

Collective Bargaining Highlights

September 2008

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

AGREEMENTS SETTLED IN SEPTEMBER

- In September, 16 collective agreements were ratified, each covering 200 or more employees. These agreements covered 13,856 employees, 90% of whom were in the public sector (12,418), with the majority in education and related services (8,883), followed by public administration (2,731).
- The overall average annual increase in base wage rates in September was 3.2%, up from 2.9% reported in the previous month. In the public sector, 12 agreements were settled for an average annual wage increase of 3.1%, up slightly from 2.9% in August. In the private sector, four agreements were settled with an average annual wage increase of 3.3%, an increase from 2.9% reported last month.
- Major settlements in September included a three-year agreement between the University of Toronto and the United Steelworkers, covering 4,000 employees. The settlement provided an average annual wage increase of 3.2%. York University and York University Staff Association, representing 1,400 employees, reached a 36-month agreement for an average annual wage increase of 3.1%. Dufferin-Peel Catholic DSB and the Ontario English Catholic Teachers' Association (OECTA) reached a four-year agreement, covering 2,200 secondary teachers, for an average annual wage increase of 3%. Ottawa Police Services Board and the Ottawa Police Association settled two 36-month agreements. The settlements provided 1,288 uniform and 560 civilian employees with average annual wage increases of 3.2%. A final arbitration award for the City of Ottawa and the Ontario Firefighters Association was issued. The award provided 883 firefighters with an average annual wage increase of 3.4% over five years.

ALSO SETTLED IN THE PREVIOUS MONTH

- St Josephs Health Care, Regional Mental Health Care and the Ontario Public Service Employees Union (OPSEU), Local 152 (600 paramedical and professional employees)

Average Annual Wage Increase: 3.1% over two years

IN THIS ISSUE

	page
Agreements Settled in September	1
Also Settled in the Previous Month	1
Wage Settlements – by Industry	1
September Settlements	2
Selected Settlement Summaries	3
Consumer Price Index	4
Third Quarter 2008 Summary	4
Wage Adjustments	4
Major Negotiations Underway	9
Negotiations	9
Upcoming Bargaining	9
Work Stoppages	11

WAGE SETTLEMENTS — BY INDUSTRY

	SEPTEMBER			ANNUAL		
	<u>Agreements</u>	<u>Employees</u>	<u>Average Annual Increase</u> %	<u>Year-to-date</u> <u>2008</u> %	<u>2007</u> %	<u>2006</u> %
All Settlements	16	13,856	3.2	2.5	3.0	2.5
Public Sector	12	12,418	3.1	3.0	3.1	3.0
Private Sector	4	1,438	3.3	1.8	2.9	1.8
Industries						
Primary	-	-	-	5.2	2.7	3.1
Manufacturing	2	588	3.1	1.2	2.4	2.2
Construction	-	-	-	-	3.2	3.2
Trade and Finance	-	-	-	2.1	1.9	1.1
Transportation, Communications & Utilities	1	400	3.8	2.9	3.2	2.7
Public Administration	3	2,731	3.3	3.0	2.9	3.0
Education & Related Services	6	8,883	3.1	3.0	3.5	3.1
Health & Welfare Services	3	804	3.1	3.0	3.0	2.8
Other Services	1	450	3.3	2.6	3.0	2.3

SEPTEMBER SETTLEMENTS

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
Canwest Publishing (Ottawa Citizen)	Communications Workers (Amer)	2.2	2.5	200	60	2013-07-20
General Dynamics Canada	Ind Defence Contractors (IUDC)	3.5	3.6	388	24	2010-09-30
Transportation, Communications & Utilities						
Greyhound Canada Transportation Corp (Eastern Div)	Amalgamated Transit (ATU-INTL)	3.8 ¹	3.5	400	24	2010-06-30
Public Administration						
City of Ottawa (firefighters)	Ont Firefighters	3.4 ²	3.6	883	60	2008-12-31
Ottawa Police Services Board (civilians)	Police Association	3.2	3.2	560	36	2010-12-31
Ottawa Police Services Board (uniform)	Police Association	3.2	3.2	1,288	36	2010-12-31
Education & Related Services						
Dufferin-Peel Catholic District School Board (secondary)	Ont English Catholic Teachers	3.0	3.0	2,200	48	2012-08-31
Huron-Superior Catholic District School Board (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	395	48	2012-08-31
Lakehead University (academic staff/librarians)	Lakehead University Faculty	3.3	3.3	375	36	2011-06-30
University of Toronto (staff appointed)	United Steelworkers	3.2	3.5	4,000	36	2011-06-30
Wellington Catholic District School Board (elementary/secondary)	Ont English Catholic Teachers	3.0	3.0	513	48	2012-08-31
York University (Unit 1)	York University Staff Assn	3.1	3.0	1,400	36	2011-07-31
Health & Welfare Services						
St Joseph Religious Hospitallers Hotel Dieu (office)	Ont Public Service Empls	2.8	2.8	239	36	2009-10-31
St Josephs Health Care Regional Mental Health Care (nurses)	Ont Public Service Empls	3.1	3.3	300	36	2011-03-31
Windsor Regional Hospital (RPN/tech/rehab assistants)	Cdn Public Empls	3.4	2.8	265	24	2009-09-30
Other Services						
G4S Security Services (Canada)	United Steelworkers	3.3	0.0	450	48	2011-06-30

* Including COLA clauses and/or COLA estimates

¹ Special trade adjustments

² 2008 wage parity with the Ottawa Police agreement

University of Toronto and United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), Local 1998 (4,000 staff-appointed employees)

a three-year renewal agreement, effective July 1, 2008, expiring June 30, 2011

- wage increases of 3% on July 1, 2008, 0.5% on January 1, 2009 and 3% on both July 1, 2009 and July 1, 2010
- improvements to health care benefits such as hearing aids, orthodontics coverage, physiotherapy and chiropractic treatments, as well as increased allowances for prescribed safety glasses
- improved parental leave and other various leaves provisions; new provision regarding child care benefit, and bullying and harassment protection
- early retirement bridge benefit outside of the pension plan available to members retiring under the 60/80 provision of the plan
- protection for employees as a result of organizational change and for those on secondment
- new process protocol to assure completion of job evaluation and pay equity assessments by June 30, 2010
- establishment of a Joint Employment Equity Advisory Committee to make recommendations regarding the continuing achievement of employment equity

York University and York University Staff Association (1,400 office, clerical, laboratory and technical employees)

a three-year renewal agreement, effective August 1, 2008, expiring July 31, 2011

- wage increases of 3% in the first year, 3.25% in the second year and 3% in the third year
- improvements to health care and retiree benefits

Ottawa Police Services Board and Ottawa Police Association (1,288 uniform and 560 civilian employees)

two, 36-month renewal agreements, effective January 1, 2008, expiring December 31, 2010

- wage increases of 2.21% on January 1, 2008, 1% on August 1, 2008, 2.2% on January 1, 2009, 1% on August 1, 2009, 2.25% on January 1, 2010 and 1% on August 1,

2010 applicable to both uniform and civilian employees; after 20 years of employment, civilian employees will be eligible for an additional payment of \$ 500 per year based on satisfactory performance

- improvements to health care benefits
- increases in shift premiums and mileage allowance for eligible employees
- Letter of Understanding regarding the set-up of a joint committee to establish an improved promotional procedure for civilian employees

Dufferin-Peel Catholic District School Board and Ontario English Catholic Teachers' Association (OECTA) (2,200 secondary teachers)

a four-year renewal agreement, effective September 1, 2008, expiring August 31, 2012

- wage increases of 3% in each year
- improvements to health care benefits and further benefit enhancements due to the Provincial Discussion Table (PDT) agreement to come into effect on September 1, 2010
- increased mileage rate
- 825 minutes per semester preserved for supervision time
- supervision/on call minutes shall be assigned in consecutive single blocks of time and only one single block of supervision/on call can be assigned per day
- no more than two on calls per calendar week except in extenuating, unforeseeable circumstances where no other supervision is available, and in such cases, shall not be assigned for three consecutive days
- teachers shall be available to students 15 minutes prior to the first scheduled class of the day and such time shall not constitute supervision/on-call or instructional time
- letters of understanding regarding establishment of a Joint Consultation Committee to discuss workload/class size, new initiatives, teacher welfare, contract administration, and safety in school, as well as reviewing and revising the existing collective agreement language regarding the organizational structure of department heads, and any other relevant articles identified by the committee

* Based on available information

During the third quarter of 2008, 45 collective agreements were ratified, each covering 200 or more Ontario-based employees. These agreements covered 35,169 employees, 77% of whom were in the public sector (Table 1). By industry, the majority of employees affected were in education and related services (18,059), health and welfare services (5,257), followed by local government (3,481) (Table 3).

Wage Adjustments

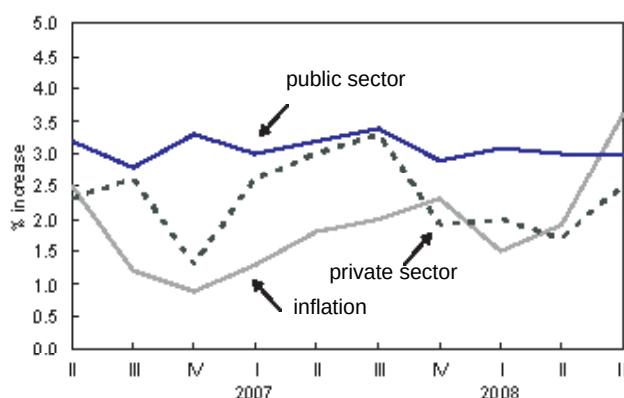
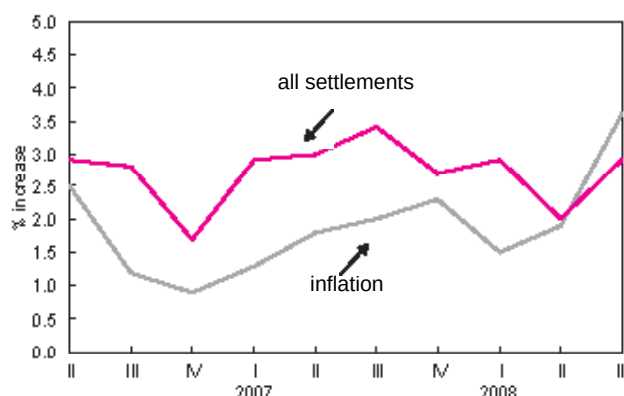
Third quarter settlements provided an overall average annual wage increase of 2.9%, an increase from 2% in the previous quarter. In the public sector, the average annual wage increase was 3%, unchanged from the previous quarter, while the private sector reported an average annual wage increase of 2.5%, an increase from 1.7% in the previous quarter. During the third quarter of 2008, average annual wage increases were affected by settlements in education and related services (3%), health and welfare services (3%), and local government (3.2%) (Tables 1-3).

In the third quarter of 2008, approximately 73% of all employees received wage increases ranging from 3% to 3.9%, compared to 19% who received increases ranging from 2% to 2.9%. In the public sector, 82% of employees received wage increases ranging from 3% to 3.9%, compared to 42% of private sector employees. In the private sector, almost 25% of employees received wage increases ranging from 2% to 2.9%, while approximately 22% of employees received average annual wage increases ranging from 1.0% to 1.9%.

Of the total number of employees who reached an agreement during the third quarter of 2008, approximately 52% were covered by three-year agreements, while 34% were covered by four-year agreements. By sector, 55% of public sector employees and 40% of private sector employees were covered by three-year agreements, while 38% of public sector employees and 21% of private sector employees were covered by four-year agreements. Three-year agreements continue to be most common in the manufacturing sector, covering 59% of employees, compared to 51% of non-manufacturing employees

Wage Trends - Last Three Years

Average Annual Increase in Base Wage Rates



CONSUMER PRICE INDEX (2002 = 100)

(Percentage change from year earlier)

	2005	2006	2007	2008 year-to-date	JUL 2008	AUG 2008	SEP 2008
Canada	2.2	2.0	2.1	2.5	3.4	3.5	3.4
Ontario	2.2	1.8	1.8	2.3	3.6	3.5	3.7
Toronto	1.8	1.6	1.9	2.5	3.8	3.7	3.7
Ottawa-Gatineau (Ont. part)	2.3	1.7	1.9	2.2	3.5	3.5	3.7
Thunder Bay	1.7	1.5	1.0	2.1	3.2	3.3	3.6

Source: Statistics Canada

Table 1: Average Annual Increases in Base Wage Rates by Sector (public and private), Third Quarter 2007 to Third 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>
Third Quarter 2007									
All agreements	70	39,485	3.4	7	4,769	3.6	63	34,716	3.3
Public sector	40	21,739	3.4	-	-	-	40	21,739	3.4
Private sector	30	17,746	3.3	7	4,769	3.6	23	12,977	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	108	71,452	2.9	6	2,009	0.8	102	69,443	3.0
Public sector	84	60,031	3.1	-	-	-	84	60,031	3.1
Private sector	24	11,421	2.0	6	2,009	0.8	18	9,412	2.3
Second Quarter 2008									
All agreements	62	98,753	2.0	13	46,372	1.5	49	52,381	2.5
Public sector	26	22,328	3.0	1	3,470	3.0	25	18,858	3.0
Private sector	36	76,425	1.7	12	42,902	1.3	24	33,523	2.2
Third Quarter 2008									
All agreements	45	35,169	2.9	2	1,059	1.8	43	34,110	3.0
Public sector	26	27,082	3.0	-	-	-	26	27,082	3.0
Private sector	19	8,087	2.5	2	1,059	1.8	17	7,028	2.7

Table 2: Average Annual Increases in Base Wage Rates by Sector (manufacturing and non-manufacturing), Third Quarter 2007 to Third 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>
Third Quarter 2007									
All agreements	70	39,485	3.4	7	4,769	3.6	63	34,716	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	9	6,266	3.5	-	-	-	9	6,266	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	108	71,452	2.9	6	2,009	0.8	102	69,443	3.0
Manufacturing	15	6,204	1.0	5	1,759	0.6	10	4,445	1.2
Non-manufacturing	93	65,248	3.1	1	250	2.3	92	64,998	3.1
Construction	-	-	-	-	-	-	-	-	-
Second Quarter 2008									
All agreements	62	98,753	2.0	13	46,372	1.5	49	52,381	2.5
Manufacturing	20	36,828	1.2	10	33,380	1.0	10	3,448	2.6
Non-manufacturing	42	61,925	2.5	3	12,992	2.5	39	48,933	2.5
Construction	-	-	-	-	-	-	-	-	-
Third Quarter 2008									
All agreements	45	35,169	2.9	2	1,059	1.8	43	34,110	3.0
Manufacturing	8	3,077	2.0	2	1,059	1.8	6	2,018	2.1
Non-manufacturing	37	32,092	3.0	-	-	-	37	32,092	3.0
Construction	-	-	-	-	-	-	-	-	-

Table 3: Average Annual Increases in Base Wage Rates by Industry, Third 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>
ALL INDUSTRIES	45	35,169	2.9	2	1,059	1.8	43	34,110	3.0
Manufacturing	8	3,077	2.0	2	1,059	1.8	6	2,018	2.1
Food, Beverage	2	820	2.4	-	-	-	2	820	2.4
Rubber, Plastics	1	210	2.0	-	-	-	1	210	2.0
Printing, Publishing	1	200	2.2	-	-	-	1	200	2.2
Transportation Equipment	2	1,084	0.7	1	684	1.1	1	400	0.0
Electrical Products	1	388	3.5	-	-	-	1	388	3.5
Non-Metallic Minerals	1	375	3.0	1	375	3.0	-	-	-
Non-Manufacturing	37	32,092	3.0	-	-	-	37	32,092	3.0
Transportation	2	604	3.6	-	-	-	2	604	3.6
Electric, Gas, Water	1	285	3.2	-	-	-	1	285	3.2
Retail Trade	2	1,204	1.9	-	-	-	2	1,204	1.9
Education, Related Services	12	18,059	3.0	-	-	-	12	18,059	3.0
Health, Welfare Services	9	5,257	3.0	-	-	-	9	5,257	3.0
Recreational Services	1	673	1.6	-	-	-	1	673	1.6
Management Services	1	450	3.3	-	-	-	1	450	3.3
Accommodation, Food Services	4	1,809	3.7	-	-	-	4	1,809	3.7
Other Services	1	270	2.8	-	-	-	1	270	2.8
Local Government	4	3,481	3.2	-	-	-	4	3,481	3.2
Construction	-	-	-	-	-	-	-	-	-

Table 4: Average Annual Increases in Base Wage Rates by Duration and Sector, Third 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	45	35,169	2.9	26	27,082	3.0	19	8,087	2.5
One-year agreements	1	375	3.0	-	-	-	1	375	3.0
Two-year agreements	6	2,780	3.2	2	865	3.2	4	1,915	3.3
Three-year agreements	24	18,225	2.8	17	14,968	3.0	7	3,257	2.0
Four-year agreements	10	12,085	3.0	6	10,366	3.0	4	1,719	2.7
Five-year agreements	4	1,704	2.8	1	883	3.4	3	821	2.3
	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	8	3,077	2.0	37	32,092	3.0	-	-	-
One-year agreements	1	375	3.0	-	-	-	-	-	-
Two-year agreements	2	688	3.3	4	2,092	3.2	-	-	-
Three-year agreements	4	1,814	1.2	20	16,411	3.0	-	-	-
Four-year agreements	-	-	-	10	12,085	3.0	-	-	-
Five-year agreements	1	200	2.2	3	1,504	2.9	-	-	-

Negotiations

On average, private sector agreements were settled within 4.3 months from the start of negotiations, compared to 8.6 months in the public sector (Table 5).

Of all settlements reached during the third quarter, 15 agreements covering almost half of employees were settled directly by the parties, and 22 agreements covering 45% of employees were reached through conciliation or mediation. Six agreements were reached by arbitration and two agreements were settled following work stoppages.

In the public sector, approximately 38% of employees reached settlements through conciliation or mediation, while 53% settled in direct bargaining. In the private sector, 70% of employees reached agreements through conciliation or mediation, and 18% settled by direct bargaining (Table 6).

Upcoming Bargaining

Major negotiations continuing into the fourth quarter of 2008 include the federal government, school boards, municipalities, universities, hospitals, nursing homes and homes for the aged, and the Council of Academic Hospitals of Ontario (CAHO).

Major agreements scheduled to expire during the fourth quarter of 2008 include the Ontario government (unified, correctional), Ontario Provincial Police (civilians/uniform), school boards, the cities of Toronto, Windsor, and Ottawa, and the York Regional Police Services Board.

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	217,000	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	45,000	Various dates
Police Services Boards	Police Associations	Various locations	13,000	Various dates
Hospitals	Various unions	Various locations	11,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	35,000	Various dates
Universities	Various unions	Various locations	19,000	Various dates
Construction (ICI & non-ICI)	Various unions	Province-wide	20,800	Various dates
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
Ontario Government (OPP) (civilians/uniform)	Ontario Provincial Police	Province-wide	7,700	2008-12-31
Ontario Government (unified/correctional)	OPSEU	Province-wide	44,300	2008-12-31

As of September 30, 2008, there were 374 agreements, each covering 200 or more employees, that have expired and not been renewed.

Table 5: Duration of Negotiations by Sector, Third 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	45	35,169	26	27,082	19	8,087
1 – 3 months	24	23,129	12	17,454	12	5,675
4 – 6 months	11	7,606	8	6,618	3	988
7 – 9 months	2	704	-	-	2	704
10 – 12 months	1	750	1	750	-	-
13 months and over	7	2,980	5	2,260	2	720
Average Duration of Negotiations						
<i>months</i>						
TOTAL	6.8					
Public sector	8.6					
Private sector	4.3					

Table 6: Stage of Settlement by Sector, Third 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	45	35,169	26	27,082	19	8,087
Direct bargaining	15	15,752	12	14,264	3	1,488
Conciliation	7	3,313	2	1,780	5	1,533
Post-conciliation bargaining	6	3,512	2	2,000	4	1,512
Mediation	7	8,077	4	6,493	3	1,584
Post-mediation bargaining	2	1,027	-	-	2	1,027
Arbitration	6	2,530	5	2,260	1	270
Work stoppage	2	958	1	285	1	673

Work Stoppages

During the first nine months of 2008, 55 work stoppages under Ontario jurisdiction were reported, compared to 70 reported for the same period in 2007. Work stoppages during the first nine months of 2008 involved 14,976 employees and resulted in 166,050 person-days lost, compared to 24,731 employees and 362,470 person-days lost reported for the same period last year.

From January to September 2008, 22 work stoppages were reported in the manufacturing sector, a decrease from 24 during the same period in 2007. The non-manufacturing sector reported 32 work stoppages during the first nine months of 2008 compared to 33 during the same period last year. The construction sector reported only one work stoppage (Table 7). During the first nine months of 2008, 0.01% of estimated working time in Ontario was lost due to work stoppages (Table 8).

Table 7: Work Stoppages and Person-days Lost, January – September 2007 and 2008

	Work Stoppages		Person-Days Lost	
	Jan-Sep 08	Jan-Sep 07	Jan-Sep 08	Jan-Sep 07
ALL INDUSTRIES	55	70	166,050	362,470
Manufacturing	22	24	87,180	65,330
Non-manufacturing	32	33	78,840	75,440
Construction	1	13	30	221,700
Various industries	-	-	-	-

As of September 30, 2008, 12 work stoppages, covering a total of 1,588 employees, were carried over to October 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 September 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-Sep)	55	14,976	272	166,050	11.1	40	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.

The Collective Bargaining Highlights may be reproduced and circulated freely. However, Collective Bargaining Information Services should be acknowledged as the source.

This document is available on the Ministry of Labour Web site at http://www.labour.gov.on.ca/english/lr/pubs_type.html. For further information on this report or other services, please contact us at ocbi@ontario.ca or call 416-326-1260.

ISSN 1209-6296

Cette publication est également disponible en français.