

2010

Bargaining Achievements in the Saskatchewan School Board Sector

Prepared for the

Education Workers' Steering Committee
Annual Conference, November 5-6, 2010

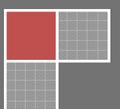


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Introduction

In Saskatchewan, CUPE represents 6,455 support workers in the education sector which covers Pre K-12 (Pre Kindergarten to Grade 12). CUPE members work in a variety of jobs in Saskatchewan schools such as educational or teaching assistants, secretaries and administrative assistants, library assistants and technicians, caretakers, maintenance workers, bus drivers, computer technicians, social workers, community school coordinators, speech assistants, workers in various trades and many other classifications.

As of October 20, 2010, CUPE had 26 collective agreements in the Pre K-12 education sector, compared to 32 last fall and down from 58 agreements in 2006. The number of collective agreements in this sector has been reduced by more than one-half in the last four years as a result of rural school division amalgamations that came into effect January 2006. Since then, rural CUPE education locals have merged into one local per new school division and have bargained one collective agreement with each school division. This year the process of merging collective agreements from the legacy school divisions is completed with the negotiation of one agreement between Local 4875 and the North East School Division.

This is the twelfth consecutive year that CUPE Research has produced this summary of bargaining achievements in the Saskatchewan education sector. When these reports began, there were over 60 bargaining units in the education sector. The Education Workers' Steering Committee requested a report to help track bargaining trends and successes among the vast number of settlements in the sector.

This year's document reports on eight (8) settlements in the education sector. The agreements were ratified between November 2009 and the end of October 2010.

The information in this report is based on the contract settlement reports completed by the CUPE staff representative assigned to the education local. CUPE's Research Representative compiles and analyzes the information from the settlement reports and supplements the information by reviewing collective agreements and speaking with the staff representative.

I – Saskatchewan Wage Settlements 2009-2010

Provincial Wage Settlement Trends

The Labour Relations and Mediation Branch of the Ministry of Labour Relations and Workplace Safety monitors both public and private sector negotiated wage settlements in the province of Saskatchewan. The branch provided data on 26 settlements in 2010 to date, compared to a total of 29 settlements in 2009 and 24 settlements in 2008. The settlement data is based on voluntarily-submitted reports from unions. The 2010 data is considered “preliminary” until all settlements that occur in 2010 are reported. At that point, the 2010 average for wage settlements will be adjusted to reflect any new settlements.

Table 1 on the next page shows that the average annual negotiated wage settlement for both the public and private sector was 3.9% in 2009 and 2.8% for 2010 (preliminary). The private sector settlements were slightly higher on average than the public sector settlements – 2.9% for the private sector vs. 2.7% for the public sector.

Table 1 also shows the average annual negotiated wage settlement *per employee*, a calculation that takes into account the number of employees in a bargaining unit. The average wage settlement per employee in Saskatchewan was 3.9% in 2009 but only 2.3% in 2010. The average private sector employee received a wage increase in 2010 that was a full percentage higher than the average public sector employee: 3.2% compared to 2.2% for public sector employees.

The wage settlement information shows a significant downward trend in public sector employees’ wages. In 2007, 2008 and 2009 public sector workers saw average wage increases of 4%, 4.9% and 4%. Government spending restraint and a tougher bargaining climate has resulted in much lower wage settlements for the public sector in 2010.

**Table 1 – Average Annual % Wage Settlements in Saskatchewan
1998 – 2010**

Year	Total Number of Settlements	% Increase per Settlement			% Increase per Employee		
		Total	Public	Private	Total	Public	Private
1998	41	2.1	1.8	2.4	2.0	1.8	2.6
1999	61	2.1	2.1	2.2	2.0	2.0	2.0
2000	52	2.4	2.2	2.4	2.6	2.3	2.5
2001	72	2.9	2.9	3.0	2.9	2.9	2.9
2002	63	3.2	3.4	3.0	3.1	3.1	3.0
2003	45	3.0	3.2	2.9	3.0	3.1	2.8
2004	42	2.5	2.4	2.6	1.2	0.8	2.8
2005	69	2.4	2.3	2.5	2.0	2.0	2.6
2006	48	2.8	2.6	3.0	2.1	2.0	2.9
2007	54	3.6	3.7	3.6	4.0	4.0	3.4
2008	24	4.1	4.3	3.9	4.9	4.9	4.2
2009	29	3.9	3.9	3.8	3.9	4.0	3.8
2010P	26	2.8	2.7	2.9	2.3	2.2	3.2

P= preliminary data.

Source: Ministry of Labour Relations and Workplace Safety, Wage Settlement Statistics, October 21, 2010.

Major public sector settlements - Saskatchewan

With a tighter provincial government wage mandate, public sector wage settlements have been lower this year compared to the last number of years.

SGEU/Public Service Commission

The SGEU ratified its provincial agreement with the Public Service Commission in April of 2010 which provided for wage increases of 1.5% in 2009, 2.0% in 2010 and 2.0% in 2011. The provincial agreement covers just over 10,000 provincial government workers and is in effect from October 1, 2009 to September 30, 2012.

CUPE Local 600 and the Public Service Commission negotiated the same wage increases as the SGEU provincial agreement: 1.5% for 2009, 2% for 2010 and 2% for 2011.

Health Care Provider Unions

The health care provider unions (CUPE, SEIU and SGEU) finally reached an agreement with the Saskatchewan Association of Health Organizations (SAHO) on August 13, 2010. The 25,000 health care workers in these three unions had been without a collective agreement since March 31, 2008.

The provincial health care agreement between CUPE and SAHO provides wage increases of 4% retroactive to April 1, 2008, 2% for 2009, 1.5% for 2010 and 2% for 2011. In addition to general wage increases there are market wage adjustments ranging from \$0.50 an hour to \$4.43 an hour for nine technologist classifications. The settlement also increases the shift premium to \$2.10 an hour and the weekend premium to \$1.80 an hour.

The agreement is in effect for four years: from April 1, 2008 to March 31, 2012.

SEIU and SGEU health care provider bargaining units received the same wage increases as CUPE.

University Sector

In the University sector, both Local 1975 (University of Saskatchewan) and Local 1975-01 (University of Regina) support staff reached agreements in 2010.

Local 1975-01 ratified its agreement with the University of Regina on June 1, 2010. The agreement covers 650 members and is in effect from January 1, 2010 to December 31, 2012.

General wage increases are: 2.25% for 2010, 2.25% for 2011 and 2.75% for 2012. There were also improvements to shift premiums (from \$0.90 to \$1.00/hour) and other premiums. The Supplementary Employment Benefits plan for employees on maternity, adoption or parental leave was improved from 15 weeks top up at 95% of salary to 25 weeks at 90% of salary.

Total compensation is 9% over the three-year term of the agreement.

The agreement between Local 1975 and the University of Saskatchewan has a more complicated process for wage adjustments. Individual employees will receive an annual 2% wage increment that is referred to in their collective agreement. Different classification salary ranges will receive further increases – Phase 1 and 2 Salary Ranges increase by 3% in each year of the agreement, and Phase 3, 4, 5 and 6 Salary Ranges increase by 2% in each year of the agreement.

There were also increases to shift premiums (now \$1.00/hour) and the introduction of a standby premium (one hour pay for each 8 hours on standby).

Future public sector bargaining

The one major set of bargaining that education workers will be watching for is the provincial agreement currently being negotiated by the Saskatchewan Teachers' Federation (STF) and the SSBA/Provincial Government. The STF provincial agreement covers about 12,000 teachers in the province and expired on August 31, 2010. The Pre K-12 education sector is not covered by the *Public Service Essential Services Act*.

The largest CUPE education bargaining units also have their collective agreements expiring in 2010 (see Appendix III). The agreements of 3,818 CPE school support staff in 15 bargaining units expire on or before December 31, 2010 (58% of education bargaining units, or 60% of our education members).

II – Saskatchewan Education Settlements 2009-2010

This document reports on eight (8) CUPE education settlements that were ratified between November 2009 and the end of October 2010. The total number of members covered by these eight settlements is just over 1,300. The list of these settlements can be found in Section III and Appendix I.

The highlights of bargaining over the last year include:

- **The merging of eight (8) collective agreements into two (2) new agreements.** Local 4875/North East SD merged six agreements into one, and Local 4254/Prairie Spirit merged two agreements into one. There are now a total of 26 CUPE collective agreements in the education sector, down from 58 agreements in 2006.
- **Wage parity achieved in the newly merged collective agreements.** Workers in the same classification were paid different wage rates in the legacy agreements. Local 4875 achieved wage parity in the merged collective agreement by levelling the lower wages up to the best rate.
- **Improvements to women's wages.** Local 4799/Horizon SD successfully reduced the number of increments in their wage schedule for predominantly female classifications from six to four. By eliminating the bottom two steps, the start rate for Educational Assistants, Secretaries, Librarians, Receptionists and Data Entry Clerks went from \$12.61 an hour on September 1, 2009 to \$15.15 an hour effective September 1, 2010 – a 20% increase.

Local 4747/Living SK SD also improved the wage rate of female classifications by negotiating a flat rate rather than a percentage wage increase. This brought up the lower paid classifications (female jobs) and ensured that all positions in the agreement are paid more than \$15 an hour.

These are important equity gains and meet CUPE's goal of a minimum \$15 an hour for all CUPE members.

- **Significant improvements to benefits.** Benefit coverage has been extended to all members in the newly merged collective agreements. Some of the legacy agreements had only provided Core Benefits (LTD, Group Life, AD&D). Local 4875/North East SD and Local 4799/Horizon SD negotiated extended health care and dental benefits for all members (at 50/50 cost share of premiums). Local 4799 had merged several legacy agreements into one collective agreement in their previous negotiations, and in this recent round of bargaining they were able to address the disparity in benefit coverage.

Local 4747/Living Sky SD achieved 100% Employer-paid benefits effective September 1, 2010 (up from 80% employer-paid) and 100% Employer-paid LTD effective September 1, 2012 (from 100% employee-paid).

- **Improvements to Supplemental Unemployment Benefit (SUB) Plans.** Two CUPE Locals (4254/Prairie Spirit SD and 4784/Good Spirit SD) made improvements to SUB Plan benefits in recent negotiations. Local 4254 increased the length of time that employees on maternity leave get the top up from EI from 9 weeks at 95% of salary to 12 weeks at 95% of salary. Local 4784 previously had no SUB Plan and was able to negotiate 6 weeks top up of EI to 95% of salary.

There are now a total of 7 CUPE education Locals with collective agreement language outlining SUB Plans and one education local whose members can access a SUB Plan through employer policy but without language in the collective agreement.

Comparison of CUPE Education Agreements Supplemental Unemployment Benefits (SUB) Plans

Local	Employer	# Members	# of Weeks Benefit	Top up of EI Benefits
650	Regina School Division	195	6	95% Salary
2668	St. Paul's RCCSD	503	12	95% Salary
3730	St. Paul's RCCSD	138	9	95% Salary
3766	Regina School Division	310	12	95% Salary
4254	Prairie Spirit SD (Saskatoon East)	260	12	95% Salary
4747*	Living Sky SD	585	12	95% Salary
4784	Good Spirit SD	195	6	95% Salary
8443	Saskatoon Public School Division	1006	12	95% Salary
Total				3192 (49.4%)
STF	Provincial Government/SSBA		12	95% Salary

*School Division Policy. The SUB Plan is not in the Collective Agreement of Local 4747.

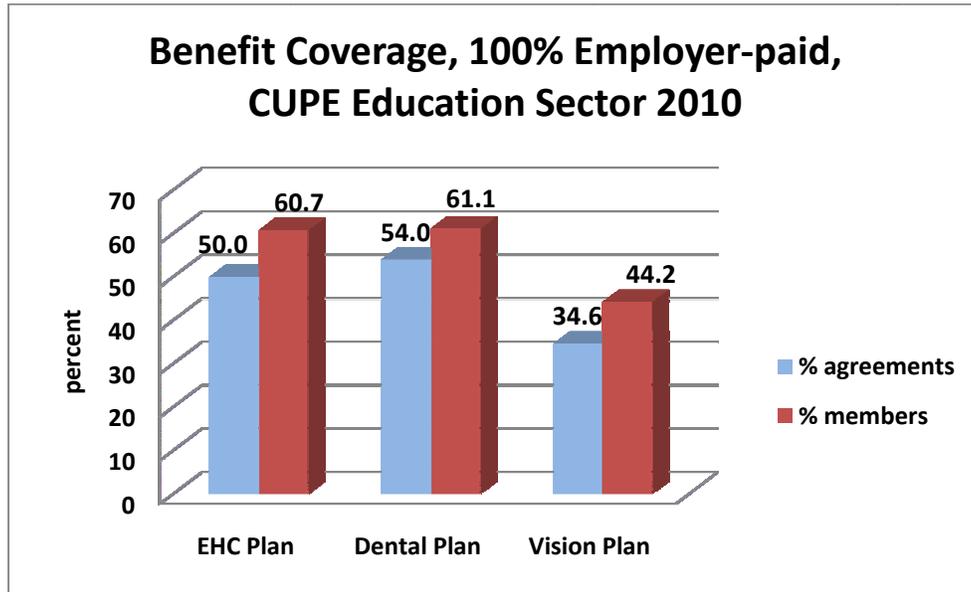
Benefit Improvements – Progress on our Goal!

CUPE's education sector has made significant gains in the last year toward comprehensive benefit coverage for all members. More CUPE education members have extended health and dental benefits and more CUPE members have their benefits paid for fully by the Employer (see the accompanying Benefit Comparison document).

There are three education locals, however, without any benefit plan – not even Core Benefits. All of these locals are bus driver locals (Local 832-4, 885 and 4678). All other CUPE education locals have Core Benefits and at least one other health benefit (extended health, dental or vision).

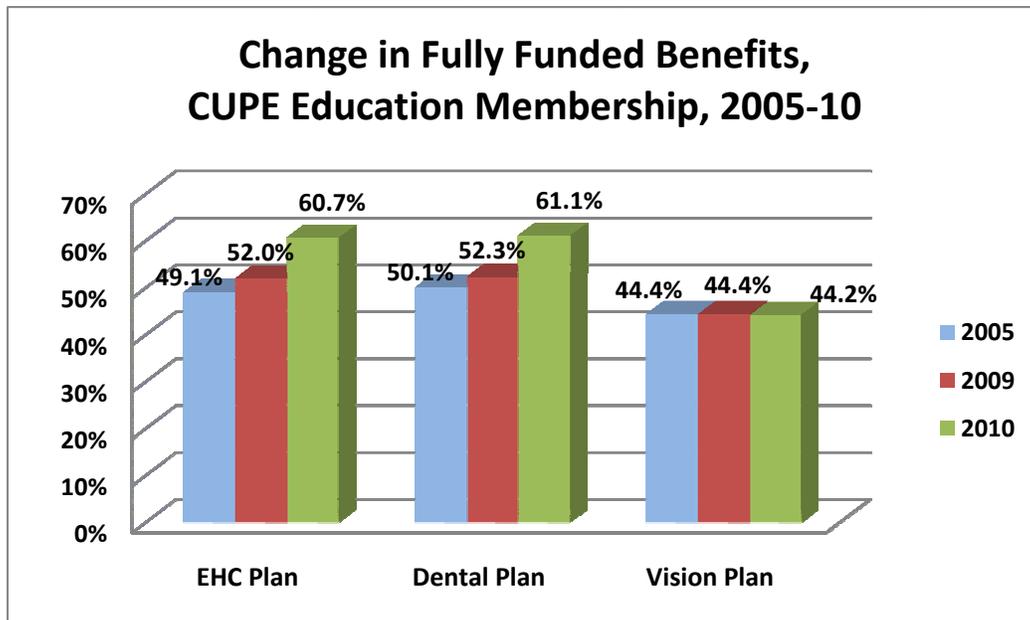
Core Benefits (LTD, Group Life and AD&D) are more likely to be paid jointly by employees and employers, but Extended Health and Dental benefits are more likely to be paid fully by employers.

The goal of the Education Workers Steering Committee is to achieve fully-paid health benefits for all CUPE education members in the province in line with teachers, provincial government employees, health care workers and others. The chart below shows the percentage of collective agreements and the percentage of members who have health benefit premiums paid for 100% by their employer.



CUPE Research

In the last five years, education locals have made significant gains in obtaining employer-paid benefits, except for Vision Plan coverage which has remained flat. The chart below shows the percentage of education members with 100% employer-paid benefits from 2005-2010.



CUPE Research

If we were to include those collective agreements in which the employer pays the majority of the premium costs (60%, 80% and 100%), then the statistics would be as follows:

- 79.4% of CUPE education members in Saskatchewan have the *majority* of EHC premiums paid for by their employer.
- 79.7% of CUPE education members have the *majority* of Dental premiums paid for by their employer.
- 57.3% of CUPE education members have the *majority* of Vision premiums paid for by their employer.

Summary

In conclusion, education locals in Saskatchewan continue to make real progress toward benefit and wage parity.

This year's report provides information to allow education locals and their staff representatives to highlight progress on goals with the membership and build support for further gains.

Section III – CUPE Education Wage Settlements, 2009-2010

Local	Employer	# Members	Term of Agreement	Wage Increases	Additional adjustments/comments
4254	Prairie Spirit SD	251	Sept. 1, 2009 to Aug. 31, 2010	Sept. 1, 2009 – 3.5%	Boot allowance \$100/year. SUB Plan benefits for 12 weeks (was 9) up to 95% of salary.
4784	Good Spirit SD	195	Aug. 1, 2009 to July 31, 2010	Aug. 1, 2009 – 3.68%	Benefit premiums went from 50/50 cost shared to 60% employer/40% employee. Shift differential \$0.30/hour.
4875	North East SD	223	Jan. 1, 2009 to Dec. 31, 2011	January 1/09 – 4% January 1/10 – 2% January 1/11 – 1%	Wage increases are averages. Individual wage increases range from 0 to 31.17%. All employees have EHC and dental benefits. Wage parity among legacy locals reached with wage rates levelling up to highest rates.
4607	Ile a la Crosse SD	33	Jan. 1, 2010 to Dec. 31, 2012	January 1/10 – 3% January 1/11 – 2% January 1/12 – 2%	4.6% increased cost to Employer-paid benefit premiums.
4747	Living Sky SD	585	Jan. 1, 2010 to Aug. 31, 2013	Jan. 1/10 - \$0.65/hr Sept. 1/10 - \$0.37/hr Sept 1./11 - \$0.56/hr Sept. 1/12 - \$0.58/hr	Went from 80% to 100% Employer-paid benefits.
4618	Christ the Teacher SD	16	Sept. 1/2009 to Aug. 31, 2012	Sept. 1/09 – 3.5% Jan. 1/10 – 3.5% Jan. 1/11 – STF Increase Jan. 1/12 – STF Increase	Dental plan went from 100% employee-paid to 50/50 cost-shared with Employer. September 1, 2009 – caretakers received 4.5% increase. In 2011 and 2012, wage rates will increase by percentage increase of STF (teachers) agreement.
4799	Horizon SD	376	Sept. 1/2008 to Aug. 31, 2013	Sept. 1/08 – 2% Sept. 1/09 – 3% Sept. 1/10 – 3% Jan. 1/11 – 3% Sept. 1/11 – 3%	All employees now receiving Extended Health Care benefits.
885	Riling Bus Ltd.	16	July 1/2008 to June 30, 2011	July 1/08 - \$3.30/day July 1/09 - \$2.50/day July 1/10 - \$2.00/day	Average increases in daily rates equals 13.9% over three years.

**Section IV - Achievements in Bargaining
Premium Pay, Allowances and Other Monetary Items**

CUPE Local	Bargaining Gain	Previous Agreement
4254 Prairie Spirit SD	Boot allowance - \$100/year	No boot allowance
4254 Prairie Spirit SD	New Language: Extra-curricular or overnight supervision to be paid at sub-rate and same guidelines as LINC agreement	Only language on before school and lunch supervision
4747 Living Sky SD	Annual increases to plug-in allowance for bus drivers by September 2012: \$325/year gas \$400/year diesel	Was \$225/year gas \$300/year diesel
4747 Living Sky SD	Bus driver kilometer and daily rate increases annually to max in September 1, 2012: Rural Daily: 42.42 Urban Daily: 59.45 Rural and Urban/km: 0.2413	Rural Daily: 39.20 Urban Daily: 54.94 Rural/km: 0.2230 Urban/km: 0.2230
4784 Good Spirit SD	Shift Differential \$0.30/hour for all hours worked between 6:00 p.m. – 7:00 a.m.	No Shift Differential previously
885 Riling Bus Ltd.	New: Severance package for any full-time employee with more than 20 years of service upon retirement or if route abolished. Number of years x \$50.00	None previously
885 Riling Bus Ltd.	Daily rate 2010/2011: Up to 104 km/day: \$57.64 105-136 km/day: \$61.54 137-168 km/day: \$64.56 169-200 km/day: \$66.70 201 + km/day: \$68.45	2007/2008 rates were: Up to 104 km/day: \$49.34 105-136 km/day: \$53.24 137-168 km/day: \$56.26 169-200 km/day: \$58.40 201 + km/day: \$60.15
885 Riling Bus Ltd.	Plug-in allowance \$300/year Wash allowance \$225/year	Plug-in allowance Was: \$175/year Wash allowance Was: \$175/year

Improvements to Pension/Benefits

CUPE Local	Bargaining Gain	Previous Agreement
4799 Horizon SD	SSBA Benefits negotiated for all members: LTD – Plan C Health – Plan B Dental – Plan B Premiums – Cost Shared 50/50	Only some of the legacy agreements had health and dental coverage.
4747 Living Sky SD	100% ER paid benefits – September 1, 2010 100% ER paid LTD – September 1, 2012	80% ER paid benefits. LTD premiums was 100% employee paid
4875 Northeast SD	All employees have benefit coverage at 50/50 cost-shared premiums	Not all legacy agreements had EHC and dental benefits.
4254 Prairie Spirit SD	1.5% increases contributions to MEPP	
4784 Good Spirit SD	Benefit premium cost sharing 60% Employer 40% Employees	Was 50/50
4618 Christ the Teacher SD	Dental Plan “C” premiums cost-shared 50/50 Group Life – core and group AD &D – core increased to 2 x salary	Was Dental Plan “A” – 100% premiums paid by employees Group Life and AD&D were at 1 x salary

Improvements to Leaves

CUPE Local	Bargaining Gain	Previous Agreement
4254 Prairie Spirit	Increase to SUB Plan benefits – 12 weeks top up of EI to 95% salary.	9 weeks top up at 95% salary
4784 Good Spirit SD	SUB Plan benefits 6 weeks top up of EI at 95% salary Under Personal Days (maximum 5 days) (Article 12.2) added leave to attend birth of employee’s child and leave to bring a newborn child home from hospital.	No SUB Plan language
885 Riling Bus Ltd.	Compassionate leave up to 5 days – serious illness or death in immediate family.	Had three days compassionate leave in province; five days out of province.
885 Riling Bus Ltd.	Accumulation of sick leave up to maximum 90 days.	Was 75 days

Improvements to Vacation/Stat Holidays

CUPE Local	Bargaining Gain	Previous Agreement
4747 Living Sky SD	6 weeks vacation after 21 years or more	6 weeks vacation after 26 years or more
885 Riling Bus Ltd.	5 weeks vacation after 10 years service. 6 weeks vacation after 20 years service.	5 weeks vacation after 15 years service. 6 weeks vacation after 25 years service.

Other Improvements

CUPE Local	Bargaining Gain	Previous Agreement
4254 Prairie Spirit SD	New language on Apprenticeship (Article 26)	None previously

APPENDIX I
CUPE Education Local Settlements Reviewed
November 2009 – October 2010

	Local	School Division	Date Ratified	Term of Agreement
1	4254	Prairie Spirit SD	October 29, 2009	Sept. 1, 2009 to August 31, 2010
2	4784	Good Spirit SD	November 4, 2009	August 1, 2009 to July 31, 2010
3	4607	Ile a la Crosse SD	February 22, 2010	Jan. 1, 2010 to Dec. 31, 2012
4	4747	Living Sky SD	March 8, 2010	Jan. 1, 2010 to August 31, 2013
5	4618	Christ the Teacher RCSSD	May 13, 2010	Sept. 1, 2009 to August 31, 2012
6	4875	North East SD (L. 2554)	June 10, 2010	Jan. 1, 2009 to Dec. 31, 2011
7	4799	Horizon SD	August 28, 2010	Sept. 1, 2008 to August 31, 2013
8	885	Riling Bus Ltd.		July 1, 2008 to June 30, 2011

Appendix II
Locals Currently in Bargaining or with Expired Collective Agreements

	Local	School Division	Classifications	Collective Agreement Expiry Date
1	5506	Prairie South SD #210	Various Classifications	August 31, 2009
2	832-4	Good Spirit SD (Under Admin)	Bus Drivers	July 31, 2010
3	4784	Good Spirit SD	Various Classifications	July 31, 2010
3	4254	Prairie Spirit SD #206	Various Classifications	August 31, 2010
4	4802	Sun West SD	Various Classifications	August 31, 2010
5	4869	South East Cornerstone SD #209	Various Classifications	August 31, 2010

Appendix III
CUPE Education Agreements Expiry Dates (2009-2013)

2009		Expiry Date	# Members
5506	Prairie South SD	August 31, 2009	297
2010			
Local 832-4	Good Spirit SD	July 31, 2010 (Under Admin)	35
Local 4784	Good Spirit SD	July 31, 2010	195
Local 4254	Prairie Spirit SD	August 31, 2010	251
Local 4802	Sun West SD #207	August 31, 2010	247
Local 4869	South East Cornerstone SD	August 31, 2010	227
Local 650	Regina SD #4	December 31, 2010	195
Local 3766	Regina SD #4	December 31, 2010	400
Local 4643	Regina SD #4	December 31, 2010	52
Local 8443	Saskatoon SD	December 31, 2010	1006
Local 4754	Chinook SD #211	December 31, 2010	358
Local 2913	PA RCSSD #6	December 31, 2010	20
Local 1125	Regina RCSSD #81	December 31, 2010	96
Local 2268	St. Paul's RCSSD #20	December 31, 2010	503
Local 3730	St. Paul's RCSSD #20	December 31, 2010	138
Local 4797	Northwest SD #203	December 31, 2010	95
			3,818
2011			
Local 885	Riling Bus	June 30, 2011	16
Local 5252	Prairie Valley SD #208	August 31, 2011	294
Local 4678	Riling Bus Co.	August 31, 2011	27
Local 4875	North East SD	December 31, 2011	223
Local 5506	Holy Trinity RCSSD	December 31, 2011	120
			680
2012			
Local 4195	Sask Rivers SD #119	July 31, 2012	650
Local 4618	Christ the Teacher	August 31, 2012	16
Local 4607	Ile a La Crosse SD #112	December 31, 2012	33
			699
2013			
Local 4747	Living Sky SD #202	August 31, 2013	585
Local 4799	Horizon SD	August 31, 2013	376
			961
		TOTAL	6455

Appendix IV

Annual Average Percentage Change for Consumer Price Index (Not Seasonally Adjusted), All Items Canada, Saskatchewan, Regina, Saskatoon, 1989 – 2009

YEAR	CANADA		SASKATCHEWAN		REGINA		SASKATOON	
	INDEX	% CHANGE	INDEX	% CHANGE	INDEX	% CHANGE	INDEX	% CHANGE
1989	74.8	5.0	72.9	4.4	72.2	4.5	73.4	3.9
1990	78.4	4.8	76.0	4.4	75.2	4.2	76.6	4.4
1991	82.8	5.6	80.0	5.2	79.3	5.3	80.6	5.2
1992	84.0	1.5	80.8	1.0	80.3	1.3	81.2	0.8
1993	85.6	1.8	83.3	3.0	82.9	3.2	83.6	2.8
1994	85.7	0.2	84.8	1.8	84.4	1.9	84.9	1.7
1995	87.6	2.2	86.4	1.9	86.1	2.0	86.6	2.0
1996	88.9	1.6	88.1	1.9	87.7	1.9	88.2	1.8
1997	90.4	1.6	89.2	1.3	88.9	1.4	89.2	1.1
1998	91.3	1.0	90.4	1.4	90.5	1.8	90.5	1.5
1999	92.9	1.7	92.0	1.9	92.1	2.0	92.1	2.1
2000	95.4	2.7	94.4	2.6	94.4	2.6	94.5	2.6
2001	97.8	2.1	97.2	3.1	97.3	3.1	97.2	2.9
2002	100.0	2.7	100.0	2.8	100.0	2.7	100.0	2.8
2003	102.8	2.8	102.3	2.3	102.3	2.3	102.2	2.2
2004	104.7	1.8	104.6	2.2	104.6	2.2	104.3	2.1
2005	107.0	2.2	106.9	2.2	106.8	2.1	106.7	2.3
2006	109.1	2.0	109.1	2.1	108.9	2.0	109.0	2.2
2007	111.5	2.2	112.2	2.8	111.7	2.6	112.7	3.4
2008	114.1	2.3	115.9	3.3	115.2	3.1	117.1	3.9
2009	114.4	0.3	117.1	1.0	117.2	1.7	118.2	0.9

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