

Collective Bargaining Highlights

June 2010



At A Glance

Average Annual Wage Increase

	May	Jun
	%	%
Private Sector	2.5	2.4
Public Sector	1.0	2.4
All Settlements	2.4	2.4

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Agreements Settled in June

In June, 29 collective agreements were ratified, each covering 200 or more employees. These agreements covered 36,238 employees, 84% of whom were in the private sector, with the majority in construction (26,950).

The overall average annual increase in base wage rates in June was 2.4%, unchanged from the previous month. In the public sector, nine agreements were settled for an average annual wage increase of 2.4%, up from 1% reported in the previous month. In the private sector, 20 agreements were settled for an average annual wage increase of 2.4%, a slight decrease from 2.5% reported in May.

Major settlements in June included four Industrial-Commercial-Institutional (ICI) and six non-ICI agreements. The ten construction agreements covering 26,950 employees include average annual wage increases ranging from 1.6% to 2.8%. In the public sector, two agreements were negotiated between the City of Greater Sudbury and the Canadian Union of Public Employees (CUPE). The inside and outside bargaining units cover a total of 1,497 employees, and each agreement provides an average annual wage increase of 2.4% over three years.

Wage Settlements - June

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	20	30,400	2.4
Public Sector	9	5,838	2.4
All Settlements	29	36,238	2.4

Average Annual Increase, Current Three Years

	Jan - Jun 2010 %	2009 %	2008 %
Private Sector	2.4	1.3	2.0
Public Sector	2.1	2.4	3.1
All Settlements	2.3	2.1	2.7

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	8	2,316	0.8
Construction	10	26,950	2.5
Transportation, Communications & Utilities	2	2,210	2.1
Public Administration	6	3,078	2.6
Health & Social Services	1	550	2.4
Other Services	2	1,134	4.3
All Settlements	29	36,238	2.4

Average Annual Increase by Industry, Current Three Years

	Jan - Jun 2010 %	2009 %	2008 %
Primary	1.9	3.4	4.1
Manufacturing	1.2	0.7	1.2
Construction	2.5	1.3	3.2
Trade & Finance	2.0	1.6	2.1
Transportation, Communications & Utilities	1.8	1.8	2.9
Public Administration	2.2	2.0	3.1
Education & Related Services	1.9	3.0	3.1
Health & Social Services	2.5	2.4	3.0
Other Services	3.0	2.2	2.6
All Settlements	2.3	2.1	2.7

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						
AbitibiBowater (Fort Frances Div)	Communications Energy Paperworkers	-1.6	-10.0	306	60	2014-04-30
AbitibiBowater (Fort Frances Div)	Communications Energy Paperworkers	-1.6	-10.0	204	60	2014-04-30
Coca-Cola Bottling (Brampton plant)	Cdn Auto Workers	1.0	0.0	522	36	2013-06-26
Coppley Apparel Group	Workers United	0.0	0.0	300	17	2011-04-30
Gerdau Ameristeel (Whitby plant)	United Steelworkers (USW)	1.2*	0.0	278	36	2013-02-27
Nova Chemicals (Canada) (Corunna site)	Communications Energy Paperworkers	2.9	2.5	235	36	2013-03-31
Petro-Canada (Lubricants Centre)	Communications Energy Paperworkers	2.9 ¹	2.5	244	36	2013-01-31
Voortman Cookies	Bakery Tobacco & Grain Millers	2.1	1.9	227	60	2015-06-01
Construction						
Ontario Formwork Assn	Multi-Union	2.6	2.5	3,500	36	2013-04-30
Ontario Master Insulators Assn (ICI)	Asbestos Workers	2.6	2.2	930	36	2013-04-30
Ontario Master Insulators Assn (Maintenance)	Asbestos Workers	2.6	2.2	470	36	2013-04-30
Ontario Mechanical Contractors Assn (ICI)	Plumbers	2.7	2.7	12,000	36	2013-04-30
Painters Employer Bargaining Agency (ICI)	Painters	1.7	0.9	4,700	36	2013-04-30
Residential Painting Contractors Assn	Painters	1.6	0.6	350	36	2013-04-30
Rodmen Employer Bargaining Agency (ICI)	Structural Iron Workers	2.5	2.6	1,100	36	2013-04-30
Toronto and Area Road Builders Assn	Intl Operating Engineers	2.8	2.9	2,000	36	2013-04-30
Toronto Heavy Construction Assn	Labourers	2.8	2.6	700	36	2013-04-30
Toronto Residential Low-Rise Forming Contractors Assn	Labourers	2.7	2.8	1,200	36	2013-04-30
Transportation, Communications & Utilities						
Canada Post (Revenue Postal Operations)	Postmasters & Assistants	2.1*	2.7	2,000	60	2014-12-31
London Hydro	Cdn Public Empls	2.5	2.0	210	36	2012-12-31
Public Administration						
City of Greater Sudbury (inside)	Cdn Public Empls	2.4	2.5	969	36	2013-03-31
City of Greater Sudbury (outside)	Cdn Public Empls	2.4	2.5	528	36	2013-03-31
Hamilton Police Services Board (civilians)	Police Association	3.0	3.1	263	48	2012-12-31
Hamilton Police Services Board (uniform)	Police Association	3.0	3.1	770	48	2012-12-31
Town of Oakville (office)	Cdn Public Empls	2.7	2.5	270	36	2013-02-15
Peel Regional Municipality	Cdn Public Empls	2.0	2.0	278	24	2012-01-31

Cont'd...

* Including COLA clauses and/or COLA estimates

¹ Two-tier wage schedule

June Settlements (Cont'd)

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Health & Social Services						
Revera Long Term Care (Brierwood Group) (service/RPN/RN)	Christian Labour Assn	2.4	2.8	550	36	2011-03-31
Other Services						
Brinks Canada (armoured car operations) (Ontario Div)	Cdn Auto Workers	5.1	5.3	931	36	2013-08-27
Sheraton Gateway Hotel (Toronto Intl Airport Terminal 3)	United Steelworkers	0.5	0.0	203	48	2013-10-31

Selected Settlement Summaries

(Based on available information)

Ontario Mechanical Contractors Association (ICI) and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Various Locals (12,000 employees)

a three-year renewal agreement, effective May 1, 2010, expiring April 30, 2013

- wage increases of \$1.25 in the first year, \$1.50 in the second year, \$1.00 in the third year, representing a total wage package increase of \$3.75 over the term of the agreement

Toronto Heavy Construction Association and Labourers' International Union of North America, Local 183 (700 employees)

a three-year renewal agreement, effective May 1, 2010, expiring April 30, 2013

- wage increases of \$1.20 in both the first and second years, \$1.50 in the third year, representing a total wage package increase of \$3.90 over the term of the agreement

Toronto and Area Road Builders Association and International Union of Operating Engineers, Local 793 (2,000 employees)

a three-year renewal agreement, effective May 1, 2010, expiring April 30, 2013

- wage increases of \$1.25 in each year, representing a total wage package increase of \$3.75 over the term of the agreement

City of Greater Sudbury and Canadian Union of Public Employees, Local 4705 (1,497 inside and outside employees)

two, three-year renewal agreements, effective April 1, 2010, expiring March 31, 2013

- general wage increases of 2.5% in the first year, 2.4% in the second year and 2.3% in the third year; special wage adjustments for specific classifications in the outside bargaining unit
- improvements to extended health care benefits
- increases in shift differentials, standby premiums, and on-call pay, and allowances for safety footwear, boots, tools, and meals

Second Quarter 2010 Summary

During the second quarter of 2010, 81 collective agreements were ratified, each covering 200 or more Ontario-based employees. These agreements covered 101,523 employees, 88% of whom were in the private sector. By industry, the majority of employees were in construction (80,171), local government (6,150), and communications (2,470).

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

Sector and CPI	2007	2008			2009				2010		
	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
Private Sector	1.9	2.0	1.7	2.6	2.6	2.2	1.3	1.1	1.2	2.2	2.4
Public Sector	2.9	3.1	3.0	3.0	3.1	2.5	2.6	2.2	2.3	2.1	2.2
All Settlements	2.7	2.9	2.0	2.9	3.0	2.4	2.2	1.9	1.8	2.2	2.4
Consumer Price Index	2.3	1.5	1.9	3.6	2.0	1.6	0.3	-1.1	0.8	1.6	1.9

Source: Collective Bargaining Information Services and Statistics Canada

Wage Adjustments

Second quarter settlements provided an overall average annual wage increase of 2.4%, compared to 2.2% reported in the previous quarter. In the public sector, the average annual wage increase was 2.2%, up from 2.1% in the previous quarter. The private sector reported an average annual wage increase of 2.4% compared to 2.2% in the first quarter. During the second quarter of 2010, average annual wage increases were affected by settlements in construction (2.5%), local government (2.7%), and communications (2.1%).

In the second quarter of 2010, approximately 79% of all employees received average annual wage increases ranging from 2% to 2.9%, compared to 8% who received average annual wage increases ranging from 1% to 1.9%. In the public sector, 66% of employees were covered by agreements with average annual wage increases ranging from 2% to 2.9%, compared to 81% of private sector employees.

Of the total number of employees for whom agreements were reached during the second quarter of 2010, 91% were covered by three-year agreements. Approximately 97% of private sector employees and 52% of public sector employees were covered by 36-month agreements, compared to 16% of public sector employees and less than 1% of private sector employees who were covered by 24 month agreements. Negotiations resulted in settlements of a three-year duration for all employees covered by construction agreements, and for the majority of employees in both the manufacturing and non-manufacturing sectors.

**Table 1: Average Annual Increases in Base Wage Rates by Sector (Public and Private),
Second Quarter 2009 to Second Quarter 2010**

	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 2009									
Private Sector	45	56,333	1.3	8	22,735	0.4	37	33,598	1.9
Public Sector	94	134,124	2.6	2	7,705	3.0	92	126,419	2.5
All agreements	139	190,457	2.2	10	30,440	1.0	129	160,017	2.4
Third Quarter 2009									
Private Sector	29	26,378	1.1	7	6,442	1.0	22	19,936	1.2
Public Sector	35	62,278	2.2	-	-	-	35	62,278	2.2
All agreements	64	88,656	1.9	7	6,442	1.0	57	82,214	1.9
Fourth Quarter 2009									
Private Sector	27	31,326	1.2	5	8,342	0.1	22	22,984	1.5
Public Sector	70	41,271	2.3	1	1,358	1.9	69	39,913	2.3
All agreements	97	72,597	1.8	6	9,700	0.3	91	62,897	2.0
First Quarter 2010									
Private Sector	31	38,473	2.2	9	3,854	1.7	22	34,619	2.3
Public Sector	20	18,483	2.1	-	-	-	20	18,483	2.1
All agreements	51	56,956	2.2	9	3,854	1.7	42	53,102	2.2
Second Quarter 2010									
Private Sector	62	88,988	2.4	3	1,357	1.3	59	87,631	2.4
Public Sector	19	12,535	2.2	2	2,242	2.2	17	10,293	2.2
All agreements	81	101,523	2.4	5	3,599	1.9	76	97,924	2.4

**Table 2: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), Second Quarter 2009 to Second Quarter 2010**

	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 2009									
Manufacturing	24	30,626	0.6	7	22,535	0.3	17	8,091	1.4
Non-Manufacturing	114	159,189	2.5	3	7,905	3.0	111	151,284	2.5
Construction	1	642	2.5	-	-	-	1	642	2.5
All agreements	139	190,457	2.2	10	30,440	1.0	129	160,017	2.4
Third Quarter 2009									
Manufacturing	11	5,611	0.5	6	4,086	-0.2	5	1,525	2.3
Non-Manufacturing	52	82,450	2.0	1	2,356	3.0	51	80,094	2.0
Construction	1	595	0.0	-	-	-	1	595	0.0
All agreements	64	88,656	1.9	7	6,442	1.0	57	82,214	1.9
Fourth Quarter 2009									
Manufacturing	16	12,487	0.5	4	7,692	0.0	12	4,795	1.3
Non-Manufacturing	81	60,110	2.1	2	2,008	1.6	79	58,102	2.1
All agreements	97	72,597	1.8	6	9,700	0.3	91	62,897	2.0
First Quarter 2010									
Manufacturing	13	5,553	1.6	6	2,288	1.6	7	3,265	1.5
Non-Manufacturing	32	24,253	2.1	3	1,566	1.9	29	22,687	2.1
Construction	6	27,150	2.4	-	-	-	6	27,150	2.4
All agreements	51	56,956	2.2	9	3,854	1.7	42	53,102	2.2
Second Quarter 2010									
Manufacturing	16	5,002	0.8	3	1,357	1.3	13	3,645	0.6
Non-Manufacturing	27	16,350	2.3	2	2,242	2.2	25	14,108	2.3
Construction	38	80,171	2.5	-	-	-	38	80,171	2.5
All agreements	81	101,523	2.4	5	3,599	1.9	76	97,924	2.4

Table 3: Average Annual Increases in Base Wage Rates, Manufacturing, Second Quarter 2010

	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>
Food, Beverage	3	1,029	1.0	-	-	-	3	1,029	1.0
Rubber, Plastics	1	292	1.0	1	292	1.0	-	-	-
Clothing	1	300	0.0	-	-	-	1	300	0.0
Paper	4	1,080	-0.7	-	-	-	4	1,080	-0.7
Primary Metals	2	1,065	1.4	2	1,065	1.4	-	-	-
Machinery	1	259	0.8	-	-	-	1	259	0.8
Transportation Equipment	2	498	0.9	-	-	-	2	498	0.9
Petroleum, Coal	1	244	2.9	-	-	-	1	244	2.9
Chemicals	1	235	2.9	-	-	-	1	235	2.9
Total Manufacturing	16	5,002	0.8	3	1,357	1.3	13	3,645	0.6

Table 4: Average Annual Increases in Base Wage Rates, Non-Manufacturing, Second Quarter 2010

	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>
Transportation	2	1,211	1.0	-	-	-	2	1,211	1.0
Communications	3	2,470	2.1	1	2,000	2.1	2	470	2.2
Electric, Gas, Water	2	452	2.8	1	242	3.1	1	210	2.5
Retail Trade	1	400	1.2	-	-	-	1	400	1.2
Retail Estate, Insurance Agencies	2	1,203	2.5	-	-	-	2	1,203	2.5
Education & Related Services	2	780	0.8	-	-	-	2	780	0.8
Health & Social Services	1	550	2.4	-	-	-	1	550	2.4
Management Services	2	1,531	4.7	-	-	-	2	1,531	4.7
Accommodation, Food Services	1	203	0.5	-	-	-	1	203	0.5
Provincial Government	1	1,400	0.0	-	-	-	1	1,400	0.0
Local Government	10	6,150	2.7	-	-	-	10	6,150	2.7
Total Non-Manufacturing	27	16,350	2.3	2	2,242	2.2	25	14,108	2.3

Table 5: Average Annual Increases in Base Wage Rates, in Construction, Second Quarter 2010

	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>
Construction	38	80,171	2.5	-	-	-	38	80,171	2.5

Table 6: Average Annual Increases in Base Wage Rates, All Industries, Second Quarter 2010

	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>
Manufacturing	16	5,002	0.8	3	1,357	1.3	13	3,645	0.6
Non-manufacturing	27	16,350	2.3	2	2,242	2.2	25	14,108	2.3
Construction	38	80,171	2.5	-	-	-	38	80,171	2.5
All Industries	81	101,523	2.4	5	3,559	1.9	76	97,924	2.4

Table 7: Average Annual Increases in Base Wage Rates by Duration and Sector, Second Quarter 2010

	All Agreements			Private Sector			Public 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>
One-year agreements	2	993	2.1	1	300	0.0	1	693	3.0
Two-year agreements	5	2,740	0.4	2	680	0.7	3	2,060	0.3
Three-year agreements	63	92,805	2.5	52	86,298	2.5	11	6,507	2.5
Four-year agreements	5	1,678	2.6	2	403	1.4	3	1,275	3.0
Five-year agreements	6	3,307	1.2	5	1,307	-0.2	1	2,000	2.1
All Agreements	81	101,523	2.4	62	88,988	2.4	19	12,535	2.2

Table 8: Average Annual Increases in Base Wage Rates by Duration (Manufacturing and Non-Manufacturing), Second Quarter 2010

	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>
One-year agreements	1	300	0.0	1	693	3.0	-	-	-
Two-year agreements	1	280	0.0	4	2,460	0.4	-	-	-
Three-year agreements	9	3,115	1.4	16	9,519	2.7	38	80,171	2.5
Four-year agreements	-	-	-	5	1,678	2.6	-	-	-
Five-year agreements	5	1,307	-0.2	1	2,000	2.1	-	-	-
All Agreements	16	5,002	0.8	27	16,350	2.3	38	80,171	2.5

Negotiations

On average, private sector agreements were ratified within 3.1 months from the start of negotiations, compared to 5.2 months in the public sector.

Of all settlements reached during the second quarter of 2010, 32 agreements covering 24% of employees were negotiated directly by the parties, compared to 44 agreements, covering 68% of employees, reached with the assistance of conciliation or mediation. Four agreements were settled by arbitration, and one agreement was reached following a work stoppage.

In the public sector, approximately 33% of employees reached settlements through conciliation or mediation, and 47% settled by direct bargaining. In the private sector, 73% of employees reached agreements with the assistance of conciliation or mediation, compared to 21% who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the third quarter of 2010 involve the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, universities, and construction. Major agreements scheduled to expire during the third quarter include universities, Loblaws Supermarkets, and Zehrmart.

Table 9: Duration of Negotiations by Sector, Second Quarter 2010

	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	50	80,681	45	78,315	5	2,366
4 – 6 months	22	15,184	10	7,565	12	7,619
7 – 9 months	5	2,121	5	2,121	-	-
10 – 12 months	3	2,987	2	987	1	2,000
13 months and over	1	550	-	-	1	550
Total	81	101,523	62	88,988	19	12,535

Table 10: Average Duration of Negotiations by Sector, Second Quarter 2010

Average Duration of Negotiations	
	<i>months</i>
Private sector	3.1
Public sector	5.2
Total	3.6

Table 11: Stage of Settlement by Sector, Second Quarter 2010

	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	32	24,535	22	18,679	10	5,856
Conciliation	25	37,296	21	35,175	4	2,121
Post-conciliation bargaining	3	1,272	3	1,272	-	-
Mediation	14	29,583	11	27,575	3	2,008
Post-mediation bargaining	2	800	2	800	-	-
Arbitration	4	7,250	2	4,700	2	2,550
Work stoppage	1	787	1	787	-	-
Total	81	101,523	62	88,988	19	12,535

Work Stoppages

During the first six months of 2010, 33 work stoppages under Ontario jurisdiction were reported, compared to 41 reported for the same period in 2009. Work stoppages during the first six months of 2010 involved 7,394 employees and resulted in 539,140 person-days lost, compared to 35,203 employees and 400,150 person-days lost reported for the same period last year.

From January to June 2010, 15 work stoppages were reported in the manufacturing sector, a decrease from 17 reported during the same period last year. The non-manufacturing sector reported 17 work stoppages during the first six months of 2010, a decrease from 24 reported during the same period last year. During the first six months of 2010, 0.07% of the estimated working time in Ontario was lost due to work stoppages.

Table 12: Work Stoppages, January to June, 2009 and 2010

	January - June 2010	January - June 2009
Manufacturing	15	17
Non-manufacturing	17	24
Construction	1	-
All Industries	33	41

Table 13: Person-Days Lost, January to June, 2009 and 2010

	January - June 2010	January - June 2009
Manufacturing	149,750	115,870
Non-manufacturing	387,510	284,280
Construction	1,880	-
All Industries	539,140	400,150

As of June 30, 2010, 13 work stoppages, covering a total of 3,907 employees, were carried over to July 2010.
 (Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 14: Work Stoppages under Ontario Jurisdiction, 1988 to June 2010

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	64	42,573	665	1,549,560	36.4	71	0.11
2010* (Jan-Jun)	33	7,394	224	539,140	72.9	68	0.07

* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls. (Ontario)	Expiry Date
Federal Government	Various unions	Canada-wide	5,100	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	15,000	Various dates
Police Services Boards	Police Associations	Various locations	6,600	Various dates
Hospitals	Various unions	Various locations	44,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	53,200	Various dates
Universities	Various unions	Various locations	22,800	Various dates
Vale (previously Vale Inco)	USW	Sudbury	3,000	2009-05-31
Pulp and Paper	Various unions	Various locations	4,200	Various dates
Construction	Various unions	Various locations	38,000	Various dates
Maple Leaf Consumer Foods (formerly J M Schneider)	Schneider Employees Association	Kitchener	1,200	2010-05-31
Zehrmart	UFCW	Various locations	11,500	2010-07-01
Loblaws Supermarkets	UFCW	Various locations	16,600	Various dates
ESSAR Steel Algoma	USW	Various locations	3,260	2010-07-31
U.S. Steel Canada (Hamilton Works)	USW	Hamilton	2,000	2010-07-31

As of June 30, 2010, there were 235 agreements, each covering 200 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

	2007	2008	2009	Year-to-date 2010	April 2010	May 2010	June 2010
Canada	2.1	2.4	0.3	0.2	1.8	1.4	1.0
Ontario	1.8	2.3	0.4	1.8	2.2	1.9	1.6
Toronto	1.9	2.4	0.5	1.9	2.4	2.1	1.8
Ottawa-Gatineau (Ont. part)	1.9	2.2	0.6	1.9	2.4	2.1	1.7
Thunder Bay	1.0	2.2	0.1	1.2	1.6	1.4	1.0

* 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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