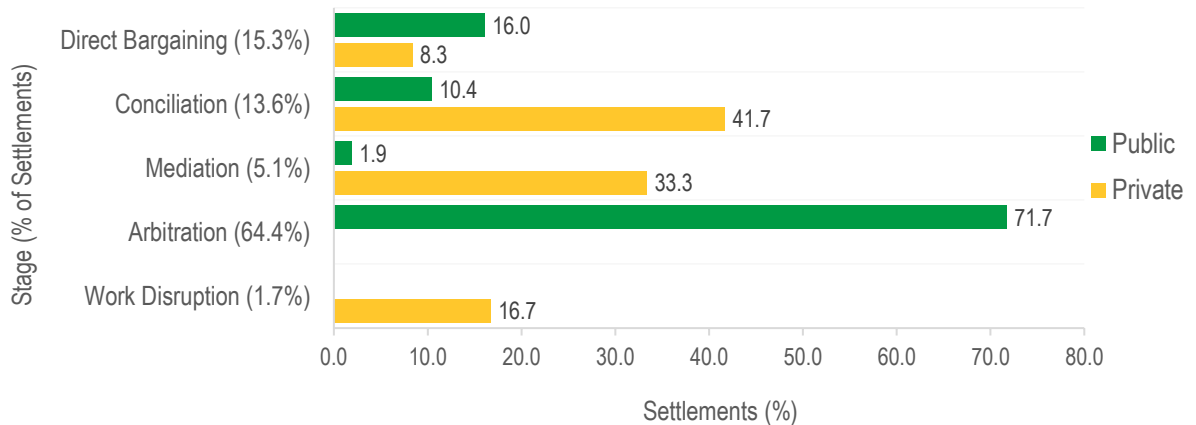


<sup>28</sup> Data regarding the duration of negotiations are maintained for settlements covering 150 or more employees, and where the time period between the first meeting date of negotiations and the ratification date has been reported.

### Stage of Settlement

In the third quarter of 2018, 98.3% of settlements (covering approximately 98.6% of employees) were reached without a work disruption. Of the settlements ratified, 15.3% were settled through direct bargaining, 13.6% were reached through conciliation, and 5.1% were settled at mediation. Arbitrated settlements represented 71.7% of the agreements in the public sector, while there were no settlements reached at arbitration in the private sector.

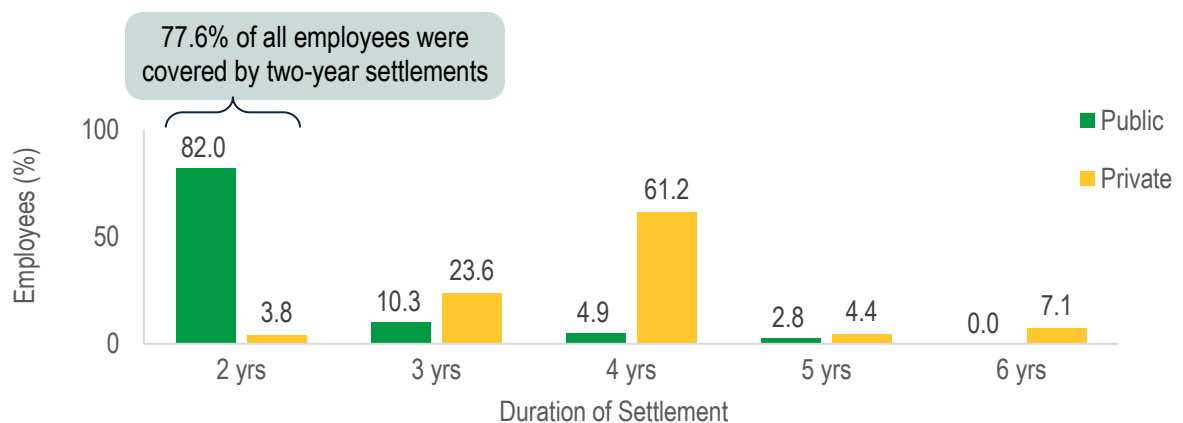
**Graph 8: Stage of Settlement by Sector, Third Quarter 2018**



### Settlement Duration<sup>29</sup>

The majority of employees in the third quarter of 2018 were covered by settlements negotiated for a two-year or three-year term. Of the settlements ratified, 77.6% of employees were covered by two-year settlements and 11.1% of employees were covered by three-year settlements. In the public sector, most of the employees (82.0%) were covered by a two-year term, compared to 3.8% of employees in the private sector.

**Graph 9: Duration of Settlement by Sector, Third Quarter 2018**



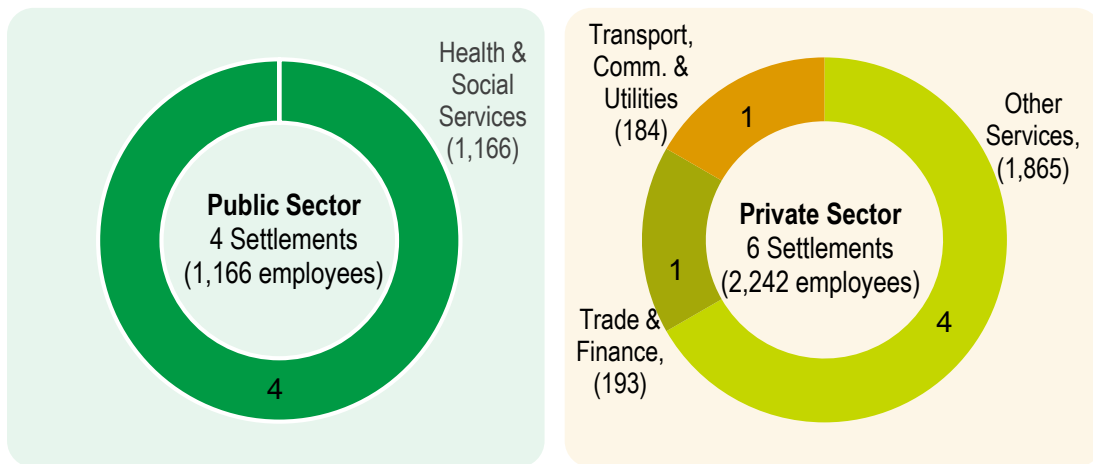
<sup>29</sup> Calculated as the duration between the effective and expiry date of the settlement, rounded to the nearest year.



## Private and Public Sector Lump Sum Payments<sup>30</sup>

In the third quarter of 2018, 10 settlements (3,408 employees) were reported with lump sum information, representing 8.5% of the settlements. Of the agreements reported, four were in the public sector and six were in the private sector. The majority of employees that received lump sum payments were in other services (1,865 employees) within the private sector, followed by health and social services (1,166 employees) within the public sector.

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



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

Public Sector Lump Sum Payments	Private Sector Lump Sum Payments
3 settlements with dollar amount payments	6 settlements with dollar amount payments
\$ - No. of employees: 1,016	\$ - No. of employees: 2,242
\$ - Average amount: \$498	\$ - Average amount: \$458
1 settlement with percentage payment	No settlements with percentage payments
% - No. of employees: 150	
% - Average percentage: 0.8	

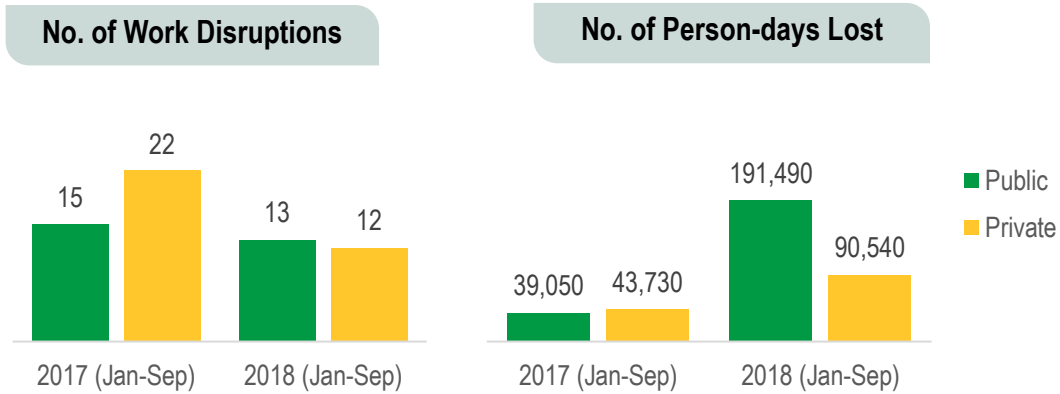
<sup>30</sup> Lump Sum Data

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

## Work Disruptions<sup>31</sup>

From January to September 2018, 25 work disruptions were reported under Ontario jurisdiction, compared to 37 reported for the same period in 2017 (Graph 10). Work disruptions involved 8,269 employees and resulted in 282,030 person-days lost, which represent an estimated loss of 0.02% of work time in Ontario.

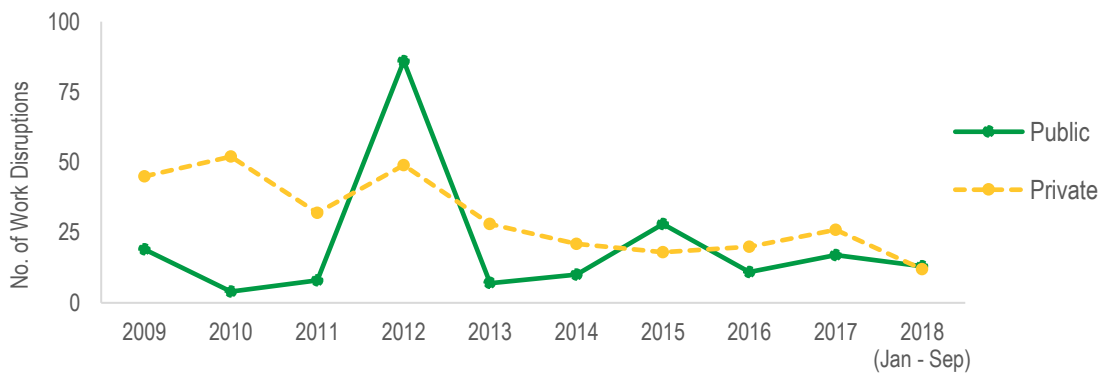
**Graph 10: Work Disruptions and Person-days Lost, January to September 2017 and 2018**



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

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

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



<sup>31</sup> As of November 10, 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 Bargaining<sup>32</sup>**

Employer	Union	Location	Approx. No. of Employees (Ontario)	Expiry Date
Federal Government	PSAC, PIPSC, CAPE, et al.	Canada-wide	87,000	Various
Various Municipalities (excluding Police Services Boards)	CUPE, Fire Fighters Association, et al.	Various locations	18,400	Various
Police Services Boards	Police Association	Various locations	14,300	Various
Hospitals	CUPE, OPSEU, SEIU, et al.	Various locations	23,000	Various
Long-Term Care Homes	CUPE, SEIU, UNIFOR, et al.	Various locations	48,900	Various
Universities	CUPE, Faculty Associations, OPSEU, et al.	Various locations	20,500	Various
Developmental Services (CAS, Community living/ services)	CUPE, OPSEU, et al.	Various locations	18,100	Various
Canada Post Corp.	CUPW, CCAA	Canada-wide	21,300	Various
Canadian Media Producers Assn. (CMPA)	ACTRA, UNIFOR	Province-wide	17,400	31-Dec-2018
Ontario Power Generation Inc.	Power Workers' Union – CUPE, Society of Energy Prof.	Province-wide	8,800	Various
Metro Ontario Inc. (Food Basics Franchisees)	UFCW	Province-wide	6,800	18-Aug-2018
Government Of Ontario	OPPA	Province-wide	9,000	31-Dec-2018
Government Of Ontario (Correctional Unit)	OPSEU	Province-wide	5,800	31-Dec-2017
G4S Security Service Canada Ltd	UFCW	Province-wide	3,800	28-Feb-2018
Garda Canada Security Corp.	USW	Province-wide	3,000	30-Jun-2018
Paragon Protection Ltd	UFCW	Province-wide	3,000	19-Dec-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	Province-wide	2,300	Various
Paladin Security Group Ltd	USW	Province-wide	1,700	30-Jun-2018

<sup>32</sup> 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)<sup>33</sup>**

Location	July 2018	August 2018	September 2018	2018 Year to date	2017	2016	2015
Canada	3.0	2.8	2.2	2.3	1.6	1.4	1.1
<b>Ontario</b>	<b>3.1</b>	<b>3.1</b>	<b>2.2</b>	<b>2.4</b>	<b>1.7</b>	<b>1.8</b>	<b>1.2</b>
Toronto	3.0	3.1	2.2	2.6	2.1	2.0	1.6
Ottawa-Gatineau (Ont. part)	3.2	3.2	2.4	2.5	1.5	1.3	0.9
Thunder Bay	2.5	2.7	2.0	1.9	1.2	1.6	1.1

The industry data used in this report are based on the North American Industry Classification System (NAICS).

Information in this report is based on settlements covering 150 or more employees, a sample that represents 80% of unionized employees in Ontario, with the exception of education sector central settlements (as of September 2015). Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data reported are preliminary and subject to updates. All percentage wage data are calculated on the base rate, weighted by the number of employees and include cost-of-living adjustments (COLA) where applicable, calculated at projected rates of inflation. Average annual wage increases for settlements exclude lump sum/bonus payments. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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<sup>33</sup> 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 (Third Quarter)

Quarter	Public Sector Settlements	Public Sector Employees	Public Sector AAI (%)	Private Sector Settlements	Private Sector Employees	Private Sector AAI (%)	All Settlements AAI (%)
2016Q3	111	79,491	1.4	24	18,613	1.7	1.5
2016Q4	74	67,319	1.5	24	24,932	1.4	1.4
2017Q1	417	264,676	1.9	35	13,824	2.1	1.9
2017Q2	206	169,182	1.8	41	18,968	2.4	1.8
2017Q3	40	39,836	1.8	22	21,172	1.8	1.8
2017Q4	86	63,505	1.9	27	9,661	1.9	1.9
2018Q1	41	23,530	1.6	25	12,927	1.8	1.7
2018Q2	130	78,390	1.6	23	19,435	1.9	1.7
2018Q3	106	73,468	1.6	12	4,380	2.2	1.6

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

Industry	No. of Settlements	No. of Employees	AAI (%)
Education & Related Services	4	2,311	1.9
Health & Social Services	94	66,216	1.6
Manufacturing	2	677	2.2
Other Services	8	3,026	2.2
Primary	---	---	---
Public Administration	6	4,387	1.7
Trade & Finance	1	193	0.9
Transport, Communications, & Utilities	3	1,038	2.2
<b>All Settlements</b>	<b>118</b>	<b>77,848</b>	<b>1.6</b>
<i>With COLA</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Without COLA</i>	<i>118</i>	<i>77,848</i>	<i>1.6</i>

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

Sector	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018 (Jan Sep)
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	1.5
Federal	1.7	1.7	1.7	1.7	1.8	1.4	1.6	1.4	1.5	1.6
Private	1.2	2.0	1.9	1.2	2.3	1.9	1.7	1.9	2.1	1.9
<b>All Settlements</b>	<b>2.2</b>	<b>2.0</b>	<b>1.7</b>	<b>1.3</b>	<b>1.0</b>	<b>1.5</b>	<b>1.0</b>	<b>1.6</b>	<b>1.9</b>	<b>1.7</b>

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

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

Industry	2016	2017	2018 (Jan Sep)
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	2.0
Other Services	1.9	2.1	2.5
Primary	---	1.5	---
Public Administration	1.6	1.7	1.7
Trade & Finance	1.4	2.3	1.2
Transportation, Communications, & Utilities	1.6	2.0	2.0
All Settlements	1.6	1.9	1.7

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

Distribution of AAI (%)	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
No Increase	0.8	0.6	0.9	0.6	---	---
0.1 - 0.9	2.5	0.8	0.9	0.4	16.7	8.7
1.0 - 1.9	84.7	92.1	93.4	97.2	8.3	7.1
2.0 - 2.9	11.0	6.0	4.7	1.8	66.7	77.2
3.0 - 3.9	0.8	0.4	---	---	8.3	7.0

Table for Graph 7: Duration of Negotiations by Sector, Third 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	14.4	10.2	11.3	8.0	41.7	46.8
4 to 6 months	70.3	80.9	74.5	84.2	33.3	25.9
7 to 9 months	2.5	2.9	1.9	2.1	8.3	16.0
10 to 12 months	3.4	1.0	3.8	1.0	---	---
13 months and over	9.3	5.1	8.5	4.7	16.7	11.3

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

Settlement Stage	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
Direct Bargaining	15.3	10.6	16.0	10.9	8.3	7.0
Conciliation	13.6	6.9	10.4	5.8	41.7	26.2
Mediation	5.1	3.1	1.9	0.8	33.3	42.4
Arbitration	64.4	77.9	71.7	82.6	---	---
Work Disruption	1.7	1.4	---	---	16.7	24.4

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

Settlement Duration	All Settlements	All Employees	Public Sector Settlements	Public Sector Employees	Private Sector Settlements	Private Sector Employees
1 year	---	---	---	---	---	---
2 years	67.8	77.6	74.5	82.0	8.3	3.8
3 years	17.8	11.1	16.0	10.3	33.3	23.6
4 years	9.3	8.1	5.7	4.9	41.7	61.2
5 years	4.2	2.9	3.8	2.8	8.3	4.4
6 years	0.8	0.4	---	---	8.3	7.1

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

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-Sep)	13	4,938	191,490	12	3,331	90,540

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

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-Sep)	25	8,269	331	282,030	34.1	47	0.02