

Collective Bargaining Highlights

June 2009

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

AGREEMENTS SETTLED IN JUNE

- ▶ In June, 24 collective agreements were ratified, each covering 200 or more employees. These agreements covered 44,469 employees, 80% of whom were in the private sector (35,417).
- ▶ The overall average annual increase in base wage rates in June was 1.6%, down from 2.2% reported in the previous month. In the public sector, nine agreements were settled for an average annual wage increase of 2.5%, unchanged from May. In the private sector, 15 agreements were settled for an average annual wage increase of 1.3%, an increase from 0.5% reported last month.
- ▶ Major settlements in June included two 36-month agreements with Bombardier Aerospace (de Havilland and Regional Aircraft Divisions, Toronto) and the Canadian Auto Workers (CAW-Canada). The settlements provided 3,060 production and office employees with average annual wage increases of 2.4% and 2.1%, respectively. General Motors of Canada Ltd. and CAW-Canada negotiated an agreement in effect until September 17, 2012. The agreement, covering 10,500 production employees, freezes hourly wage increases, and initiates COLA adjustments in June 2012. The Treasury Board of Canada and the Professional Institute of the Public Service of Canada settled two four-year agreements covering 2,624 Ontario-based employees, for average annual wage increases of 1.7%. The Regional Municipality of Durham

(Long Term Care Homes) and the Canadian Union of Public Employees (CUPE) reached a settlement covering 1,021 employees, for an average annual wage increase of 2.8% over four years. A centrally bargained Participating Nursing Homes settlement with the Ontario Nurses' Association (ONA) included an agreement with Extencicare (Canada), covering 409 employees. The settlement provided an average annual wage increase of 3.4% over two years, including retention and recruitment adjustments.

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WAGE SETTLEMENTS — BY INDUSTRY

	JUNE			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date 2009</u> %	<u>2008</u> %	<u>2007</u> %
All Settlements	24	44,469	1.6	2.3	2.7	3.0
Public Sector	9	9,052	2.5	2.5	3.1	3.1
Private Sector	15	35,417	1.3	1.3	2.0	2.9
Industries						
Primary	-	-	-	3.4	4.1	2.7
Manufacturing	7	15,942	0.6	0.8	1.2	2.4
Construction	-	-	-	-	3.4	3.2
Trade and Finance	-	-	-	1.9	2.1	1.9
Transportation, Communications & Utilities	4	3,435	0.9	2.3	2.9	3.2
Public Administration	4	3,452	1.8	1.9	3.1	2.9
Education & Related Services	-	-	-	3.0	3.1	3.4
Health & Social Services	5	5,600	3.0	2.8	3.0	3.0
Other Services	4	16,040	2.1	2.2	2.6	3.0

JUNE SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Bombardier Aerospace (de Havilland div/Aircraft div) (office)	Cdn Auto Workers	2.1 *	0.0	460	36	2012-06-22
Bombardier Aerospace (de Havilland div/Aircraft div) (production)	Cdn Auto Workers	2.4 * 1.2	0.0	2,600	36	2012-06-22
Concord Confections	Bakery Tobacco & Grain Millers	2.6 ²	2.0	315	60	2014-02-01
General Motors of Canada	Cdn Auto Workers	0.0 ³	0.0	10,500	12	2012-09-17
Kellogg Canada	Bakery Tobacco & Grain Millers	2.3 ⁴	2.0	493	36	2012-04-14
Maple Leaf Consumer Foods (Maple Leaf Poultry)	Food & Commercial Workers	1.5	0.0	206	36	2012-05-31
National Steel Car	United Steelworkers (USW)	0.0 * ⁵	0.0	1,368	36	2012-06-23
Transportation, Communications & Utilities						
Air Canada (sales and services)	Cdn Auto Workers	0.0	0.0	2,262	21	2011-02-28
Direct Energy Marketing (Essential Home Services)	Communications Energy Paperwrks	3.0	3.0	525	24	2011-03-31
Nav Canada	Public Service Alliance	2.3	2.0	287	24	2011-06-30
Nav Canada	Professional Institute	2.3	2.0	361	24	2010-04-30
Public Administration						
City of London (outside)	Cdn Public Empls	1.8	1.0	550	24	2011-12-31
City of North Bay (inside/outside)	Cdn Public Empls	3.0	3.1	278	36	2011-12-31
Treasury Board of Canada (Audit, Commerce & Purchasing AV)	Professional Institute	1.7	2.3	2,224	48	2011-06-21
Treasury Board of Canada (Health Services Group SH)	Professional Institute	1.7	2.3	400	48	2011-09-30
Health & Social Services						
Canadian Red Cross Society (Community Health Services)	Service Employees Intl	2.3	2.0	3,000	32	2011-03-31
Durham Regional Municipality (Long Term Care Homes) (service/RPN)	Cdn Public Empls	2.8	3.3	1,021	48	2012-03-31
Extendicare (Canada) (ONA Master Agrt)	Ont Nurses Assn	3.4 ⁶	3.4	409	24	2011-06-30
Grand River Hospital (office)	Cdn Auto Workers	2.1	2.1	385	36	2012-03-31
Grand River Hospital (service/RPN/tech/trades)	Cdn Auto Workers	2.1	2.1	785	36	2012-03-31
Other Services						
Booth Centennial Healthcare Linen Services	Food & Commercial Workers	2.8	2.5	430	48	2011-12-31
Canadian Film and TV Production Assn (performers)	Cdn TV & Radio Artists	2.0	2.0	15,000	36	2012-12-31
Complex Services (Casino Niagara/Fallsview) (security)	Ont Public Service Empls	2.0	2.0	290	36	2012-03-31
Sodexo Canada (Queen's University) (part-time)	Cdn Public Empls	6.3 ¹	11.6	320	36	2011-04-30

* Including COLA clauses and/or COLA estimates

¹ Wage restructuring

² Special adjustments for skilled/specific classifications

³ COLA adjustments initiated June 2012

⁴ Conditional wage adjustments in the 3rd year of agreement based on 2010 CPI

⁵ COLA suspended for the term of this agreement

⁶ Including retention and recruitment adjustments

General Motors of Canada Ltd. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), various locals (10,500 production employees)

an agreement, effective September 15, 2011, expiring September 17, 2012

- base wage rates frozen for the duration of the agreement; current \$0.05 per hour COLA float remains unchanged until June 2012, and COLA adjustments reactivated in June 2012
- modifications to health care benefits and life insurance provisions
- revisions to the new vehicle purchase discount, tuition refund, and SCCF funding
- the \$1,700 annual special payment eliminated to partially offset retiree health care benefits

Bombardier Aerospace (de Havilland Division and Regional Aircraft Division, Toronto) and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Locals 112 and 673 (2,600 production and 460 office employees)

two, three-year renewal agreements, effective June 23, 2009, expiring June 22, 2012

- wage increases including a total COLA fold-in of \$0.76 provide average annual wage increases of 2.4% (including special adjustments for skilled trades) for production workers, and 2.1% for office employees
- improvements to health care, group insurance, and pension benefits, as well as bereavement leave provision
- increased shift premium and safety shoe allowance
- special retirement incentives

Regional Municipality of Durham (Long Term Care Homes) and Canadian Union of Public Employees, Local 132 (1,021 R.P.N.s and service employees)

a four-year renewal agreement, effective April 1, 2008, expiring March 31, 2012

- general wage increases of 3.25% on April 1, 2008, 3% on April 1, 2009, and 2.5% on both April 1, 2010 and April 1, 2011
- increases in vacation leave and reimbursement for “Green Patch” safety footwear for eligible employees
- improvements to life insurance provision, and health care benefits

Extendicare (Canada) Inc. and Ontario Nurses’ Association (409 employees)

part of a centrally bargained Memorandum of Settlement for 151 Participating Nursing Homes, covering a total of 91 two-year renewal agreements for 1,690 Registered Nurses and other professionals, effective July 1, 2009, expiring June 30, 2011

- general wage increases of 1% on July 1, 2009, 1% on January 1, 2010, 1% on July 1, 2010, 1% on January 1, 2011, in addition to retention and recruitment adjustments
- improvements to responsibility, standby, and call in pay
- modifications to extended tours/hybrid schedules, and recognition of previous experience provision

* Based on available information

SECOND QUARTER 2009 SUMMARY

During the second quarter of 2009, 124 collective agreements were ratified, each covering 200 or more Ontario-based employees. These agreements covered 180,224 employees, 70% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in education and related services (79,713), followed by transportation equipment (24,240), recreational services (15,290), federal government (11,578), provincial government (9,798), and local government (9,441) (Table 3).

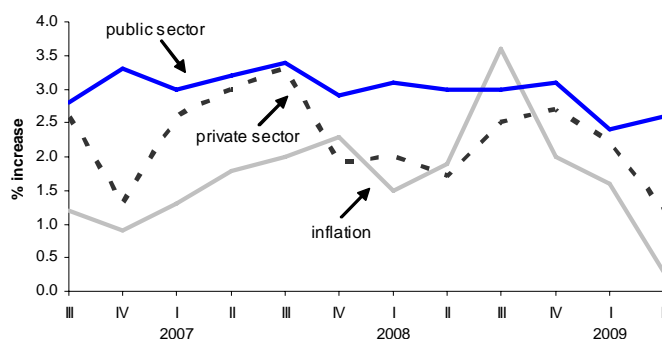
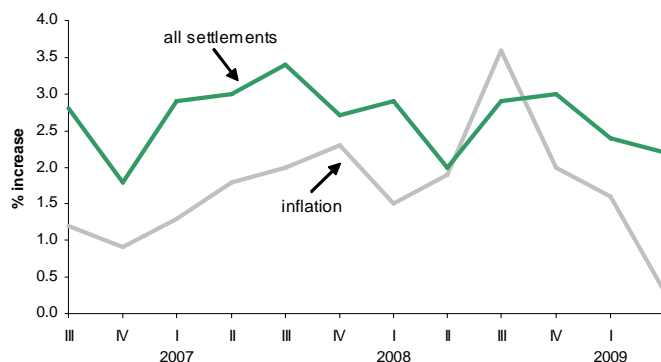
Wage Adjustments

Second quarter settlements provided an overall average annual wage increase of 2.2%, a slight decrease from 2.4% in the previous quarter. In the public sector, the average annual wage increase was 2.6% compared to 2.4% last quarter, while the private sector reported an average annual wage increase of 1.2%, a decrease from 2% in the previous quarter. During the second quarter of 2009, average annual wage increases were affected by settlements in education and related services (2.7%), transportation equipment (0.3%), recreational services (2%), and federal government (1.7%) (Tables 1-3).

In the second quarter of 2009, approximately 50% of all employees received average annual wage increases ranging from 2% to 2.9%, compared to 22% who received increases ranging from 3% to 3.9%. In the public sector, 53% of employees received average annual wage increases ranging from 2% to 2.9%, compared to 45% of private sector employees. Also in the private sector, 8% of employees received average annual wage increases ranging from 1% to 1.9%, while 42% of employees received no wage increases.

Of the total number of employees who reached an agreement during the second quarter of 2009, 47% were covered by four-year agreements and 37% were covered by three-year agreements. Approximately 64% of public sector employees were covered by four-year agreements, while 48% of private sector employees were covered by three-year agreements. In the manufacturing sector, 27% of employees were covered by three-year agreements compared to 55% of non-manufacturing employees who were covered by four-year agreements (Table 4).

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



CONSUMER PRICE INDEX (2002 = 100)

(Percentage change from year earlier)

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u> <u>year-to-date</u>	<u>APR</u> <u>2009</u>	<u>MAY</u> <u>2009</u>	<u>JUN</u> <u>2009</u>
Canada	2.0	2.1	2.4	0.6	0.4	0.1	-0.3
Ontario	1.8	1.8	2.3	0.9	0.6	0.4	0.0
Toronto	1.6	1.9	2.4	1.1	0.8	0.5	0.2
Ottawa-Gatineau (Ont. part)	1.7	1.9	2.2	1.2	0.9	0.5	0.2
Thunder Bay	1.5	1.0	2.2	1.0	0.6	0.3	0.0

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
Second Quarter 2008 to Second 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>
Second Quarter 2008									
All agreements	63	99,453	2.0	13	46,372	1.5	50	53,081	2.5
Public sector	26	22,328	3.0	1	3,470	3.0	25	18,858	3.0
Private sector	37	77,125	1.7	12	42,902	1.3	25	34,223	2.3
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	211	187,387	3.0	8	3,556	2.2	203	183,831	3.0
Public sector	191	160,292	3.1	1	918	2.6	190	159,374	3.1
Private sector	20	27,095	2.7	7	2,638	2.1	13	24,457	2.8
First Quarter 2009									
All agreements	103	160,800	2.4	3	1,540	2.8	100	159,260	2.4
Public sector	82	152,566	2.4	2	1,265	3.0	80	151,301	2.4
Private sector	21	8,234	2.0	1	275	2.0	20	7,959	2.0
Second Quarter 2009									
All agreements	124	180,224	2.2	7	29,700	1.0	117	150,524	2.4
Public sector	86	126,255	2.6	2	7,705	3.0	84	118,550	2.6
Private sector	38	53,969	1.2	5	21,995	0.3	33	31,974	1.9

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Second Quarter 2008 to Second 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>
Second Quarter 2008									
All agreements	63	99,453	2.0	13	46,372	1.5	50	53,081	2.5
Manufacturing	20	36,828	1.2	10	33,380	1.0	10	3,448	2.6
Non-manufacturing	43	62,625	2.5	3	12,992	2.5	40	49,633	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	211	187,387	3.0	8	3,556	2.2	203	183,831	3.0
Manufacturing	11	3,535	1.2	5	1,581	1.5	6	1,954	1.0
Non-manufacturing	199	173,852	3.0	3	1,975	2.8	196	171,877	3.1
Construction	1	10,000	3.4	-	-	-	1	10,000	3.4
First Quarter 2009									
All agreements	103	160,800	2.4	3	1,540	2.8	100	159,260	2.4
Manufacturing	13	4,024	1.7	1	275	2.0	12	3,749	1.7
Non-manufacturing	90	156,776	2.4	2	1,265	3.0	88	155,511	2.4
Construction	-	-	-	-	-	-	-	-	-
Second Quarter 2009									
All agreements	124	180,224	2.2	7	29,700	1.0	117	150,524	2.4
Manufacturing	22	30,086	0.6	5	21,995	0.3	17	8,091	1.4
Non-manufacturing	102	150,138	2.5	2	7,705	3.0	100	142,433	2.5
Construction	-	-	-	-	-	-	-	-	-

Table 3: Average Annual Increases in Base Wage Rates by Industry, Second 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	124	180,224	2.2	7	29,700	1.0	117	150,524	2.4
Manufacturing	22	30,086	0.6	5	21,995	0.3	17	8,091	1.4
Food, Beverage	10	4,766	1.9	-	-	-	10	4,766	1.9
Paper	1	200	1.0	-	-	-	1	200	1.0
Primary Metals	2	880	1.3	1	435	0.5	1	445	2.0
Transportation Equipment	9	24,240	0.3	4	21,560	0.3	5	2,680	0.5
Non-Manufacturing	102	150,138	2.5	2	7,705	3.0	100	142,433	2.5
Mining, Quarrying	1	390	3.4	-	-	-	1	390	3.4
Transportation	4	3,379	0.7	-	-	-	4	3,379	0.7
Communications	1	260	2.5	-	-	-	1	260	2.5
Electric, Gas, Water	6	9,290	3.0	2	7,705	3.0	4	1,585	2.7
Real Estate, Insurance Agencies	1	500	3.0	-	-	-	1	500	3.0
Education, Related Services	60	79,713	2.7	-	-	-	60	79,713	2.7
Health, Welfare Services	9	7,260	2.9	-	-	-	9	7,260	2.9
Recreational Services	2	15,290	2.0	-	-	-	2	15,290	2.0
Management Services	1	1,080	2.3	-	-	-	1	1,080	2.3
Personal Services	1	430	2.8	-	-	-	1	430	2.8
Accommodation, Food Services	2	1,244	2.8	-	-	-	2	1,244	2.8
Other Services	1	485	5.1	-	-	-	1	485	5.1
Federal Government	5	11,578	1.7	-	-	-	5	11,578	1.7
Provincial Government	1	9,798	1.9	-	-	-	1	9,798	1.9
Local Government	7	9,441	2.7	-	-	-	7	9,441	2.7
Construction	-	-	-	-	-	-	-	-	-

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, Second 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	124	180,224	2.2	86	126,255	2.6	38	53,969	1.2
One-year agreements	3	19,312	0.1	1	812	3.1	2	18,500	0.0
Two-year agreements	13	7,701	1.9	7	3,447	2.8	6	4,254	1.2
Three-year agreements	38	67,031	2.3	17	40,876	2.5	21	26,155	2.0
Four-year agreements	68	85,420	2.6	61	81,120	2.6	7	4,300	2.1
Five-year agreements	2	760	2.2	-	-	-	2	760	2.2
	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	22	30,086	0.6	102	150,138	2.5	-	-	-
One-year agreements	2	18,500	0.0	1	812	3.1	-	-	-
Two-year agreements	-	-	-	13	7,701	1.9	-	-	-
Three-year agreements	13	8,036	1.5	25	58,995	2.4	-	-	-
Four-year agreements	5	2,790	1.9	63	82,630	2.6	-	-	-
Five-year agreements	2	760	2.2	-	-	-	-	-	-

Negotiations

On average, private sector agreements were settled within 3.8 months from the start of negotiations, compared to 7.4 months in the public sector (Table 5).

Of all settlements reached during the second quarter, 81 agreements covering 75% of employees were settled directly by the parties, compared to 32 agreements, covering 19% of employees that were reached through conciliation or mediation. Five agreements were settled by arbitration and six agreements were settled following work stoppages.

In the public sector, approximately 76% of employees reached settlements in direct bargaining, while 17% settled through conciliation or mediation. In the private sector, 73% of employees settled by direct bargaining compared to 23% of employees who reached agreements through conciliation or mediation. (Table 6).

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2009 include the federal government, municipalities, universities, hospitals, nursing homes and homes for the aged, Police Services Boards, Bell Canada, Vale Inco, Cara Operations (various Swiss Chalet Franchises), and A & P Canada.

Major agreements scheduled to expire during the third quarter of 2009 include the College Compensation & Appointments Council (academic), universities, and hospitals.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	12,400	Various dates
Various School Boards	Various unions	Various locations	5,800	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	43,000	Various dates
Police Services Boards	Police Associations	Various locations	7,300	Various dates
Hospitals	Various unions	Various locations	49,800	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	32,500	Various dates
Universities	Various unions	Various locations	11,000	Various dates
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	Ottawa	2,200	2008-03-31
Liquor Control Board of Ontario	OPSEU	Province-wide	5,400	2009-03-31
Air Canada	Various unions	Canada-wide	8,000	Various dates
Bell Canada (clerical and associated)	CEP	Canada-wide	6,700	2009-05-31
Cara Operations Ltd (Various Swiss Chalet Franchises)	UFCW	Various locations	3,000	2009-05-31
Vale Inco	USW	Sudbury	3,000	2009-05-31
A & P Canada	Various unions	Various locations	11,700	Various dates
College Compensation and Appointments Council (academic staff)	OPSEU	Province-wide	8,750	2009-08-31

As of June 30, 2009, there were 202 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Second 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	124	180,224	86	126,255	38	53,969
1 – 3 months	34	64,840	12	20,847	22	43,993
4 – 6 months	30	28,611	17	19,746	13	8,865
7 – 9 months	43	61,478	43	61,478	-	-
10 – 12 months	9	9,113	8	8,793	1	320
13 months and over	8	16,182	6	15,391	2	791
Average Duration of Negotiations						
<i>months</i>						
TOTAL			6.3			
Public sector			7.4			
Private sector			3.8			

Table 6: Stage of Settlement by Sector, Second 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	124	180,224	86	126,255	38	53,969
Direct bargaining	81	134,669	65	95,481	16	39,188
Conciliation	14	13,090	6	9,550	8	3,540
Post-conciliation bargaining	6	3,876	3	2,001	3	1,875
Mediation	12	17,167	4	10,092	8	7,075
Arbitration	5	3,361	4	2,931	1	430
Work stoppage	6	8,061	4	6,200	2	1,861

Work Stoppages

During the second quarter of 2009, 39 work stoppages under Ontario jurisdiction were reported, compared to 40 reported in the same period in 2008. In terms of the number of employees and person-days lost, work stoppages during the first six months of 2009 involved 35,155 employees and resulted in 399,770 person-days lost, compared to 13,241 employees and 101,660 person-days lost reported for the same period last year.

From January to June 2009, 17 work stoppages were reported in the manufacturing sector, a slight increase from 16 during the same period last year. In comparison, the non-manufacturing sector reported 22 work stoppages during the first six months of 2009, a slight decrease from 24 reported during the same period last year (Table 7). During the first six months of 2009, 0.06% of the estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Person-days Lost, January – June 2008 and 2009

	Work Stoppages		Person-Days Lost	
	Jan-Jun 09	Jan-Jun 08	Jan-Jun 09	Jan-Jun 08
ALL INDUSTRIES	39	40	399,770	101,660
Manufacturing	17	16	115,870	49,710
Non-manufacturing	22	24	283,900	51,950
Construction	-	-	-	-
Various industries	-	-	-	-

As of June 30, 2009, 19 work stoppages, covering a total of 29,777 employees, were carried over to July 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 June 2009

<u>Year</u>	<u>Number of Work Stoppages</u>	<u>Number of Employees Involved</u>	<u>Number of Employees per Work Stoppage</u>	<u>Number of Person-Days Lost</u>	<u>Number of Person-Days Lost per Employee Involved</u>	<u>Average Duration of Work Stoppages (Days Out)</u>	<u>Person-Days Lost as % of Estimated Working Time</u>
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-Jun)	39	35,155	901	399,770	11.4	46	0.06

* 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 the 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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