

Collective Bargaining Highlights

June 2007

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

AGREEMENTS SETTLED IN JUNE

- ▶ In June, 22 collective agreements were ratified, each covering 200 or more employees. These agreements covered a total of 34,432 employees, 79% of whom were in the private sector (27,156) with the majority in construction (11,962).
- ▶ The overall average annual increase in base wage rates in June was 3.1%, unchanged from the previous month. In the public sector, nine agreements were settled for an average annual wage increase of 3.2%, up from 2.8% in May. In the private sector, 13 agreements were settled with an average annual wage increase of 3.1%, a decrease from 3.2% reported in May.
- ▶ Major settlements in June included a three-year agreement between the City of Toronto and the Toronto Professional Fire Fighters' Association, providing 3,000 firefighters with an average annual wage increase of 3.3%. Hydro One Inc. and the Society of Energy Professionals reached a settlement covering 800 employees. The five-year agreement includes an average annual wage increase of 2.8% including COLA. In the construction sector, five Industrial-Commercial-Institutional (ICI), and two non-ICI agreements were settled. These three-year agreements provide 11,962 construction workers with average annual wage increases ranging from 2.8% to 3.7%. In the health care sector, Participating Nursing Homes and the CAW reached a jointly bargained settlement covering 1,090 employees. The renewal agreements include average annual wage increases of 2.8% over three years. Windsor Regional Hospital and the CAW settled a two-year agreement providing 599 service employees with an average annual wage increase of 2.5%.

ALSO SETTLED IN THE PREVIOUS MONTH

- ▶ Hershey Canada and CAW (405 employees)
Average Annual Wage Increase: 2.3% over two years
- ▶ Algoma Community Living and CUPE (375 employees)
Average Annual Wage Increase: 3% over two years
- ▶ Essex County Community Living and CUPE (443 employees)
Average Annual Wage Increase: 3% over two years
- ▶ National Research Council of Canada (Admin Support) and Research Council Employees (500 employees)
Average Annual Wage Increase: 2.5% over three years

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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 2007</u> %	<u>2006</u> %	<u>2005</u> %
All Settlements	22	34,432	3.1	3.0	2.5	2.7
Public Sector	9	7,276	3.2	3.1	3.0	2.7
Private Sector	13	27,156	3.1	2.9	1.7	2.4
Industries						
Primary	-	-	-	2.7	3.1	2.5
Manufacturing	3	3,245	2.8	2.4	2.2	2.4
Construction	7	11,962	3.3	3.1	3.8	3.5
Trade and Finance	-	-	-	2.0	1.1	2.3
Transportation, Communications & Utilities	3	1,749	2.9	3.2	2.8	2.9
Public Administration	1	3,000	3.3	3.0	2.9	2.6
Education & Related Services	3	1,442	3.7	3.2	3.1	2.7
Health & Social Services	4	2,034	3.0	2.9	2.8	2.9
Other Services	1	11,000	3.0	3.0	2.3	2.1

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						
Cami Automotive	Cdn Auto Workers	2.5 *	1.4	2,279	36	2010-09-19
Coca-Cola Bottling (Brampton plant)	Cdn Auto Workers	2.0	2.0	506	36	2010-06-26
Lanxess (manufacturing unit)	Communications Energy Paperwks	4.7	5.0	460	36	2010-01-31
Construction						
Ontario Master Insulators Assn (ICI)	Asbestos Workers	2.9	2.9	975	36	2010-04-30
Ontario Master Insulators Assn (maintenance)	Asbestos Workers	2.9	2.9	487	36	2010-04-30
Ontario Millwrighting Contractors (ICI)	Carpenters	2.8	2.4	2,300	36	2010-04-30
Ontario Terrazzo Tile and Marble Guild (ICI) (BACU-Guild)	Brick & Allied Craft	2.8	2.5	500	36	2010-04-30
Ontario Terrazzo Tile And Marble Guild (ICI) (OPC-Guild)	Bricklayers Intl	2.8	2.5	200	36	2010-04-30
Operating Engineers Employer Bargaining Agency (ICI)	Intl Operating Engineers	3.7	4.0	3,000	36	2010-04-30
Toronto and Vicinity Residential Framing Contractors Assn	Labourers	3.5	3.7	4,500	36	2010-04-30
Transportation, Communications & Utilities						
Direct Energy Marketing (Essential Home Services)	Communications Energy Paperwks	3.0	3.0	600	24	2009-03-31
Hydro One (professional, supervisors)	Energy Prof Society	2.8 *	3.0	800	60	2013-03-31
Trentway-Wagar (highway coach contract)	Amalgamated Transit (ATU-Intl)	2.8	2.5	349	36	2009-12-31
Public Administration						
City of Toronto (firefighters)	Intl Fire Fighters	3.3	3.0	3,000	36	2009-12-31
Education & Related Services						
Conseil scolaire de dist catholique de l'Est ontarien (occasional teachers)	Enseignants Franco-Ontariens	4.4 **	2.4	372	48	2010-08-31
Halton Catholic District School Board (occasional teachers)	Ont English Catholic Teachers	3.7	2.5	728	24	2008-08-31
Hamilton-Wentworth District School Board (office, clerical, technical)	Ont Secondary School Teachers	3.0	3.0	342	36	2009-08-31
Health & Social Services						
Extendicare Canada (service, RPN) (full-time)	Cdn Auto Workers	2.8	2.6	520	36	2010-03-31
Extendicare Canada (service, RPN) (part-time)	Cdn Auto Workers	2.8	2.6	570	36	2010-03-31
Windsor Community Living	Cdn Public Empls	4.4	5.9	345	24	2009-03-31
Windsor Regional Hospital (service)	Cdn Auto Workers	2.5	2.0	599	24	2009-03-31
Other Services						
Communications/Advertising Inst & Cdn Advertisers Assn	Cdn Tv & Radio Artists	3.0	3.0	11,000	12	2008-06-30

* Including COLA clauses and/or COLA estimates

** Conditional wage adjustment

City of Toronto and Toronto Professional Fire Fighters' Association, Local 3888 (3,000 firefighters)

a three-year renewal agreement effective January 1, 2007, expiring December 31, 2009

- wage increases of 3% in the first year, 3.25% in the second year and 3.5% in the final year; special adjustments for officers
- new article for designated holiday pay
- improvements to benefits package, including significant vision care changes, speech therapy as a stand alone benefit, and new smoking cessation coverage
- improvements to vacation leave and increased compensation for association leave
- improvements to layoff and recall, bereavement and grievance procedure provisions

Hydro One Inc. and The Society of Energy Professionals (800 employees)

a five-year early renewal agreement effective April 1, 2008, expiring March 31, 2013

- wage increases of 3% in each of the first three years and 2.5% in each of the last two years; COLA triggered in the third, fourth and fifth years
- performance pay plan replaced with a new salary progression plan
- increases to eyeglass coverage
- establishment of a Problem Solving Committee

Participating Nursing Homes and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada) (two Extendicare agreements covering 1,090 R.P.N.s and service employees)

part of a jointly bargained Memorandum of Settlement for 10 Participating Nursing Homes involving five three-year renewal agreements covering 1,228 employees, effective April 1, 2007, expiring March 31, 2010

- general wage increases of 2.6% in the first year, 2.75% in the second year, and 3% in the final year, with special adjustments for R.P.N.s
- increases in weekend premiums and vacation leave for eligible employees
- improvements to health care benefits

Windsor Regional Hospital and National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada), Local 2458 (599 service employees)

a two-year renewal agreement effective April 1, 2007, expiring March 31, 2009

- general wage increases of 2% in the first year, and 3% in the second year
- increases in shift and weekend premiums and vacation leave for eligible employees
- improvements to health care benefits, job security provisions and various leaves

* Based on available information

SECOND QUARTER 2007 SUMMARY

During the second quarter of 2007, 93 collective agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 148,894 employees, 64% of whom were in the private sector (Table 1). By industry, the majority of employees affected were in construction (60,892), followed by communications (21,741), health and welfare services (14,479), and management services (12,476) (Table 3).

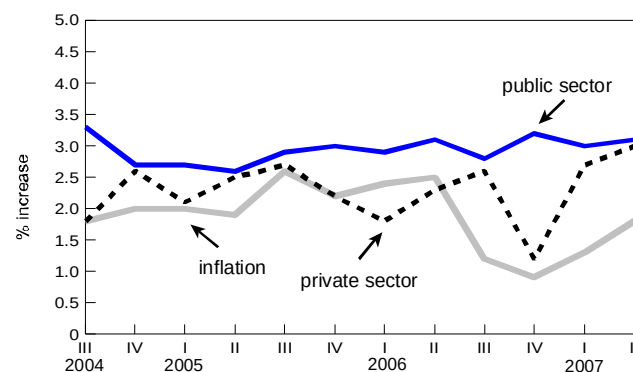
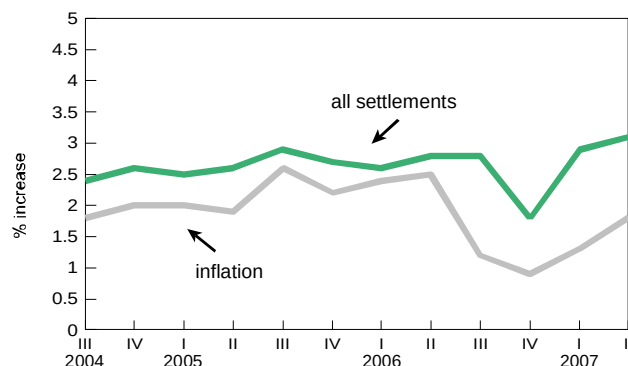
Wage Adjustments

Second quarter settlements provided an overall average annual wage increase of 3.1%, an increase from 2.9% in the previous quarter. In the private sector, the average annual wage increase rose to 3% from 2.7% in the previous quarter, and the average annual wage increase for the public sector was reported at 3.1% compared to 3% in the first quarter. During the second quarter of 2007, average annual wage increases were affected by settlements in construction (3.2%), communications (3.5%), health and welfare services (2.9%), and management services (3.1%) (Tables 1-3).

In the second quarter of 2007, approximately 63% of all employees received average annual wage increases between 3% and 3.9%, compared to 30% who received average annual wage increases ranging from 2% to 2.9%. Slightly over 70% of private sector employees and 48% of public sector employees were covered by agreements with average annual wage increases ranging from 3% to 3.9%. Approximately half of public sector employees, and 19% of private sector employees received average annual wage increases ranging from 2% to 2.9%.

Of the total number of employees, 74% were covered by three-year agreements. Approximately 53% of public sector employees and 86% of private sector employees were covered by three-year agreements, compared to 40% of public sector employees and slightly over 1% of private sector employees covered by four-year agreements. Three-year agreements continue to be the most common in the manufacturing sector, covering 86% of employees, compared to 54% of non-manufacturing employees (Table 4).

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



CONSUMER PRICE INDEX (2002 = 100)

(Percentage change from year earlier)

	2004	2005	2006	2007 year-to-date	APR 2007	MAY 2007	JUN 2007
Canada	1.9	2.2	2.0	2.0	2.2	2.2	2.2
Ontario	1.9	2.2	1.8	1.5	1.8	1.9	1.6
Toronto	1.7	1.8	1.6	1.5	1.9	2.1	1.7
Ottawa-Gatineau (Ont. part)	1.9	2.3	1.7	1.6	1.9	1.9	1.7
Thunder Bay	1.3	1.7	1.5	0.7	0.9	0.9	0.7

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
Second Quarter 2006 to Second Quarter 2007**

	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 2006									
All agreements	126	80,134	2.8	14	16,601	2.5	112	63,533	2.9
Public sector	77	52,179	3.1	3	3,058	3.0	74	49,121	3.1
Private sector	49	27,955	2.3	11	13,543	2.4	38	14,412	2.3
Third Quarter 2006									
All agreements	94	65,939	2.8	2	2,786	2.5	92	63,153	2.8
Public sector	73	57,291	2.8	2	2,786	2.5	71	54,505	2.8
Private sector	21	8,648	2.6	-	-	-	21	8,648	2.6
Fourth Quarter 2006									
All agreements	66	80,183	1.8	8	13,429	1.1	58	66,754	2.0
Public sector	34	24,301	3.2	2	722	3.1	32	23,579	3.2
Private sector	32	55,882	1.3	6	12,707	1.0	26	43,175	1.3
First Quarter 2007									
All agreements	130	97,736	2.9	12	8,739	2.5	118	88,997	2.9
Public sector	86	61,532	3.0	-	-	-	86	61,532	3.0
Private sector	44	36,204	2.7	12	8,739	2.5	32	27,465	2.8
Second Quarter 2007									
All agreements	93	148,894	3.1	10	26,270	3.2	83	122,624	3.0
Public sector	33	53,542	3.1	2	21,441	3.5	31	32,101	2.9
Private sector	60	95,352	3.0	8	4,829	2.2	52	90,523	3.1

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Second Quarter 2006 to Second Quarter 2007

	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 2006									
All agreements	126	80,134	2.8	14	16,601	2.5	112	63,533	2.9
Manufacturing	31	16,754	2.2	9	9,311	2.3	22	7,443	2.2
Non-manufacturing	94	62,880	3.0	5	7,290	2.7	89	55,590	3.0
Construction	1	500	3.9	-	-	-	1	500	3.9
Third Quarter 2006									
All agreements	94	65,939	2.8	2	2,786	2.5	92	63,153	2.8
Manufacturing	8	3,180	2.4	-	-	-	8	3,180	2.4
Non-manufacturing	86	62,759	2.8	2	2,786	2.5	84	59,973	2.8
Construction	-	-	-	-	-	-	-	-	-
Fourth Quarter 2006									
All agreements	66	80,183	1.8	8	13,429	1.1	58	66,754	2.0
Manufacturing	14	6,575	2.0	4	1,306	2.4	10	5,269	1.9
Non-manufacturing	51	73,108	1.8	4	12,123	1.0	47	60,985	2.0
Construction	1	500	4.1	-	-	-	1	500	4.1
First Quarter 2007									
All agreements	130	97,736	2.9	12	8,739	2.5	118	88,997	2.9
Manufacturing	19	8,298	2.3	8	3,545	2.3	11	4,753	2.2
Non-manufacturing	107	73,738	3.0	4	5,194	2.6	103	68,544	3.0
Construction	4	15,700	2.9	-	-	-	4	15,700	2.9
Second Quarter 2007									
All agreements	93	148,894	3.1	10	26,270	3.2	83	122,624	3.0
Manufacturing	14	7,405	2.5	8	4,829	2.2	6	2,576	3.1
Non-manufacturing	45	80,597	3.1	2	21,441	3.5	43	59,156	2.9
Construction	34	60,892	3.2	-	-	-	34	60,892	3.2

Table 3: Average Annual Increases in Base Wage Rates by Industry, Second Quarter 2007

	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	93	148,894	3.1	10	26,270	3.2	83	122,624	3.0
Manufacturing	14	7,405	2.5	8	4,829	2.2	6	2,576	3.1
Food, Beverage	4	1,860	2.1	1	624	1.5	3	1,236	2.4
Rubber, Plastics	2	818	2.4	2	818	2.4	-	-	-
Primary Metals	1	330	2.9	-	-	-	1	330	2.9
Transportation Equipment	4	3,087	2.1	4	3,087	2.1	-	-	-
Chemicals	3	1,310	3.7	1	300	3.0	2	1,010	3.9
Non-manufacturing	45	80,597	3.1	2	21,441	3.5	43	59,156	2.9
Transportation	3	1,809	1.5	-	-	-	3	1,809	1.5
Communications	3	21,741	3.5	1	20,641	3.5	2	1,100	2.7
Electric, Gas, Water	2	1,400	2.9	1	800	2.8	1	600	3.0
Retail Trade	1	520	1.5	-	-	-	1	520	1.5
Education, Related Services	9	4,651	3.0	-	-	-	9	4,651	3.0
Health, Welfare Services	16	14,479	2.9	-	-	-	16	14,479	2.9
Recreational Services	1	11,000	3.0	-	-	-	1	11,000	3.0
Management Services	5	12,476	3.1	-	-	-	5	12,476	3.1
Federal Government	2	800	2.5	-	-	-	2	800	2.5
Provincial Government	1	8,479	2.9	-	-	-	1	8,479	2.9
Local Government	2	3,242	3.2	-	-	-	2	3,242	3.2
Construction	34	60,892	3.2	-	-	-	34	60,892	3.2

**Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector,
Second Quarter 2007**

	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	93	148,894	3.1	33	53,542	3.1	60	95,352	3.0
One-year agreements	1	11,000	3.0	-	-	-	1	11,000	3.0
Two-year agreements	8	3,795	3.1	6	2,790	3.2	2	1,005	2.7
Three-year agreements	77	110,586	3.0	23	28,419	2.9	54	82,167	3.1
Four-year agreements	6	22,713	3.4	3	21,533	3.5	3	1,180	2.2
Five-year agreements	1	800	2.8	1	800	2.8	-	-	-
	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	14	7,405	2.5	45	80,597	3.1	34	60,892	3.2
One-year agreements	-	-	-	1	11,000	3.0	-	-	-
Two-year agreements	1	405	2.3	7	3,390	3.2	-	-	-
Three-year agreements	12	6,376	2.6	31	43,318	2.9	34	60,892	3.2
Four-year agreements	1	624	1.5	5	22,089	3.5	-	-	-
Five-year agreements	-	-	-	1	800	2.8	-	-	-

Negotiations

On average, private sector agreements were ratified within three months from the start of negotiations, compared to six months in the public sector (Table 5).

Of all settlements reached during the second quarter of 2007, 41 agreements involving 44% of employees were settled directly by the parties, compared to 38 agreements, covering 43% of employees, reached through conciliation or mediation. Eight agreements were settled by arbitration, and six agreements were settled following work stoppages.

In the public sector, approximately half of employees reached settlements through conciliation or mediation, 33% settled through direct bargaining, 3% settled following work stoppages, and 14% settled by arbitration. In the private sector, 39% of employees reached agreements through conciliation or mediation, 51% settled through direct bargaining, and 5% of employees reached settlements following work stoppages (Table 6).

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2007 involve construction, the federal government, school boards, municipalities, hospitals, nursing homes and homes for the aged. Major agreements scheduled to expire during the third quarter include Great Atlantic & Pacific (A & P), school boards, and universities.

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	65,000	Various dates
Various School Boards	Various unions	Various locations	13,100	Various dates
Various Municipalities	Various unions	Various locations	31,500	Various dates
Hospitals	Various unions	Various locations	17,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	33,000	Various dates
A & P	Various unions	Various locations	14,800	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	50,160	2007-04-30
Greater Toronto Transit Authority (GO Transit)	Amalgamated Transit (ATU-Intl)	Province-wide	912	2007-06-01
Security Industry Employers' Bargaining Assn.	United Steelworkers	Province-wide	3,500	2007-06-30
Algoma Steel	United Steelworkers	Sault Ste. Marie	3,300	2007-07-31
University of Ottawa (PT academic, and teaching/research assistants)	Various unions	Ottawa	2,600	2007-08-31

As of June 30, 2007, there were 196 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Second Quarter 2007

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	93	148,894	33	53,542	60	95,352
1 – 3 months	55	81,687	12	10,420	43	71,267
4 – 6 months	23	50,049	10	29,970	13	20,079
7 – 9 months	8	4,965	5	2,159	3	2,806
10 – 12 months	4	2,841	3	1,641	1	1,200
13 months and over	3	9,352	3	9,352	-	-
Average Duration of Negotiations						
	<i>months</i>					
TOTAL	4.1					
Public sector	6.0					
Private sector	3.0					

Table 6: Stage of Settlement by Sector, Second Quarter 2007

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	93	148,894	33	53,542	60	95,352
Direct bargaining	41	66,238	9	17,611	32	48,627
Conciliation	18	31,993	9	24,643	9	7,350
Post-conciliation bargaining	7	14,879	2	1,068	5	13,811
Mediation	13	17,304	3	1,070	10	16,234
Arbitration	8	11,886	7	7,386	1	4,500
Work stoppage	6	6,594	3	1,764	3	4,830

Work Stoppages

During the first six months of 2007, 55 work stoppages under Ontario jurisdiction were reported, compared to 47 for the same period in 2006. In terms of the number of employees and person-days lost, work stoppages for the first six months of 2007 involved 22,344 employees and resulted in 299,000 person-days lost, compared to 26,789 employees and 295,230 person-days lost reported for the same period last year.

From January to June 2007, 20 work stoppages were reported in the manufacturing sector, a slight decrease from 22 during the same period last year. The non-manufacturing sector reported 23 work stoppages during the first six months of 2007, also a slight decrease from 25 during the same period last year. The construction sector reported 12 work stoppages from January to June 2007 (Table 7). During the first six months of 2007, 0.04% 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 2006 and 2007

	Work Stoppages		Person-Days Lost	
	<u>Jan - Jun 2007</u>	<u>Jan - Jun 2006</u>	<u>Jan - Jun 2007</u>	<u>Jan - Jun 2006</u>
ALL INDUSTRIES	55	47	299,000	295,230
Manufacturing	20	22	45,310	68,850
Non-manufacturing	23	25	33,670	226,380
Construction	12	-	220,020	-
Various industries	-	-	-	-

As of June 30, 2007, 18 work stoppages, covering a total of 1,532 employees, were carried over to July 2007.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1986 to June 2007

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
1986	232	62,751	270	940,620	15.0	30	0.09
1987	246	64,339	262	1,108,870	17.2	27	0.10
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* (Jan-Jun)	55	22,344	406	299,000	13.4	30	0.04

* 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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