

At A Glance

Average Annual Wage Increase

	Aug %	Sept %
Private Sector	2.0	0.4
Public Sector	2.1	2.4
All Settlements	2.0	2.1

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For further information, contact:
 Collective Bargaining Information Services
 400 University Avenue, 8th Floor
 Toronto ON M7A 1T7
 Telephone: 416-326-1260
 Facsimile: 416-326-1277
 E-mail: cbis@ontario.ca

Agreements Settled in September

In September, 13 collective agreements were ratified, each covering 200 or more employees. These agreements covered 18,203 employees, 85% of whom were in the public sector (15,452), with the majority in education and related services (10,196), followed by public administration (4,367).

The overall average annual wage increase in base wage rates in September was 2.1%, a slight increase from 2% reported in the previous month. In the public sector, 10 agreements were settled for an average annual wage increase of 2.4%, an increase from 2.1% last month. In the private sector, three agreements were settled, providing an average annual wage increase of 0.4%, a decrease from 2% in August.

Major settlements in September included an agreement between Cami Automotive and the Canadian Auto Workers (CAW-Canada). The agreement, covering 2,143 employees, freezes hourly wages increases, and initiates COLA adjustments in June 2012. The Toronto District School Board and the Ontario Secondary School Teachers' Federation (OSSTF), representing 5,900 teachers, settled a four-year agreement for an average annual wage increase of 3%. McMaster University and CAW-Canada reached an agreement providing 2,200 employees with an average annual wage increase of 1.8%. York University and its Faculty Association settled a three-year agreement covering 1,400 faculty and librarians for an average annual wage increase of 2.8%. An arbitration award was issued for the Treasury Board of Canada and the Public Service Alliance of Canada (PSAC). The award provided 3,436 Ontario-based technical services employees with an average annual wage increase of 1.7% over four years.

Wage Settlements - September

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	3	2,751	0.4
Public Sector	10	15,452	2.4
All Settlements	13	18,203	2.1

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
All Settlements	2.2	2.7	3.0

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	1	2,143	0.0
Transport, Communications, & Utilities	2	608	2.0
Public Administration	3	4,367	1.8
Education & Related Services	4	10,196	2.7
Health & Welfare Services	3	889	2.5
All Settlements	13	18,203	2.1

Average Annual Increase by Industry, Current Three Years

	year-to-date 2009 %	2008 %	2007 %
Primary	3.4	4.1	2.7
Manufacturing	0.7	1.2	2.4
Construction	2.5	3.4	3.2
Trade and Finance	1.8	2.1	1.9
Transport, Communications, & Utilities	1.8	2.9	3.2
Public Administration	2.0	3.1	2.9
Education & Related Services	3.0	3.1	3.4
Health & Welfare Services	2.7	3.0	3.0
Other Services	2.2	2.6	3.0
All Settlements	2.2	2.7	3.0

September Settlements

Employer	Union	Average Annual Wage Incr.	1st 12 months	Approx. Number of Empls.	Duration of Wage Schedule	Agmt. Expiry Date
Manufacturing						
Cami Automotive	Cdn Auto Workers	0.0 ¹	0.0	2,143	36	2013-09-16
Transportation, Communications & Utilities						
Canadian Pacific Railway	United Steelworkers	2.0	3.0	270	36	2012-12-31
Jazz Air LP (Air Canada Jazz) (technical Services)	Cdn Auto Workers	2.0	2.0	338	36	2012-06-30
Public Administration						
Town of Markham (firefighters)	Ont Firefighters	3.8	3.8	241	12	2009-12-31
City of Thunder Bay (inside/outside/Humane Society)	Cdn Public Empls	1.8	2.0	690	24	2010-12-31
Treasury Board of Canada (technical services)	Public Service Alliance	1.7	2.3	3,436	48	2011-06-21
Education & Related Services						
McMaster University (unit 1)	Cdn Auto Workers	1.8	1.0	2,200	38	2012-08-31
Ottawa Public Library Board	Cdn Public Empls	2.6	2.5	696	36	2011-12-31
Toronto District School Board (secondary)	Ont Secondary School Teachers	3.0	3.0	5,900	48	2012-08-31
York University (faculty/librarians)	York University Faculty Assn	2.8	3.0	1,400	36	2012-04-30
Health & Social Services						
Community Living Algoma	Cdn Public Empls	1.9	2.7	300	24	2011-03-31
County of Essex (Sun Parlor Home/Victoria Street Manor)	Cdn Public Empls	3.0	3.0	289	24	2009-03-31
St Josephs Health Care (Regional Mental Health Care) (service/office)	Ont Public Service Empls	2.5	2.9	300	36	2012-03-31

¹ COLA adjustments initiated June 2012

Also Settled In August

Bruce Power LP and CUPE, Local 1000 (2,356 employees)

Average Annual Wage Increase: 3% over one year

Swissport Canada Handling Inc. and United Steelworkers (USW), Local 7536 (379 employees)

Average Annual Wage Increase: 2.5% over three years

Selected Settlement Summaries

(Based on available information)

Cami Automotive Inc. and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 88 (2,143 employees)

a three-year agreement, effective September 20, 2010, expiring September 16, 2013

- base wage rates frozen for the duration of the agreement; COLA adjustments reactivated in June 2012, as per future General Motors COLA payments
- modifications to health care and survivor income benefits, life insurance and pension plans
- enhancements to retiree benefits
- decrease in dependent scholarship refund program benefit, and elimination of tuition refund on January 1, 2011

City of Thunder Bay and Canadian Union of Public Employees, Local 87 (690 employees)

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

- general wage increases of 2% in the first year, and 1.5% in the second year
- amendment to seniority clause
- changes to extended health care benefits, dental and group life insurance plans, including generic drug substitution requirement, and dental recall every nine months

McMaster University and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 555, Unit 1 (2,200 employees)

a 38-month renewal agreement, effective June 16, 2009, expiring August 31, 2012

- general wage increases of 1% on December 1, 2009, 2% on August 8, 2010, and 2.75% on August 7, 2011, in addition to lump sum payments for eligible employees
- step 3 restored to pay grid
- improvements to health care and pension benefits
- new employees hired on or after October 1, 2009 to be covered under the new Optional Post Retirement Benefit Co-Pay Program
- enhancements to provisions regarding hours of work, vacation, and various leaves

York University and York University Faculty Association (1,400 faculty and librarians)

a three-year renewal agreement, effective May 1, 2009, expiring April 30, 2012

- general wage increases of 3% in the first and second years, and 2.5% in the final year; special adjustments for specific classifications
- increases to vision care coverage, retiree benefits, and various funds
- new coverage of immunization for out-of-country travel to a maximum of \$200 per year
- improvement to primary care giver leave
- new language regarding equity issues
- establishment of a joint committee to review faculty workload

Third Quarter 2009 Summary

During the third quarter of 2009, 57 collective agreements were ratified, each covering 200 or more Ontario-based employees. These agreements covered 86,328 employees, 72% of whom were in the public sector. By industry, the majority of employees affected were in local government (35,177), followed by education and related services (11,246), transportation (10,512), and health and social services (5,425).

Wage Trends - Last Three Years
Average Annual Increase in Base Wage Rates and Consumer Price Index

Sector and CPI	2006	2007			2008				2009			
	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
Private Sector	1.3	2.6	3.0	3.3	1.9	2.0	1.7	2.5	2.6	2.0	1.2	1.2
Public Sector	3.3	3.0	3.2	3.4	2.9	3.1	3.0	3.0	3.1	2.4	2.6	2.2
All Settlements	1.8	2.9	3.0	3.4	2.7	2.9	2.0	2.9	3.0	2.4	2.2	1.9
Consumer Price Index	0.9	1.3	1.8	2.0	2.3	1.5	1.9	3.6	2.0	1.6	0.3	-1.1

Wage Adjustments

Third quarter settlements provided an overall average annual wage increase of 1.9%, a decrease from 2.2% in the previous quarter. In the public sector, the average annual wage increase was 2.2% compared to 2.6% in the second quarter, while the private sector reported an average annual wage increase of 1.2%, unchanged from the same period last year. During the third quarter of 2009, average annual wage increases were affected by settlements in local government (2.2%), education and related services (2.5%), transportation (0.5%), and health and social services (2.4%).

In the third quarter of 2009, approximately 41% of all employees received average annual wage increases ranging from 2% to 2.9%, while 25% of employees received wage increases ranging from 1% to 1.9%. In the public sector, 54% of employees were covered by agreements with average annual wage increases ranging from 2% to 2.9%, compared to 5% of the private sector employees. Also in the private sector, 48% of employees received no wage increases, compared to 1% of employees in the public sector.

Of the total number of employees, 52% of employees were covered by three-year agreements. Approximately 64% of public sector employees and 22% of private sector employees were covered by three-year agreements, while 3% of public sector employees and 39% of private sector employees were covered by two-year agreements. Three-year agreements continue to be the most common. In the manufacturing sector, 71% of employees were covered by three-year agreements, compared to 51% of employees in the non-manufacturing sector.

**Table 1: Average Annual Increases in Base Wage Rates by Sector
(public and private), Third Quarter 2008 to Third 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>
Third Quarter 2008									
Private Sector	22	8,881	2.5	2	1,059	1.8	20	7,822	2.6
Public Sector	27	27,191	3.0	-	-	-	27	27,191	3.0
All agreements	49	36,072	2.9	2	1,059	1.8	47	35,013	2.9
Fourth Quarter 2008									
Private Sector	21	27,545	2.6	8	3,088	1.8	13	24,457	2.8
Public Sector	191	160,413	3.1	1	918	2.6	190	159,495	3.1
All agreements	212	187,958	3.0	9	4,006	2.0	203	183,952	3.0
First Quarter 2009									
Private Sector	22	8,584	2.0	1	275	2.0	21	8,309	2.0
Public Sector	83	154,641	2.4	2	1,265	3.0	81	153,376	2.4
All agreements	105	163,225	2.4	3	1,540	2.8	102	161,685	2.4
Second Quarter 2009									
Private Sector	43	55,780	1.2	8	22,735	0.4	35	33,045	1.9
Public Sector	92	133,559	2.6	2	7,705	3.0	90	125,854	2.6
All agreements	135	189,339	2.2	10	30,440	1.0	125	158,899	2.4
Third Quarter 2009									
Private Sector	23	24,304	1.2	7	6,442	1.0	16	17,862	1.2
Public Sector	34	62,024	2.2	-	-	-	34	62,024	2.2
All agreements	57	86,328	1.9	7	6,442	1.0	50	79,886	2.0

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

	All Agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
Third Quarter 2008									
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
All agreements	49	36,072	2.9	2	1,059	1.8	47	35,013	2.9
Fourth Quarter 2008									
Manufacturing	12	3,985	1.1	6	2,031	1.2	6	1,954	1.0
Non-Manufacturing	199	173,973	3.0	3	1,975	2.8	196	171,998	3.1
Construction	1	10,000	3.4	-	-	-	1	10,000	3.4
All agreements	212	187,958	3.0	9	4,006	2.0	203	183,952	3.0
First Quarter 2009									
Manufacturing	14	4,374	1.7	1	275	2.0	13	4,099	1.7
Non-Manufacturing	91	158,851	2.4	2	1,265	3.0	89	157,586	2.4
All agreements	105	163,225	2.4	3	1,540	2.8	102	161,685	2.4
Second Quarter 2009									
Manufacturing	24	30,626	0.6	7	22,535	0.3	17	8,091	1.4
Non-Manufacturing	110	158,071	2.5	3	7,905	3.0	107	150,166	2.5
Construction	1	642	2.5	-	-	-	1	642	2.5
All agreements	135	189,339	2.2	10	30,440	1.0	125	158,899	2.4
Third Quarter 2009									
Manufacturing	10	5,359	0.5	6	4,086	-0.2	4	1,273	2.8
Non-Manufacturing	47	80,969	2.0	1	2,356	3.0	46	78,613	2.0
All agreements	57	86,328	1.9	7	6,442	1.0	50	79,886	2.0

Table 3: Average Annual Increases in Base Wage Rates, Manufacturing, Third Quarter 2009

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
	Rubber, Plastics	2	700	0.3	2	700	0.3	-	-
Furniture, Fixtures	1	303	6.8	-	-	-	1	303	6.8
Printing, Publishing	1	313	1.4	-	-	-	1	313	1.4
Transportation Equipment	5	3,831	-0.1	4	3,386	-0.3	1	445	1.2
Other Manufacturing	1	212	2.3	-	-	-	1	212	2.3
Total Manufacturing	10	5,359	0.5	6	4,086	-0.2	4	1,273	2.8

Table 4: Average Annual Increases in Base Wage Rates, Non-Manufacturing, Third Quarter 2009

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
	Transportation	7	10,512	0.5	-	-	-	7	10,512
Communications	1	2,000	1.5	-	-	-	1	2,000	1.5
Electric, Gas, Water	2	3,206	3.0	1	2,356	3.0	1	850	3.0
Wholesale Trade	1	250	2.0	-	-	-	1	250	2.0
Retail Trade	1	5,500	1.9	-	-	-	1	5,500	1.9
Education, Related Services	7	11,246	2.5	-	-	-	7	11,246	2.5
Health, Social Services	8	5,425	2.4	-	-	-	8	5,425	2.4
Accommodation, Food Services	2	2,879	2.4	-	-	-	2	2,879	2.4
Other Services	1	310	3.0	-	-	-	1	310	3.0
Federal Government	2	3,886	1.7	-	-	-	2	3,886	1.7
Provincial Government	1	578	1.6	-	-	-	1	578	1.6
Local Government	14	35,177	2.2	-	-	-	14	35,177	2.2
Total Non-Manufacturing	47	80,969	2.0	1	2,356	3.0	46	78,613	2.0

Table 5: Average Annual Increases in Base Wage Rates, All Industries, Third Quarter 2009

	All agreements			Agreements with COLA			Agreements without COLA		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
	Manufacturing	10	5,359	0.5	6	4,086	-0.2	4	1,273
Non-manufacturing	47	80,969	2.0	1	2,356	3.0	46	78,613	2.0
All Industries	57	86,328	1.9	7	6,442	1.0	50	79,886	2.0

Table 6: Average Annual Increases in Base Wage Rates by Duration and Sector, Third Quarter 2009

	All Agreements			Private Sector			Public Sector		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
One-year agreements	9	7,138	2.7	3	3,556	2.7	6	3,582	2.8
Two-year agreements	9	11,185	0.4	5	9,520	0.1	4	1,665	2.3
Three-year agreements	29	44,848	2.0	11	5,355	1.3	18	39,493	2.1
Four-year agreements	7	18,184	2.2	1	900	3.0	6	17,284	2.2
Five-year agreements	3	4,973	1.7	3	4,973	1.7	-	-	-
All Agreements	57	86,328	1.9	23	24,304	1.2	34	62,024	2.2

Table 7: Average Annual Increases in Base Wage Rates by Duration (Manufacturing and Non-Manufacturing), Third Quarter 2009

	Manufacturing			Non-manufacturing			Construction		
	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%	<i>Agmts</i>	<i>Empls</i>	%
One-year agreements	1	350	0.0	8	6,788	2.9	-	-	-
Two-year agreements	2	895	0.6	7	10,290	0.4	-	-	-
Three-year agreements	6	3,801	0.5	23	41,047	2.2	-	-	-
Four-year agreements	-	-	-	7	18,184	2.2	-	-	-
Five-year agreements	1	313	1.4	2	4,660	1.7	-	-	-
All Agreements	10	5,359	0.5	47	80,969	2.0	-	-	-

Negotiations

On average, private sector agreements were settled in four months from the start of negotiations, compared to seven months in the public sector.

Of all settlements reached during the third quarter, 23 agreements, covering 23% of employees, were settled directly by the parties, compared to 24 agreements, covering 39% of employees, reached through conciliation or mediation. Three agreements were settled by arbitration and seven agreements were reached following work stoppages.

In the public sector, approximately 17% of employees reached settlements in direct bargaining, while 30% of employees settled in conciliation or mediation. In the private sector, 39% of employees reached agreements by direct bargaining and 60% of employees settled through conciliation or mediation.

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, A & P Canada, and the College Compensation and Appointments Council.

Major agreements scheduled to expire during the fourth quarter of 2009 include hospitals, City of Toronto (firefighters), York Regional Police Services Board, and Canada Post.

Table 8: Duration of Negotiations, Third Quarter 2009

	Total		Private Sector		Public Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
1 – 3 months	18	21,716	10	17,242	8	4,474
4 – 6 months	22	41,060	9	4,643	13	36,417
7 – 9 months	8	11,434	1	850	7	10,584
10 – 12 months	5	7,831	3	1,569	2	6,262
13 months and over	4	4,287	-	-	4	4,287
Total	57	86,328	23	24,304	34	62,024

Table 9: Average Duration of Negotiations by Sector, Third Quarter 2009

Average Duration of Negotiations	
	<i>months</i>
Private sector	4.2
Public sector	7.0
Total	5.9

Table 10: Stage of Settlement by Sector, Third Quarter 2009

	Total		Private Sector		Public Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
Direct bargaining	23	19,691	8	9,429	15	10,262
Conciliation	9	10,867	4	2,936	5	7,931
Post-conciliation bargaining	1	1,100	-	-	1	1,100
Mediation	12	20,886	8	11,036	4	9,850
Post-mediation bargaining	2	593	2	593	-	-
Arbitration	3	4,111	-	-	3	4,111
Work stoppage	7	29,080	1	310	6	28,770
Total	57	86,328	23	24,304	34	62,024

Work Stoppages

During the first nine months of 2009, 54 work stoppages under Ontario jurisdiction were reported, compared to 55 reported for the same period in 2008. Work stoppages during the first nine months involved 41,236 employees and resulted in 1,194,890 person-days lost, compared to 14,976 employees and 166,050 person-days lost reported for the same period last year.

From January to September 2009, 21 work stoppages were reported in the manufacturing sector, a decrease from 22 during the same period in 2008. The non-manufacturing sector reported 33 work stoppages during the first nine months of 2009, compared to 32 from January to September 2008. During the first nine months of 2009, 0.11% of estimated working time in Ontario was lost due to work stoppages.

Table 11: Work Stoppages, January - September 2008 and 2009

	January - September 2009	January - September 2008
Manufacturing	21	22
Non-manufacturing	33	32
Construction	-	1
All Industries	54	55

Table 12: Person-Days Lost, January to September 2008 and 2009

	January - September 2009	January - September 2008
Manufacturing	205,050	87,180
Non-manufacturing	989,840	78,840
Construction	-	30
All Industries	1,194,890	166,050

As of September 30, 2009, 18 work stoppages, covering a total of 5,989 employees, were carried over to October 2009.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 13: Work Stoppages under Ontario Jurisdiction, 1988 to September 2009

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-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-Sep)	54	41,236	764	1,194,890	29.0	61	0.11

* preliminary

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls.	Expiry Date
Federal Government	Various unions	Canada-wide	9,150	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	15,200	Various dates
Police Services Boards	Police Associations	Various locations	10,250	Various dates
Hospitals	Various unions	Various locations	65,800	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	34,200	Various dates
Universities	Various unions	Various locations	5,250	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 September 30, 2009, there were 197 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	Jul 2009	Aug 2009	Sep 2009
Canada	2.0	2.1	2.4	0.1	-0.9	-0.8	-0.9
Ontario	1.8	1.8	2.3	0.2	-1.2	-1.0	-1.1
Toronto	1.6	1.9	2.4	0.4	-1.1	-1.0	-1.0
Ottawa-Gatineau (Ont. part)	1.7	1.9	2.2	0.5	-1.0	-0.9	-1.0
Thunder Bay	1.5	1.0	2.2	0.1	-1.6	-1.5	-1.6

* Percentage change from previous year
Source: Statistics Canada

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 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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