

SUMMARY REPORT 2025

Personnel Practices, Benefits & Compensation:
Unskilled, Semi-Skilled & Skilled Workers

Hourly-Paid Employees in Ontario
81st Edition - Published annually since 1943

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Compiled by:

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Explanatory Notes

Geographic Regions

Up to seven (7) geographic regions are possible, but only those with a significant number of responses are presented in the tables under their own category. When the number of responses is too small to be meaningfully categorized, the data appears under the heading *Other Ontario*.

Region 1: GREATER TORONTO AREA (GTA)

Includes the cities of Toronto, East York, Scarborough, North York, Etobicoke, Downsview, Rexdale, Don Mills, Agincourt, and West Hill. Expands west to include Mississauga, Brampton, Cooksville, Port Credit and Streetsville. Expands north to include Brampton, Woodbridge, Aurora, Vaughan, Concord, Richmond Hill, Markham, Newmarket, and Stouffville. Expands east to include Ajax, Brooklin, Oshawa, Pickering, and Whitby.

Region 2: EASTERN ONTARIO

Includes Alexandria, Arnprior, Bancroft, Brockville, Chalk River, Chesterville, Cornwall, Gloucester, Hawkesbury, Kanata, Maitland, Morrisburg, Nepean, Ottawa, Pembroke, Perth, Prescott, Smiths Falls, Batawa, Belleville, Cobourg, Colborne, Eganville, Havelock, Kingston, Napanee, Port Hope, Trenton, and Tweed.

Region 3: GREATER GOLDEN HORSESHOE

Includes Halton Region, Milton, Georgetown, Acton, Oakville, Burlington, Hamilton, Stoney Creek, St. Catharines, Niagara Falls, Port Colborne, and Welland.

Region 4: MID-WESTERN ONTARIO

Includes Brantford, Cambridge, Guelph, Kitchener, London, Simcoe, Stratford, Tillsonburg, Ingersoll, Waterloo, and Woodstock.

Region 5: CENTRAL ONTARIO

Includes Alliston, Barrie, Bolton, Bracebridge, Collingwood, Gravenhurst, Hanover, Harcourt, Holland Landing, Huntsville, Kawartha Lakes, Lindsay, Longford Mills, Markdale, Minden, Minto, Midland, Orangeville, Orillia, Owen Sound, Penetanguishene, Peterborough, Wiarton, and Wilberforce.

Region 6: SOUTHERN ONTARIO

Includes Chatham, Leamington, Sarnia, Strathroy, Wallaceburg, and Windsor.

Region 7: NORTHERN ONTARIO

Includes Alban, Elliot Lake, Haileybury, Hearst, Mattawa, New Liskeard, North Bay, Parry Sound, Red Rock, Rutherglen, Sault St. Marie, Searchmont, Sudbury, Thunder Bay, Timmins, and White River.

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Types of Industry

Up to nine (9) industry categories are possible, but only those with a significant number of responses are presented in the tables under their own category. When the number of responses is too small to be meaningfully categorized, the data appears under the heading Other Industry.

Annual Increases Granted/Annual Increases Planned

The following information can be found in the Annual Increases section: (i) actual wage increases in 2024 and (ii) wage increases projected for 2025. Data can be viewed for the entire province or by industry, size of organization, union status, and region.

Employee Benefits and Human Resources Practices

The employee benefits section presents benefits and policy information based on the organizations that provided data to the survey. For each employee benefit or human resources policy item, raw figures are provided with the corresponding percentages that collectively are out of 100%. Questions where multiple responses were possible are marked accordingly and the percentages accompanying those answers should be looked at individually out of 100%, as opposed to collectively equaling 100%.

Wage Data

The compensation section presents average wages by the size of organization, geographic region, union status, and industry. Average wages for all of Ontario are also provided, calculated by using the total number of responses for each job classification.

Whenever an organization paid different wages for the same position, participants were asked to weight their responses to ensure that the figures provided accurately reflect the average hourly rate paid within their organization for each job classification. Each organization therefore provides only one wage rate per job classification; all responses are then combined and analyzed, and these figures appear in the tables.

To provide meaningful wage rate information, the 10th, 25th, median/50th, 75th and 90th percentiles are presented for every sample. The median represents the middle of the dataset, meaning 50% of responses fall above the 50th percentile and 50% below. The median always falls between the 25th and 75th percentiles, but not necessarily in the exact middle. Depending on the dataset, the median may fall closer to either the 25th or 75th percentile, indicating that half of the salaries in that dataset are closer in range than the other half.

Survey users should note that percentile figures for small sample sizes provide a less reliable indicator of rate information. Datasets that only contain one sample will repeat that number throughout the percentiles.

Outliers

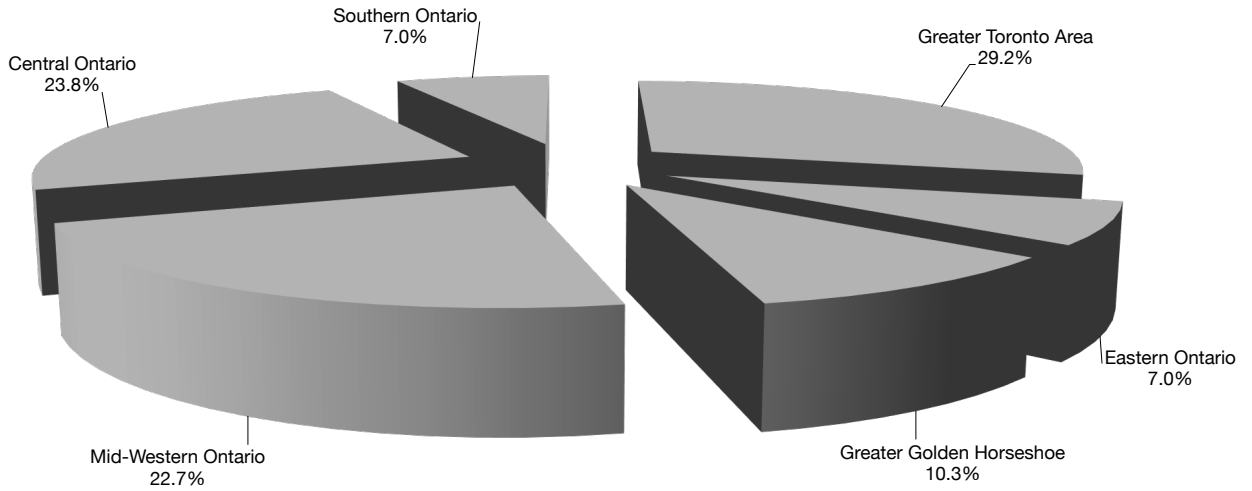
This survey applies strict criteria in eliminating "outliers"; unless the result is due to a genuine outlier and not merely an unusually skewed sample. Survey users requiring further information on this topic are invited to contact COIRI Publications.

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Participants by Region

#	Answer	%	Count
1	Greater Toronto Area	29.2%	54
2	Eastern Ontario	7.0%	13
3	Greater Golden Horseshoe	10.3%	19
4	Mid-Western Ontario	22.7%	42
5	Central Ontario	23.8%	44
6	Southern Ontario	7.0%	13
	Total	100.0%	185

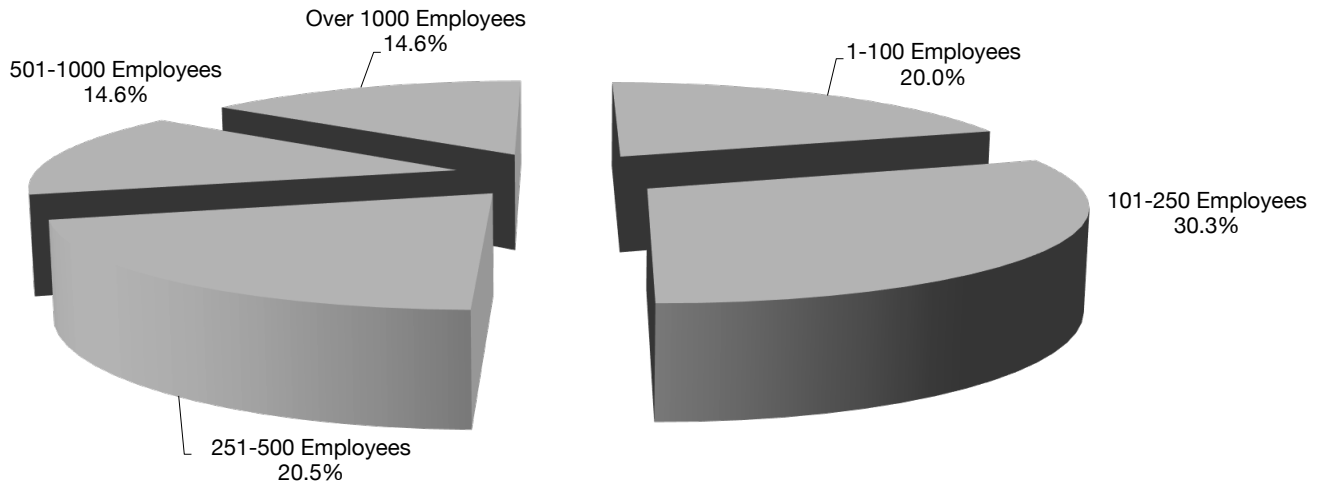


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Participants by Size of Company

#	Answer	%	Count
1	1-100 employees	20.0%	37
2	101-250 employees	30.3%	56
3	251-500 employees	20.5%	38
4	501-1000 employees	14.6%	27
5	Over 1000 employees	14.6%	27
	Total	100.0%	185

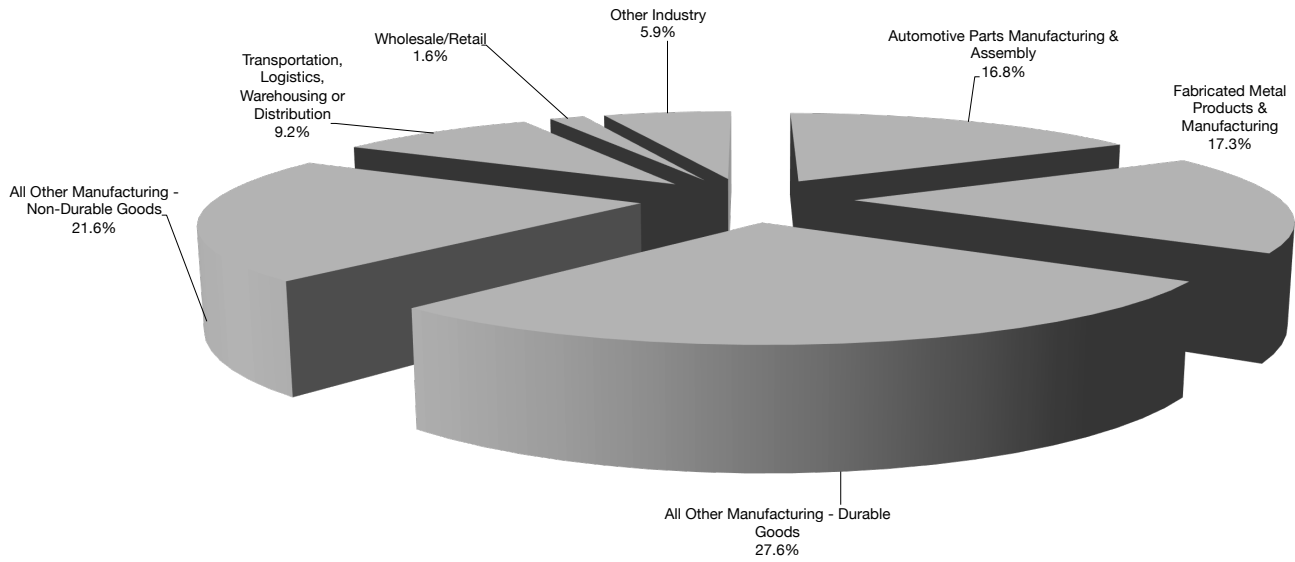


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Participants by Industry

#	Answer	%	Count
1	Automotive Parts Manufacturing & Assembly	16.8%	31
2	Fabricated Metal Products and Manufacturing (except Automotive Parts/Assembly)	17.3%	32
3	All Other Manufacturing - Durable Goods	27.6%	51
4	All Other Manufacturing - Non-Durable Goods	21.6%	40
5	Transportation, Logistics, Warehousing & Distribution	9.2%	17
6	Wholesale/Retail	1.6%	3
7	Other	5.9%	11
	Total	100.0%	185



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Participants by Union Status

#	Answer	%	Count
1	Unionized	18.4%	34
2	Non-Unionized	81.6%	151
	Total	100.0%	185

