

Collective Bargaining Highlights

December 2010



At A Glance

Average Annual Wage Increase

	Nov	Dec
	%	%
Private Sector	1.6	1.0
Public Sector	1.8	1.8
All Settlements	1.8	1.7

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

Agreements Settled in December

In December, 12 collective agreements were ratified, each covering 200 or more employees. These agreements covered 43,618 employees, 95% of whom were in the public sector (41,606).

The overall average annual increase in base wage rates in December was 1.7%, a slight decrease from 1.8% reported in the previous month. In the public sector, eight agreements were settled for an average annual wage increase of 1.8%, unchanged from last month. In the private sector, four agreements were settled with an average annual wage increase of 1%, compared to 1.6% reported in November.

Major settlements in December included three 36-month agreements between the Treasury Board of Canada and the Public Service Alliance of Canada. The agreements covering 38,083 Ontario-based employees provide average annual wage increases ranging from 1.7% to 1.8%. Ryerson University and the Canadian Union of Public Employees (CUPE) negotiated three 48-month agreements covering 2,400 employees, providing average annual wage increases ranging from 2.1% to 2.3%. National Grocers Co. Ltd. (a Division of Loblaw Companies Ltd) and United Food and Commercial Workers Union (UFCW-Can) reached a 78-month agreement covering 930 warehouse employees. The settlement provided an average annual wage increase of 1.2%. In health, an arbitration award was issued for St. Michael's Hospital and Service Employees International Union. The award settled a three year agreement, providing 800 employees with an average annual wage increase of 2% in each of the first two years, and a conditional wage adjustment in the final year based on the future "Central Agreement" between the union and the participating hospitals.

Wage Settlements - December

Average Annual Increase, Current Month

	Agmts	Empls	Increase %
Private Sector	4	2,012	1.0
Public Sector	8	41,606	1.8
All Settlements	12	43,618	1.7

Average Annual Increase, Current Three Years

	2010 %	2009 %	2008 %
Private Sector	2.1	1.3	2.0
Public Sector	1.9	2.4	3.1
All Settlements	2.0	2.1	2.7

Average Annual Increase by Industry, Current Month

	Agmts	Empls	Increase %
Manufacturing	1	232	1.5
Construction	1	300	1.7
Trade & Finance	1	930	1.2
Transportation, Communications & Utilities	1	550	0.0
Public Administration	3	38,083	1.8
Education & Related Services	3	2,400	2.2
Health & Social Services	2	1,123	2.0
All Settlements	12	43,618	1.7

Average Annual Increase by Industry, Current Three Years

	2010 %	2009 %	2008 %
Primary	2.2	3.4	4.1
Manufacturing	1.5	0.7	1.2
Construction	2.5	1.3	3.2
Trade & Finance	0.7	1.6	2.1
Transportation, Communications & Utilities	1.9	1.8	2.9
Public Administration	1.9	2.0	3.1
Education & Related Services	1.7	3.0	3.1
Health & Social Services	2.0	2.4	3.0
Other Services	2.6	2.2	2.6
All Settlements	2.0	2.1	2.7

December Settlements

Employer	Union	Average Annual Wage Incr. %	1st 12 months %	Approx. Number of Empls. (Ontario)	Duration of Wage Schedule (months)	Agmt. Expiry Date
Manufacturing						
TRW Canada (Occupant Safety Systems)	Cdn Auto Workers	1.5*	0.0	232	36	2013-11-26
Construction						
Pipe Line Contractors Assn of Canada (Mainline)	Labourers	1.7	0.0	300	36	2013-04-30
Trade & Finance						
National Grocers (Div. of Loblaw Companies) (Maple Grove Warehouse)	Food & Commercial Workers	1.2* ¹	0.0	930	78	2017-01-28
Transportation, Communications & Utilities						
Allied Systems (Canada)	Cdn Auto Workers	0.0*	0.0	550	37	2014-01-10
Public Administration						
Treasury Board of Canada (Ed & Library Science) (EB)	Public Service Alliance	1.7	1.7	531	36	2014-06-30
Treasury Board of Canada (Operational Services) (SV)	Public Service Alliance	1.8	1.7	3,060	36	2014-08-04
Treasury Board of Canada (Program/Admin Services) (T-1)	Public Service Alliance	1.8	1.7	34,492	36	2014-06-20
Education & Related Services						
Ryerson University (Continuing Education) (Unit 2)	Cdn Public Empls	2.2 ²	1.5	600	48	2014-08-31
Ryerson University (Sessional/Part-Time Instructors) (Unit 1)	Cdn Public Empls	2.1	1.5	400	48	2014-08-15
Ryerson University (Teaching/Graduate Assistants) (Unit 3)	Cdn Public Empls	2.3	2.0	1,400	48	2014-08-31
Health & Social Services						
St Michaels Hospital (service/maintenance trades)	Service Employees Intl	2.0 ³	2.0	800	24	2012-09-30
Regional Municipality of Waterloo (Sunnyside Home) (service/clerical)	Cdn Auto Workers	2.0	2.0	323	36	2012-12-31

* including COLA clause and/or COLA estimates

¹ wage increase applicable to end rates only

² exclude market rate adjustments

³ conditional wage adjustments in the third year

Also Settled in November

University of Western Ontario and Public Service Alliance of Canada (2,025 Graduate Teaching Assistants)

Average Annual Wage Increase: 0.6% over two years

Selected Settlement Summaries

(Based on available information)

National Grocers Co. Ltd. (a Division of Loblaw Companies Ltd) (Maple Grove Warehouse) and United Food and Commercial Workers Union, Local 1000A ((930 employees)

a 78-month renewal agreement, effective August 1, 2010, expiring January 28, 2017

- wage increases include \$0.50 in both the second and sixth years, and \$0.75 in the fourth year, in addition to various lump sum payments over the course of the agreement, applicable to end rates for all active full-time employees
- modifications to vacation and paid holidays provisions
- increased boot allowance

Pipe Line Contractors Association of Canada (mainline) and Labourers International Union of North America

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

- total wage package increases of 2.5% in each of the second and third years of the agreement

St. Michael's Hospital and Service Employees International Union, Local 1 (800 employees)

a three-year arbitrated renewal agreement effective October 1, 2009, expiring September 30, 2012

- general wage increases include 2% in both the first and second years; effective October 1, 2011, wage increases (if any) will mirror wage increases negotiated or arbitrated in relation to the "Central Agreement" between the union and participating hospitals represented by the Ontario Hospital Association for the period October, 2011 to September, 2012
- increases in shift and weekend premiums, and meal allowance
- improvements to health care benefits, and vacation leave

Fourth Quarter 2010 Summary

During the fourth quarter of 2010, 82 collective agreements were ratified, each covering 200 or more Ontario-based employees. These agreements covered 109,806 employees, 68% of whom were in the public sector. By industry, the majority of employees were in federal government (44,388), retail trade (25,240), and health and social services (18,870).

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

Sector and CPI	2008				2009				2010			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Private Sector	2.0	1.7	2.6	2.6	2.2	1.3	1.1	1.2	2.2	2.4	2.3	0.9
Public Sector	3.1	3.0	3.0	3.1	2.5	2.6	2.2	2.3	2.1	2.2	2.0	1.8
All Settlements	2.9	2.0	2.9	3.0	2.4	2.2	1.9	1.8	2.2	2.4	2.2	1.5
Consumer Price Index	1.5	1.9	3.6	2.0	1.6	0.3	-1.1	0.8	1.6	1.9	2.9	3.2

Wage Adjustments

Fourth quarter settlements provided an overall average annual wage increase of 1.5%, compared to 2.2% reported in the previous quarter. In the public sector, the average annual wage increase was 1.8%, down from 2% in the previous quarter. The private sector reported an average annual wage increase of 0.9% compared to 2.3% in the third quarter. During the fourth quarter of 2010, average annual wage increases were affected by settlements in health and social services (2.1%), construction (2.6%), and local government (3%).

In the fourth quarter of 2010, approximately 56% of all employees received average annual wage increases ranging from 1% to 1.9%, compared to 24% who received average annual wage increases ranging from 0.1% to 0.9%. In the public sector, 77% of employees were covered by agreements with average annual wage increases ranging from 1% to 1.9%, compared to 10% of private sector employees. In the private sector, 70% of employees received average annual wage increases ranging from 0.1% to 0.9%.

Of the total number of employees for whom agreements were reached during the fourth quarter of 2010, 45% were covered by three-year agreements. Approximately 61% of public sector employees and 11% of private sector employees were covered by three-year agreements, compared to 71% of private sector employees and less than 1% of public sector employees who were covered by five-year agreements. Approximately 45% of non-manufacturing employees and 27% of manufacturing employees were covered by three-year agreements.

**Table 1: Average Annual Increases in Base Wage Rates by Sector
(public and private), Fourth Quarter 2009 to Fourth 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>
Fourth Quarter 2009									
Private Sector	29	31,931	1.2	5	8,342	0.1	24	23,589	1.6
Public Sector	70	41,271	2.3	1	1,358	1.9	69	39,913	2.3
All agreements	99	73,202	1.8	6	9,700	0.3	93	63,502	2.0
First Quarter 2010									
Private Sector	34	39,108	2.2	9	3,854	1.7	25	35,254	2.3
Public Sector	22	19,151	2.1	-	-	-	22	19,151	2.1
All agreements	56	58,259	2.2	9	3,854	1.7	47	54,405	2.2
Second Quarter 2010									
Private Sector	72	93,635	2.4	3	1,357	1.3	69	92,278	2.4
Public Sector	23	13,539	2.2	2	2,242	2.2	21	11,297	2.2
All agreements	95	107,174	2.4	5	3,599	1.9	90	103,575	2.4
Third Quarter 2010									
Private Sector	35	31,984	2.3	4	9,300	2.2	31	22,684	2.3
Public Sector	34	20,432	2.0	-	-	-	34	20,432	2.0
All agreements	69	52,416	2.2	4	9,300	2.2	65	43,116	2.2
Fourth Quarter 2010									
Private Sector	31	35,056	0.9	6	2,694	1.3	25	32,362	0.9
Public Sector	51	74,750	1.8	-	-	-	51	74,750	1.8
All agreements	82	109,806	1.5	6	2,694	1.3	76	107,112	1.5

**Table 2: Average Annual Increases in Base Wage Rates by Sector
(manufacturing and non-manufacturing), Fourth Quarter 2009 to Fourth 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>
Fourth Quarter 2009									
Manufacturing	17	12,767	0.5	4	7,692	0.0	13	5,075	1.3
Non-Manufacturing	82	60,435	2.1	2	2,008	1.6	80	58,427	2.1
All agreements	99	73,202	1.8	6	9,700	0.3	93	63,502	2.0
First Quarter 2010									
Manufacturing	14	5,768	1.6	6	2,288	1.6	8	3,480	1.7
Non-Manufacturing	36	25,341	2.1	3	1,566	1.9	33	23,775	2.1
Construction	6	27,150	2.4	-	-	-	6	27,150	2.4
All agreements	56	58,259	2.2	9	3,854	1.7	47	54,405	2.2
Second Quarter 2010									
Manufacturing	19	5,968	0.9	3	1,357	1.3	16	4,611	0.8
Non-Manufacturing	34	18,700	2.2	2	2,242	2.2	32	16,458	2.2
Construction	42	82,506	2.5	-	-	-	42	82,506	2.5
All agreements	95	107,174	2.4	5	3,599	1.9	90	103,575	2.4
Third Quarter 2010									
Manufacturing	11	7,001	2.2	2	3,226	2.2	9	3,775	2.2
Non-Manufacturing	42	28,420	2.0	2	6,074	2.2	40	22,346	2.0
Construction	16	16,995	2.4	-	-	-	16	16,995	2.4
All agreements	69	52,416	2.2	4	9,300	2.2	65	43,116	2.2
Fourth Quarter 2010									
Manufacturing	12	4,103	1.2	3	860	2.0	9	3,243	1.0
Non-Manufacturing	65	103,053	1.5	3	1,834	0.9	62	101,219	1.5
Construction	5	2,650	2.6	-	-	-	5	2,650	2.6
All agreements	82	109,806	1.5	6	2,694	1.3	76	107,112	1.5

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

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Food, Beverage	5	1,643	1.5	-	-	-	5	1,643	1.5
Fabricated Metals	2	452	0.8	1	232	1.5	1	220	0.0
Transportation Equipment	1	800	0.0	-	-	-	1	800	0.0
Electrical Products	4	1,208	1.9	2	628	2.2	2	580	1.5
Total Manufacturing	12	4,103	1.2	3	860	2.0	9	3,243	1.0

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

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Transportation	4	1,518	1.4	2	904	0.7	2	614	2.4
Storage	1	469	1.1	-	-	-	1	469	1.1
Retail Trade	6	25,240	0.6	1	930	1.2	5	24,310	0.6
Education & Related Services	12	10,503	1.5	-	-	-	12	10,503	1.5
Health & Social Services	33	18,870	2.1	-	-	-	33	18,870	2.1
Management Services	1	312	2.9	-	-	-	1	312	2.9
Accommodation, Food Services	2	764	2.1	-	-	-	2	764	2.1
Federal Government	4	44,388	1.7	-	-	-	4	44,388	1.7
Local Government	2	989	3.0	-	-	-	2	989	3.0
Total Non-Manufacturing	65	103,053	1.5	3	1,834	0.9	62	101,219	1.5

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

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Construction	5	2,650	2.6	-	-	-	5	2,650	2.6

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

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	Empls	%	Agmts	Empls	%	Agmts	Empls	%
Manufacturing	12	4,103	1.2	3	860	2.0	9	3,243	1.0
Non-manufacturing	65	103,053	1.5	3	1,834	0.9	62	101,219	1.5
Construction	5	2,650	2.6	-	-	-	5	2,650	2.6
All Industries	82	109,806	1.5	6	2,694	1.3	76	107,112	1.5

Table 7: Average Annual Increases in Base Wage Rates by Duration and Sector, Fourth 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	799	1.2	2	799	1.2	-	-	-
Two-year agreements	40	25,945	1.7	6	2,396	1.2	34	23,549	1.8
Three-year agreements	19	49,163	1.8	9	3,694	1.9	10	45,469	1.8
Four-year agreements	13	7,849	1.9	7	2,349	2.1	6	5,500	1.8
Five-year agreements	7	25,120	0.6	6	24,888	0.6	1	232	2.8
Seven-year agreements	1	930	1.2	1	930	1.2	-	-	-
All Agreements	82	109,806	1.5	31	35,056	0.9	51	74,750	1.8

Table 8: Average Annual Increases in Base Wage Rates by Duration (Manufacturing and Non-Manufacturing), Fourth 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	420	0.0	1	379	2.5	-	-	-
Two-year agreements	3	1,380	0.6	37	24,565	1.8	-	-	-
Three-year agreements	4	1,094	1.5	11	46,019	1.8	4	2,050	2.6
Four-year agreements	3	961	2.2	10	6,888	1.9	-	-	-
Five-year agreements	1	248	1.9	5	24,272	0.6	1	600	2.6
Seven-year agreements	-	-	-	1	930	1.2	-	-	-
All Agreements	12	4,103	1.2	65	103,053	1.5	5	2,650	2.6

Negotiations

On average, private sector agreements were ratified within 4.6 months from the start of negotiations, compared to 10.9 months in the public sector.

Of all settlements reached during the fourth quarter of 2010, 19 agreements covering 47% of employees were negotiated directly by the parties, compared to 26 agreements, covering 34% of employees, reached with the assistance of conciliation or mediation. Thirty-three (33) agreements, covering 18% of employees were settled by arbitration, and four agreements were reached following work stoppages.

In the public sector, approximately 64% of employees reached settlements in direct bargaining, while 24% were covered by settlements reached in arbitration. In the private sector, 81% of employees reached agreements with the assistance of conciliation or mediation, compared to 11% who settled by direct bargaining.

Upcoming Bargaining

Major negotiations continuing into the first quarter of 2011 include the federal government, municipalities, police services boards, hospitals, nursing homes and homes for the aged, universities, Ontario Power Generation, and Bruce Power.

Major agreements scheduled to expire during the first quarter of 2011 include Air Canada, Canada Post, Ottawa City Transit, Toronto Transit, Hydro One, Workplace Safety and Insurance Board, Pharma Plus Drugmarts, Canadian Red Cross and hospitals (ONA).

Table 9: Duration of Negotiations, Fourth 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	23	52,757	14	5,094	9	47,663
4 – 6 months	19	28,123	9	19,326	10	8,797
7 – 9 months	10	14,410	7	10,401	3	4,009
13 months and over	30	14,516	1	235	29	14,281
Total	82	109,806	31	35,056	51	74,750

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

Average Duration of Negotiations	
	<i>months</i>
Private sector	4.6
Public sector	10.9
Total	8.5

Table 11: Stage of Settlement by Sector, Fourth 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	19	51,900	11	3,918	8	47,982
Conciliation	8	2,928	7	2,605	1	323
Post-conciliation bargaining	4	2,632	1	232	3	2,400
Mediation	13	31,048	5	24,970	8	6,078
Post-mediation bargaining	1	600	1	600	-	-
Arbitration	33	19,217	2	1,250	31	17,967
Work stoppage	4	1,481	4	1,481	-	-
Total	82	109,806	31	35,056	51	74,750

Work Stoppages

During 2010, 56 work stoppages under Ontario jurisdiction were reported, compared to 64 reported in 2009. Work stoppages during 2010 involved 10,711 employees and resulted in 704,630 person-days lost, compared to 42,573 employees and 1,549,560 person-days lost reported in 2009.

In 2010, 23 work stoppages were reported in the manufacturing sector, a decrease from 25 reported in 2009. The non-manufacturing sector reported 32 work stoppages during 2010 compared to 39 reported in 2009. During 2010, 0.05% of the estimated working time in Ontario was lost due to work stoppages.

Table 12: Work Stoppages, 2009 and 2010

	2010	2009
Manufacturing	23	25
Non-manufacturing	32	39
Construction	1	-
All Industries	56	64

Table 13: Person-Days Lost, 2009 and 2010

	2010	2009
Manufacturing	242,710	316,100
Non-manufacturing	460,040	1,233,460
Construction	1,880	-
All Industries	704,630	1,549,560

As of December 31, 2010, 12 work stoppages, covering a total of 1,364 employees, were carried over to January 2011.

(Data are collected for all work stoppages involving two or more employees under Ontario jurisdiction.)

Table 14: Work Stoppages under Ontario Jurisdiction, 1988 to 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*	56	10,711	191	704,630	65.8	71	0.05

* preliminary

Source: Collective Bargaining Information Services, Dispute Resolution Services

Major Negotiations Underway

Employer	Union	Location	Approx. Number Empls.	Expiry Date
Federal Government	Various unions	Canada-wide	13,600	Various dates
Various Municipalities (excluding Police Services Boards)	Various unions	Various locations	24,000	Various dates
Police Services Boards	Police Associations	Various locations	16,300	Various dates
Hospitals	Various unions	Various locations	94,000	Various dates
Nursing Homes/Homes for the Aged	Various unions	Various locations	46,700	Various dates
Universities	Various unions	Various locations	12,900	Various dates
Pulp and Paper	Various unions	Various locations	4,200	Various dates
U.S. Steel Canada (Hamilton Works)	USW	Hamilton	2,000	2010-07-31
Ontario Power Generation (Nuclear/Non-Nuclear)	Energy Professional Society	Province-wide	3,000	2010-12-31
Bruce Power LP/Bruce Power Inc	Various unions	Province-wide	3,200	2010-12-31
Pharma Plus Drugmarts	UFCW	Various locations	2,100	2011-01-04
Canada Post Corp. (Urban Unit)	Postal Workers	Province-wide	20,600	2011-01-31
Winners Merchants Intl. LP	UNITE HERE	Province-wide	1,600	2011-01-31
Air Canada (sales and service)	CAW	Canada-wide	2,300	2011-02-28

As of December 31, 2010, there were 200 agreements, each covering 200 or more employees, that have expired and not been renewed.

Consumer Price Index (2002=100)*

				Year-to-date	October	November	December
	2007	2008	2009	2010	2010	2010	2010
Canada	2.1	2.4	0.3	1.8	2.4	2.0	2.4
Ontario	1.8	2.3	0.4	2.4	3.4	3.0	3.3
Toronto	1.9	2.4	0.5	2.5	3.2	3.0	3.2
Ottawa-Gatineau (partie Ontario)	1.9	2.2	0.6	2.5	3.3	3.1	3.5
Thunder Bay	1.0	2.2	0.1	2.1	3.4	3.0	3.4

* 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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