

Collective Bargaining Highlights

March 2009

Data for the months of March, June, September, and December include quarterly information

AGREEMENTS SETTLED IN MARCH

- ▶ In March, 22 collective agreements were ratified, each covering 200 or more employees. These agreements covered 18,997 employees, 80% of whom were in the public sector (15,181), with the majority in public administration (8,503), followed by education and related services (3,732), and health and welfare services (2,121).
- ▶ The overall average annual increase in base wage rates in March was 2.8%, an increase from 2.4% reported in the previous month. In the public sector, 14 agreements were settled for an average annual wage increase of 2.9%, an increase from 2.4% in February. In the private sector, eight agreements were settled for an average annual wage increase of 2.2%, a slight increase from 2.1% in the previous month.
- ▶ Major settlements in March included a four-year agreement between the Government of Ontario and the Ontario Public Service Employees Union (OPSEU), providing 6,333 Correctional Unit employees with an average annual wage increase of 2.4%, including special adjustments. A four-year arbitration award was issued for the Treasury Board of Canada and the Professional Institute of the Public Service of Canada, providing 1,200 Ontario-based employees with an average annual wage increase of 1.9%. The University of Ottawa and the Association of Part-Time Professors of the University of Ottawa (APTPO) settled a three-year agreement for 1,500 staff for an average annual wage increase of 5.3%. The York Region District School Board and the Elementary Teachers Federation of Ontario (ETFO), representing 1,657 occasional teachers, reached an agreement for an average annual wage increase of 3.6% over four years.

In the health care sector, St. Joseph's Health Care and the Canadian Auto Workers (CAW-Canada) reached a three year agreement. The settlement provided 1,131 employees with an average annual wage increase of 2.9%. The Regional Municipality of Niagara (Senior Services Division-Homes) and the Canadian Union of Public Employees (CUPE), settled a three year agreement covering 990 employees for an average annual wage increase of 2.6%. In the retail sector, No Frills Franchise Stores and the CAW reached a settlement providing 1,200 employees with an average annual wage increase of 1.9% over three years.

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WAGE SETTLEMENTS - BY INDUSTRY

	MARCH			ANNUAL		
	Agreements	Employees	Average Annual Increase %	Year-to-date 2009 %	2008 %	2007 %
All Settlements	22	18,997	2.8	2.4	2.7	3.0
Public Sector	14	15,181	2.9	2.4	3.1	3.1
Private Sector	8	3,816	2.2	2.2	2.0	2.9
Industries						
Primary	-	-	-	-	4.1	2.7
Manufacturing	4	1,196	1.5	2.1	1.2	2.4
Construction	-	-	-	-	3.4	3.2
Trade and Finance	1	1,200	1.9	1.9	2.1	1.9
Transportation, Communications & Utilities	3	1,575	2.9	2.1	2.9	3.2
Public Administration	6	8,503	2.4	1.9	3.1	2.9
Education & Related Services	4	3,732	4.2	3.6	3.1	3.4
Health & Welfare Services	2	2,121	2.7	2.7	3.0	3.0
Other Services	2	670	3.0	2.2	2.6	3.0

MARCH SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
A&M Cookies Canada (Colonial Cookies)	Food & Commercial Workers	1.0 ¹	0.0	350	36	2012-02-28
Canada Bread Frozen Bakery (Rivermede/Viceroy)	Bakery Tobacco & Grain Millers	2.9	2.9	345	60	2014-01-18
Cooper-Standard Automotive (Canada)	United Steelworkers	0.0	0.0	237	36	2012-03-31
Honeywell (plant/distribution)	Cdn Auto Workers	1.5	0.5	264	36	2012-02-28
Trade and Finance						
No Frills Franchise Stores	Cdn Auto Workers	1.9	1.9	1,200	36	2012-01-29
Transportation, Communications & Utilities						
Durham Region Transit Commission	Cdn Auto Workers	2.7	3.0	294	36	2012-02-28
Enbridge (Enbridge Gas Distribution)	Communications Energy Paperwkrs	3.0 ²	3.0	750	24	2010-12-31
Regional Municipality of Waterloo (Transit)	Cdn Auto Workers	2.9	3.0	531	24	2010-12-31
Public Administration						
City of Guelph (office)	Cdn Public Empls	2.6	2.5	212	36	2012-01-31
City of Guelph (works)	Cdn Public Empls	2.6	2.5	305	36	2012-01-31
City of Kitchener (Fire Dept)	Ont Firefighters	3.0 ²	3.3	218	36	2011-12-31
Ontario Government (correctional unit)	Ont Public Service Empls	2.4 ³	3.8 ³	6,333	48	2012-12-31
City of Oshawa (inside)	Cdn Public Empls	3.0	3.0	235	24	2011-03-31
Treasury Board of Canada (research)	Professional Institute	1.9	2.5	1,200	48	2010-09-30
Education & Related Services						
Lakehead University (graduate assistants)	Cdn Public Empls	2.3	2.5	250	36	2011-08-31
Trent University (teaching assistants) (Unit 2) (part-time)	Cdn Public Empls	3.0	3.0	325	36	2011-08-31
University of Ottawa (academic staff) (part-time)	Part-Time Professors Assn	5.3	10.0	1,500	36	2010-08-31
York Region DSB (elementary occasional)	Elem Teachers Fed Ont	3.6	2.0	1,657	48	2012-08-31
Health & Welfare Services						
Regional Municipality of Niagara (Senior Services Div) (Homes)	Cdn Public Empls	2.6	2.5	990	36	2011-12-31
St Joseph's Health Care (St Joseph's/Parkwood/Mt Hope LTC)	Cdn Auto Workers	2.9	2.7	1,131	36	2012-03-31
Other Services						
Markham Suites Hotel (Hilton Suites Toronto/Markham)	Food & Commercial Workers	3.2	2.0	370	60	2013-11-30
SSP Canada Food Service (Terminals 1, 2, 3 at Pearson Intl Airport)	Food & Commercial Workers	2.7	2.0	300	36	2011-11-09

¹ Two-tier wage schedule

² Excluding market adjustments for specific classifications

³ Special adjustments for specific classifications

SELECTED SETTLEMENT SUMMARIES *

Government of Ontario and Ontario Public Service Employees Union (6,333 correctional bargaining unit employees)

a four-year renewal agreement, effective January 1, 2009, expiring December 31, 2012

- general wage increases of 1.75% in the first year and 2% in each of the remaining three years; special wage adjustments to specific job classifications
- improvements to health care benefits
- increases to on-call and kilometric rates, and various allowances
- modifications to the Long Term Income Protection plan, and shift schedules
- modifications to the recruitment process, seniority accumulation provision, grievance procedure, and bereavement leave for eligible employees
- Surplus Factor 80 program extended to December 31, 2012 for eligible employees
- improvements to the Absenteeism Target Incentives provision
- establishment of a Joint Attendance Strategy and Implementation Committee
- Letters of Understanding regarding the provincial overtime protocol, workload, Probation Officers' allowance, and surveillance technology

Enbridge Inc (Enbridge Gas Distribution) and Communications, Energy and Paperworkers Union of Canada, Local 975 (750 employees)

a two-year renewal agreement, effective January 1, 2009, expiring December 31, 2010

- wage increases of 2% on January 1, 2009, 1% on July 1, 2009, 2% on January 1, 2010, and 1% on September 1, 2010; special adjustments to specific job classifications
- improvements to health benefits plan
- increases in compensation pay for standby and overnight stay
- employees receive one additional floater day

Regional Municipality of Niagara, Senior Services Division (Homes) and Canadian Union of Public Employees, Local 1263 (990 employees)

a three-year renewal agreement, effective January 1, 2009, expiring December 31, 2011

- general wage increases of 2.5% in each of the first two years, and 2.75% in the third year
- increases in shift and weekend premiums, and various leaves
- improvements to health care benefits

St. Joseph's Health Care and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 27 (1,131 employees)

a three-year renewal agreement effective April 1, 2009, expiring March 31, 2012

- general wage increases of 2.75% in the first year, 2.8% in the second year, and 3% in the third year
- increases in stand-by pay, shift and weekend premiums, and various leaves
- improvements to health care benefits
- increased uniform and safety shoes allowances
- improved severance and early retirement options

* Based on available information

FIRST QUARTER 2009 SUMMARY

During the first quarter of 2009, 97 collective agreements were ratified, each covering 200 or more Ontario-based employees. These agreements covered 158,833 employees, 96% of whom were in the public sector (Table 1). By industry, the majority of employees were in provincial government (48,318), federal government (45,872), followed by education and related services (43,601), and health and welfare services (7,596) (Table 3).

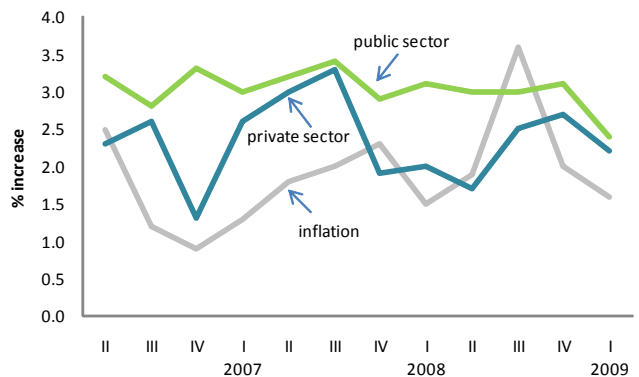
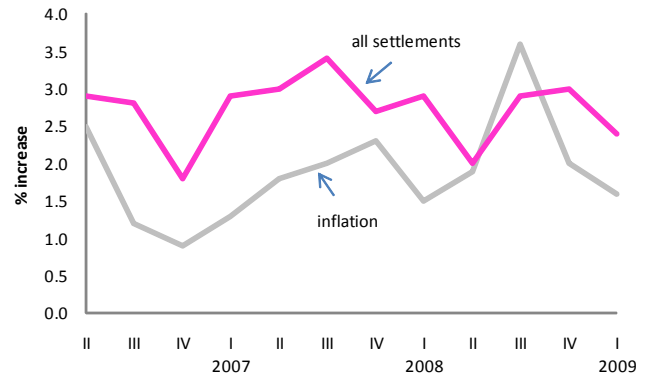
Wage Adjustments

First quarter settlements provided an overall average annual wage increase of 2.4%, a decrease from 3% in the previous quarter. In the public sector, the average annual wage increase was 2.4% compared to 3.1% last quarter, while the private sector reported an average annual wage increase of 2.2%, a decrease from 2.7% in the previous quarter. During the first quarter of 2009, average annual wage increases were affected by settlements in education and related services (3.6%), provincial government (2%), federal government (1.7%), health and welfare services (2.7%), and communications (1.2%) (Tables 1-3).

In the first quarter of 2009, approximately 54% of all employees received wage increases ranging from 1% to 1.9%, compared to 24% who received increases ranging from 3% to 3.9%. In the public sector, 55% of employees received wage increases ranging from 1% to 1.9%, compared to 30% of the private sector employees. Also in the private sector, 34% of employees received wage increases ranging from 2% to 2.9%, while 16% of employees received increases ranging from 3% to 3.9%.

Of the total number of employees who reached an agreement during the first quarter of 2009, 77% were covered by four-year agreements. Approximately 80% of public sector employees were covered by four-year agreements, while 64% of private sector employees were covered by three-year agreements. In the manufacturing sector, 66% of employees were covered by three-year agreements compared to 78% of non-manufacturing employees who were covered by four-year agreements (Table 4).

Wage Trends - Last Three Years
Average Annual Increases in Base Wage Rates



CONSUMER PRICE INDEX (2002=100)

(Percentage change from year earlier)

	2006	2007	2008	2009 year-to-date	JAN 2009	FEB 2009	MAR 2009
Canada	2.0	2.1	2.4	1.2	1.1	1.4	1.2
Ontario	1.8	1.8	2.3	1.6	1.4	1.5	1.8
Toronto	1.6	1.9	2.4	1.8	1.6	1.7	2.1
Ottawa-Gatineau (Ont. part.)	1.7	1.9	2.2	1.9	1.7	1.8	2.1
Thunder Bay	1.5	1.0	2.2	1.7	1.5	1.8	1.9

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
First Quarter 2008 to First Quarter 2009**

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
First Quarter 2008									
All agreements	108	71,452	2.9	6	2,009	0.8	102	69,443	3.0
Public sector	84	60,031	3.1	-	-	-	84	60,031	3.1
Private sector	24	11,421	2.0	6	2,009	0.8	18	9,412	2.3
Second Quarter 2008									
All agreements	62	98,753	2.0	13	46,372	1.5	49	52,381	2.5
Public sector	26	22,328	3.0	1	3,470	3.0	25	18,858	3.0
Private sector	36	76,425	1.7	12	42,902	1.3	24	33,523	2.2
Third Quarter 2008									
All agreements	49	36,072	2.9	2	1,059	1.8	47	35,013	2.9
Public sector	27	27,191	3.0	-	-	-	27	27,191	3.0
Private sector	22	8,881	2.5	2	1,059	1.8	20	7,822	2.6
Fourth Quarter 2008									
All agreements	209	178,520	3.0	8	3,556	2.2	201	174,964	3.1
Public sector	189	151,425	3.1	1	918	2.6	188	150,507	3.1
Private sector	20	27,095	2.7	7	2,638	2.1	13	24,457	2.8
First Quarter 2009									
All agreements	97	158,833	2.4	3	1,540	2.8	94	157,293	2.4
Public sector	81	151,812	2.4	2	1,265	3.0	79	150,547	2.4
Private sector	16	7,021	2.2	1	275	2.0	15	6,746	2.2

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), First Quarter 2008 to First Quarter 2009

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
First Quarter 2008									
All agreements	108	71,452	2.9	6	2,009	0.8	102	69,443	3.0
Manufacturing	15	6,204	1.0	5	1,759	0.6	10	4,445	1.2
Non-manufacturing	93	65,248	3.1	1	250	2.3	92	64,998	3.1
Construction	-	-	-	-	-	-	-	-	-
Second Quarter 2008									
All agreements	62	98,753	2.0	13	46,372	1.5	49	52,381	2.5
Manufacturing	20	36,828	1.2	10	33,380	1.0	10	3,448	2.6
Non-manufacturing	42	61,925	2.5	3	12,992	2.5	39	48,933	2.5
Construction	-	-	-	-	-	-	-	-	-
Third Quarter 2008									
All agreements	49	36,072	2.9	2	1,059	1.8	47	35,013	2.9
Manufacturing	10	3,621	2.0	2	1,059	1.8	8	2,562	2.1
Non-manufacturing	38	32,201	3.0	-	-	-	38	32,201	3.0
Construction	1	250	3.1	-	-	-	1	250	3.1
Fourth Quarter 2008									
All agreements	209	178,520	3.0	8	3,556	2.2	201	174,964	3.1
Manufacturing	11	3,535	1.2	5	1,581	1.5	6	1,954	1.0
Non-manufacturing	197	164,985	3.1	3	1,975	2.8	194	163,010	3.1
Construction	1	10,000	3.4	-	-	-	1	10,000	3.4
First Quarter 2009									
All agreements	97	158,833	2.4	3	1,540	2.8	94	157,293	2.4
Manufacturing	9	3,021	2.1	1	275	2.0	8	2,746	2.1
Non-manufacturing	88	155,812	2.4	2	1,265	3.0	86	154,547	2.4
Construction	-	-	-	-	-	-	-	-	-

Table 3: Average Annual Increases in Base Wage Rates by Industry, First Quarter 2009

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL INDUSTRIES	97	158,833	2.4	3	1,540	2.8	94	157,293	2.4
Manufacturing	9	3,021	2.1	1	275	2.0	8	2,746	2.1
Food, Beverage	6	2,170	2.6	1	275	2.0	5	1,895	2.6
Rubber, Plastics	1	237	0.0	-	-	-	1	237	0.0
Transportation Equipment	1	350	0.8	-	-	-	1	350	0.8
Other Manufacturing	1	264	1.5	-	-	-	1	264	1.5
Non-Manufacturing	88	155,812	2.4	2	1,265	3.0	86	154,547	2.4
Transportation	2	825	2.8	-	-	-	2	825	2.8
Communications	2	2,599	1.2	-	-	-	2	2,599	1.2
Electric, Gas, Water	3	2,015	3.0	2	1,265	3.0	1	750	3.0
Retail Trade	1	1,200	1.9	-	-	-	1	1,200	1.9
Education, Related Services	50	43,601	3.6	-	-	-	50	43,601	3.6
Health, Welfare Services	7	7,596	2.7	-	-	-	7	7,596	2.7
Recreational Services	1	481	2.3	-	-	-	1	481	2.3
Management Services	2	1,165	1.7	-	-	-	2	1,165	1.7
Accommodation, Food Services	3	1,170	2.7	-	-	-	3	1,170	2.7
Federal Government	9	45,872	1.7	-	-	-	9	45,872	1.7
Provincial Government	4	48,318	2.0	-	-	-	4	48,318	2.0
Local Government	4	970	2.8	-	-	-	4	970	2.8
Construction	-	-	-	-	-	-	-	-	-

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, First Quarter 2009

	All Agreements			Public Sector			Private Sector		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	97	158,833	2.4	81	151,812	2.4	16	7,021	2.2
Two-year agreements	7	4,313	2.6	4	2,861	3.0	3	1,452	2.0
Three-year agreements	27	27,832	3.2	17	23,355	3.4	10	4,477	1.9
Four-year agreements	57	122,131	2.2	57	122,131	2.2	-	-	-
Five-year agreements	5	4,180	2.2	3	3,465	2.0	2	715	3.1
Six-year agreements	1	377	4.3	-	-	-	1	377	4.3
	Manufacturing			Non-manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>	<i>Agmts</i>	<i>Empls</i>	<i>%</i>
ALL AGREEMENTS	9	3,021	2.1	88	155,812	2.4	-	-	-
Two-year agreements	1	303	1.8	6	4,010	2.7	-	-	-
Three-year agreements	6	1,996	1.5	21	25,836	3.3	-	-	-
Four-year agreements	-	-	-	57	122,131	2.2	-	-	-
Five-year agreements	1	345	2.9	4	3,835	2.1	-	-	-
Six-year agreements	1	377	4.3	-	-	-	-	-	-

Negotiations

On average, private sector agreements were settled within 2.3 months from the start of negotiations, compared to 7.7 months in the public sector (Table 5).

Of all settlements reached during the first quarter, 69 agreements covering 63% of employees were settled directly by the parties, compared to 26 agreements, covering 36% of employees that were reached through conciliation or mediation. Two agreements were settled by arbitration.

In the public sector, 64% of employees reached settlements in direct bargaining, while 35% settled through conciliation or mediation. In the private sector, 53% of employees settled by direct bargaining compared to 47% of employees who reached agreements through conciliation or mediation. (Table 6).

Upcoming Bargaining

Major negotiations continuing into the second quarter of 2009 include the federal government, municipalities, school boards, universities, hospitals, nursing homes and homes for the aged, Red Cross Community Health Services, Ontario Government, Police Services Boards, Liquor Control Board of Ontario, Canada Post, Ontario Power Generation, and National Steel Car.

Major agreements scheduled to expire during the second quarter of 2009 include Air Canada, Bell Canada, Cara Operations (various Swiss Chalet Franchises), Inco Ltd (Vale Inco), Bombardier Inc, and A & P Canada (Food Basics).

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	25,500	Various dates
Various School Boards	Various unions	Various locations	79,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	51,300	Various dates
Police Services Boards	Police Associations	Various locations	8,700	Various dates
Hospitals	Various unions	Various locations	24,700	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	37,000	Various dates
Universities	Various unions	Various locations	11,000	Various dates
Construction	Various unions	Province-wide	9,500	Various dates
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	Ottawa	2,200	2008-03-31
Red Cross Community Health Services	SEIU	Various locations	3,000	2008-07-31
Ontario Government	Various unions	Province-wide	9,000	Various dates
Ontario Power Generation	CUPE	Province-wide	6,900	2009-03-31
Liquor Control Board of Ontario	OPSEU	Province-wide	5,400	2009-03-31
Canada Post Corp	Various unions	Canada-wide	3,000	Various dates
National Steel Car	USW	Hamilton	2,200	2009-04-05
Air Canada	Various unions	Canada-wide	5,600	Various dates
Bell Canada (clerical and associated)	CEP	Province-wide	6,700	2009-05-31
Cara Operations (various Swiss Chalet Franchises)	UFCW	Various locations	3,000	2009-05-31
Inco Ltd (Vale Inco)	USW	Sudbury	3,000	2009-05-31
Bombardier Inc	CAW	Toronto	2,300	2009-06-22
A & P Canada (Food Basics)	CAW	Various locations	1,100	2009-06-03

As of March 31, 2009, there were 278 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, First Quarter 2009

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	97	158,833	81	151,812	16	7,021
1-3 months	35	24,141	22	18,585	13	5,556
4-6 months	16	50,816	13	49,351	3	1,465
7-9 months	30	33,049	30	33,049	-	-
10-12 months	2	1,310	2	1,310	-	-
13 months and over	14	49,517	14	49,517	-	-
Average Duration of Negotiations						
<i>months</i>						
TOTAL	6.8					
Public sector	7.7					
Private sector	2.3					

Table 6: Stage of Settlement by Sector, First Quarter 2009

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	97	158,833	81	151,812	16	7,021
Direct bargaining	69	100,363	62	96,639	7	3,724
Conciliation	18	53,242	13	51,540	5	1,702
Post-conciliation bargaining	1	990	1	990	-	-
Mediation	7	2,643	3	1,048	4	1,595
Arbitration	2	1,595	2	1,595	-	-

Work Stoppages

During the first quarter of 2009, 17 work stoppages under Ontario jurisdiction were reported, compared to 14 reported in the same period in 2008. Work stoppages during the first three months of 2009 involved 4,356 employees and resulted in 61,610 person-days lost, compared to 1,575 employees and 33,040 person-days lost reported for the same period last year.

From January to March 2009, eight work stoppages were reported in the manufacturing sector, unchanged from the same period in 2008. In comparison, the non-manufacturing sector reported nine work stoppages during the first three months of 2009, an increase from six reported during the same period last year (Table 7). During the first quarter of 2009, 0.02% of the estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Persons-Days Lost, January to March 2008 and 2009

	Work Stoppages		Persons-Days Lost	
	Jan-Mar 2009	Jan-Mar 2008	Jan-Mar 2009	Jan-Mar 2008
ALL INDUSTRIES	17	14	61,610	33,230
Manufacturing	8	8	30,850	19,150
Non-manufacturing	9	6	30,760	14,080
Construction	-	-	-	-
Various Industries	-	-	-	-

As of March 31, 2009, 12 work stoppages, covering a total of 1,066 employees, were carried over to April 2009. (Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1988 to March 2009

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees per Work Stoppage	Number of Persons-Days Lost	Number of Persons-Days Lost per Employee Involved	Average Duration of Work Stoppages (Days Out)	Persons-Days Lost as % of Estimated Working Time
1988	180	62,082	345	1,362,150	21.9	35	0.12
1989	190	45,679	240	868,630	19.0	35	0.08
1990	218	81,022	372	2,957,640	36.5	43	0.26
1991	153	25,448	166	453,520	17.8	43	0.04
1992	121	38,160	315	577,710	15.1	39	0.05
1993	81	15,620	193	371,150	23.8	42	0.03
1994	130	25,456	196	488,320	19.2	34	0.05
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
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* (Jan-Mar)	17	4,356	256	61,610	14.1	38	0.02

* preliminary

Information in this report is based on collective agreements covering 200 or more employees, a sample that represents 76% of unionized employees in Ontario. Wage data in this report are derived exclusively from information reported to Collective Bargaining Information Services. Data for the current month are preliminary. 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. The increases do not necessarily reflect the average increase for each member of the bargaining unit.

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