

### At A Glance

#### Average Annual Wage Increase

	July	August
	%	%
Private Sector	0.5	2.0
Public Sector	2.1	2.1
<b>All Settlements</b>	<b>1.7</b>	<b>2.0</b>

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### Agreements Settled in August

In August, 11 collective agreements were ratified, each covering 200 or more employees. These agreements covered 11,980 employees, 59% of whom were in the public sector (7,064). By industry, the majority of employees were in trade and finance (5,500), and other services (2,970).

The overall average annual wage increase in base wage rates in August was 2%, an increase from 1.7% reported in the previous month. In the public sector, five agreements were settled for an average annual wage increase of 2.1%, unchanged from July. In the private sector, six agreements were settled for an average annual wage increase of 2%, an increase from 0.5% in the previous month.

Major settlements in August included an agreement between the Liquor Control Board of Ontario (LCBO) and the Ontario Public Service Employees Union (OPSEU). The four-year agreement covers 5,500 employees and provides an average annual wage increase of 1.9%. Bruce Power LP and The Society of Energy Professionals, representing 850 employees, reached a 12-month agreement that includes a general wage increase of 3%. Cara Operations (Swiss Chalet Restaurants) reached a settlement with the United Food and Commercial Workers Union covering 2,660 employees. The agreement includes wage restructuring and an average annual wage increase of 1.9% over 60 months. An interim Arbitration Award issued for Windsor Regional Hospital and OPSEU, covering 386 employees, included a wage increase of 3.25% for the first year of the renewed collective agreement. Wage increases for the following year will be determined either by an agreement between the parties, or by an arbitration award.

## Wage Settlements

### Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	6	4,916	2.0
Public Sector	5	7,064	2.1
<b>All Settlements</b>	<b>11</b>	<b>11,980</b>	<b>2.0</b>

### Average Annual Increase, Current Three Years

	year-to-date 2009 %	2008 %	2007 %
Private Sector	1.3	2.0	2.9
Public Sector	2.4	3.1	3.1
<b>All Settlements</b>	<b>2.2</b>	<b>2.7</b>	<b>3.0</b>

### Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	3	1,096	1.1
Trade & Finance	1	5,500	1.9
Transportation, Communications & Utilities	1	850	3.0
Public Administration	1	578	1.6
Education & Related Services	1	250	2.7
Health & Social Services	2	736	3.2
Other Services	2	2,970	2.0
<b>All Settlements</b>	<b>11</b>	<b>11,980</b>	<b>2.0</b>

### Average Annual Increase by Industry, Current Three Years

	year-to-date 2009 %	2008 %	2007 %
Primary	3.4	4.1	2.7
Manufacturing	0.8	1.2	2.4
Construction	2.5	3.4	3.2
Trade & Finance	1.9	2.1	1.9
Transportation, Communications & Utilities	1.6	2.9	3.2
Public Administration	2.0	3.1	2.9
Education & Related Services	3.0	3.1	3.4
Health & Social Services	2.7	3.0	3.0
Other Services	2.2	2.6	3.0
<b>All Settlements</b>	<b>2.2</b>	<b>2.7</b>	<b>3.0</b>

## August Settlements

Employer	Union	Average Annual Wage Incr.	1st 12 months	Approx. Number of Empls.	Duration of Wage Schedule	Agmt. Expiry Date
<b>Manufacturing</b>						
Lear Canada (Whitby plant)	Cdn Auto Workers	0.3*	0.0	450	36	2012-08-31
Ridgewood Industries	Food & Commercial Workers	6.8	6.8	303	36	2012-03-31
TRW Canada	Thompson Products Empls Assn	-2.9* <sup>1</sup>	-9.7	343	36	2012-04-30
<b>Trade &amp; Finance</b>						
Liquor Control Board of Ontario (LCBO)	Ont Public Service Empls	1.9	1.8	5,500	48	2013-03-31
<b>Transportation, Communications &amp; Utilities</b>						
Bruce Power LP (professional/supervisory)	Energy Prof Society	3.0	3.0	850	12	2010-12-31
<b>Public Administration</b>						
Government of Ontario (Professional Engineers/Land Surveyors)	Govt Prof Engineers (PEGO)	1.6	2.0	578	42	2012-12-31
<b>Education &amp; Related Services</b>						
Laurentian University (office/maintenance/operations)	Laurentian University Staff Assn	2.7	2.8	250	36	2012-06-30
<b>Health &amp; Social Services</b>						
Bridgepoint Hospital (nurses/professional)	Cdn Public Empls	3.1	3.2	350	36	2011-03-31
Windsor Regional Hospital (paramedical/support/professional)	Ont Public Service Empls	3.2 <sup>2</sup>	3.2	386	12	2010-03-31
<b>Other Services</b>						
Cara Operations (Swiss Chalet Restaurants)	Food & Commercial Workers	1.9 <sup>3</sup>	7.9	2,660	60	2014-05-31
Hurley Corp (Pearson Intl Airport)	Labourers	3.0	3.0	310	36	2012-06-30

\* Including COLA clauses and/or COLA estimates

<sup>1</sup> COLA re-activated in the 3rd year of the agreement/two-tier wage schedule

<sup>2</sup> Interim Arbitration Award-first year wages awarded

<sup>3</sup> Wage restructuring

## Selected Settlement Summaries

(Based on available information)

### Liquor Control Board of Ontario (LCBO) and Ontario Public Service Employees Union (5,500 employees)

*a four-year renewal agreement, effective April 1, 2009, expiring March 31, 2013*

- wage increases of 1.75% in the first year and 2% in each of the second, third and fourth years, in addition to a signing bonus for eligible employees
- improvements to health care benefits and various leaves
- increases in safety footwear allowance
- introduction of a benefit plan for eligible casual and seasonal employees
- elimination of the two-tier “percentage in lieu” for pre and post 2002 casual employees
- increases in rates of acting pay

### Bruce Power LP and The Society of Energy Professionals (850 employees)

*a twelve-month agreement, effective January 1, 2010, expiring December 31, 2010*

- general wage increase of 3%; no COLA differential for the term of the 2010 agreement

## Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls.	Expiry Date
Federal Government	Various unions	Canada-wide	13,500	Various dates
Various School Boards	Various unions	Various locations	5,800	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	8,700	Various dates
Police Services Boards	Police Associations	Various locations	4,800	Various dates
Hospitals	Various unions	Various locations	67,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	30,000	Various dates
Universities	Various unions	Various locations	8,700	Various dates
City of Ottawa (transit)	Amalgamated Transit (ATU-Intl)	Ottawa	2,200	2008-03-31
Bell Canada (clerical and associated)	CEP	Canada-wide	6,700	2009-05-31
Vale Inco	USW	Sudbury	3,000	2009-05-31
A & P Canada	Various unions	Various locations	12,700	Various dates
College Compensation and Appointments Council (academic staff)	OPSEU	Province-wide	8,750	2009-08-31
Pulp and Paper	Various unions	Various locations	6,200	Various dates

As of August 31, 2009, there were 157 agreements, each covering 200 or more employees, that have expired and not been renewed.

## Consumer Price Index (2002=100)\*

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

\*Percentage change from previous year  
Source: Statistics Canada

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

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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