

Collective Bargaining Highlights

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

June 2008
Revised

AGREEMENTS SETTLED IN JUNE

- In June, 26 collective agreements were ratified, each covering 200 or more employees. These agreements covered 26,181 employees, 66% of whom were in the private sector (17,363) with the majority in trade and finance (8,597).
- The overall average annual increase in base wage rates in June was 2.6%, up from 1.5% reported in the previous month. In the public sector, 14 agreements were settled for an average annual wage increase of 3.1%, up from 2.7% in May. In the private sector, 12 agreements were settled with an average annual wage increase of 2.3%, an increase from 1.4% reported in May.
- Major settlements in June included an agreement between A & P Canada (Food Basics Franchisees) and the United Food & Commercial Workers (UFCW), covering 6,500 employees. The settlement included an average annual wage increase of 1.5%. The UFCW also negotiated a settlement for an average annual wage increase of 2.2% with Pharma Plus Drugmarts, covering 2,097 employees. The Regional Municipality of Durham and the Canadian Union of Public Employees (CUPE) reached a settlement covering 1,329 employees, for an average annual wage increase of 3.3% over three years. Queen's University and its Faculty Association negotiated a 36-month agreement covering 1,470 employees. The settlement included an average annual wage increase 3.2%.

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WAGE SETTLEMENTS — BY INDUSTRY

	JUNE			ANNUAL		
	Agreements	Employees	Average Annual Increase %	Year-to-date 2008 %	2007 %	2006 %
All Settlements	26	26,181	2.6	2.4	3.0	2.5
Public Sector	14	8,818	3.1	3.0	3.1	3.0
Private Sector	12	17,363	2.3	1.8	2.9	1.8
Industries						
Primary	1	500	5.2	5.2	2.7	3.1
Manufacturing	5	2,046	1.4	1.1	2.4	2.2
Construction	-	-	-	-	3.2	3.2
Trade and Finance	2	8,597	1.7	2.0	1.9	1.1
Transportation, Communications & Utilities	1	450	2.9	2.9	3.2	2.7
Public Administration	5	2,752	3.2	3.0	2.9	2.9
Education & Related Services	6	4,916	3.1	3.1	3.5	3.1
Health & Social Services	3	1,150	2.9	3.1	3.0	2.8
Other Services	3	5,770	3.2	2.5	3.0	2.3

JUNE SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Primary						
FNX Mining (Mining Services Div)	United Steelworkers	5.2	6.3	500	36	2011-06-30
Manufacturing						
Babcock & Wilcox Canada	United Steelworkers	2.8	3.0	341	36	2011-08-31
Boart Longyear Canada	Machinists	3.0*	3.0	200	36	2011-04-30
Electro-Motive Canada	Cdn Auto Workers	0.8* ¹	0.0	900	36	2011-05-31
Johnson Controls LP (Automotive Systems Group)	Cdn Auto Workers	1.2*	0.0	260	36	2011-06-03
Omstead Foods	Food & Commercial Workers	0.6 ¹	0.0	345	36	2011-03-31
Trade and Finance						
A & P Canada (Food Basics Franchisees)	Food & Commercial Workers	1.5 ¹	2.7	6,500	57	2012-03-31
Pharma Plus Drugmarts	Food & Commercial Workers	2.2 ¹	2.3	2,097	36	2011-01-04
Transportation, Communications & Utilities						
CTV Television (CFTO TV/TSN)	Comm. Energy Paperwks	2.9	3.0	450	48	2011-12-31
Public Administration						
Regional Municipality of Durham	Cdn Public Empls	3.3 ²	3.2	1,329	36	2011-03-31
City of Kitchener (clerical, technical)	Cdn Public Empls	3.0	3.0	270	36	2011-03-31
London Police Services Board (uniform)	Police Association	3.2	3.3	601	36	2010-12-31
City of Niagara Falls (office, outside)	Cdn Public Empls	3.0	3.0	302	36	2010-12-31
Provincial Schools Authority	Ont Secondary School Teachers	3.0	3.0	250	48	2012-08-31
Education & Related Services						
Eastern Ontario Catholic District School Board (non-teaching support)	Cdn Public Empls	3.7	3.7	479	12	2008-08-31
Ottawa-Carleton District School Board (educational support)	Ont Secondary School Teachers	3.0	3.0	614	12	2008-08-31
Ottawa-Carleton District School Board (educational assistants)	Ont Secondary School Teachers	3.0	3.0	591	12	2008-08-31
Ottawa-Carleton District School Board (custodial, maintenance)	Ont Secondary School Teachers	3.0	3.0	662	12	2008-08-31
Queen's University	Queen's University Faculty Assn	3.2	3.2	1,470	36	2011-04-30
Thames Valley District School Board (educational/instructional assistants)	Cdn Public Empls	3.0	3.0	1,100	48	2012-08-31
Health & Welfare Services						
Bluewater Health (service, office, RPN)	Service Employees Intl	2.8	2.8	600	36	2009-10-10
County of Hastings, Hastings Manor Home for Aged (service, RPN)	Cdn Public Empls	3.0	3.0	250	36	2009-12-31
Regional Municipality of Peel (paramedic services)	Ont Public Service Empls	3.0	3.0	300	36	2010-03-31
Other Services						
Above the Falls (Sheraton Fallsview & Conference Centre)	Food & Commercial Workers	2.6	3.0	270	36	2011-03-03
Garda Security Group	United Steelworkers	3.3 ¹	3.0	2,000	48	2011-06-30
Securitas Canada	United Steelworkers	3.3 ¹	3.0	3,500	48	2011-06-30

* Including COLA clauses and/or COLA estimates

¹ Two-tier wage schedule

² Wage restructuring

Pharma Plus Drugmarts Ltd. and United Food and Commercial Workers' Union, Local 175 (2,097 employees)

a three-year renewal agreement effective January 5, 2008, expiring January 4, 2011

- wage increases of \$0.30 for eligible employees in each year; \$0.50 for certified pharmacy technicians and pharmacy technicians in the first year and \$0.30 in the second and third years
- improvements to vision care and dental plan
- increases in shift premiums and employer's contribution to pension plan
- new clause regarding the conditions of hiring more assistant store managers
- letters of agreement regarding severance pay, and a guarantee to operate a number of stores

A & P Canada Inc. (Food Basics Franchisees) and United Food and Commercial Workers' Union, Local 175 (6,500 employees)

a fifty-seven month renewal agreement effective June 24, 2007, expiring March 31, 2012

- wage increases of \$0.40 on June 8, 2008, \$0.20 on March 31, 2009, \$0.25 on both March 31, 2010 and March 31, 2011 for eligible employees, in addition to lump sum payments
- improvements to vision care, dental plan, and bereavement leave provisions
- increases in various premiums, uniform entitlement, and employer's contribution to pension plan

Queen's University and Queen's University Faculty Association (1,470 faculty, librarians and archivists)

a three-year renewal agreement effective May 1, 2008, expiring April 30, 2011

- wage increases of 3.2% in each year; special adjustments for eligible employees
- improvements to dental plan, and various leaves for eligible employees
- increases in stipends for department heads, reimbursement for professional expenses, and the Fund for Scholarly Research
- discontinuation of the Laptop Lending Program
- establishment of committees to review issues relating to intellectual property, merit and career development, assessment and evaluation of teaching, and the salary anomalies fund

Regional Municipality of Durham and Canadian Union of Public Employees, Local 1764 (1,329 employees)

a three-year renewal agreement effective April 1, 2008, expiring March 31, 2011

- wage increases of 3.25% in each year
- increases in health care and life insurance benefits, shift and standby premiums, and footwear allowance
- improvements to bereavement leave and vacation provisions

* Based on available information

SECOND QUARTER 2008 SUMMARY

During the second quarter of 2008, 60 collective agreements were ratified, each covering 200 or more Ontario employees. These agreements covered 97,503 employees, 77% of whom were in the private sector (Table 1). By industry, the majority of employees affected were in transportation equipment (32,355), followed by retail trade (19,997), management services (10,000), education and related services (5,241), and health and welfare services (4,251) (Table 3).

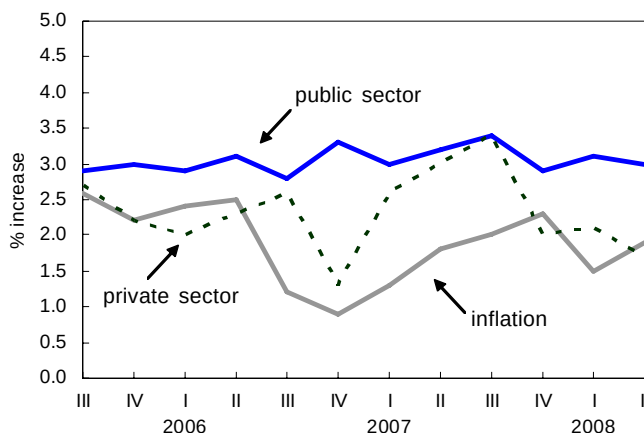
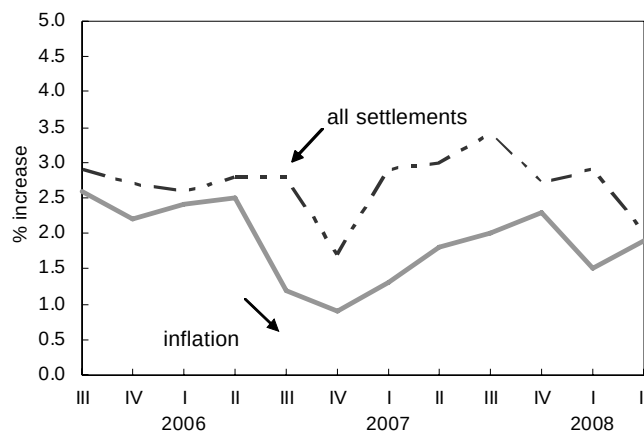
Wage Adjustments

Second quarter settlements provided an overall average annual wage increase of 2%, a decrease from 2.9% in the previous quarter. In the private sector, the average annual wage increase was 1.7%, down from 2% in the previous quarter. The average annual wage increase for the public sector was 3% compared to 3.1% in the first quarter. During the second quarter of 2008, average annual wage increases were affected by settlements in transportation equipment (1%), retail trade (2%), management services (3.2%), education and related services (3.2%), and health and welfare services (2.9%) (Tables 1-3).

In the second quarter of 2008, approximately 49% of all employees received average annual wage increases ranging from 1% to 1.9%, compared to 26% who received average annual wage increases ranging from 3% to 3.9%. In the public sector, 66% of employees were covered by agreements with average annual wage increases ranging from 3% to 3.9%, compared to 15% of private sector employees. The majority of private sector employees (64%) received average annual wage increases ranging from 1% to 1.9%.

Of the total number of employees, 65% were covered by three-year agreements. Approximately 71% of public sector employees and 63% of private sector employees were covered by three-year agreements; 6% of public sector employees and 15% of private sector employees were covered by four-year agreements. In the private sector, 21% of employees were covered by five-year agreements. Three-year agreements continue to be the most common in the manufacturing sector, covering 96% of employees, compared to 46% of non-manufacturing employees (Table 4).

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



CONSUMER PRICE INDEX (2002 = 100)

(Percentage change from year earlier)

	2005	2006	2007	2008 year-to-date	APR 2008	MAY 2008	JUN 2008
Canada	2.2	2.0	2.1	2.1	1.7	2.2	3.1
Ontario	2.2	1.8	1.8	1.7	1.3	1.8	2.8
Toronto	1.8	1.6	1.9	1.9	1.3	1.9	2.8
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	1.5	0.9	1.7	2.6
Thunder Bay	1.7	1.5	1.0	1.4	1.2	1.7	2.7

Source: Statistics Canada

**Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private),
Second Quarter 2007 to Second Quarter 2008**

	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 2007									
All agreements	113	180,554	3.0	11	26,766	3.2	102	153,788	3.0
Public sector	43	57,514	3.2	2	21,441	3.5	41	36,073	3.0
Private sector	70	123,040	3.0	9	5,325	2.1	61	117,715	3.0
Third Quarter 2007									
All agreements	69	39,235	3.4	7	4,769	3.6	62	34,466	3.3
Public sector	40	21,739	3.4	-	-	-	40	21,739	3.4
Private sector	29	17,496	3.3	7	4,769	3.6	22	12,727	3.2
Fourth Quarter 2007									
All agreements	46	37,875	2.7	7	2,971	1.1	39	34,904	2.8
Public sector	23	30,292	2.9	-	-	-	23	30,292	2.9
Private sector	23	7,583	1.9	7	2,971	1.1	16	4,612	2.4
First Quarter 2008									
All agreements	107	71,102	2.9	6	2,009	0.8	101	69,093	3.0
Public sector	83	59,681	3.1	-	-	-	83	59,681	3.1
Private sector	24	11,421	2.0	6	2,009	0.8	18	9,412	2.3
Second Quarter 2008									
All agreements	60	97,503	2.0	13	46,372	1.5	47	51,131	2.5
Public sector	26	22,328	3.0	1	3,470	3.0	25	18,858	3.0
Private sector	34	75,175	1.7	12	42,902	1.3	22	32,273	2.2

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Second Quarter 2007 to Second Quarter 2008

	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 2007									
All agreements	113	180,554	3.0	11	26,766	3.2	102	153,788	3.0
Manufacturing	17	8,422	2.5	9	5,325	2.1	8	3,097	3.2
Non-manufacturing	57	92,890	3.0	2	21,441	3.5	55	71,449	2.8
Construction	39	79,242	3.2	-	-	-	39	79,242	3.2
Third Quarter 2007									
All agreements	69	39,235	3.4	7	4,769	3.6	62	34,466	3.3
Manufacturing	14	7,064	3.4	6	4,319	3.7	8	2,745	2.9
Non-manufacturing	47	26,155	3.3	1	450	2.3	46	25,705	3.3
Construction	8	6,016	3.5	-	-	-	8	6,016	3.5
Fourth Quarter 2007									
All agreements	46	37,875	2.7	7	2,971	1.1	39	34,904	2.8
Manufacturing	15	5,198	1.3	6	2,721	0.8	9	2,477	1.8
Non-manufacturing	29	31,827	2.9	1	250	3.6	28	31,577	2.9
Construction	2	850	3.5	-	-	-	2	850	3.5
First Quarter 2008									
All agreements	107	71,102	2.9	6	2,009	0.8	101	69,093	3.0
Manufacturing	15	6,204	1.0	5	1,759	0.6	10	4,445	1.2
Non-manufacturing	92	64,898	3.1	1	250	2.3	91	64,648	3.1
Construction	-	-	-	-	-	-	-	-	-
Second Quarter 2008									
All agreements	60	97,503	2.0	13	46,372	1.5	47	51,131	2.5
Manufacturing	19	36,378	1.2	10	33,380	1.0	9	2,998	2.5
Non-manufacturing	41	61,125	2.5	3	12,992	2.5	38	48,133	2.5
Construction	-	-	-	-	-	-	-	-	-

Table 3: Average Annual Increases in Base Wage Rates by Industry, Second Quarter 2008

	All Agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
ALL INDUSTRIES	60	97,503	2.0	13	46,372	1.5	47	51,131	2.5
Manufacturing	19	36,378	1.2	10	33,380	1.0	9	2,998	2.5
Food, Beverage	3	1,545	1.9	1	400	2.8	2	1,145	1.6
Rubber, Plastics	1	425	1.2	1	425	1.2	-	-	-
Fabricated Metals	3	855	2.9	-	-	-	3	855	2.9
Machinery	2	520	2.6	2	520	2.6	-	-	-
Transportation Equipment	7	32,355	1.0	6	32,035	1.0	1	320	3.6
Electrical Products	1	206	2.5	-	-	-	1	206	2.5
Petroleum, Coal	1	204	4.6	-	-	-	1	204	4.6
Chemicals	1	268	2.0	-	-	-	1	268	2.0
Non-Manufacturing	41	61,125	2.5	3	12,992	2.5	38	48,133	2.5
Mining, Quarrying	1	500	5.2	-	-	-	1	500	5.2
Transportation	2	583	3.0	-	-	-	2	583	3.0
Communications	2	3,972	2.0	1	3,522	1.9	1	450	2.9
Electric, Gas, Water	1	3,470	3.0	1	3,470	3.0	-	-	-
Wholesale Trade	2	1,078	2.0	-	-	-	2	1,078	2.0
Retail Trade	5	19,997	2.0	1	6,000	2.6	4	13,997	1.7
Education, Related Services	7	5,241	3.2	-	-	-	7	5,241	3.2
Health, Welfare Services	7	4,251	2.9	-	-	-	7	4,251	2.9
Recreational Services	1	3,000	0.7	-	-	-	1	3,000	0.7
Management Services	3	10,000	3.2	-	-	-	3	10,000	3.2
Accommodation, Food Services	2	501	2.8	-	-	-	2	501	2.8
Federal Government	1	1,580	2.3	-	-	-	1	1,580	2.3
Provincial Government	2	3,550	2.9	-	-	-	2	3,550	2.9
Local Government	5	3,402	3.1	-	-	-	5	3,402	3.1
Construction	-	-	-	-	-	-	-	-	-

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, Second Quarter 2008

	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	60	97,503	2.0	26	22,328	3.0	34	75,175	1.7
One-year agreements	4	2,346	3.1	4	2,346	3.1	-	-	-
Two-year agreements	4	3,296	2.4	3	2,871	2.6	1	425	1.2
Three-year agreements	41	63,035	1.7	17	15,761	3.0	24	47,274	1.3
Four-year agreements	8	12,804	3.1	2	1,350	3.0	6	11,454	3.1
Five-year agreements	3	16,022	2.0	-	-	-	3	16,022	2.0
	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	19	36,378	1.2	41	61,125	2.5	-	-	-
One-year agreements	-	-	-	4	2,346	3.1	-	-	-
Two-year agreements	1	425	1.2	3	2,871	2.6	-	-	-
Three-year agreements	16	34,949	1.1	25	28,086	2.4	-	-	-
Four-year agreements	2	1,004	2.6	6	11,800	3.2	-	-	-
Five-year agreements	-	-	-	3	16,022	2.0	-	-	-

Negotiations

On average, private sector agreements were ratified within 3.7 months from the start of negotiations, compared to 8.1 months in the public sector (Table 5).

Of all settlements reached during the second quarter of 2008, 22 agreements involving 50% of employees were negotiated directly by the parties, and 32 agreements, covering 48% of employees were settled in conciliation or mediation. Three agreements were reached by arbitration, and three agreements were settled following work stoppages.

In the public sector, approximately 17% of employees reached settlements through conciliation or mediation, and 75% settled by direct bargaining. In the private sector, 57% of employees reached agreements through conciliation or mediation, and 42% settled by direct bargaining (Table 6).

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2008 involve the federal government, school boards, municipalities, hospitals, nursing homes and homes for the aged, universities, construction, and urban transit.

Major agreements scheduled to expire during the third quarter include school boards, universities, and the College Compensation and Appointments Council (support).

MAJOR NEGOTIATIONS UNDERWAY

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	80,000	Various dates
Various School Boards	Various unions	Various locations	219,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	11,200	Various dates
Police Services Boards	Police Associations	Various locations	13,700	Various dates
Hospitals	Various unions	Various locations	19,100	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	32,000	Various dates
Universities	Various unions	Various locations	27,300	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	34,000	Various dates
Group 4 Securicor (Canada) (previously Group 4 Falck)	USW	Province-wide	4,000	2007-06-30
Ottawa City Transit	Amalgamated Transit (ATU-Intl)	Ottawa	2,300	2008-03-31
Toronto Transit Commission (TTC)	Various unions	Toronto	8,800	2008-03-31
Council of Academic Hospitals of Ontario (CAHO)	Internes & Residents Assn.	Various locations	3,100	2008-06-30
Communications/Advertising Institute & Cdn Advertisers Assn.	Cdn TV & Radio Artists	Canada-wide	11,000	2008-07-31
Red Cross Community Health Services (Homemakers)	SEIU	Various locations	3,000	2008-07-31
College Compensation and Appointments Council (support)	OPSEU	Province-wide	6,500	2008-08-31

As of June 30, 2008, there were 177 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Second Quarter 2008

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	60	97,503	26	22,328	34	75,175
1 – 3 months	27	49,985	9	11,471	18	38,514
4 – 6 months	14	19,104	4	3,265	10	15,839
7 – 9 months	9	21,306	4	2,484	5	18,822
10 – 12 months	4	3,867	3	1,867	1	2,000
13 months and over	6	3,241	6	3,241	-	-
Average Duration of Negotiations						
	<i>months</i>					
TOTAL	5.6					
Public sector	8.1					
Private sector	3.7					

Table 6: Stage of Settlement by Sector, Second Quarter 2008

	Total		Public Sector		Private Sector	
	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>	<i>Agmts</i>	<i>Empls</i>
TOTAL	60	97,503	26	22,328	34	75,175
Direct bargaining	22	48,373	15	16,685	7	31,688
Conciliation	9	15,244	1	210	8	15,034
Post-conciliation bargaining	7	3,836	3	1,791	4	2,045
Mediation	16	27,734	3	1,867	13	25,867
Arbitration	3	1,450	3	1,450	-	-
Work stoppage	3	866	1	325	2	541

Work Stoppages

During the first six months of 2008, 40 work stoppages under Ontario jurisdiction were reported, compared to 55 for the same period in 2007. In terms of the number of employees and person-days lost, work stoppages for the first six months of 2008 involved 13,241 employees and resulted in 101,660 person-days lost, compared to 22,355 employees and 298,810 person-days lost reported for the same period last year.

From January to June 2008, 16 work stoppages were reported in the manufacturing sector, a decrease from 20 during the same period last year. The non-manufacturing sector reported 24 work stoppages during the first six months of 2008, also a slight decrease from 23 during the same period last year (Table 7). During the first six months of 2008, 0.01% 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 2007 and 2008

	Work Stoppages		Person-Days Lost	
	Jan-Jun 08	Jan-Jun 07	Jan-Jun 08	Jan-Jun 07
ALL INDUSTRIES	40	55	101,660	298,810
Manufacturing	16	20	49,710	45,310
Non-manufacturing	24	23	51,950	33,520
Construction	-	12	-	219,980
Various industries	-	-	-	-

As of June 30, 2008, 16 work stoppages, covering a total of 1,849 employees, were carried over to July 2008.
(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 8: Work Stoppages under Ontario Jurisdiction, 1987 to June 2008

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
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*	75	25,257	337	389,130	15.4	39	0.03
2008* (Jan-Jun)	40	13,241	331	101,660	7.7	34	0.01

* 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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