

Wage Settlement Data, Quarterly Averages of First-year Increases

| QUARTER | Number of Contracts | | | Avg. First-year Wage Increases, % | | |
|---------|---------------------|----------------|----------------|-----------------------------------|----------------|----------------|
| | Public Sector | Private Sector | All Agreements | Public Sector | Private Sector | All Agreements |
| Q1 2014 | 34 | 38 | 72 | 1.46 | 1.80 | 1.64 |
| Q2 2014 | 20 | 7 | 27 | 1.64 | 1.56 | 1.62 |
| Q3 2014 | 30 | 18 | 48 | 1.32 | 1.31 | 1.32 |
| Q4 2014 | 29 | 17 | 46 | 0.72 | 1.94 | 1.17 |
| Q1 2015 | 20 | 37 | 57 | 1.31 | 1.80 | 1.63 |
| Q2 2015 | 31 | 13 | 44 | 1.18 | 2.27 | 1.50 |
| Q3 2015 | 18 | 21 | 39 | 1.36 | 1.47 | 1.42 |
| Q4 2015 | 13 | 4 | 17 | 1.50 | 2.00 | 1.62 |
| Q1 2016 | 12 | 12 | 24 | 1.31 | 1.79 | 1.55 |
| Q2 2016 | 13 | 22 | 35 | 1.60 | 1.90 | 1.79 |
| Q3 2016 | 7 | 12 | 19 | 1.38 | 1.61 | 1.52 |
| Q4 2016 | 12 | 31 | 43 | 1.41 | 1.74 | 1.64 |
| Q1 2017 | 10 | 19 | 29 | 2.05 | 1.14 | 1.52 |