
Collective Agreement Wage Tables Health Care and Social Assistance

March 2019

Wage Table by Employer – Page 2

Wage Table by Classification – Page 24

For further information, contact:
Collective Bargaining Information Services
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26	EMT-P [Advanced Care Paramedic]	41.65	42.90	43.33	43.87	44.75	44.75	44.75	TBD		
							3.00	3.00	1.00	1.25	2.00	0.00	0.00			
Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16	Registered Nurse	45.03	45.03	45.93	46.96	48.37	48.37	48.37	TBD		
							4.00	0.00	2.00	2.25	3.00	0.00	0.00			
Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14	Health Care Aide	23.06	23.75	24.46	24.75	24.95	24.95	24.95	TBD		
							3.00	3.00	3.00	1.20	0.80	0.00	0.00			
						Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63	34.63	34.63	TBD		
							3.00	3.00	3.00	1.20	0.80	0.00	0.00			
Alberta Health Services - GSS	AUPE	2020-03-31	28,300	36	2018-11-15	Housekeeping	19.42	20.00	20.40	20.81	21.02	21.02	21.02	TBD		
							3.00	3.00	2.00	2.00	1.00	0.00	0.00			
AAKOM-KIYII Health Services	UNA	2019-03-31	32	36	2017-11-01	Registered Nurse	42.45	45.03	45.93	46.96	48.37	48.37	48.37			
								6.00	2.00	2.25	3.00	0.00	0.00			
Abby Road Housing Co-Operative Ltd	CUPE	2019-12-31	25	24	2019-01-16	Health Care Aide	19.23	19.23	19.23	19.52	20.87*	21.08	21.50	21.72		
							2.00	0.00	0.00	1.50	1.00	1.00	2.00	1.00		
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide			21.71	22.77	23.45	24.16				
									2.00	4.90	3.00	3.00				
						Licensed Practical Nurse			33.62	33.95	34.63	34.97				
									2.00	1.00	2.00	1.00				
AgeCare - Beverly Centre Lake Midnapore	CUPE	2018-10-31	180	38	2016-08-16	Health Care Aide	20.55	21.28	22.38	22.38	22.92	23.38				
							5.20	3.50	5.20	0.00	2.40	2.00				
AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
						Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
AgeCare - Columbia Assisted Living	AUPE	2017-03-31	25	45	2014-04-08	Health Care Aide	20.79	22.38	23.05	23.74	24.45					
							9.77	7.65	3.00	3.00	3.00					
Age Care - Sagewood Seniors Community	AUPE	2018-11-27	128	36	2015-11-18	Health Care Aide			20.96	22.43	23.10	23.79				
										7.00	3.00	3.00				
						Licensed Practcal Nurse			32.31	33.61	34.28	34.97				
										4.00	2.00	2.00				
Age Care - Sunrise Gardens	AUPE	2018-12-14	85	36	2015-12-29	Health Care Aide				23.05	23.28	23.98	24.58			
											1.00	3.00	2.50			
						Licensed Practical Nurse				31.99	32.95	33.94	34.96			
											3.00	3.00	3.00			
AgeCare - Valleyview	AUPE	2018-03-31	32	36	2015-12-05	Health Care Aide	22.94	23.05	23.74	23.74	24.45	24.94				
							7.65	3.00	3.00	0.00	3.00	2.00				
						Licensed Practical Nurse	31.06	31.99	32.95	32.95	33.94	34.62				
							2.88	3.00	3.00	0.00	3.00	2.00				

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00					
AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30	Health Care Aide					20.76	22.84	23.30	23.65		
						Licensed Practical Nurse					32.32	34.10	34.78	35.30		
AgeCare - Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02	Housekeeping						15.56	15.87	16.18		
Allen Gray Continuing Care	UNA	2020-06-30	10	30	2018-01-04	Registered Nurse								48.37	48.37	
Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14	Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	TBD		
						Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	TBD		
Associated Ambulance & Services (Whitecourt)	CUPE	2017-03-31	55	36	2016-11-14	EMT-Paramedic	43.21	44.51 3.00	44.96 1.00	45.85 2.00	46.89 2.25					
Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214	36	2018-07-24	EMT-P [Advanced Care Paramedic]	43.21 NA	44.51 3.00	44.96 1.00	45.85 2.00	46.89 2.25	46.89 0.00	46.89 0.00	TBD		
Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18	EMT-P	NA	42.90 3.00	44.19 3.00	44.19 0.00	44.74 1.25	44.74 0.00	44.74 0.00	TBD		
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2020-03-31	12	36	2018-02-16	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	TBD		
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15	Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80					
						Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80					
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15	Housekeeping	17.56 3.00	18.09 3.00	21.15* 3.00	21.57 2.00	21.79 1.00					
Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21	Occupational Therapist	44.95 3.00	46.30 3.00	46.76 1.00	47.35 1.25	48.29 2.00	48.29 0.00	48.29 0.00	TBD		
Bethany Care Centre - Calgary	UNA	2017-03-31	68	48	2015-03-24	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00					
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15	Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80					
						Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80					
Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15	Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80					
						Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80					

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Bethany Care Centre - Cochrane	UNA	2017-03-31	18	45	2015-03-24	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00					
Bethany Care Centre - Collegeside	AUPE	2017-08-31	134	38	2016-04-15	Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80					
						Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80					
Bethany Care Centre - Collegeside	UNA	2017-03-31	27	45	2015-03-24	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00					
Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30	Health Care Aide					24.31 0.80	24.50				
						Licensed Practical Nurse					34.00 0.80	34.27				
Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15	Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80					
						Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80					
Bethany Care Centre - Sylvan Lake	UNA	2017-03-31	14	24	2015-03-24	Registered Nurse			45.93	46.96 2.25	48.37 3.00					
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15	Health Care Aide		23.80 NA	24.46 2.77	24.75 1.20	24.95 0.80					
						Licensed Practical Nurse		33.01 NA	33.95 2.85	34.36 1.20	34.63 0.80					
Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17	Health Care Aide			24.45	24.94 2.00	24.94 0.00	25.32 1.50	25.32 0.00	TBD		
						Housekeeping	16.96 2.00	17.38 2.50	17.73 2.00	18.08 2.00	18.44 2.00	18.73 1.50	18.73 0.00	TBD		
						Licensed Practical Nurse			33.94	34.62 2.00	34.62 0.00	35.15 1.50	35.15 0.00	TBD		
Bethany Nursing Home - Rosehaven Care Centre	HSA	2020-03-31	15	36	2018-03-26	EMT-P [Advanced Care Paramedic]	NA NA	42.90 NA	43.33 1.00	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	TBD		
Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29	Health Care Aide	23.05 3.00	23.74 3.00	24.45 3.00	24.74 1.20	24.94 0.80	24.94 0.00	24.94 0.00	TBD		
						Housekeeping	20.86 3.00	21.49 3.00	22.13 3.00	22.57 2.00	22.80 1.00	22.80 0.00	22.80 0.00	TBD		
						Licensed Practical Nurse	31.99 3.00	32.95 3.00	33.94 3.00	34.35 1.20	34.62 0.80	34.62 0.00	34.62 0.00	TBD		
Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2017-03-31	21	48	2014-08-07	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00					
Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30	EMT-P [Advanced Care Paramedic]					39.27	40.06 2.00				

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Blood Tribe Department of Health	UNA	2018-03-31	27	31	2015-09-15	Registered Nurse	42.45 6.50	45.03 6.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00				
Bonnyville Regional Fire Authority	HSAA	2018-07-31	37	18	2017-02-16	EMT-P [Advanced Care Paramedic]				40.05	40.85	40.85				
Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08	Housekeeping	16.75 4.00	17.94 3.00	18.48 3.00	19.03 3.00	19.79 4.00	20.09 1.50	20.49 2.00	21.00 2.50		
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28	Health Care Aide	23.05 3.00	23.74 3.00	24.46 3.00	24.70 1.00	24.95 1.00	25.20 1.00	25.50 1.20			
						Licensed Practical Nurse	31.99 3.00	32.95 3.00	33.94 3.00	34.28 1.00	34.62 1.00	34.97 1.00	35.39 1.20			
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21	Registered Nurse	45.03 4.00	45.03 0.00	45.03 0.00	45.93 2.00						
Calgary Laboratory Services	HSAA	2017-06-30	1,641	36	2015-11-24	Laboratory Technologist I	41.66 3.00	42.91 3.00	43.34 1.00	43.88 1.25	44.76 2.00					
Calgary Laboratory Services - Clerical	HSAA	2017-12-31	29	36	2016-11-04	Administrative Support II	23.88 3.00	24.60 3.00	25.34 3.00	25.59 1.00	25.91 1.25	26.43 2.00				
Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27	Phlebotomist	25.63 3.00	26.40 3.00	27.60* 1.50	27.95 1.25	28.51 2.00					
Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27	Driver	22.18 3.00	23.53 6.00	23.77 1.00	24.07 1.25	24.55 2.00					
Canadian Blood Services - Techs	HSAA	2017-03-31	275	36	2015-08-12	Medical Laboratory Technologist I	41.66 3.00	42.91 3.00	43.34 1.00	43.88 1.25	44.76 2.00					
Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2017-03-31	94	48	2015-03-31	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00					
Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31	Housekeeping			16.96	17.47 3.00	18.00 3.00	18.54 3.00	18.82 1.50	19.01 1.00	TBD	
						Licensed Practical Nurse			32.95	33.95 3.00	34.97 3.00	36.02 3.00	36.02 0.00	36.02 0.00	TBD	
						Registered Nurse			47.28	48.71 3.00	50.18 3.00	51.69 3.00	51.69 0.00	51.69 0.00	TBD	
CapitalCare	UNA	2017-03-31	325	48	2015-12-01	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00					
CapitalCare - ANC	AUPE	2017-06-30	1,386	24	2017-05-25	Health Care Aide	23.07 3.00	23.76 3.00	24.47 3.00	24.76 1.20	24.96 0.80					
						Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80					
CapitalCare - Dickensfield, Norwood	CUPE	2017-06-30	290	24	2016-11-22	Health Care Aide	23.07 3.00	23.76 3.00	23.76 0.00	24.47* 3.00	TBD					
						Housekeeping	19.25 3.00	19.83 3.00	19.83 0.00	20.23 2.00	20.84 3.00					

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwooc	AUPE	2017-06-30	550	36	2016-10-25	Housekeeping	19.25	19.83	20.23	20.63	20.84					
							3.00	3.00	2.00	2.00	1.00					
CapitalCare - PMP/PMT	HSAA	2017-03-31	154	36	2015-12-04	Occupational Therapist I	46.21	47.60	48.08	48.68	49.65					
							3.00	3.00	1.00	1.25	2.00					
Carewest - ANC	AUPE	2017-06-30	1,424	24	2017-07-21	Health Care Aide	23.06	23.75	24.46	24.75	24.95					
							3.00	3.00	3.00	1.20	0.80					
						Licensed Practical Nurse	31.99	32.95	33.94	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Carewest - Colonel Belcher	CUPE	2017-06-30	61	36	2016-11-21	Food Services Assistant	17.26	17.78	18.14	18.50	18.68					
							3.00	3.00	2.00	2.00	1.00					
Carewest - Colonel Belcher	UNA	2017-03-31	24	48	2015-02-12	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Carewest - GSS	AUPE	2017-06-30	430	36	2016-10-05	Food Services Assistant	17.26	17.78	18.14	18.50	18.68					
							3.00	3.00	2.00	2.00	1.00					
Carewest - PMP/PMT	HSAA	2017-06-30	180	36	2015-11-27	Occupational Therapist I	46.20	47.59	48.08	48.68	49.65					
							3.00	3.00	1.00	1.25	2.00					
Carewest - Rouleau Manor	UNA	2017-03-31	10	0	2017-10-18	Registered Nurse					48.37					
CASA Child Adolescent & Family Mental Health	HSAA	2019-03-31	134	36	2016-09-14	Occupational Therapist	41.49	41.81	41.81	42.65	42.65	43.72	43.72			
							3.00	0.77	0.00	2.00	0.00	2.50	0.00			
Chantelle Management - Edith Cavell Care Centre	AUPE	2017-11-30	112	24	2016-12-08	Health Care Aide	22.55	23.23	23.58	23.86	24.34	24.58				
							3.00	3.00	1.50	1.20	2.00	1.00				
						Housekeeping	18.30	18.85	19.10	19.29	19.68	19.87				
							3.00	3.00	1.30	1.00	2.00	1.00				
						Licensed Practical Nurse	31.68	32.63	33.12	33.52	34.19	34.53				
							3.00	3.00	1.50	1.20	2.00	1.00				
Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	48	2015-01-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Chantelle Management - Grande Prairie Care Centre	CUPE	2019-06-30	126	24	2018-09-10	Health Care Aide	20.85	21.37	21.80	22.29	22.85	22.96	23.19			
							2.00	2.50	2.00	2.25	2.50	0.50	1.00			
						Housekeeping	17.45	17.89	18.25	18.66	19.12	19.22	19.41			
							2.00	2.50	2.00	2.25	2.50	0.50	1.00			
						Licensed Practical Nurse	30.40	31.16	31.78	32.50	33.31	33.48	33.81			
							2.00	2.50	2.00	2.25	2.50	0.50	1.00			
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30	Health Care Aide			19.48	19.96	20.56						
								2.50	2.50	3.00							
						Housekeeping			15.67	16.06	16.55						
								2.50	2.50	3.00							
Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19	Health Care Aide			22.40	22.96	23.42	23.89	24.43				
										2.50	2.00	2.00	2.25				
						Housekeeping			15.97	16.37	16.70	17.03	17.41				
								2.50	2.00	2.00	2.25						
Choices in Community Living - Legacy Lodge	AUPE	2019-03-31	114	36	2016-09-19	Health Care Aide			22.40	22.96	23.42	23.89	24.43				
										2.50	2.00	2.00	2.25				
						Housekeeping			14.53	14.96	15.41	16.37	16.70	17.03	17.41		
								3.00	3.00	2.50	2.00	2.00	2.25				
Christenson Communities - Royal Oak Manor	HSAA	2016-02-01	30	36	2014-01-17	Health Care Aide			21.85	22.72	23.18	23.70					
										0.00	4.00	2.00	2.25				
						Licensed Practical Nurse				26.89	28.74	31.06	31.84	32.48	33.13	33.87	
								3.00	3.00	2.50	2.00	2.00	2.25				
Club Sierra Lifestyles at River Ridge	UNA	2017-06-30	13	36	2015-03-26	Registered Nurse			44.63	45.53	45.99	46.95	47.65	48.36			
										2.00	2.00	1.00	2.00	1.50	1.50		
County of Stettler Housing Authority	CUPE	2020-12-31	82	36	2018-01-15	Housekeeping			15.80	16.27	16.76	17.22	17.71	18.24	18.47	18.70	19.08
									3.00	3.00	3.00	2.75	2.85	3.00	1.25	1.25	2.00
Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02	Health Care Aide						21.85	24.70				
																13.00	
						Housekeeping									16.85	20.74	
											23.00						
											30.32	34.29					
											13.10						
Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20	Registered Nurse								48.37	TBD		
													0.00				
Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17	Health Care Aide			20.06	23.50	24.46						
														16.66*	4.00*		
						Licensed Practical Nurse			28.26	32.32	33.95						
											13.92*	5.00*					

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17	Health Care Aide			20.06	23.50	24.46					
									16.66*	4.00*						
Covenant Health	UNA	2020-03-31	2,876	36	2018-02-16	Licensed Practical Nurse			28.26	32.32	33.95					
									13.92*	5.00*						
Covenant Health - ANC	AUPE	2017-03-31	2,137	24	2016-06-16	Registered Nurse	45.03	45.03	45.93	46.96	48.37	48.37	48.37	TBD		
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30	Health Care Aide	23.06	23.75	24.46	24.75	24.95					
							3.00	3.00	3.00	1.20	0.80					
Covenant Health - Edmonton General, Grey Nuns	CUPE	2018-03-31	827	12	2018-01-30	Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Covenant Health - GSS	AUPE	2017-03-31	510	36	2016-09-16	Housekeeping	19.42	20.00	20.40	20.81	21.02					
							3.00	3.00	2.00	2.00	1.00	0.00	0.00			
Covenant Health - Misericordia, Villas Caritas	CUPE	2018-03-31	600	48	2016-08-19	Housekeeping	19.41	20.00	20.40	20.81	21.02					
							3.00	3.00	2.00	2.00	1.00					
Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	36	2018-05-24	Housekeeping	19.42	20.00	20.40	20.81	21.02					
							3.00	3.00	2.00	2.00	1.00					
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04	Occupational Therapist I		47.60	48.08	48.64	49.65	49.65	49.65	TBD		
							NA	1.00	1.25	2.00	0.00	0.00				
Covenant Health - St. Michael's Health Centre	CUPE	2018-03-31	88	48	2016-09-07	Health Care Aide	22.72	23.06	23.75	24.46	24.95	24.65	TBD	TBD	TBD	
							1.50	1.50	3.00	3.00	2.00	0.00				
Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24	Licensed Practical Nurse	31.53	32.00	32.96	33.95	34.63	34.63	TBD	TBD	TBD	
							1.50	1.50	3.00	3.00	2.00	0.00				
Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2017-03-31	190	24	2016-10-31	Housekeeping	16.13	16.61	16.94	17.28	21.02*	TBD				
							3.00	3.00	2.00	2.00	1.00					
Crowsnest Pass Senior Housing	CUPE	2018-12-31	30	36	2016-03-09	Health Care Aide	23.06	23.06	24.46	24.75	24.95	TBD	NA	TBD		
							3.00	0.00	6.00	1.20	0.80		0.00	TBD	NA	TBD
Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2017-03-31	190	24	2016-10-31	Licensed Practical Nurse	32.00	32.00	33.95	34.36	34.63	TBD	NA	TBD		
							3.00	0.00	6.00	1.20	0.80		0.00			
Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2017-03-31	190	24	2016-10-31	Health Care Aide	23.06	23.75	24.47	24.76	24.96					
							3.00	3.00	3.00	1.20	0.80					
Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2017-03-31	190	24	2016-10-31	Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Crowsnest Pass Senior Housing	CUPE	2018-12-31	30	36	2016-03-09	Housekeeping	17.96	18.32	18.69	19.06	20.26	20.46	20.87			
							3.00	2.00	2.00	2.00	Adj +	1.00	2.00			
Crowsnest Pass Senior Housing	CUPE	2018-12-31	30	36	2016-03-09	Health Care Aide	14.37	14.66	14.95	15.25	17.38	17.56	17.91			
							3.00	2.00	2.00	2.00	Adj +	1.00	2.00			

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Cypress View Foundation	CUPE	2019-12-31	80	48	2015-11-27	Health Care Aide	19.70	20.29	20.90	21.53	21.96	22.40	22.85	23.30		
							2.00	3.00	3.00	3.00	2.00	2.00	2.00	2.00		
						Housekeeping	17.26	17.78	18.31	18.86	19.24	19.62	20.01	20.41		
							2.00	3.00	3.00	3.00	2.00	2.00	2.00	2.00		
Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2020-12-31	50	36	2018-06-12	Health Care Aide	18.75	19.12	19.55	19.94	20.34	20.75	21.01	21.32	21.75	
							2.50	2.00	2.25	2.00	2.00	2.00	1.25	1.50	2.00	
						Housekeeping	15.21	15.51	15.86	16.18	16.50	16.83	17.04	17.30	17.64	
							5.20	2.00	2.25	2.00	2.00	2.00	1.25	1.50	2.00	
DynaLIFE DX	HSAA	2017-03-31	1,037	24	2016-01-24	Medical Laboratory Technologist I	38.92	40.09	40.49	41.00	41.82					
							3.00	3.00	1.00	1.25	2.00					
Eagle Hill Foundation (1995) - Eagle Hill, Eagle View, Hillside	CUPE	2018-12-31	45	24	2017-05-29	Health Care Aide	20.89	21.73	21.73	21.95	22.17	22.61	23.07			
							4.00	4.00	0.00	1.00	1.00	2.00	2.00			
						Housekeeping	16.61	17.11	17.11	17.28	17.45	17.80	18.15			
							8.20	3.00	0.00	1.00	1.00	2.00	2.00			
East Central 911 Call Answer Society	HSAA	2019-12-31	9	72	2016-12-12	Emergency Medical Dispatcher	21.89	22.98	23.44	23.91	24.39	24.88	25.38	25.89		
							3.00	5.00	2.00	2.00	2.00	2.00	2.00	2.00		
East Central Ambulance Association	HSAA	2015-07-31	17	36	2012-08-01	EMT	28.94	29.80	30.69							
							7.00	3.00	3.00							
Evergreens Foundations	IUOE	2019-06-19	75	36	2016-06-03	Housekeeping	17.39	17.93	18.29	18.66	19.06	19.63	20.02			
							2.00	3.11	2.00	2.00	2.00	3.00	2.00			
Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-12-31	221	36	2018-09-20	Health Care Aide		19.79	19.99	20.19	20.19	20.19	20.39	TBD		
								1.00	1.00	0.00	0.00	1.00				
						Licensed Practical Nurse		29.20	29.49	29.78	29.78	29.78	30.08	TBD		
								1.00	1.00	0.00	0.00	1.00				
Extendicare (Canada)	CUPE	2016-12-31	393	36	2016-01-11	Health Care Aide	20.64	21.78	23.11	23.69	24.16					
							3.50	5.50	3.00	2.50	2.00					
						Housekeeping	17.96	18.15	18.70	19.17	19.55					
							4.00	1.00	3.00	2.50	2.00					
						Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04	Health Care Aide	21.60	22.25	23.11	23.63	24.16	24.16				
							4.50	3.00	3.87	2.25	2.25	0.00				
						Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49				
							3.00	3.00	3.00	2.25	2.25	0.00				
Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04	Housekeeping	18.09	18.63	19.19	19.62	20.06	20.06				
							1.00	3.00	3.00	2.25	2.25	0.00				

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11	Health Care Aide	20.64	21.78	23.11	23.69	24.16					
							3.50	5.50	3.00	2.50	2.00					
						Housekeeping	17.96	18.15	18.70	19.17	19.55					
							4.00	1.00	3.00	2.50	2.00					
						Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21	Health Care Aide	21.58	22.22	23.11	23.63	24.16	24.16				
							4.50	3.00	3.00	2.25	2.25	0.00				
						Housekeeping	17.62	18.15	18.70	19.12	19.55	19.55				
							1.00	3.00	3.00	2.25	2.25	0.00				
						Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49				
							3.00	3.00	3.00	2.25	2.25	0.00				
Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28	Registered Nurse					48.37	48.37	48.37			
												0.00	0.00			
Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22	Health Care Aide	21.78	22.43	23.11	23.63	24.16	24.16				
							4.36	3.00	3.00	2.25	2.25	0.00				
						Licensed Practical Nurse	32.00	32.96	33.95	34.71	35.49	35.49				
							7.50	3.00	3.00	2.25	2.25	0.00				
Extendicare (Canada) - Eaux Claires	UNA	2017-07-31	32	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20	Health Care Aide	21.78	22.43	23.11	23.63	24.16	24.16				
							4.41	3.00	3.00	2.25	2.25	0.00				
						Housekeeping	17.62	18.15	18.70	19.12	19.55	19.55				
							1.00	3.00	3.00	2.25	2.25	0.00				
						Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49				
							3.00	3.00	3.00	2.25	2.25	0.00				
Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11	Health Care Aide	20.52	21.78	23.11	23.69	24.16					
							3.50	5.50	3.00	2.50	2.00					
						Housekeeping	17.96	18.15	18.70	19.17	19.55					
							4.00	1.00	3.00	2.50	2.00					
						Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Extendicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	21.58	22.22	23.11	23.63	24.16	24.16				
							4.50	3.00	4.00	2.25	2.25	0.00				
						Housekeeping	17.62	18.15	18.70	19.13	19.55	19.55				
							1.00	3.00	3.00	2.25	2.25	0.00				
						Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49				
							3.00	3.00	3.00	2.25	2.25	0.00				

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20	Health Care Aide	21.39	22.03	23.11	23.63	24.16	24.16				
							4.50	3.00	4.90	2.25	2.25	0.00				
						Housekeeping	17.63	18.16	18.71	19.13	19.56	19.56				
							1.00	3.00	3.00	2.25	2.25	0.00				
						Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49				
Extencicare (Canada) - Holyrood	UNA	2017-07-31	20	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Extencicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11	Health Care Aide	20.60	21.78	23.11	23.69	24.16					
							3.50	5.50	3.00	2.50	2.00					
						Housekeeping	17.96	18.15	18.70	19.17	19.55					
							4.00	1.00	3.00	2.50	2.00					
						Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Extencicare (Canada) - Leduc	UNA	2017-07-31	17	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20	Health Care Aide	21.60	22.25	23.11	23.63	24.16	24.16				
							4.50	3.00	3.87	2.25	2.25	0.00				
						Housekeeping	18.09	18.63	19.19	19.62	20.06	20.06				
							1.00	3.00	3.00	2.25	2.25	0.00				
						Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49				
							3.00	3.00	3.00	2.25	2.25	0.00				
Extencicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37	TBD				
							4.00	0.00	2.00	2.25	3.00					
Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26	Health Care Aide	21.78	22.43	23.11	23.63	24.16	24.16				
							4.41	3.00	3.00	2.25	2.25	0.00				
						Housekeeping	17.62	18.15	18.70	19.12	19.55	19.55				
							1.00	3.00	3.00	2.25	2.25	0.00				
						Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49				
							3.00	3.00	3.00	2.25	2.25	0.00				
Extencicare (Canada) - Michener Hill	UNA	2017-07-31	45	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Extencicare (Canada) - St Paul	CUPE	2016-12-31	59	36	2016-01-11	Health Care Aide	20.64	21.78	23.11	23.69	24.16					
							3.50	5.50	3.00	2.50	2.00					
						Housekeeping	17.96	18.15	18.70	19.17	19.55					
							4.00	1.00	3.00	2.50	2.00					
						Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Extendicare (Canada) - Viking	CUPE	2016-12-31	58	36	2016-01-11	Health Care Aide	20.48	21.62	23.11	23.69	24.16					
							3.50	5.50	3.00	2.50	2.00					
						Housekeeping	17.96	18.15	18.70	19.17	19.55					
							4.00	1.00	3.00	2.50	2.00					
						Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Extendicare (Canada) - Viking	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11	Health Care Aide	20.48	21.62	23.11	23.69	24.16					
							8.89	5.50	3.00	2.50	2.00					
						Housekeeping	17.96	18.15	18.70	19.17	19.55					
							9.77	1.00	3.00	2.50	2.00					
						Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Extendicare (Canada) - Vulcan	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15	Registered Nurse				45.93	48.37	48.37	48.37			
											5.25	0.00	0.00			
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15	Health Care Aide				24.46	24.95	25.32	25.70			
											2.00	1.50	1.50			
						Licensed Practical Nurse				33.95	34.63	35.15	35.68			
											2.00	1.50	1.50			
Foothills Regional Emergency Services Commission	HSAA	2019-12-31	15	36	2016-11-28	Communications Specialist	30.18	30.63	31.55	32.50	33.47	34.47	35.50	36.57		
							1.25	1.50	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23	Health Care Aide					23.34	23.81	24.29			
												2.00	2.00			
						Housekeeping					19.12	19.50	19.89			
												2.00	2.00			
						Licensed Practical Nurse					32.00	32.64	33.29			
												2.00	2.00			
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06	Health Care Aide	22.39	23.75	23.75	TBD						
							3.00	6.00	0.00							
						Housekeeping	18.33	18.88	18.88	TBD						
							3.00	3.00	0.00							
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11	Health Care Aide	23.06	23.75	24.46	24.75	24.95					
							3.50	3.00	3.00	1.20	0.80					
						Housekeeping	18.33	18.88	19.26	19.65	19.85					
							3.00	3.00	2.00	2.00	1.00					
						Licensed Practical Nurse	31.99	32.95	33.94	34.35	34.62					
							3.50	3.00	3.00	1.20	0.80					

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Good Samaritan Society - Multi Facility	HSAA	2017-03-31	29	36	2015-11-12	Occupational Therapist I	46.21	47.60	48.08	48.68	49.65					
							3.00	3.00	1.00	1.25	2.00					
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Good Samaritan Society - South Ridge Village	USWA	2020-06-30	150	36	2018-07-04	Health Care Aide	22.72	23.41	23.76	24.05	24.24	24.24	24.24	TBD		
							3.00	3.00	1.50	1.20	0.80	0.00	0.00			
						Housekeeping	18.24	18.78	19.06	19.44	19.63	19.63	19.63	TBD		
							3.00	3.00	1.50	2.00	1.00	0.00	0.00			
						Licensed Practical Nurse	31.53	32.48	32.97	33.37	33.64	33.64	33.64	TBD		
							3.00	3.00	1.50	1.20	0.80	0.00	0.00			
Grande Spirit Foundation	CUPE	2019-06-30	93	36	2016-09-30	Housekeeping	17.09	17.60	18.13	18.67	18.67	18.86	19.05			
							2.50	3.00	3.00	3.00	0.00	1.00	1.00			
Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16	Food Services			18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82
										3.00	2.50	2.50	1.50	1.50	1.50	2.00
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Food Services			18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82
										3.00	2.50	2.50	1.50	1.50	1.50	2.00
						Health Care Aide			23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41
									3.00	2.50	2.50	1.50	1.50	1.50	2.00	
								32.96	33.95	34.80	35.67	36.21	36.75	37.30	38.05	
									3.00	2.50	2.50	1.50	1.50	1.50	2.00	
						Registered Nurse			44.59	45.93	47.08	48.26				
									3.00	2.50	2.50					
Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2016-02-16	Food Services			18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82
										3.00	2.50	2.50	1.50	1.50	1.50	2.00
						Health Care Aide			23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41
									3.00	2.50	2.50	1.50	1.50	1.50	2.00	
								32.96	33.95	34.80	35.67	36.21	36.75	37.30	38.05	
									3.00	2.50	2.50	1.50	1.50	1.50	2.00	
						Registered Nurse			44.59	45.93	47.08	48.26				
									3.00	2.50	2.50					
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Licensed Practical Nurse			33.95	34.36	34.63	34.63				
										1.20	0.80	0.00				
						Registered Nurse				46.96	48.37	48.37				
										3.00	0.00					
Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21	Housekeeping	17.59	17.95	18.13	18.49	18.86	19.24	19.24	19.62	20.02	
							2.00	2.00	1.00	2.00	2.00	2.00	0.00	2.00	2.00	
Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31	Health Care Aide	23.06	23.75	24.46	24.86	25.20	25.58				
							3.00	3.00	3.00	1.60	1.40	1.50				
						Licensed Practical Nurse	32.00	32.96	33.95	34.46	34.98	35.50				
							3.00	3.00	3.00	1.50	1.50	1.50				

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Hong Lok Management - Edmonton Chinatown Care Centre	UNA	2014-03-31	22	29	2012-09-18	Registered Nurse	45.03 4.00									
Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12	Health Care Aide	20.62 2.50	21.13 2.50	21.75 3.00	21.75 0.00	22.19 2.00	22.52 1.50	22.75 1.00	23.20*	1.00	
						Housekeeping	17.76 2.00	17.94 1.00	18.30 2.00	18.30 0.00	18.67 2.00	18.95 1.50	18.95 0.00	18.95 0.00		
						Licensed Practical Nurse	29.34 2.50	31.10 6.00	32.03 3.00	32.03 0.00	32.67 2.00	33.17 1.50	33.50 1.00	33.84 1.00		
Intercare - Kingsland Terrace	CUPE	2019-03-31	36	24	2017-03-30	Housekeeping						17.42 2.50	17.59 1.00			
						Licensed Practical Nurse						30.30 1.00	30.60 1.00			
Lacombe Foundation	CLAC	2019-12-31	80	24	2018-03-18	Health Care Aide		19.90	20.30 2.00	20.71 2.00	21.12 2.00	21.62 2.35	23.78 10.00	TBD		
						Housekeeping		17.17	17.52 2.00	17.87 2.00	18.23 2.00	18.48 1.35	19.22 4.00	TBD		
Lakeland Lodge & Housing Foundation	CUPE	2018-12-31	19	24	2017-01-19	Housekeeping	16.14 2.00	16.62 3.00	17.12 3.00	17.55 2.50	17.99 2.50	18.12 0.70	18.25 0.70			
Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21	Housekeeping					17.22	17.65 2.50	18.09 2.50	18.45 2.00	18.82 2.00	19.20 2.00
Lamont Health Care Centre	HSA	2020-03-31	13	36	2018-03-26	EMT-P [Advanced Care Paramedic]			43.33 1.00	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	TBD		
Lamont Health Care Centre	UNA	2017-03-31	34	48	2014-08-07	Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	TBD		
Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14	Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	TBD		
						Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	TBD		
Lamont Health Care Centre - GSS	AUPE	2017-03-31	70	36	2016-09-22	Housekeeping	19.88 3.00	20.48 3.00	20.89 2.00	21.31 2.00	21.52 1.00					
Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28	Health Care Aide							24.46 1.50	24.83 1.50	25.32 2.00	
						Housekeeping	15.73 1.60	16.12 2.50	16.52 2.50	16.97 2.75	17.31 2.00	17.57 1.50	17.99 2.40	18.26 1.50	18.62 2.00	
						Licensed Practical Nurse						34.63 1.50	35.15 1.50	35.85 2.00		
Medicine Hat Diagnostic Laboratory	HSA	2017-03-31	70	16	2015-11-13	Medical Laboratory Technologist I				43.87	44.75 2.00					

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30	Health Care Aide	22.40	22.85	23.31	23.77	24.25	24.67	25.10	25.54		
							2.50	2.00	2.00	2.00	2.00	1.75	1.75	1.75		
						Housekeeping	14.97	15.27	15.58	15.89	16.21	16.49	16.78	17.08		
							2.50	2.00	2.00	2.00	2.00	1.75	1.75	1.75		
						Licensed Practical Nurse	31.07	31.69	32.32	32.97	33.63	34.22	34.82	35.43		
							2.50	2.00	2.00	2.00	2.00	1.75	1.75	1.75		
Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29	Health Care Aide	21.23	21.34	22.41	22.75	23.09	23.44	23.91	24.51		
							3.00	0.50	5.00	1.50	1.50	1.50	2.00	2.50		
						Housekeeping	17.09	17.18	18.05	18.32	18.59	18.87	19.25	19.73		
							3.00	0.50	5.00	1.50	1.50	1.50	2.00	2.50		
						Licensed Practical Nurse	26.07	26.20	27.52	27.93	28.35	28.77	29.34	30.07		
							3.00	0.50	5.00	1.50	1.50	1.50	2.00	2.50		
Park Place Seniors Living - Devonshire Care Centre	AUPE	2019-03-31	188	24	2017-08-29	Health Care Aide	20.13	20.97	22.38	22.83	23.17	23.63	23.63			
							11.50	4.20	6.75	2.00	1.50	2.00	0.00			
						Housekeeping	17.94	18.65	19.21	19.59	19.88	20.29	20.29			
							5.00	4.00	3.00	2.00	1.50	2.00	0.00			
						Licensed Practical Nurse	28.89	29.97	31.06	31.68	32.16	32.80	32.80			
							2.50	3.75	3.64	2.00	1.50	2.00	0.00			
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29	Registered Nurse	41.88	43.46	44.87	46.22	46.96	47.66	48.37	48.37		
								4.00	3.00	3.00	1.60	1.50	1.50	0.00		
Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	39	36	2018-09-21	Health Care Aide	21.46	22.10	22.76	22.99	23.33	23.80	24.04	24.46	24.89	
								3.00	3.00	1.00	1.50	2.00	1.00	1.75	1.75	
						Housekeeping	16.72	17.22	17.74	17.92	18.19	18.55	18.74	19.06	19.40	
								3.00	3.00	1.00	1.50	2.00	1.00	1.75	1.75	
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24	Health Care Aide	20.26	21.73	22.38	22.83	23.17	23.40	23.75	24.23		
							6.70	7.25	3.00	2.00	1.50	1.00	1.50	2.00		
						Licensed Practical Nurse	27.56	29.87	31.06	31.68	32.16	32.48	32.97	33.63		
							6.25	8.40	4.00	2.00	1.50	1.00	1.50	2.00		
Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2019-03-31	68	21	2017-06-22	Housekeeping					18.65	18.84	19.03			
												1.00	1.00			
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12	Registered Nurse	45.03	45.03	45.48	45.93	46.96	48.37	48.37	48.37		
							4.00	0.00	1.00	1.00	2.25	3.00	0.00	0.00		
Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12	Occupational Therapist					43.80	44.68	46.91			
											2.00	5.00				
Park Place Seniors Living - Newport Harbour Centre	AUPE	2018-03-31	145	36	2016-12-20	Health Care Aide	20.49	21.70	22.85	23.31	23.66	23.90				
							9.90	5.90	5.30	2.00	1.50	1.00				
						Housekeeping	17.74	18.27	18.82	19.20	19.49	19.68				
							5.25	3.00	3.00	2.00	1.50	1.00				
						Licensed Practical Nurse	29.50	31.70	33.95	34.46	34.80	35.15				
							7.75	7.50	7.00	1.50	1.00	1.00				

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
Park Place Seniors Living - Villa Marguerite, Sprucewood Plac	AUPE	2020-03-31	317	24	2018-09-28	Health Care Aide	23.06	23.75	24.46	24.70	25.08	25.33	25.71	26.22			
							4.00	3.00	3.00	1.00	1.50	1.00	1.50	2.00			
						Housekeeping	16.17	16.66	17.16	17.33	17.59	17.77	18.03	18.39			
							3.00	3.00	3.00	1.00	1.50	1.00	1.50	2.00			
						Licensed Practical Nurse	32.00	32.96	33.95	34.29	34.80	35.15	35.68	36.39			
							3.00	3.00	3.00	1.00	1.50	1.00	1.50	2.00			
Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I	34.32	35.35	35.35	35.35	35.79	36.24	36.78				
								3.00	0.00	0.00	1.25	1.25	1.50				
Piper Creek Foundation	CUPE	2019-12-31	107	24	2018-02-06	Health Care Aide	20.19	20.80	21.42	22.06	22.56	23.01	23.31	23.61			
							3.00	3.00	3.00	3.00	2.25	2.00	1.30	1.30			
						Housekeeping	16.59	17.09	17.60	18.13	18.54	18.91	19.15	19.39			
							3.00	3.00	3.00	3.00	2.25	2.00	1.30	1.30			
Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07	Health Care Aide	23.06	23.75	24.46								
							3.00	3.00	3.00								
						Licensed Practical Nurse	32.00	32.96	33.95								
							3.00	3.00	3.00								
Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21	Health Care Aide						23.98	24.46	24.95			
												NA	2.00	2.00			
						Housekeeping						15.92	16.24	16.56			
											NA	2.00	2.00				
						Licensed Practical Nurse					32.98	33.64	34.31				
											NA	2.00	2.00				
Points West Living Heritage House	AUPE	2019-03-31	53	48	2017-05-24	Health Care Aide	22.38	23.05	24.46	24.70	25.08	25.45	25.83				
							3.00	3.00	6.12	1.00	1.50	1.50	1.50				
						Housekeeping	17.17	17.69	18.22	18.40	18.68	18.96	19.24				
							6.00	3.00	3.00	1.00	1.50	1.50	1.50				
						Licensed Practical Nurse	30.76	31.68	33.95	34.29	34.80	35.33	35.86				
							3.00	3.00	7.17	1.00	1.50	1.50	1.50				
Points West Living Stettler	AUPE	2020-05-10	169	48	2018-11-07	Health Care Aide					23.92	24.28	24.70	25.08			
												0.75	1.50	1.75	1.50		
						Housekeeping					15.96	16.20	16.48	16.73			
										0.75	1.50	1.75	1.50				
						Licensed Practical Nurse					32.89	33.39	33.98	34.49			
											0.75	1.50	1.75	1.50			
Prairie Emergency Medical Systems	HSAA	2020-03-31	129	36	2018-08-24	EMT-P [Advanced Care Paramedic]	43.21	44.94	45.84	46.53	47.46	47.46	47.46	TBD			
							4.00	4.00	2.00	1.50	2.00	0.00	0.00				

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Qualicare - Citadel Care	USW	2019-06-30	130	24	2018-02-16	Health Care Aide	20.24	20.64	20.64	21.00	21.32	21.32	21.32			
							6.50	2.00	0.00	1.75	1.50	0.00	0.00			
						Housekeeping	16.96	17.65	17.65	17.96	18.23	18.23	18.23			
							3.50	4.00	0.00	1.75	1.50	0.00	0.00			
						Licensed Practical Nurse			30.40	30.93	31.40	31.40	31.40			
										1.75	1.50	0.00	0.00			
Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2019-07-31	85	36	2017-01-18	Health Care Aide	20.05	20.65	20.65	21.01	21.22	21.43	21.65			
							3.00	3.00	0.00	1.75	1.00	1.00	1.00			
						Housekeeping	16.72	17.22	17.22	17.52	17.70	17.87	18.05			
							3.00	3.00	0.00	1.75	1.00	1.00	1.00			
Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13	Licensed Practical Nurse	28.66	29.66	31.06	31.06	31.53	31.84	32.16			
							15.56	3.50	4.70	0.00	1.50	1.00	1.00			
Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2017-06-30	10	24	2016-09-30	Registered Nurse	41.87	42.92	43.99	46.96	48.37					
							2.00	2.50	2.50	6.75*	3.00					
Revera	UNA	2017-12-31	89	48	2015-06-15	Registered Nurse	43.30	45.03	45.03	45.93	46.96	46.96				
							2.00	4.00	0.00	2.00	2.25	0.00				
Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07	Health Care Aide	20.51	21.12	21.54	21.81	22.30	22.75	22.98			
							5.00	3.00	2.00	1.25	2.25	2.00	1.00			
						Housekeeping	18.49	19.04	19.42	19.66	20.11	20.51	20.72			
							5.00	3.00	2.00	1.25	2.25	2.00	1.00			
						Licensed Practical Nurse	29.10	29.97	30.57	30.95	31.65	32.29	32.61			
							5.00	3.00	2.00	1.25	2.25	2.00	1.00			
Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25	Health Care Aide	21.96	22.62	23.30	23.77	24.31	24.79				
							4.00	3.00	3.00	2.00	2.25	2.00				
						Housekeeping	18.69	19.25	19.83	20.23	20.69	21.10				
							4.00	3.00	3.00	2.00	2.25	2.00				
						Licensed Practical Nurse	32.00	32.96	33.95	34.63	35.41	36.12				
							3.00	3.00	3.00	2.00	2.25	2.00				
Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09	Health Care Aide	20.12	20.72	21.13	21.40	21.67	22.11	22.55			
							5.50	3.00	2.00	1.25	1.25	2.00	2.00			
						Housekeeping	16.83	17.34	17.60	17.91	18.13	18.49	18.87			
							5.50	3.00	2.00	1.25	1.25	2.00	2.00			
						Licensed Practical Nurse	28.77	29.63	30.22	30.60	30.98	31.60	32.24			
							5.50	3.00	2.00	1.25	1.25	2.00	2.00			
Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09	Health Care Aide	20.07	20.68	21.09	21.35	21.62	22.05	22.50			
							8.00	3.00	2.00	1.25	1.25	2.00	2.00			
						Housekeeping	16.50	17.00	17.34	17.56	17.78	18.14	18.50			
							3.00	3.00	2.00	1.25	1.25	2.00	2.00			
						Licensed Practical Nurse	27.91	28.75	29.33	29.69	30.06	30.66	31.28			
							9.10	3.00	2.00	1.25	1.25	2.00	2.00			

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28	Health Care Aide	19.79	20.38	20.89	21.42	21.85	22.34	22.84				
							2.50	3.00	2.50	2.50	2.00	2.25	2.25				
						Housekeeping	17.28	17.80	18.24	18.70	19.07	19.50	19.94				
						2.50	3.00	2.50	2.50	2.00	2.25	2.25					
						Licensed Practical Nurse	29.71	30.60	31.37	32.15	32.79	33.53	34.28				
							3.00	3.00	2.50	2.50	2.00	2.25	2.25				
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01	Health Care Aide	17.01	18.03	18.93	22.38	22.83	23.29	23.76				
								6.00	5.00	18.25	2.00	2.00	2.00				
						Housekeeping	15.79	16.74	17.24	17.76	18.12	18.48	18.85				
						6.00	3.00	3.00	2.00	2.00	2.00	2.00					
						Licensed Practical Nurse	26.97	28.59	29.45	30.33	30.94	31.56	32.19				
							6.00	3.00	3.00	2.00	2.00	2.00	2.00				
Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2020-04-30	23	36	2017-11-23	Housekeeping	13.34	13.70	13.97	14.32	14.72	15.01	15.31	15.70			
							2.75	2.75	2.00	2.50	2.75	2.00	2.00	2.50			
Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08	Health Care Aide	21.11	21.86	22.52	23.19	23.90	24.38	24.87	25.36			
							4.00	3.50	3.00	3.00	3.00	2.00	2.00	2.00	2.00		
						Housekeeping	13.23	13.70	14.11	14.53	14.97	15.27	15.57	15.89			
						4.00	3.50	3.00	3.00	3.00	2.00	2.00	2.00	2.00			
						Licensed Practical Nurse	28.92	29.95	30.85	31.77	32.73	33.38	34.05	34.73			
							4.00	3.50	3.00	3.00	3.00	2.00	2.00	2.00	2.00		
Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12	Health Care Aide		21.62	22.38	23.05	23.51	23.98	24.46				
								3.50	3.00	2.00	2.00	2.00					
						Housekeeping		14.54	14.98	15.43	15.74	16.05	16.53				
								3.00	3.00	2.00	2.00	3.00					
						Licensed Practical Nurse		28.29	31.06	31.99	32.63	33.28	33.95				
								9.75	3.00	2.00	2.00	2.00	2.00				
Revera Lessee - Heartland Retirement Residence	CUPE	2018-12-31	31	36	2016-10-19	Health Care Aide		16.86	17.28	17.71	18.11	18.65	19.02				
								2.50	2.50	2.25	3.00	2.00					
						Licensed Practical Nurse		25.48	26.12	26.77	27.31	27.58	28.13				
								2.50	2.50	2.00	1.00	2.00	2.00				
Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17	Health Care Aide	16.20	19.05	19.72	20.11	20.51	20.93	21.35	21.78	22.22		
							3.00	17.60	3.50	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
						Licensed Practical Nurse	27.34	27.89	28.87	29.45	30.04	30.64	31.26	31.89	32.53		
							3.00	2.00	3.50	2.00	2.00	2.00	2.00	2.00	2.00	2.00	
Revera Lessee - Meadowlands Retirement Residence	UFCW	2016-12-31	50	36	2015-06-15	Health Care Aide	17.77	18.30	18.67	19.04	19.52						
							5.96	3.00	2.00	2.00	2.50						
						Housekeeping	14.25	14.68	14.97	15.27	15.65						
						7.55	3.00	2.00	2.00	2.50							
						Licensed Practical Nurse	24.31	25.04	25.54	26.05	27.70						
							4.29	3.00	2.00	2.00	6.33						

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
Revera Lessee - Riverbend Retirement	AUPE	2017-12-31	83	36	2015-07-08	Health Care Aide	21.05	21.62	22.38	22.99	23.62	24.21					
Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19	Health Care Aide					23.05	23.69	24.28				
Rexall Pharma Plus Pharmacies [Edmonton]	HSAA	2019-06-30	39	39	2017-05-23	Pharmacy Technician I	34.32	35.35	35.35	35.35	35.35	36.00	36.72				
Ridge Country Housing	CUPE	2020-12-31	27	36	2018-02-15	Housekeeping	15.00	15.45	15.91	16.23	16.55	17.05	17.30	17.56	18.00		
River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06	Health Care Aide	19.23	20.10	22.51	23.52	24.58	24.58	24.58	24.58			
Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14	Health Care Aide	21.57	22.22	22.88	23.46	24.05*						
Salem Manor Nursing Home	UNA	2017-03-31	15	48	2015-11-16	Registered Nurse	45.03	45.03	45.93	46.96	48.37						
Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11	Housekeeping	18.07	18.52	19.08	19.55	19.75	19.75	20.15*	TBD			
Salvation Army - Agape Hospice	UNA	2016-03-31	85	30	2016-07-04	Food Services (Dietary Aide)	17.74	18.27	18.64	19.01							
						Health Care Aide	23.05	23.74	24.46	24.75							
						Registered Nurse	45.03	45.03	45.93	46.96							

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
Salvation Army - Grace Manor	AUPE	2019-09-30	77	24	2018-01-19	Health Care Aide	23.03	23.72	24.30	24.91	25.66	26.04	26.44				
							6.10	3.00	2.50	2.50	3.00	1.50	1.50				
						Housekeeping	16.92	17.43	17.87	18.31	18.86	19.14	19.43				
							3.00	3.00	2.50	2.50	3.00	1.50	1.50				
						Licensed Practical Nurse	31.96	32.92	33.74	34.59	35.62	36.15	36.70				
								3.00	3.00	2.50	2.50	3.00	1.50	1.50			
SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23	Health Care Aide						19.75	20.15	20.55			
						Housekeeping						16.75	17.09	17.43			
						Licensed Practical Nurse						26.38	26.91	27.45			
Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15	Cook							17.00	17.17	17.34	17.52	
														1.00	1.00	1.00	
Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10	Health Care Aide					21.39	21.82	22.21	22.54			
						Housekeeping					16.62	16.95	17.91*	18.18			
						Licensed Practical Nurse					29.72	30.31	30.84	31.30			
Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25	Health Care Aide						21.39	21.82	22.25	22.64	23.15	
						Housekeeping						16.81	17.15	17.49	17.80	18.25	
Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16	Health Care Aide						19.71	20.10	20.51	20.87	21.33	
						Housekeeping						16.25	16.58	16.91	17.20	17.59	
Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05	Health Care Aide						19.71	20.10	20.41	20.76	21.23	
						Housekeeping						16.25	16.58	16.82	17.12	17.50	
Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2020-12-31	33	48	2017-04-24	Health Care Aide					19.71	20.05	20.41	20.71	21.02		
						Housekeeping					16.81	17.10	17.40	17.66	17.93		
Shepherd's Care - Barrhead	AUPE	2020-09-30	59	36	2019-01-24	Health Care Aide	23.28	23.98	24.58	24.87	25.12	25.12	25.37	TBD			
							4.00	3.00	2.50	1.20	1.00	0.00	1.00				
						Housekeeping	19.06	19.63	20.12	20.52	20.73	20.73	20.94	TBD			
						Licensed Practical Nurse	32.30	33.27	33.95*	34.36	34.70	34.70	35.05	TBD			
							4.00	3.00	0.00	1.20	1.00	0.00	1.00				

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Shepherd's Care - Greenfield	AUPE	2020-09-30	27	36	2019-01-24	Health Care Aide	23.28	23.98	24.58	24.87	25.12	25.12	25.37	TBD		
							4.00	3.00	2.50	1.20	1.00	0.00	1.00			
						Housekeeping	19.06	19.63	19.92	20.52	20.73	20.73	20.94	TBD		
							4.00	3.00	1.50	3.00	1.00	0.00	1.00			
						Licensed Practical Nurse	32.30	33.27	33.95*	34.36	34.70	34.70	35.05	TBD		
							4.00	3.00	0.00	1.20	1.00	0.00	1.00			
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	140	36	2019-01-24	Health Care Aide	23.28	23.98	24.58	24.87	25.12	25.12	25.37	TBD		
							4.00	3.00	2.50	1.20	1.00	0.00	1.00			
						Licensed Practical Nurse	32.30	33.27	33.95*	34.36	34.70	34.70	35.05	TBD		
							4.00	3.00	0.00	1.20	1.00	0.00	1.00			
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	14	36	2019-01-24	Independent Living Attendant	20.22	21.57	22.11	22.33	22.56	22.56	22.79	TBD		
							10.50	6.70	2.50	1.00	1.00	0.00	1.00			
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	126	36	2019-01-24	Health Care Aide	23.28	23.98	24.58	24.87	25.12	25.12	25.37	TBD		
							4.00	3.00	2.50	1.20	1.00	0.00	1.00			
						Licensed Practical Nurse	32.30	33.27	33.95*	34.36	34.70	34.70	35.05	TBD		
							4.00	3.00	0.00	1.20	1.00	0.00	1.00			
Shepherd's Care - Millwoods & Kensington Village	UNA	2014-09-30	32	48	2015-02-20	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Shepherd's Care - Vanguard	AUPE	2020-09-30	76	36	2019-01-24	Health Care Aide		23.98	24.58	24.87	25.12	25.12	25.37	TBD		
								3.00	2.50	1.20	1.00	0.00	1.00			
						Housekeeping	19.06	19.63			34.70	35.05	TBD			
							3.00			0.00	1.00					
						Licensed Practical Nurse		33.27	33.95*	34.36	34.70	34.70	35.05	TBD		
								3.00	0.00	1.20	1.00	0.00	1.00			
Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2018-12-31	35	36	2016-05-18	Health Care Aide				21.09	21.30	21.41	21.75			
									NA	1.00	0.50	1.50				
						Housekeeping	16.22	16.54	16.87	17.87	18.05	18.14	18.41			
							3.00	2.00	2.00	5.93	1.00	0.50	1.50			
St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12	Health Care Aide							20.58	20.79		
																1.00
						Licensed Practical Nurse							28.99	29.28		
														1.00		
St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02	Health Care Aide	20.22	21.46	22.20	22.47	22.65	22.65				
							10.50	6.10	3.50	1.20	0.80	0.00				
St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15	Health Care Aide	23.70	24.41	25.14	25.44	25.65	TBD				
							3.00	3.00	3.00	1.20	0.80					
						Licensed Practical Nurse	31.99	32.95	33.94	34.35	34.62	TBD				
							3.00	3.00	3.00	1.20	0.80					
St. Michael's Long Term Care Centre	UNA	2017-03-31	15	48	2015-03-26	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01	Health Care Aide			21.55	21.81	21.98	21.98				
								NA	1.20	0.80	0.00					
						Housekeeping			16.64	16.84	16.97	16.97				
								NA	1.20	0.80	0.00					
Stettler District Ambulance Association	HSAA	2019-03-31	24	36	2017-07-14	Paramedic	40.42	42.90	43.33	43.87	44.75	TBD	TBD			
							2.70	6.14	1.00	1.25	2.00					
Sunrise Village [High River]	CUPE	2018-06-30	65	36	2015-12-31	Health Care Aide				23.28	23.75	24.10				
									1.00	2.00	1.50					
						Licensed Practical Nurse				32.00	32.64	33.13				
									1.00	2.00	1.50					
Sylvan Lake Lodge	CLAC	2020-12-31	30	36	2018-03-21	Housekeeping	16.31	16.71	17.06	17.53	17.88	18.24	18.60	18.97	19.40	
							2.25	2.50	2.00	2.75	2.00	2.00	2.00	2.00	2.25	
Taber & District Housing - Clearview Lodge	CUPE	2019-05-31	40	36	2016-07-04	Health Care Aide	20.70	21.11	21.54	21.97	22.41	22.86	23.43			
							3.00	2.00	2.00	2.00	2.00	2.00	2.50			
						Housekeeping	16.40	16.73	17.06	17.40	17.75	18.11	18.56			
							3.00	2.00	2.00	2.00	2.00	2.00	2.50			
Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25	Health Care Aide	23.06	23.75	24.46	24.75	24.95					
							3.00	3.00	3.00	1.20	0.80					
						Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63					
							3.00	3.00	3.00	1.20	0.80					
Touchmark at Wedgewood	UNA	2017-03-31	15	48	2015-01-22	Registered Nurse	45.03	45.03	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15	EMT-P	37.13	37.87	38.72	43.87	44.75	TBD				
							3.00	2.00	2.25	13.30*	2.00					
Travois Holdings - Glamorgan Care Centre	CLAC	2020-03-31	62	36	2017-10-13	Health Care Aide	20.16	20.76	21.38	21.81	22.46	23.13	23.83	24.78		
							5.00	3.00	3.00	2.00	3.00	3.00	3.00	3.00	4.00	
						Housekeeping	18.75	19.31	19.89	20.29	20.90	21.53	22.18	23.06		
							5.00	3.00	3.00	2.00	3.00	3.00	3.00	3.00	4.00	
Travois Holdings - Mayfair Care Centre	CLAC	2020-03-31	140	36	2017-08-30	Health Care Aide	20.16	20.76	21.38	21.81	22.46	23.13	23.83	24.78		
							5.00	3.00	3.00	2.00	3.00	3.00	3.00	3.00	4.00	
						Housekeeping	18.75	19.31	19.89	20.29	20.90	21.53	22.18	23.06		
							5.00	3.00	3.00	2.00	3.00	3.00	3.00	3.00	4.00	
Triple A Living Communities - Monterey Place	AUPE	2017-04-04	133	48	2013-04-08	Health Care Aide		18.82	19.57	20.17	21.00					
								3.00	4.00	3.00	4.00					
						Housekeeping		15.00	15.45	15.91	16.39					
								11.00	3.00	3.00	3.00					
						Licensed Practical Nurse		29.93	30.53	31.14	32.07					
								3.25	2.00	2.00	3.00					
Vegreville Association for Living in Dignity	USW	2020-09-30	32	60	2017-12-20	Community Disability Worker	16.54	18.19	20.48	20.48	20.48	20.48	20.48	20.48		
							0.00	10.00	12.60	0.00	0.00	0.00	0.00	0.00		

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Employer Listing

Employer	Union	Expiry	EE's *	Term	Settled on	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Venta Care Centre Ltd.	UNA	2017-08-31	16	48	2015-01-15	Registered Nurse	45.06	45.06	45.93	46.96	48.37					
							4.00	0.00	2.00	2.25	3.00					
Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21	Health Care Aide	23.05	23.74	24.46	24.75	24.95					
							3.00	3.00	3.00	1.20	0.80					
						Licensed Practical Nurse	31.99	32.95	33.94	34.35	34.62					
							3.00	3.00	3.00	1.20	0.80					
Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21	Housekeeping	18.95	19.52	20.10	20.50	20.91					
							3.00	3.00	3.00	2.00	2.00					
Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24	Health Care Aide					21.21	21.53	22.18	22.85		
												1.50	3.00	3.00		
						Housekeeping					16.39	16.64	17.14	17.66		
											9.50	1.50	3.00	3.00		
						Licensed Practical Nurse					31.90	32.39	33.36	34.37		
											1.45	1.50	3.00	3.00		
						Registered Nurse					43.84	44.50	45.85	47.23		
											3.54	1.50	3.00	3.00		
Westlock Foundation - Pembina Lodge & Smithfield Lodge	CUPE	2017-12-31	60	36	2014-10-22	Housekeeping	16.29	16.77	17.28	17.63	18.07	18.61				
							4.00	3.00	3.00	2.00	2.50	3.00				
Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26	EMT-P	41.65	42.90	44.19	44.85	45.75	45.75				
							6.00	3.00	3.00	1.50	2.00	0.00				
Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11	Housekeeping	17.19	17.53	17.97	18.42	18.79	19.16	19.54	19.93		
							2.00	2.00	2.50	2.50	2.00	2.00	2.00	2.00		
Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05	Health Care Aide	18.92	19.49	19.98	20.48	20.99					
							5.80	3.00	2.50	2.50	2.50					
						Housekeeping	17.03	17.51	17.95	18.40	18.86					
							3.00	2.80	2.50	2.50	2.50					
Wood Buffalo Housing & Development	CUPE	2018-12-31	46	36	2016-01-25	Housekeeping		22.35	23.02	23.71	23.71	23.71	23.71			
									3.00	3.00	0.00	0.00	0.00			
Wood Buffalo Housing & Development - Rotary House	CUPE	2018-12-31	23	12	2018-04-03	Health Care Aide	23.97	24.93	25.93	26.71	27.51	28.34	28.34			
							4.00	4.00	4.00	3.00	3.00	3.00	0.00			
						Housekeeping	23.97	24.93	25.93	26.71	27.51	28.34	28.34			
							4.00	4.00	4.00	3.00	3.00	3.00	0.00			
Workers Compensation Board	HSAA	2020-12-31	154	36	2019-03-11	Occupational Therapist I	45.36	46.49	47.89	48.84	49.82	50.94	50.94	50.94	TBD	
							2.50	2.50	3.00	2.00	2.00	2.50	0.00	0.00		

*Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
EMT-P [Advanced Care Paramedic]	41.65 3.00	42.90 3.00	43.33 1.00	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	TBD			Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	TBD			Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Housekeeping	19.42 3.00	20.00 3.00	20.40 2.00	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	TBD			Alberta Health Services - GSS	AUPE	2020-03-31	28,300	36	2018-11-15
Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	TBD			Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	TBD			Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16
Administrative Support II	23.88 3.00	24.60 3.00	25.34 3.00	25.59 1.00	25.91 1.25	26.43 2.00					Calgary Laboratory Services - Clerical	HSAA	2017-12-31	29	36	2016-11-04
Communications Specialist	30.18 1.25	30.63 1.50	31.55 3.00	32.50 3.00	33.47 3.00	34.47 3.00	35.50 3.00	36.57 3.00			Foothills Regional Emergency Services Commission	HSAA	2019-12-31	15	36	2016-11-28
Community Disability Worker	16.54 0.00	18.19 10.00	20.48 12.60	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00			Vegreville Association for Living in Dignity	Steelworkers	2020-09-30	32	60	2017-12-20
Cook							17.00	17.17	17.34	17.52	Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15
							1.00	1.00	1.00							
Driver	22.18 3.00	23.53 6.00	23.77 1.00	24.07 1.25	24.55 2.00						Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27
Emergency Medical Dispatcher	21.89 3.00	22.98 5.00	23.44 2.00	23.91 2.00	24.39 2.00	24.88 2.00	25.38 2.00	25.89 2.00			East Central 911 Call Answer Society	HSAA	2019-12-31	9	72	2016-12-12
EMT-P [Advanced Care Paramedic]					39.27	40.06					Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30
						2.00										
EMT	28.94 7.00	29.80 3.00	30.69 3.00								East Central Ambulance Association	HSAA	2015-07-31	17	36	2012-08-01
EMT-P	43.21 3.00	44.51 3.00	44.96 1.00	45.85 2.00	46.89 2.25						Associated Ambulance & Services (Whitecourt)	CUPE	2017-03-31	55	36	2016-11-14
EMT-P [Advanced Care Paramedic]	43.21 NA	44.51 3.00	44.96 1.00	45.85 2.00	46.89 2.25	46.89 0.00	46.89 0.00	TBD			Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214	36	2018-07-24
EMT-P	NA 3.00	42.90 3.00	44.19 3.00	44.19 0.00	44.74 1.25	44.74 0.00	44.74 0.00	TBD			Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18
EMT-P [Advanced Care Paramedic]	NA NA	42.90 NA	43.33 1.00	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	TBD			Bethany Nursing Home - Rosehaven Care Centre	HSAA	2020-03-31	15	36	2018-03-26
EMT-P [Advanced Care Paramedic]				40.05	40.85	40.85					Bonnyville Regional Fire Authority	HSAA	2018-07-31	37	18	2017-02-16
					2.00	0.00										
EMT-P [Advanced Care Paramedic]			43.33 1.00	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	TBD			Lamont Health Care Centre	HSAA	2020-03-31	13	36	2018-03-26

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.21	44.94	45.84	46.53	47.46	47.46	47.46	TBD			Prairie Emergency Medical Systems	HSAA	2020-03-31	129	36	2018-08-24
	4.00	4.00	2.00	1.50	2.00	0.00	0.00									
EMT-P	37.13	37.87	38.72	43.87	44.75	TBD					Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15
	3.00	2.00	2.25	13.30*	2.00											
EMT-P	41.65	42.90	44.19	44.85	45.75	45.75					Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26
	6.00	3.00	3.00	1.50	2.00	0.00										
Food Services Assistant	17.26	17.78	18.14	18.50	18.68						Carewest - Colonel Belcher	CUPE	2017-06-30	61	36	2016-11-21
	3.00	3.00	2.00	2.00	1.00											
Food Services Assistant	17.26	17.78	18.14	18.50	18.68						Carewest - GSS	AUPE	2017-06-30	430	36	2016-10-05
	3.00	3.00	2.00	2.00	1.00											
Food Services			18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82	Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16
				3.00	2.50	2.50	1.50	1.50	1.50	2.00						
Food Services			18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82	Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
				3.00	2.50	2.50	1.50	1.50	1.50	2.00						
Food Services			18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82	Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
				3.00	2.50	2.50	1.50	1.50	1.50	2.00						
Food Services	17.74	18.27	18.64	19.01							Salvation Army - Agape Hospice	UNA	2016-03-31	85	30	2016-07-04
	3.00	3.00	2.00	2.00												
Health Care Aide	19.23	19.23	19.23	19.52	20.87*	21.08	21.50	21.72			Abby Road Housing Co-Operative Ltd	CUPE	2019-12-31	25	24	2019-01-16
	2.00	0.00	0.00	1.50	1.00	1.00	2.00	1.00								
Health Care Aide			21.71	22.77	23.45	24.16					Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
			2.00	4.90	3.00	3.00										
Health Care Aide	20.55	21.28	22.38	22.38	22.92	23.38					AgeCare - Beverly Centre Lake Midnapore	CUPE	2018-10-31	180	38	2016-08-16
	5.20	3.50	5.20	0.00	2.40	2.00										
Health Care Aide	20.79	22.38	23.05	23.74	24.45						AgeCare - Columbia Assisted Living	AUPE	2017-03-31	25	45	2014-04-08
	9.77	7.65	3.00	3.00	3.00											
Health Care Aide			20.96	22.43	23.10	23.79					Age Care - Sagewood Seniors Community	AUPE	2018-11-27	128	36	2015-11-18
				7.00	3.00	3.00										
Health Care Aide				23.05	23.28	23.98	24.58				Age Care - Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
					1.00	3.00	2.50									
Health Care Aide	22.94	23.05	23.74	23.74	24.45	24.94					AgeCare - Valleyview	AUPE	2018-03-31	32	36	2015-12-05
	7.65	3.00	3.00	0.00	3.00	2.00										
Health Care Aide					20.76	22.84	23.30	23.65			AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
						10.00	2.00	1.50								
Health Care Aide	23.06	23.75	24.46	24.75	24.95	24.95	24.95	TBD			Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14
	3.00	3.00	3.00	1.20	0.80	0.00	0.00									
Health Care Aide	23.06	23.75	24.46	24.75	24.95						Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
	3.00	3.00	3.00	1.20	0.80											
Health Care Aide	23.06	23.75	24.46	24.75	24.95						Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
	3.00	3.00	3.00	1.20	0.80											

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80						Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80						Bethany Care Centre - Collegeseide	AUPE	2017-08-31	134	38	2016-04-15
Health Care Aide				24.31 0.80	24.50 0.80						Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80						Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Health Care Aide		23.80 NA	24.46 2.77	24.75 1.20	24.95 0.80						Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Health Care Aide			24.45	24.94 2.00	24.94 0.00	25.32 1.50	25.32 0.00	TBD			Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17
Health Care Aide	23.05 3.00	23.74 3.00	24.45 3.00	24.74 1.20	24.94 0.80	24.94 0.00	24.94 0.00	TBD			Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Health Care Aide	23.05 3.00	23.74 3.00	24.46 3.00	24.70 1.00	24.95 1.00	25.20 1.00	25.50 1.20				Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Health Care Aide	23.07 3.00	23.76 3.00	24.47 3.00	24.76 1.20	24.96 0.80						CapitalCare - ANC	AUPE	2017-06-30	1,386	24	2017-05-25
Health Care Aide	23.07 3.00	23.76 3.00	23.76 0.00	24.47* 3.00	TBD						CapitalCare - Dickensfield, Norwood	CUPE	2017-06-30	290	24	2016-11-22
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80						Carewest - ANC	AUPE	2017-06-30	1,424	24	2017-07-21
Health Care Aide	22.55 3.00	23.23 3.00	23.58 1.50	23.86 1.20	24.34 2.00	24.58 1.00					Chantelle Management - Edith Cavell Care Centre	AUPE	2017-11-30	112	24	2016-12-08
Health Care Aide	20.85 2.00	21.37 2.50	21.80 2.00	22.29 2.25	22.85 2.50	22.96 0.50	23.19 1.00				Chantelle Management - Grande Prairie Care Centre	CUPE	2019-06-30	126	24	2018-09-10
Health Care Aide			19.48 2.50	19.96 2.50	20.56 3.00						Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30
Health Care Aide			22.40	22.96 2.50	23.42 2.00	23.89 2.00	24.43 2.25				Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
Health Care Aide	20.09	21.22 3.00	22.40 3.00	22.96 2.50	23.42 2.00	23.89 2.00	24.43 2.25				Choices in Community Living - Legacy Lodge	AUPE	2019-03-31	114	36	2016-09-19
Health Care Aide	21.85 0.00	22.72 4.00	23.18 2.00	23.70 2.25							Christenson Communities - Royal Oak Manor	HSAA	2016-02-01	30	36	2014-01-17
Health Care Aide					21.85	24.70 13.00					Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
Health Care Aide			20.06	23.50 16.66*	24.46 4.00*						Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17
Health Care Aide			20.06	23.50 16.66*	24.46 4.00*						Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80						Covenant Health - ANC	AUPE	2017-03-31	2,137	24	2016-06-16
Health Care Aide	22.72 1.50	23.06 1.50	23.75 3.00	24.46 3.00	24.95 2.00	24.65 0.00	TBD	TBD	TBD		Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
Health Care Aide	23.06 3.00	23.06 0.00	24.46 6.00	24.75 1.20	24.95 0.80	TBD	NA 0.00	TBD			Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
Health Care Aide	23.06 3.00	23.75 3.00	24.47 3.00	24.76 1.20	24.96 0.80						Covenant Health - Youville Home (Grey Nuns) of St. Albert	USW	2017-03-31	190	24	2016-10-31
Health Care Aide	17.96 3.00	18.32 2.00	18.69 2.00	19.06 2.00	20.26 Adj + 1%	20.46 1.00	20.87 2.00				Crowsnest Pass Senior Housing	CUPE	2018-12-31	30	36	2016-03-09
Health Care Aide	19.70 2.00	20.29 3.00	20.90 3.00	21.53 3.00	21.96 2.00	22.40 2.00	22.85 2.00	23.30 2.00			Cypress View Foundation	CUPE	2019-12-31	80	48	2015-11-27
Health Care Aide	18.75 2.50	19.12 2.00	19.55 2.25	19.94 2.00	20.34 2.00	20.75 2.00	21.01 1.25	21.32 1.50	21.75 2.00		Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2020-12-31	50	36	2018-06-12
Health Care Aide	20.89 4.00	21.73 4.00	21.73 0.00	21.95 1.00	22.17 1.00	22.61 2.00	23.07 2.00				Eagle Hill Foundation (1995) - Eagle Hill, Eagle View, Hillside	CUPE	2018-12-31	45	24	2017-05-29
Health Care Aide		19.79	19.99 1.00	20.19 1.00	20.19 0.00	20.19 0.00	20.39 1.00	TBD			Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-12-31	221	36	2018-09-20
Health Care Aide	20.64 3.50	21.78 5.50	23.11 3.00	23.69 2.50	24.16 2.00						Extendicare (Canada)	CUPE	2016-12-31	393	36	2016-01-11
Health Care Aide	21.60 4.50	22.25 3.00	23.11 3.87	23.63 2.25	24.16 2.25	24.16 0.00					Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
Health Care Aide	20.64 3.50	21.78 5.50	23.11 3.00	23.69 2.50	24.16 2.00						Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11
Health Care Aide	21.58 4.50	22.22 3.00	23.11 3.00	23.63 2.25	24.16 2.25	24.16 0.00					Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Health Care Aide	21.78 4.36	22.43 3.00	23.11 3.00	23.63 2.25	24.16 2.25	24.16 0.00					Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22
Health Care Aide	21.78 4.41	22.43 3.00	23.11 3.00	23.63 2.25	24.16 2.25	24.16 0.00					Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
Health Care Aide	20.52 3.50	21.78 5.50	23.11 3.00	23.69 2.50	24.16 2.00						Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11
Health Care Aide	21.58 4.50	22.22 3.00	23.11 4.00	23.63 2.25	24.16 2.25	24.16 0.00					Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Health Care Aide	21.39 4.50	22.03 3.00	23.11 4.90	23.63 2.25	24.16 2.25	24.16 0.00					Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Health Care Aide	20.60 3.50	21.75 5.50	23.11 3.00	23.69 2.50	24.16 2.00						Extendicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11
Health Care Aide	21.60 4.50	22.25 3.00	23.11 3.87	23.63 2.25	24.16 2.25	24.16 0.00					Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Health Care Aide	21.78 4.41	22.43 3.00	23.11 3.00	23.63 2.25	24.16 2.25	24.16 0.00					Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Health Care Aide	20.64 3.50	21.78 5.50	23.11 3.00	23.69 2.50	24.16 2.00						Extendicare (Canada) - St Paul	CUPE	2016-12-31	59	36	2016-01-11
Health Care Aide	20.48 3.50	21.62 5.50	23.11 3.00	23.69 2.50	24.16 2.00						Extendicare (Canada) - Viking	CUPE	2016-12-31	58	36	2016-01-11
Health Care Aide	20.48 8.89	21.62 5.50	23.11 3.00	23.69 2.50	24.16 2.00						Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11
Health Care Aide				24.46	24.95 2.00	25.32 1.50	25.70 1.50				Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Health Care Aide					23.34	23.81 2.00	24.29 2.00				Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Health Care Aide	22.39 3.00	23.75 6.00	23.75 0.00	TBD							Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Health Care Aide	23.06 3.50	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80						Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Health Care Aide	22.72 3.00	23.41 3.00	23.76 1.50	24.05 1.20	24.24 0.80	24.24 0.00	24.24 0.00	TBD			Good Samaritan Society - South Ridge Village	USW	2020-06-30	150	36	2018-07-04
Health Care Aide			23.75	24.46 3.00	25.07 2.50	25.70 2.50	26.09 1.50	26.48 1.50	26.87 1.50	27.41 2.00	Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Health Care Aide			23.75	24.46 3.00	25.07 2.50	25.70 2.50	26.09 1.50	26.48 1.50	26.87 1.50	27.41 2.00	Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.86 1.60	25.20 1.40	25.58 1.50					Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31
Health Care Aide	20.62 2.50	21.13 2.50	21.75 3.00	21.75 0.00	22.19 2.00	22.52 1.50	22.75 1.00	23.20*	1.00		Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12
Health Care Aide		19.90	20.30 2.00	20.71 2.00	21.12 2.00	21.62 2.35	23.78 10.00	TBD			Lacombe Foundation	CLAC	2019-12-31	80	24	2018-03-18
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	TBD			Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14
Health Care Aide							24.46 1.50	24.83 1.50	25.32 2.00		Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28
Health Care Aide	22.40 2.50	22.85 2.00	23.31 2.00	23.77 2.00	24.25 2.00	24.67 1.75	25.10 1.75	25.54 1.75			Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
Health Care Aide	21.23 3.00	21.34 0.50	22.41 5.00	22.75 1.50	23.09 1.50	23.44 1.50	23.91 2.00	24.51 2.50			Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
Health Care Aide	20.13 11.50	20.97 4.20	22.38 6.75	22.83 2.00	23.17 1.50	23.63 2.00	23.63 0.00				Park Place Seniors Living - Devonshire Care Centre	AUPE	2019-03-31	188	24	2017-08-29
Health Care Aide	21.46	22.10 3.00	22.76 3.00	22.99 1.00	23.33 1.50	23.80 2.00	24.04 1.00	24.46 1.75	24.89 1.75		Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	39	36	2018-09-21

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Health Care Aide	20.26 6.70	21.73 7.25	22.38 3.00	22.83 2.00	23.17 1.50	23.40 1.00	23.75 1.50	24.23 2.00			Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24
Health Care Aide	20.49 9.90	21.70 5.90	22.85 5.30	23.31 2.00	23.66 1.50	23.90 1.00					Park Place Seniors Living - Newport Harbour Centre	AUPE	2018-03-31	145	36	2016-12-20
Health Care Aide	23.06 4.00	23.75 3.00	24.46 3.00	24.70 1.00	25.08 1.50	25.33 1.00	25.71 1.50	26.22 2.00			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
Health Care Aide	20.19 3.00	20.80 3.00	21.42 3.00	22.06 3.00	22.56 2.25	23.01 2.00	23.31 1.30	23.61 1.30			Piper Creek Foundation	CUPE	2019-12-31	107	24	2018-02-06
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00								Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
Health Care Aide						23.98 NA	24.46 2.00	24.95 2.00			Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
Health Care Aide	22.38 3.00	23.05 3.00	24.46 6.12	24.70 1.00	25.08 1.50	25.45 1.50	25.83 1.50				Points West Living Heritage House	AUPE	2019-03-31	53	48	2017-05-24
Health Care Aide					23.92 0.75	24.28 1.50	24.70 1.75	25.08 1.50			Points West Living Stettler	AUPE	2020-05-10	169	48	2018-11-07
Health Care Aide	20.24 6.50	20.64 2.00	20.64 0.00	21.00 1.75	21.32 1.50	21.32 0.00	21.32 0.00				Qualicare - Citadel Care	USW	2019-06-30	130	24	2018-02-16
Health Care Aide	20.05 3.00	20.65 3.00	20.65 0.00	21.01 1.75	21.22 1.00	21.43 1.00	21.65 1.00				Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2019-07-31	85	36	2017-01-18
Health Care Aide	20.51 5.00	21.12 3.00	21.54 2.00	21.81 1.25	22.30 2.25	22.75 2.00	22.98 1.00				Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07
Health Care Aide	21.96 4.00	22.62 3.00	23.30 3.00	23.77 2.00	24.31 2.25	24.79 2.00					Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
Health Care Aide	20.12 5.50	20.72 3.00	21.13 2.00	21.40 1.25	21.67 1.25	22.11 2.00	22.55 2.00				Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09
Health Care Aide	20.07 8.00	20.68 3.00	21.09 2.00	21.35 1.25	21.62 1.25	22.05 2.00	22.50 2.00				Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09
Health Care Aide	19.79 2.50	20.38 3.00	20.89 2.50	21.42 2.50	21.85 2.00	22.34 2.25	22.84 2.25				Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
Health Care Aide	17.01	18.03 6.00	18.93 5.00	22.38 18.25	22.83 2.00	23.29 2.00	23.76 2.00				Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Health Care Aide	21.11 4.00	21.86 3.50	22.52 3.00	23.19 3.00	23.90 3.00	24.38 2.00	24.87 2.00	25.36 2.00			Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
Health Care Aide		21.62	22.38 3.50	23.05 3.00	23.51 2.00	23.98 2.00	24.46 2.00				Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Health Care Aide		16.86	17.28 2.50	17.71 2.50	18.11 2.25	18.65 3.00	19.02 2.00				Revera Lessee - Heartland Retirement Residence	CUPE	2018-12-31	31	36	2016-10-19
Health Care Aide	16.20 3.00	19.05 17.60	19.72 3.50	20.11 2.00	20.51 2.00	20.93 2.00	21.35 2.00	21.78 2.00	22.22 2.00		Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Health Care Aide	17.77 5.96	18.30 3.00	18.67 2.00	19.04 2.00	19.52 2.50						Revera Lessee - Meadowlands Retirement Residence	UFCW	2016-12-31	50	36	2015-06-15
Health Care Aide	21.05	21.62 2.70	22.38 3.50	22.99 2.75	23.62 2.75	24.21 2.50					Revera Lessee - Riverbend Retirement	AUPE	2017-12-31	83	36	2015-07-08
Health Care Aide				23.05 NA	23.69 2.75	24.28 2.50					Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
Health Care Aide	19.23 4.50	20.10 4.50	22.51 11.70	23.52 4.50	24.58 4.50	24.58 0.00	24.58 0.00	24.58 0.00			River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06
Health Care Aide	21.57 3.00	22.22 3.00	22.88 3.00	23.46 2.50	24.05* 0.80						Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
Health Care Aide	23.05 3.00	23.74 3.00	24.46 3.00	24.75 1.20							Salvation Army - Agape Hospice	UNA	2016-03-31	85	30	2016-07-04
Health Care Aide	23.03 6.10	23.72 3.00	24.30 2.50	24.91 2.50	25.66 3.00	26.04 1.50	26.44 1.50				Salvation Army - Grace Manor	AUPE	2019-09-30	77	24	2018-01-19
Health Care Aide [Registered Care]						19.75 2.00	20.15 2.00	20.55			SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23
Health Care Aide					21.39 2.00	21.82 1.75	22.21 1.50	22.54			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
Health Care Aide						21.39 2.00	21.82 2.00	22.25 1.75	22.64 2.25	23.15	Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
Health Care Aide						19.71 2.00	20.10 2.00	20.51 1.75	20.87 2.25	21.33	Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16
Health Care Aide						19.71 2.00	20.10 1.50	20.41 1.75	20.76 2.25	21.23	Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
Health Care Aide					19.71 1.75	20.05 1.75	20.41 1.50	20.71 1.50	21.02		Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2020-12-31	33	48	2017-01-24
Health Care Aide	23.28 4.00	23.98 3.00	24.58 2.50	24.87 1.20	25.12 1.00	25.12 0.00	25.37 1.00	TBD			Shepherd's Care - Barrhead	AUPE	2020-09-30	59	36	2019-01-24
Health Care Aide	23.28 4.00	23.98 3.00	24.58 2.50	24.87 1.20	25.12 1.00	25.12 0.00	25.37 1.00	TBD			Shepherd's Care - Greenfield	AUPE	2020-09-30	27	36	2019-01-24
Health Care Aide	23.28 4.00	23.98 3.00	24.58 2.50	24.87 1.20	25.12 1.00	25.12 0.00	25.37 1.00	TBD			Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	140	36	2019-01-24
Health Care Aide	23.28 4.00	23.98 3.00	24.58 2.50	24.87 1.20	25.12 1.00	25.12 0.00	25.37 1.00	TBD			Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	126	36	2019-01-24
Health Care Aide		23.98 3.00	24.58 2.50	24.87 1.20	25.12 1.00	25.12 0.00	25.37 1.00	TBD			Shepherd's Care - Vanguard	AUPE	2020-09-30	76	36	2019-01-24
Health Care Aide				21.09 NA	21.30 1.00	21.41 0.50	21.75 1.50				Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2018-12-31	35	36	2016-05-18
Health Care Aide							20.58	20.79 1.00			St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Health Care Aide	20.22 10.50	21.46 6.10	22.20 3.50	22.47 1.20	22.65 0.80	22.65 0.00					St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02
Health Care Aide	23.70 3.00	24.41 3.00	25.14 3.00	25.44 1.20	25.65 0.80	TBD					St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15
Health Care Aide			21.55 NA	21.81 1.20	21.98 0.80	21.98 0.00					St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Health Care Aide				23.28 1.00	23.75 2.00	24.10 1.50					Sunrise Village [High River]	CUPE	2018-06-30	65	36	2015-12-31
Health Care Aide	20.70 3.00	21.11 2.00	21.54 2.00	21.97 2.00	22.41 2.00	22.86 2.00	23.43 2.50				Taber & District Housing - Clearview Lodge	CUPE	2019-05-31	40	36	2016-07-04
Health Care Aide	23.06 3.00	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80						Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Health Care Aide	20.16 5.00	20.76 3.00	21.38 3.00	21.81 2.00	22.46 3.00	23.13 3.00	23.83 3.00	24.78 4.00			Travois Holdings - Glamorgan Care Centre	CLAC	2020-03-31	62	36	2017-10-13
Health Care Aide	20.16 5.00	20.76 3.00	21.38 3.00	21.81 2.00	22.46 3.00	23.13 3.00	23.83 3.00	24.78 4.00			Travois Holdings - Mayfair Care Centre	CLAC	2020-03-31	140	36	2017-08-30
Health Care Aide		18.82 3.00	19.57 4.00	20.17 3.00	21.00 4.00						Triple A Living Communities - Monterey Place	AUPE	2017-04-04	133	48	2013-04-08
Health Care Aide	23.05 3.00	23.74 3.00	24.46 3.00	24.75 1.20	24.95 0.80						Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21
Health Care Aide	18.92 5.80	19.49 3.00	19.98 2.50	20.48 2.50	20.99 2.50						Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05
Health Care Aide					21.21	21.53 1.50	22.18 3.00	22.85 3.00			Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Health Care Aide	23.97 4.00	24.93 4.00	25.93 4.00	26.71 3.00	27.51 3.00	28.34 3.00	28.34 0.00				Wood Buffalo Housing & Development - Rotary House	CUPE	2018-12-31	23	12	2018-04-03
Housekeeping						15.56 2.00	15.87 2.00	16.18 2.00			AgeCare - Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02
Housekeeping	17.56 3.00	18.09 3.00	21.15* 3.00	21.57 2.00	21.79 1.00						Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15
Housekeeping	16.96 2.00	17.38 2.50	17.73 2.00	18.08 2.00	18.44 2.00	18.73 1.50	18.73 0.00	TBD			Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17
Housekeeping	20.86 3.00	21.49 3.00	22.13 3.00	22.57 2.00	22.80 1.00	22.80 0.00	22.80 0.00	TBD			Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Housekeeping	16.75 4.00	17.94 3.00	18.48 3.00	19.03 3.00	19.79 4.00	20.09 1.50	20.49 2.00	21.00 2.50			Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08
Housekeeping			16.96	17.47 3.00	18.00 3.00	18.54 3.00	18.82 1.50	19.01 1.00	TBD		Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Housekeeping	19.25 3.00	19.83 3.00	19.83 0.00	20.23 2.00	20.84 3.00						CapitalCare - Dickensfield, Norwood	CUPE	2017-06-30	290	24	2016-11-22

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Housekeeping	19.25 3.00	19.83 3.00	20.23 2.00	20.63 2.00	20.84 1.00						CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2017-06-30	550	36	2016-10-25
Housekeeping	18.30 3.00	18.85 3.00	19.10 1.30	19.29 1.00	19.68 2.00	19.87 1.00					Chantelle Management - Edith Cavell Care Centre	AUPE	2017-11-30	112	24	2016-12-08
Housekeeping	17.45 2.00	17.89 2.50	18.25 2.00	18.66 2.25	19.12 2.50	19.22 0.50	19.41 1.00				Chantelle Management - Grande Prairie Care Centre	CUPE	2019-06-30	126	24	2018-09-10
Housekeeping			15.67 2.50	16.06 2.50	16.55 3.00						Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30
Housekeeping			15.97	16.37 2.50	16.70 2.00	17.03 2.00	17.41 2.25				Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
Housekeeping	14.53 3.00	14.96 3.00	15.41 3.00	16.37 2.50	16.70 2.00	17.03 2.00	17.41 2.25				Choices in Community Living - Legacy Lodge	AUPE	2019-03-31	114	36	2016-09-19
Housekeeping	15.80 3.00	16.27 3.00	16.76 3.00	17.22 2.75	17.71 2.85	18.24 3.00	18.47 1.25	18.70 1.25	19.08 2.00		County of Stettler Housing Authority	CUPE	2020-12-31	82	36	2018-01-15
Housekeeping					16.85	20.74 23.00					Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
Housekeeping	19.42 3.00	20.00 3.00	20.40 2.00	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	TBD			Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30
Housekeeping	19.41 3.00	20.00 3.00	20.40 2.00	20.81 2.00	21.02 1.00	21.02 0.00					Covenant Health - Edmonton General, Grey Nuns	CUPE	2018-03-31	827	12	2018-01-30
Housekeeping	19.42 3.00	20.00 3.00	20.40 2.00	20.81 2.00	21.02 1.00						Covenant Health - GSS	AUPE	2017-03-31	510	36	2016-09-16
Housekeeping	19.41 3.00	20.00 3.00	20.40 2.00	20.81 2.00	21.02 1.00						Covenant Health - Misericordia, Villas Caritas	CUPE	2018-03-31	600	48	2016-08-19
Housekeeping	16.13 3.00	16.61 3.00	16.94 2.00	17.28 2.00	21.02* 1.00	TBD					Covenant Health - St. Michael's Health Centre	CUPE	2018-03-31	88	48	2016-09-07
Housekeeping	14.37 3.00	14.66 2.00	14.95 2.00	15.25 2.00	17.38* 1.00	17.56 1.00	17.91 2.00				Crowsnest Pass Senior Housing	CUPE	2018-12-31	30	36	2016-03-09
Housekeeping	17.26 2.00	17.78 3.00	18.31 3.00	18.86 3.00	19.24 2.00	19.62 2.00	20.01 2.00	20.41 2.00			Cypress View Foundation	CUPE	2019-12-31	80	48	2015-11-27
Housekeeping	15.21 5.20	15.51 2.00	15.86 2.25	16.18 2.00	16.50 2.00	16.83 2.00	17.04 1.25	17.30 1.50	17.64 2.00		Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2020-12-31	50	36	2018-06-12
Housekeeping	16.61 8.20	17.11 3.00	17.11 0.00	17.28 1.00	17.45 1.00	17.80 2.00	18.15 2.00				Eagle Hill Foundation (1995) - Eagle Hill, Eagle View, Hillside	CUPE	2018-12-31	45	24	2017-05-29
Housekeeping	17.39 2.00	17.93 3.11	18.29 2.00	18.66 2.00	19.06 2.00	19.63 3.00	20.02 2.00				Evergreens Foundations	IUOE	2019-06-19	75	36	2016-06-03
Housekeeping	17.96 4.00	18.15 1.00	18.70 3.00	19.17 2.50	19.55 2.00						Extendicare (Canada)	CUPE	2016-12-31	393	36	2016-01-11
Housekeeping	18.09 1.00	18.63 3.00	19.19 3.00	19.62 2.25	20.06 2.25	20.06 0.00					Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04

* Number of employees per ALRB Certificate / *Other Adjustment

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Housekeeping	17.96 4.00	18.15 1.00	18.70 3.00	19.17 2.50	19.55 2.00						Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11
Housekeeping	17.62 1.00	18.15 3.00	18.70 3.00	19.12 2.25	19.55 2.25	19.55 0.00					Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Housekeeping	17.62 1.00	18.15 3.00	18.70 3.00	19.12 2.25	19.55 2.25	19.55 0.00					Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
Housekeeping	17.96 4.00	18.15 1.00	18.70 3.00	19.17 2.50	19.55 2.00						Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11
Housekeeping	17.62 1.00	18.15 3.00	18.70 3.00	19.12 2.25	19.55 2.25	19.55 0.00					Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Housekeeping	17.63 1.00	18.16 3.00	18.71 3.00	19.13 2.25	19.56 2.25	19.56 0.00					Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Housekeeping	17.96 4.00	18.15 1.00	18.70 3.00	19.17 2.50	19.55 2.00						Extendicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11
Housekeeping	18.09 1.00	18.63 3.00	19.19 3.00	19.62 2.25	20.06 2.25	20.06 0.00					Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Housekeeping	17.62 1.00	18.15 3.00	18.70 3.00	19.12 2.25	19.55 2.25	19.55 0.00					Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Housekeeping	17.96 4.00	18.15 1.00	18.70 3.00	19.17 2.50	19.55 2.00						Extendicare (Canada) - St Paul	CUPE	2016-12-31	59	36	2016-01-11
Housekeeping	17.96 4.00	18.15 1.00	18.70 3.00	19.17 2.50	19.55 2.00						Extendicare (Canada) - Viking	CUPE	2016-12-31	58	36	2016-01-11
Housekeeping	17.96 9.77	18.15 1.00	18.70 3.00	19.17 2.50	19.55 2.00						Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11
Housekeeping					19.12	19.50	19.89				Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
						2.00	2.00									
Housekeeping	18.33 3.00	18.88 3.00	18.88 0.00	TBD							Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Housekeeping	18.33 3.00	18.88 3.00	19.26 2.00	19.65 2.00	19.85 1.00						Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Housekeeping	18.24 3.00	18.78 3.00	19.06 1.50	19.44 2.00	19.63 1.00	19.63 0.00	19.63 0.00	TBD			Good Samaritan Society - South Ridge Village	USW	2020-06-30	150	36	2018-07-04
Housekeeping	17.09 2.50	17.60 3.00	18.13 3.00	18.67 3.00	18.67 0.00	18.86 1.00	19.05 1.00				Grande Spirit Foundation	CUPE	2019-06-30	93	36	2016-09-30
Housekeeping	17.59 2.00	17.95 2.00	18.13 1.00	18.49 2.00	18.86 2.00	19.24 2.00	19.24 0.00	19.62 2.00	20.02 2.00		Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21
Housekeeping	17.76 2.00	17.94 1.00	18.30 2.00	18.30 0.00	18.67 2.00	18.95 1.50	18.95 0.00	18.95 0.00			Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12
Housekeeping						17.42	17.59				Intercare - Kingsland Terrace	CUPE	2019-03-31	36	24	2017-03-30
						2.50	1.00									

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Housekeeping		17.17	17.52	17.87	18.23	18.48	19.22	TBD			Lacombe Foundation	CLAC	2019-12-31	80	24	2018-03-18
			2.00	2.00	2.00	1.35	4.00									
Housekeeping	16.14	16.62	17.12	17.55	17.99	18.12	18.25				Lakeland Lodge & Housing Foundation	CUPE	2018-12-31	19	24	2017-01-19
	2.00	3.00	3.00	2.50	2.50	0.70	0.70									
Housekeeping					17.22	17.65	18.09	18.45	18.82	19.20	Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21
						2.50	2.50	2.00	2.00	2.00						
Housekeeping	19.88	20.48	20.89	21.31	21.52						Lamont Health Care Centre - GSS	AUPE	2017-03-31	70	36	2016-09-22
	3.00	3.00	2.00	2.00	1.00											
Housekeeping	15.73	16.12	16.52	16.97	17.31	17.57	17.99	18.26	18.62		Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28
	1.60	2.50	2.50	2.75	2.00	1.50	2.40	1.50	2.00							
Housekeeping	14.97	15.27	15.58	15.89	16.21	16.49	16.78	17.08			Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
	2.50	2.00	2.00	2.00	2.00	1.75	1.75	1.75								
Housekeeping	17.09	17.18	18.05	18.32	18.59	18.87	19.25	19.73			Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
	3.00	0.50	5.00	1.50	1.50	1.50	2.00	2.50								
Housekeeping	17.94	18.65	19.21	19.59	19.89	20.29	20.29				Park Place Seniors Living - Devonshire Care Centre	AUPE	2019-03-31	188	24	2017-08-29
	5.00	4.00	3.00	2.00	1.50	2.00	0.00									
Housekeeping	16.72	17.22	17.74	17.92	18.19	18.55	18.74	19.06	19.40		Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	39	36	2018-09-21
		3.00	3.00	1.00	1.50	2.00	1.00	1.75	1.75							
Housekeeping					18.65	18.84	19.03				Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2019-03-31	68	21	2017-06-22
						1.00	1.00									
Housekeeping	17.74	18.27	18.82	19.20	19.49	19.68					Park Place Seniors Living - Newport Harbour Centre	AUPE	2018-03-31	145	36	2016-12-20
	5.25	3.00	3.00	2.00	1.50	1.00										
Housekeeping	16.17	16.66	17.16	17.33	17.59	17.77	18.03	18.39			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
	3.00	3.00	3.00	1.00	1.50	1.00	1.50	2.00								
Housekeeping	16.59	17.09	17.60	18.13	18.54	18.91	19.15	19.39			Piper Creek Foundation	CUPE	2019-12-31	107	24	2018-02-06
	3.00	3.00	3.00	3.00	2.25	2.00	1.30	1.30								
Housekeeping						15.92	16.24	16.56			Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
						NA	2.00	2.00								
Housekeeping	17.17	17.69	18.22	18.40	18.68	18.96	19.24				Points West Living Heritage House	AUPE	2019-03-31	53	48	2017-05-24
	6.00	3.00	3.00	1.00	1.50	1.50	1.50									
Housekeeping					15.96	16.20	16.48	16.73			Points West Living Stettler	AUPE	2020-05-10	169	48	2018-11-07
					0.75	1.50	1.75	1.50								
Housekeeping	16.96	17.65	17.65	17.96	18.23	18.23	18.23				Qualicare - Citadel Care	USW	2019-06-30	130	24	2018-02-16
	3.50	4.00	0.00	1.75	1.50	0.00	0.00									
Housekeeping	16.72	17.22	17.22	17.52	17.70	17.87	18.05				Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2019-07-31	85	36	2017-01-18
	3.00	3.00	0.00	1.75	1.00	1.00	1.00									
Housekeeping	18.49	19.04	19.42	19.66	20.11	20.51	20.72				Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07
	5.00	3.00	2.00	1.25	2.25	2.00	1.00									
Housekeeping	18.69	19.25	19.83	20.23	20.69	21.10					Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
	4.00	3.00	3.00	2.00	2.25	2.00										

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Housekeeping	16.83 5.50	17.34 3.00	17.60 2.00	17.91 1.25	18.13 1.25	18.49 2.00	18.87 2.00				Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09
Housekeeping	16.50 3.00	17.00 3.00	17.34 2.00	17.56 1.25	17.78 1.25	18.14 2.00	18.50 2.00				Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09
Housekeeping	17.28 2.50	17.80 3.00	18.24 2.50	18.70 2.50	19.07 2.00	19.50 2.25	19.94 2.25				Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
Housekeeping	15.79	16.74 6.00	17.24 3.00	17.76 3.00	18.12 2.00	18.48 2.00	18.85 2.00				Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Housekeeping	13.34 2.75	13.70 2.75	13.97 2.00	14.32 2.50	14.72 2.75	15.01 2.00	15.31 2.00	15.70 2.50			Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2020-04-30	23	36	2017-11-23
Housekeeping	13.23 4.00	13.70 3.50	14.11 3.00	14.53 3.00	14.97 3.00	15.27 2.00	15.57 2.00	15.89 2.00			Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
Housekeeping		14.54	14.98 3.00	15.43 3.00	15.74 2.00	16.05 2.00	16.53 3.00				Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Housekeeping	14.25 7.55	14.68 3.00	14.97 2.00	15.27 2.00	15.65 2.50						Revera Lessee - Meadowlands Retirement Residence	UFCW	2016-12-31	50	36	2015-06-15
Housekeeping	14.69	15.20 3.50	15.66 3.00	16.09 2.75	16.53 2.75	16.94 2.50					Revera Lessee - Riverbend Retirement	AUPE	2017-12-31	83	36	2015-07-08
Housekeeping				15.56 NA	15.99 2.75	16.39 2.50					Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
Housekeeping	15.00 4.00	15.45 3.00	15.91 3.00	16.23 2.00	16.55 2.00	17.05 3.00	17.30 0.25	17.56 1.50	18.00 2.50		Ridge Country Housing	CUPE	2020-12-31	27	36	2018-02-15
Housekeeping	17.37 3.00	17.89 3.00	18.43 3.00	18.98 3.00	19.55 3.00	19.55 0.00	19.55 0.00	19.55 0.00			River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06
Housekeeping	18.07 3.00	18.52 2.50	19.08 3.00	19.55 2.50	19.75 1.00	19.75 0.00	20.15* 0.00	TBD			Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11
Housekeeping	16.92 3.00	17.43 3.00	17.87 2.50	18.31 2.50	18.86 3.00	19.14 1.50	19.43 1.50				Salvation Army - Grace Manor	AUPE	2019-09-30	77	24	2018-01-19
Housekeeping						16.75	17.09 2.00	17.43 2.00			SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23
Housekeeping					16.62	16.95 2.00	17.91* 1.75	18.18 1.50			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
Housekeeping						16.81	17.15 2.00	17.49 2.00	17.80 1.75	18.25 2.25	Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
Housekeeping						16.25	16.58 2.00	16.91 2.00	17.20 1.75	17.59 2.25	Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16
Housekeeping						16.25	16.58 2.00	16.82 1.50	17.12 1.75	17.50 2.25	Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
Housekeeping					16.81	17.10 1.75	17.40 1.75	17.66 1.50	17.93 1.50		Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2020-12-31	33	48	2017-01-24

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Housekeeping	19.06 4.00	19.63 3.00	20.12 2.50	20.52 2.00	20.73 1.00	20.73 0.00	20.94 1.00	TBD			Shepherd's Care - Barrhead	AUPE	2020-09-30	59	36	2019-01-24
Housekeeping	19.06 4.00	19.63 3.00	19.92 1.50	20.52 3.00	20.73 1.00	20.73 0.00	20.94 1.00	TBD			Shepherd's Care - Greenfield	AUPE	2020-09-30	27	36	2019-01-24
Housekeeping	16.22 3.00	16.54 2.00	16.87 2.00	17.87 5.93	18.05 1.00	18.14 0.50	18.41 1.50				Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2018-12-31	35	36	2016-05-18
Housekeeping			16.64 NA	16.84 1.20	16.97 0.80	16.97 0.00					St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Housekeeping	16.31 2.25	16.71 2.50	17.06 2.00	17.53 2.75	17.88 2.00	18.24 2.00	18.60 2.00	18.97 2.00	19.40 2.25		Sylvan Lake Lodge	CLAC	2020-12-31	30	36	2018-03-21
Housekeeping	16.40 3.00	16.73 2.00	17.06 2.00	17.40 2.00	17.75 2.00	18.11 2.00	18.56 2.50				Taber & District Housing - Clearview Lodge	CUPE	2019-05-31	40	36	2016-07-04
Housekeeping	18.75 5.00	19.31 3.00	19.89 3.00	20.29 2.00	20.90 3.00	21.53 3.00	22.18 3.00	23.06 4.00			Travois Holdings - Glamorgan Care Centre	CLAC	2020-03-31	62	36	2017-10-13
Housekeeping	18.75 5.00	19.31 3.00	19.89 3.00	20.29 2.00	20.90 3.00	21.53 3.00	22.18 3.00	23.06 4.00			Travois Holdings - Mayfair Care Centre	CLAC	2020-03-31	140	36	2017-08-30
Housekeeping		15.00 11.00	15.45 3.00	15.91 3.00	16.39 3.00						Triple A Living Communities - Monterey Place	AUPE	2017-04-04	133	48	2013-04-08
Housekeeping	18.95 3.00	19.52 3.00	20.10 3.00	20.50 2.00	20.91 2.00						Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21
Housekeeping					16.39 9.50	16.64 1.50	17.14 3.00	17.66 3.00			Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Housekeeping	16.29 4.00	16.77 3.00	17.28 3.00	17.63 2.00	18.07 2.50	18.61 3.00					Westlock Foundation - Pembina Lodge & Smithfield Lodge	CUPE	2017-12-31	60	36	2014-10-22
Housekeeping	17.19 2.00	17.53 2.00	17.97 2.50	18.42 2.50	18.79 2.00	19.16 2.00	19.54 2.00	19.93 2.00			Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11
Housekeeping	17.03 3.00	17.51 2.80	17.95 2.50	18.40 2.50	18.86 2.50						Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05
Housekeeping		22.35	23.02 3.00	23.71 3.00	23.71 0.00	23.71 0.00	23.71 0.00				Wood Buffalo Housing & Development	CUPE	2018-12-31	46	36	2016-01-25
Housekeeping	23.97 4.00	24.93 4.00	25.93 4.00	26.71 3.00	27.51 3.00	28.34 3.00	28.34 0.00				Wood Buffalo Housing & Development - Rotary House	CUPE	2018-12-31	23	12	2018-04-03
Independent Living Attendant	20.22 10.50	21.57 6.70	22.11 2.50	22.33 1.00	22.56 1.00	22.56 0.00	22.79 1.00	TBD			Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	14	36	2019-01-24
Laboratory Technologist I	41.66 3.00	42.91 3.00	43.34 1.00	43.88 1.25	44.76 2.00						Calgary Laboratory Services	HSAA	2017-06-30	1,641	36	2015-11-24
Licensed Practical Nurse			33.62 2.00	33.95 1.00	34.63 2.00	34.97 1.00					Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80						AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Licensed Practical Nurse			32.31	33.61	34.28	34.97					Age Care - Sagewood Seniors Community	AUPE	2018-11-27	128	36	2015-11-18
				4.00	2.00	2.00										
Licensed Practical Nurse				31.99	32.95	33.94	34.96				Age Care - Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
					3.00	3.00	3.00									
Licensed Practical Nurse	31.06	31.99	32.95	32.95	33.94	34.62					AgeCare - Valleyview	AUPE	2018-03-31	32	36	2015-12-05
	2.88	3.00	3.00	0.00	3.00	2.00										
Licensed Practical Nurse					32.32	34.10	34.78	35.30			AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
						5.50	2.00	1.50								
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63	34.63	34.63	TBD			Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14
	3.00	3.00	3.00	1.20	0.80	0.00	0.00									
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63						Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63						Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63						Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63						Bethany Care Centre - Collegedale	AUPE	2017-08-31	134	38	2016-04-15
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse				34.00	34.27						Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
					0.80											
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63						Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse		33.01	33.95	34.36	34.63						Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
		NA	2.85	1.20	0.80											
Licensed Practical Nurse			33.94	34.62	34.62	35.15	35.15	TBD			Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17
				2.00	0.00	1.50	0.00									
Licensed Practical Nurse	31.99	32.95	33.94	34.35	34.62	34.62	34.62	TBD			Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
	3.00	3.00	3.00	1.20	0.80	0.00	0.00									
Licensed Practical Nurse	31.99	32.95	33.94	34.28	34.62	34.97	35.39				Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
	3.00	3.00	3.00	1.00	1.00	1.00	1.20									
Licensed Practical Nurse			32.95	33.95	34.97	36.02	36.02	36.02	TBD		Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
				3.00	3.00	3.00	0.00	0.00								
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63						CapitalCare - ANC	AUPE	2017-06-30	1,386	24	2017-05-25
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	31.99	32.95	33.94	34.36	34.63						Carewest - ANC	AUPE	2017-06-30	1,424	24	2017-07-21
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	31.68	32.63	33.12	33.52	34.19	34.53					Chantelle Management - Edith Cavell Care Centre	AUPE	2017-11-30	112	24	2016-12-08
	3.00	3.00	1.50	1.20	2.00	1.00										
Licensed Practical Nurse	30.40	31.16	31.78	32.50	33.31	33.48	33.81				Chantelle Management - Grande Prairie Care Centre	CUPE	2019-06-30	126	24	2018-09-10
	2.00	2.50	2.00	2.25	2.50	0.50	1.00									

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Licensed Practical Nurse			27.13	27.81	28.64						Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30
			2.50	2.50	3.00											
Licensed Practical Nurse			31.06	31.84	32.48	33.13	33.87				Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
				2.50	2.00	2.00	2.25									
Licensed Practical Nurse	26.89	28.74	31.06	31.84	32.48	33.13	33.87				Choices in Community Living - Legacy Lodge	AUPE	2019-03-31	114	36	2016-09-19
		3.00	3.00	2.50	2.00	2.00	2.25									
Licensed Practical Nurse		30.46	31.07	31.77							Christenson Communities - Royal Oak Manor	HSAA	2016-02-01	30	36	2014-01-17
		4.00	2.00	2.25												
Licensed Practical Nurse					30.32	34.29					Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
						13.10										
Licensed Practical Nurse			28.26	32.32	33.95						Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17
				13.92*	5.00*											
Licensed Practical Nurse			28.26	32.32	33.95						Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17
				13.92*	5.00*											
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63						Covenant Health - ANC	AUPE	2017-03-31	2,137	24	2016-06-16
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	31.53	32.00	32.96	33.95	34.63	34.63	TBD	TBD	TBD		Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
	1.50	1.50	3.00	3.00	2.00	0.00										
Licensed Practical Nurse	32.00	32.00	33.95	34.36	34.63	TBD	NA	TBD			Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
	3.00	0.00	6.00	1.20	0.80		0.00									
Licensed Practical Nurse	32.00	32.96	33.95	34.36	34.63						Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2017-03-31	190	24	2016-10-31
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse		29.20	29.49	29.78	29.78	29.78	30.08	TBD			Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-12-31	221	36	2018-09-20
			1.00	1.00	0.00	0.00	1.00									
Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63						Extendicare (Canada)	CUPE	2016-12-31	393	36	2016-01-11
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49					Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
	3.00	3.00	3.00	2.25	2.25	0.00										
Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63						Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49					Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
	3.00	3.00	3.00	2.25	2.25	0.00										
Licensed Practical Nurse	32.00	32.96	33.95	34.71	35.49	35.49					Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22
	7.50	3.00	3.00	2.25	2.25	0.00										
Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49					Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
	3.00	3.00	3.00	2.25	2.25	0.00										
Licensed Practical Nurse	31.99	32.96	33.95	34.36	34.63						Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11
	3.00	3.00	3.00	1.20	0.80											
Licensed Practical Nurse	31.99	32.96	33.95	34.71	35.49	35.49					Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
	3.00	3.00	3.00	2.25	2.25	0.00										

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Licensed Practical Nurse	31.99 3.00	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00					Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Licensed Practical Nurse	31.99 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80						Extendicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11
Licensed Practical Nurse	31.99 3.00	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00					Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Licensed Practical Nurse	31.99 3.00	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00					Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Licensed Practical Nurse	31.99 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80						Extendicare (Canada) - St Paul	CUPE	2016-12-31	59	36	2016-01-11
Licensed Practical Nurse	31.99 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80						Extendicare (Canada) - Viking	CUPE	2016-12-31	58	36	2016-01-11
Licensed Practical Nurse	31.99 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80						Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11
Licensed Practical Nurse				33.95	34.63 2.00	35.15 1.50	35.68 1.50				Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Licensed Practical Nurse					32.00	32.64 2.00	33.29 2.00				Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Licensed Practical Nurse	31.99 3.50	32.95 3.00	33.94 3.00	34.35 1.20	34.62 0.80						Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Licensed Practical Nurse	31.53 3.00	32.48 3.00	32.97 1.50	33.37 1.20	33.64 0.80	33.64 0.00	33.64 0.00	TBD			Good Samaritan Society - South Ridge Village	USW	2020-06-30	150	36	2018-07-04
Licensed Practical Nurse			32.96	33.95 3.00	34.80 2.50	35.67 2.50	36.21 1.50	36.75 1.50	37.30 1.50	38.05 2.00	Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Licensed Practical Nurse			32.96	33.95 3.00	34.80 2.50	35.67 2.50	36.21 1.50	36.75 1.50	37.30 1.50	38.05 2.00	Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Licensed Practical Nurse			33.95	34.36 1.20	34.63 0.80	34.63 0.00					Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.46 1.50	34.98 1.50	35.50 1.50					Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31
Licensed Practical Nurse	29.34 2.50	31.10 6.00	32.03 3.00	32.03 0.00	32.67 2.00	33.17 1.50	33.50 1.00	33.84 1.00			Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12
Licensed Practical Nurse						30.30 1.00	30.60 1.00				Intercare - Kingsland Terrace	CUPE	2019-03-31	36	24	2017-03-30
Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	TBD			Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14
Licensed Practical Nurse							34.63 1.50	35.15 1.50	35.85 2.00		Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28
Licensed Practical Nurse	31.07 2.50	31.69 2.00	32.32 2.00	32.97 2.00	33.63 2.00	34.22 1.75	34.82 1.75	35.43 1.75			Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Licensed Practical Nurse	26.07 3.00	26.20 0.50	27.52 5.00	27.93 1.50	28.35 1.50	28.77 1.50	29.34 2.00	30.07 2.50			Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
Licensed Practical Nurse	28.89 2.50	29.97 3.75	31.06 3.64	31.68 2.00	32.16 1.50	32.80 2.00	32.80 0.00				Park Place Seniors Living - Devonshire Care Centre	AUPE	2019-03-31	188	24	2017-08-29
Licensed Practical Nurse	27.56 6.25	29.87 8.40	31.06 4.00	31.68 2.00	32.16 1.50	32.48 1.00	32.97 1.50	33.63 2.00			Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24
Licensed Practical Nurse	29.50 7.75	31.70 7.50	33.95 7.00	34.46 1.50	34.80 1.00	35.15 1.00					Park Place Seniors Living - Newport Harbour Centre	AUPE	2018-03-31	145	36	2016-12-20
Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.29 1.00	34.80 1.50	35.15 1.00	35.68 1.50	36.39 2.00			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00								Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
Licensed Practical Nurse							32.98 NA	33.64 2.00	34.31 2.00		Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
Licensed Practical Nurse	30.76 3.00	31.68 3.00	33.95 7.17	34.29 1.00	34.80 1.50	35.33 1.50	35.86 1.50				Points West Living Heritage House	AUPE	2019-03-31	53	48	2017-05-24
Licensed Practical Nurse						32.89 0.75	33.39 1.50	33.98 1.75	34.49 1.50		Points West Living Stettler	AUPE	2020-05-10	169	48	2018-11-07
Licensed Practical Nurse			30.40	30.93 1.75	31.40 1.50	31.40 0.00	31.40 0.00				Qualicare - Citadel Care	USW	2019-06-30	130	24	2018-02-16
Licensed Practical Nurse	28.66 15.56	29.66 3.50	31.06 4.70	31.06 0.00	31.53 1.50	31.84 1.00	32.16 1.00				Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13
Licensed Practical Nurse	29.10 5.00	29.97 3.00	30.57 2.00	30.95 1.25	31.65 2.25	32.29 2.00	32.61 1.00				Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07
Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.63 2.00	35.41 2.25	36.12 2.00					Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
Licensed Practical Nurse	28.77 5.50	29.63 3.00	30.22 2.00	30.60 1.25	30.98 1.25	31.60 2.00	32.24 2.00				Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09
Licensed Practical Nurse	27.91 9.10	28.75 3.00	29.33 2.00	29.69 1.25	30.06 1.25	30.66 2.00	31.28 2.00				Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09
Licensed Practical Nurse	29.71 3.00	30.60 3.00	31.37 2.50	32.15 2.50	32.79 2.00	33.53 2.25	34.28 2.25				Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
Licensed Practical Nurse	26.97 6.00	28.59 3.00	29.45 3.00	30.33 3.00	30.94 2.00	31.56 2.00	32.19 2.00				Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Licensed Practical Nurse	28.92 4.00	29.95 3.50	30.85 3.00	31.77 3.00	32.73 3.00	33.38 2.00	34.05 2.00	34.73 2.00			Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
Licensed Practical Nurse		28.29	31.06 9.75	31.99 3.00	32.63 2.00	33.28 2.00	33.95 2.00				Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Licensed Practical Nurse		25.48	26.12 2.50	26.77 2.50	27.31 2.00	27.58 1.00	28.13 2.00				Revera Lessee - Heartland Retirement Residence	CUPE	2018-12-31	31	36	2016-10-19

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Licensed Practical Nurse	27.34 3.00	27.89 2.00	28.87 3.50	29.45 2.00	30.04 2.00	30.64 2.00	31.26 2.00	31.89 2.00	32.53 2.00		Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17
Licensed Practical Nurse	24.31 4.29	25.04 3.00	25.54 2.00	26.05 2.00	27.70 6.33						Revera Lessee - Meadowlands Retirement Residence	UFCW	2016-12-31	50	36	2015-06-15
Licensed Practical Nurse	27.79	28.29 1.80	31.06 9.80	31.91 2.75	32.79 2.75	33.61 2.50					Revera Lessee - Riverbend Retirement	AUPE	2017-12-31	83	36	2015-07-08
Licensed Practical Nurse				30.99 NA	31.84 2.75	32.64 2.50					Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
Licensed Practical Nurse	29.26 3.00	30.14 3.00	33.70 11.60	34.71 3.00	35.75 3.00	35.75 0.00	35.75 0.00	35.75 0.00			River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06
Licensed Practical Nurse	30.86 3.00	31.79 3.00	32.74 3.00	33.56 2.50	34.58* 0.80						Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
Licensed Practical Nurse	31.96 3.00	32.92 3.00	33.74 2.50	34.59 2.50	35.62 3.00	36.15 1.50	36.70 1.50				Salvation Army - Grace Manor	AUPE	2019-09-30	77	24	2018-01-19
Licensed Practical Nurse						26.38	26.91 2.00	27.45 2.00			SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23
Licensed Practical Nurse					29.72	30.31 2.00	30.84 1.75	31.30 1.50			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
Licensed Practical Nurse	32.30 4.00	33.27 3.00	33.95* 0.00	34.36 1.20	34.70 1.00	34.70 0.00	35.05 1.00	TBD			Shepherd's Care - Barrhead	AUPE	2020-09-30	59	36	2019-01-24
Licensed Practical Nurse	32.30 4.00	33.27 3.00	33.95* 0.00	34.36 1.20	34.70 1.00	34.70 0.00	35.05 1.00	TBD			Shepherd's Care - Greenfield	AUPE	2020-09-30	27	36	2019-01-24
Licensed Practical Nurse	32.30 4.00	33.27 3.00	33.95* 0.00	34.36 1.20	34.70 1.00	34.70 0.00	35.05 1.00	TBD			Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	140	36	2019-01-24
Licensed Practical Nurse	32.30 4.00	33.27 3.00	33.95* 0.00	34.36 1.20	34.70 1.00	34.70 0.00	35.05 1.00	TBD			Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	126	36	2019-01-24
Licensed Practical Nurse		33.27 3.00	33.95* 0.00	34.36 1.20	34.70 1.00	34.70 0.00	35.05 1.00	TBD			Shepherd's Care - Vanguard	AUPE	2020-09-30	76	36	2019-01-24
Licensed Practical Nurse							28.99	29.28 1.00			St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12
Licensed Practical Nurse	31.99 3.00	32.95 3.00	33.94 3.00	34.35 1.20	34.62 0.80	TBD					St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15
Licensed Practical Nurse				32.00 1.00	32.64 2.00	33.13 1.50					Sunrise Village [High River]	CUPE	2018-06-30	65	36	2015-12-31
Licensed Practical Nurse	32.00 3.00	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80						Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Licensed Practical Nurse		29.93 3.25	30.53 2.00	31.14 2.00	32.07 3.00						Triple A Living Communities - Monterey Place	AUPE	2017-04-04	133	48	2013-04-08
Licensed Practical Nurse	31.99 3.00	32.95 3.00	33.94 3.00	34.35 1.20	34.62 0.80						Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Licensed Practical Nurse					31.90	32.39	33.36	34.37			Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
					1.45	1.50	3.00	3.00								
Medical Laboratory Technologist I	41.66	42.91	43.34	43.88	44.76						Canadian Blood Services - Techs	HSAA	2017-03-31	275	36	2015-08-12
	3.00	3.00	1.00	1.25	2.00											
Medical Laboratory Technologist I	38.92	40.09	40.49	41.00	41.82						DynaLIFE DX	HSAA	2017-03-31	1,037	24	2016-01-24
	3.00	3.00	1.00	1.25	2.00											
Medical Laboratory Technologist I				43.87	44.75						Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	16	2015-11-13
					2.00											
Occupational Therapist	44.95	46.30	46.76	47.35	48.29	48.29	48.29	TBD			Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21
	3.00	3.00	1.00	1.25	2.00	0.00	0.00									
Occupational Therapist					43.80	44.68	46.91				Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12
						2.00	5.00									
Occupational Therapist I	46.21	47.60	48.08	48.68	49.65						Capital Care - PMP/PMT	HSAA	2017-03-31	154	36	2015-01-04
	3.00	3.00	1.00	1.25	2.00											
Occupational Therapist I	46.20	47.59	48.08	48.68	49.65						Carewest - PMP/PMT	HSAA	2017-06-30	180	36	201-11-27
	3.00	3.00	1.00	1.25	2.00											
Occupational Therapist	41.49	41.81	41.81	42.65	42.65	43.72	43.72				CASA Child Adolescent & Family Mental Health	HSAA	2019-03-31	134	36	2016-09-14
	3.00	0.77	0.00	2.00	0.00	2.50	0.00									
Occupational Therapist I		47.60	48.08	48.64	49.65	49.65	49.65	TBD			Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	36	2018-05-24
		NA	1.00	1.25	2.00	0.00	0.00									
Occupational Therapist I	46.21	47.60	48.08	48.68	49.65						Good Samaritan Society - Multi Facility	HSAA	2017-03-31	29	36	2015-11-12
	3.00	3.00	1.00	1.25	2.00											
Occupational Therapist I	45.36	46.49	47.89	48.84	49.82	50.94	50.94	TBD			Workers Compensation Board	HSAA	2020-12-31	154	36	2019-03-11
	2.50	2.50	3.00	2.00	2.00	2.50	0.00	0.00								
Paramedic	40.42	42.90	43.33	43.87	44.75	TBD	TBD				Stettler District Ambulance Association	HSAA	2019-03-31	24	36	2017-07-14
	2.70	6.14	1.00	1.25	2.00											
Pharmacy Technician I	34.32	35.35	35.35	35.35	35.79	36.24	36.78				Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14
		3.00	0.00	0.00	1.25	1.25	1.50									
Pharmacy Technician I	34.32	35.35	35.35	35.35	35.35	36.00	36.72				Rexall Pharma Plus Pharmacies [Edmonton]	HSAA	2019-06-30	39	39	2017-05-23
	2.25	3.00	0.00	0.00	0.00	1.85	2.00									
Phlebotomist	25.63	26.40	27.60*	27.95	28.51						Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27
	3.00	3.00	1.50	1.25	2.00											
Registered Nurse	42.45	45.03	45.93	46.96	48.37	48.37	48.37				AAKOM-KIYII Health Services	UNA	2019-03-31	32	36	2017-11-01
		6.00	2.00	2.25	3.00	0.00	0.00									
Registered Nurse	45.03	45.03	45.93	46.96	48.37						AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
	4.00	0.00	2.00	2.25	3.00											
Registered Nurse	45.03	45.03	45.93	46.96	48.37						AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26
	4.00	0.00	2.00	2.25	3.00											
Registered Nurse							48.37	48.37			Allen Gray Continuing Care Centre	UNA	2020-06-30	10	30	2018-01-04
							0.00	0.00								

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 3.00	48.37 0.00	TBD			Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2020-03-31	12	36	2018-02-16
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Bethany Care Centre - Calgary	UNA	2017-03-31	68	48	2015-03-24
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Bethany Care Centre - Cochrane	UNA	2017-03-31	18	45	2015-03-24
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Bethany Care Centre - Collegeseide	UNA	2017-03-31	27	45	2015-03-24
Registered Nurse			45.93	46.96 2.25	48.37 3.00						Bethany Care Centre - Sylvan Lake	UNA	2017-03-31	14	24	2015-03-24
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2017-03-31	21	48	2014-08-07
Registered Nurse	42.45 6.50	45.03 6.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00					Blood Tribe Department of Health	UNA	2018-03-31	27	31	2015-09-15
Registered Nurse	45.03 4.00	45.03 0.00	45.03 0.00	45.93 2.00							Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2017-03-31	94	48	2015-03-31
Registered Nurse			47.28	48.71 3.00	50.18 3.00	51.69 3.00	51.69 0.00	51.69 0.00	TBD		Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						CapitalCare	UNA	2017-03-31	325	48	2015-12-01
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Carewest - Colonel Belcher	UNA	2017-03-31	24	48	2015-02-12
Registered Nurse					48.37						Carewest - Rouleau Manor	UNA	2017-03-31	10	0	2017-10-18
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	48	2015-01-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15
Registered Nurse	44.63 2.00	45.53 2.00	45.99 1.00	46.95 2.00	47.65 1.50	48.36 1.50					Club Sierra Lifestyles at River Ridge Inc	UNA	2017-06-30	13	36	2015-03-26
Registered Nurse							48.37 0.00	TBD			Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	TBD			Covenant Health	UNA	2020-03-31	2,876	36	2018-02-16
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15
Registered Nurse					48.37	48.37 0.00	48.37 0.00				Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28

* Number of employees per ALRB Certificate / *Other Adjustment

Hourly Rate and Per Cent Increase

Health Care and Social Assistance Wages

Classification Listing

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Extendicare (Canada) - Eaux Claires	UNA	2017-07-31	32	48	2015-12-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Extendicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Extendicare (Canada) - Holyrood	UNA	2017-07-31	20	48	2015-12-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Extendicare (Canada) - Leduc	UNA	2017-07-31	17	48	2015-12-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	TBD					Extendicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Extendicare (Canada) - Michener Hill	UNA	2017-07-31	45	48	2015-12-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Extendicare (Canada) - Viking	UNA	2017-07-31	11	48	2015-12-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Extendicare (Canada) - Vulcan	UNA	2017-07-31	11	48	2015-12-15
Registered Nurse				45.93	48.37	48.37	48.37				Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15
					5.25	0.00	0.00									
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17
Registered Nurse			44.59	45.93	47.08	48.26					Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
				3.00	2.50	2.50										
Registered Nurse			44.59	45.93	47.08	48.26					Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
				3.00	2.50	2.50										
Registered Nurse				46.96	48.37	48.37					Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
					3.00	0.00										
Registered Nurse	45.03 4.00										Hong Lok Management - Edmonton Chinatown Care Centre	UNA	2014-03-31	22	29	2012-09-18
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	TBD			Lamont Health Care Centre	UNA	2020-03-31	34	48	2014-08-07
Registered Nurse	41.88	43.46 4.00	44.87 3.00	46.22 3.00	46.96 1.60	47.66 1.50	48.37 1.50	48.37 0.00			Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29
Registered Nurse	45.03 4.00	45.03 0.00	45.48 1.00	45.93 1.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00			Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12
Registered Nurse	41.87 2.00	42.92 2.50	43.99 2.50	46.96 6.75*	48.37 3.00						Qualicare - Rivercrest Lodge Nursing Home Ltd.	UNA	2017-06-30	10	24	2016-09-30
Registered Nurse	43.30 2.00	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	46.96 0.00					Revera	UNA	2017-12-31	89	48	2015-06-15
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Salem Manor Nursing Home	UNA	2017-03-31	15	48	2015-11-16

* Number of employees per ALRB Certificate / *Other Adjustment

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Expiry	EE's *	Term	Settled on
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25							Salvation Army - Agape Hospice	UNA	2016-03-31	85	30	2016-07-04
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	48	2015-02-20
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						St. Michael's Long Term Care Centre	UNA	2017-03-31	15	48	2015-03-26
Registered Nurse	45.03 4.00	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Touchmark at Wedgewood	UNA	2017-03-31	13	48	2015-01-22
Registered Nurse	45.06 4.00	45.06 0.00	45.93 2.00	46.96 2.25	48.37 3.00						Venta Care Centre Ltd.	UNA	2017-08-31	16	48	2015-01-15
Registered Nurse					43.84 3.54	44.50 1.50	45.85 3.00	47.23 3.00			Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24