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# **Collective Agreement Wage Tables Health Care and Social Assistance**

**April 2019**

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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<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00  | 46.96<br>2.25 | 48.37<br>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 |       | 10.00 |
| 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<br>3.00 | 23.75<br>3.00 | 24.46<br>3.00  | 24.75<br>1.20 | 24.95<br>0.80 | 24.95<br>0.00 | 24.95<br>0.00 | TBD   |       |       |
|   |       |            |        |      |            | Licensed Practical Nurse        | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00  | 34.36<br>1.20 | 34.63<br>0.80 | 34.63<br>0.00 | 34.63<br>0.00 | TBD   |       |       |
| Associated Ambulance & Services (Whitecourt)      | CUPE  | 2017-03-31 | 55     | 36   | 2016-11-14 | EMT-Paramedic                   | 43.21         | 44.51<br>3.00 | 44.96<br>1.00  | 45.85<br>2.00 | 46.89<br>2.25 |               |               |       |       |       |
| Associated Ambulance & Services (Whitecourt)      | HSAA  | 2020-03-31 | 214    | 36   | 2018-07-24 | EMT-P [Advanced Care Paramedic] | 43.21<br>NA   | 44.51<br>3.00 | 44.96<br>1.00  | 45.85<br>2.00 | 46.89<br>2.25 | 46.89<br>0.00 | 46.89<br>0.00 | TBD   |       |       |
| Beaver Ambulance Society                          | CUPE  | 2020-03-31 | 40     | 36   | 2018-05-18 | EMT-P                           | NA            | 42.90<br>3.00 | 44.19<br>3.00  | 44.19<br>0.00 | 44.74<br>1.25 | 44.74<br>0.00 | 44.74<br>0.00 | TBD   |       |       |
| Bethany Auxiliary Hospital / Bethany Nursing Home | UNA   | 2020-03-31 | 12     | 36   | 2018-02-16 | Registered Nurse                | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00  | 46.96<br>2.25 | 48.37<br>3.00 | 48.37<br>0.00 | 48.37<br>0.00 | TBD   |       |       |
| Bethany Care Centre - Airdrie - ANC               | AUPE  | 2017-08-31 | 64     | 38   | 2016-04-15 | Health Care Aide                | 23.06<br>3.00 | 23.75<br>3.00 | 24.46<br>3.00  | 24.75<br>1.20 | 24.95<br>0.80 |               |               |       |       |       |
|   |       |            |        |      |            | Licensed Practical Nurse        | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00  | 34.36<br>1.20 | 34.63<br>0.80 |               |               |       |       |       |
| Bethany Care Centre - Airdrie - GSS               | AUPE  | 2017-08-31 | 22     | 38   | 2016-04-15 | Housekeeping                    | 17.56<br>3.00 | 18.09<br>3.00 | 21.15*<br>3.00 | 21.57<br>2.00 | 21.79<br>1.00 |               |               |       |       |       |
| Bethany Care Centre - Calgary                     | HSAA  | 2020-07-31 | 12     | 36   | 2018-12-21 | Occupational Therapist          | 44.95<br>3.00 | 46.30<br>3.00 | 46.76<br>1.00  | 47.35<br>1.25 | 48.29<br>2.00 | 48.29<br>0.00 | 48.29<br>0.00 | TBD   |       |       |
| Bethany Care Centre - Calgary                     | UNA   | 2017-03-31 | 68     | 48   | 2015-03-24 | Registered Nurse                | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00  | 46.96<br>2.25 | 48.37<br>3.00 |               |               |       |       |       |
| Bethany Care Centre - Calgary - ANC               | AUPE  | 2017-08-31 | 428    | 36   | 2016-04-15 | Health Care Aide                | 23.06<br>3.00 | 23.75<br>3.00 | 24.46<br>3.00  | 24.75<br>1.20 | 24.95<br>0.80 |               |               |       |       |       |
|   |       |            |        |      |            | Licensed Practical Nurse        | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00  | 34.36<br>1.20 | 34.63<br>0.80 |               |               |       |       |       |
| Bethany Care Centre - Cochrane                    | AUPE  | 2017-08-31 | 70     | 38   | 2016-04-15 | Health Care Aide                | 23.06<br>3.00 | 23.75<br>3.00 | 24.46<br>3.00  | 24.75<br>1.20 | 24.95<br>0.80 |               |               |       |       |       |
|   |       |            |        |      |            | Licensed Practical Nurse        | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00  | 34.36<br>1.20 | 34.63<br>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<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |      |      |      |
| Bethany Care Centre - Collegieside                  | AUPE      | 2017-08-31 | 134    | 38   | 2016-04-15 | Health Care Aide                | 23.06<br>3.00 | 23.75<br>3.00 | 24.46<br>3.00 | 24.75<br>1.20 | 24.95<br>0.80 |               |               |      |      |      |
|   |           |            |        |      |            | Licensed Practical Nurse        | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |      |      |      |
| Bethany Care Centre - Collegieside                  | UNA       | 2017-03-31 | 27     | 45   | 2015-03-24 | Registered Nurse                | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |      |      |      |
| Bethany Care Centre - Didsbury                      | AUPE      | 2017-08-31 | 108    | 27   | 2016-11-30 | Health Care Aide                |               |               |               |               | 24.31<br>0.80 | 24.50         |               |      |      |      |
|   |           |            |        |      |            | Licensed Practical Nurse        |               |               |               |               | 34.00<br>0.80 | 34.27         |               |      |      |      |
| Bethany Care Centre - Harvest Hills                 | AUPE      | 2017-08-31 | 52     | 36   | 2016-04-15 | Health Care Aide                | 23.06<br>3.00 | 23.75<br>3.00 | 24.46<br>3.00 | 24.75<br>1.20 | 24.95<br>0.80 |               |               |      |      |      |
|   |           |            |        |      |            | Licensed Practical Nurse        | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |      |      |      |
| Bethany Care Centre - Sylvan Lake                   | UNA       | 2017-03-31 | 14     | 24   | 2015-03-24 | Registered Nurse                |               |               | 45.93         | 46.96<br>2.25 | 48.37<br>3.00 |               |               |      |      |      |
| Bethany Care Centre - Sylvan Lake                   | AUPE      | 2017-08-31 | 64     | 36   | 2016-04-15 | Health Care Aide                |               | 23.80<br>NA   | 24.46<br>2.77 | 24.75<br>1.20 | 24.95<br>0.80 |               |               |      |      |      |
|   |           |            |        |      |            | Licensed Practical Nurse        |               | 33.01<br>NA   | 33.95<br>2.85 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |      |      |      |
| Bethany Nursing Home - Bashaw, Rosealta, . . . .    | AUPE      | 2020-03-31 | 143    | 24   | 2018-12-17 | Health Care Aide                |               |               | 24.45         | 24.94<br>2.00 | 24.94<br>0.00 | 25.32<br>1.50 | 25.32<br>0.00 | TBD  |      |      |
|   |           |            |        |      |            | Housekeeping                    | 16.96<br>2.00 | 17.38<br>2.50 | 17.73<br>2.00 | 18.08<br>2.00 | 18.44<br>2.00 | 18.73<br>1.50 | 18.73<br>0.00 | TBD  |      |      |
|   |           |            |        |      |            | Licensed Practical Nurse        |               |               | 33.94         | 34.62<br>2.00 | 34.62<br>0.00 | 35.15<br>1.50 | 35.15<br>0.00 | TBD  |      |      |
| Bethany Nursing Home - Rosehaven Care Centre        | HSA       | 2020-03-31 | 15     | 36   | 2018-03-26 | EMT-P [Advanced Care Paramedic] | NA<br>NA      | 42.90<br>NA   | 43.33<br>1.00 | 43.87<br>1.25 | 44.75<br>2.00 | 44.75<br>0.00 | 44.75<br>0.00 | TBD  |      |      |
| Bethany Nursing Home - Rosehaven, Bethany Long Term | AUPE      | 2020-03-30 | 370    | 24   | 2018-11-29 | Health Care Aide                | 23.05<br>3.00 | 23.74<br>3.00 | 24.45<br>3.00 | 24.74<br>1.20 | 24.94<br>0.80 | 24.94<br>0.00 | 24.94<br>0.00 | TBD  |      |      |
|   |           |            |        |      |            | Housekeeping                    | 20.86<br>3.00 | 21.49<br>3.00 | 22.13<br>3.00 | 22.57<br>2.00 | 22.80<br>1.00 | 22.80<br>0.00 | 22.80<br>0.00 | TBD  |      |      |
|   |           |            |        |      |            | Licensed Practical Nurse        | 31.99<br>3.00 | 32.95<br>3.00 | 33.94<br>3.00 | 34.35<br>1.20 | 34.62<br>0.80 | 34.62<br>0.00 | 34.62<br>0.00 | TBD  |      |      |
| Bethany Nursing Home - Rosehaven, Bethany Long Term | UNA       | 2017-03-31 | 21     | 48   | 2014-08-07 | Registered Nurse                | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>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<br>2.00 |               |      |      |      |

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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<br>6.50 | 45.03<br>6.00 | 45.93<br>2.00  | 46.96<br>2.25  | 48.37<br>3.00 | 48.37<br>0.00 |               |               |      |      |
| Bonnyville Regional Fire Authority                       | HSAA  | 2018-07-31 | 37     | 18   | 2017-02-16 | EMT-P [Advanced Care Paramedic]   |               |               |                | 40.05          | 40.85<br>2.00 | 40.85<br>0.00 |               |               |      |      |
| Brazeau Foundation                                       | AUPE  | 2020-05-31 | 35     | 36   | 2017-08-08 | Housekeeping                      | 16.75<br>4.00 | 17.94<br>3.00 | 18.48<br>3.00  | 19.03<br>3.00  | 19.79<br>4.00 | 20.09<br>1.50 | 20.49<br>2.00 | 21.00<br>2.50 |      |      |
| Brenda Strafford Foundation - Clifton Manor              | AUPE  | 2019-03-31 | 212    | 48   | 2017-06-28 | Health Care Aide                  | 23.05<br>3.00 | 23.74<br>3.00 | 24.46<br>3.00  | 24.70<br>1.00  | 24.95<br>1.00 | 25.20<br>1.00 | 25.50<br>1.20 |               |      |      |
|  |       |            |        |      |            | Licensed Practical Nurse          | 31.99<br>3.00 | 32.95<br>3.00 | 33.94<br>3.00  | 34.28<br>1.00  | 34.62<br>1.00 | 34.97<br>1.00 | 35.39<br>1.20 |               |      |      |
| Brenda Strafford Foundation - Clifton Manor              | UNA   | 2017-03-31 | 41     | 48   | 2015-08-21 | Registered Nurse                  | 45.03<br>4.00 | 45.03<br>0.00 | 45.03<br>0.00  | 45.93<br>2.00  |               |               |               |               |      |      |
| Calgary Laboratory Services                              | HSAA  | 2017-06-30 | 1,641  | 36   | 2015-11-24 | Laboratory Technologist I         | 41.66<br>3.00 | 42.91<br>3.00 | 43.34<br>1.00  | 43.88<br>1.25  | 44.76<br>2.00 |               |               |               |      |      |
| Calgary Laboratory Services - Clerical                   | HSAA  | 2017-12-31 | 29     | 36   | 2016-11-04 | Administrative Support II         | 23.88<br>3.00 | 24.60<br>3.00 | 25.34<br>3.00  | 25.59<br>1.00  | 25.91<br>1.25 | 26.43<br>2.00 |               |               |      |      |
| Canadian Blood Services                                  | CUPE  | 2017-03-31 | 146    | 36   | 2015-01-27 | Phlebotomist                      | 25.63<br>3.00 | 26.40<br>3.00 | 27.60*<br>1.50 | 27.95<br>1.25  | 28.51<br>2.00 |               |               |               |      |      |
| Canadian Blood Services - Drivers                        | HSAA  | 2017-03-31 | 16     | 36   | 2016-01-27 | Driver                            | 22.18<br>3.00 | 23.53<br>6.00 | 23.77<br>1.00  | 24.07<br>1.25  | 24.55<br>2.00 |               |               |               |      |      |
| Canadian Blood Services - Techs                          | HSAA  | 2017-03-31 | 275    | 36   | 2015-08-12 | Medical Laboratory Technologist I | 41.66<br>3.00 | 42.91<br>3.00 | 43.34<br>1.00  | 43.88<br>1.25  | 44.76<br>2.00 |               |               |               |      |      |
| Canadian Blood Services (Edmonton, Calgary & Lethbridge) | UNA   | 2017-03-31 | 94     | 48   | 2015-03-31 | Registered Nurse                  | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00  | 46.96<br>2.25  | 48.37<br>3.00 |               |               |               |      |      |
| Canterbury Foundation                                    | AUPE  | 2020-12-31 | 180    | 36   | 2018-05-31 | Housekeeping                      |               |               | 16.96          | 17.47<br>3.00  | 18.00<br>3.00 | 18.54<br>3.00 | 18.82<br>1.50 | 19.01<br>1.00 | TBD  |      |
|  |       |            |        |      |            | Licensed Practical Nurse          |               |               | 32.95          | 33.95<br>3.00  | 34.97<br>3.00 | 36.02<br>3.00 | 36.02<br>0.00 | 36.02<br>0.00 | TBD  |      |
|  |       |            |        |      |            | Registered Nurse                  |               |               | 47.28          | 48.71<br>3.00  | 50.18<br>3.00 | 51.69<br>3.00 | 51.69<br>0.00 | 51.69<br>0.00 | TBD  |      |
| CapitalCare  | UNA   | 2017-03-31 | 325    | 48   | 2015-12-01 | Registered Nurse                  | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00  | 46.96<br>2.25  | 48.37<br>3.00 |               |               |               |      |      |
| CapitalCare - ANC  | AUPE  | 2017-06-30 | 1,386  | 24   | 2017-05-25 | Health Care Aide                  | 23.07<br>3.00 | 23.76<br>3.00 | 24.47<br>3.00  | 24.76<br>1.20  | 24.96<br>0.80 |               |               |               |      |      |
|  |       |            |        |      |            | Licensed Practical Nurse          | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00  | 34.36<br>1.20  | 34.63<br>0.80 |               |               |               |      |      |
| CapitalCare - Dickensfield, Norwood                      | CUPE  | 2017-06-30 | 290    | 24   | 2016-11-22 | Health Care Aide                  | 23.07<br>3.00 | 23.76<br>3.00 | 23.76<br>0.00  | 24.47*<br>3.00 | TBD           |               |               |               |      |      |
|  |       |            |        |      |            | Housekeeping                      | 19.25<br>3.00 | 19.83<br>3.00 | 19.83<br>0.00  | 20.23<br>2.00  | 20.84<br>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 |       |       |      |      |      |
| <b>CapitalCare - PMP/PMT</b>                                | <b>HSAA</b> | <b>2020-03-31</b> | <b>140</b> | <b>36</b> | <b>2019-04-15</b> | <b>Occupational Therapist I</b> | 46.21 | 47.60 | 48.08 | 48.68 | 49.65 | 49.65 | 49.65 | TBD  |      |      |
| 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 |       |       |      |      |      |
|   |             |                   |            |           |                   | Licensed Practical Nurse        | 31.99 | 32.95 | 33.94 | 34.36 | 34.63 |       |       |      |      |      |
| 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 |       |       |      |      |      |
| Carewest - Colonel Belcher                                  | UNA         | 2017-03-31        | 24         | 48        | 2015-02-12        | Registered Nurse                | 45.03 | 45.03 | 45.93 | 46.96 | 48.37 |       |       |      |      |      |
| Carewest - GSS  | AUPE        | 2017-06-30        | 430        | 36        | 2016-10-05        | Food Services Assistant         | 17.26 | 17.78 | 18.14 | 18.50 | 18.68 |       |       |      |      |      |
| 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 |       |       |      |      |      |
| 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 |      |      |      |
| 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 |       |      |      |      |
|   |             |                   |            |           |                   | Housekeeping                    | 18.30 | 18.85 | 19.10 | 19.29 | 19.68 | 19.87 |       |      |      |      |
|   |             |                   |            |           |                   | Licensed Practical Nurse        | 31.68 | 32.63 | 33.12 | 33.52 | 34.19 | 34.53 |       |      |      |      |
| 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 |       |       |      |      |      |
| 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 |      |      |      |
|   |             |                   |            |           |                   | Housekeeping                    | 17.45 | 17.89 | 18.25 | 18.66 | 19.12 | 19.22 | 19.41 |      |      |      |
|   |             |                   |            |           |                   | Licensed Practical Nurse        | 30.40 | 31.16 | 31.78 | 32.50 | 33.31 | 33.48 | 33.81 |      |      |      |
| 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 |       |       |      |      |      |

\*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 |
|---|-------|------------|--------|------|------------|--------------------------|-------|-------|--------|-------|--------|-------|-------|------|------|------|
| 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  |      |      |      |
| Crowsnest Pass Senior Housing                             | CUPE  | 2018-12-31 | 30     | 36   | 2016-03-09 | 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  |      |      |      |
| Crowsnest Pass Senior Housing                             | CUPE  | 2018-12-31 | 30     | 36   | 2016-03-09 | Health Care Aide         | 23.06 | 23.75 | 24.47  | 24.76 | 24.96  |       |       |      |      |      |
|   |       |            |        |      |            |                          | 3.00  | 3.00  | 3.00   | 1.20  | 0.80   |       |       |      |      |      |
| Crowsnest Pass Senior Housing                             | CUPE  | 2018-12-31 | 30     | 36   | 2016-03-09 | 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 | Health Care Aide         | 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 | Housekeeping             | 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  |      |      |      |

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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   | HSA   | 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                            | HSA   | 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                              | HSA   | 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  |       |      |      |      |

\*Number of employees per ALRB Certificate / \*Other Adjustment

| Employer                             | Union | Expiry     | EE's * | Term | Settled on | Classification           | 2012  | 2013  | 2014  | 2015  | 2016  | 2017  | 2018 | 2019 | 2020 | 2021 |  |
|--------------------------------------|-------|------------|--------|------|------------|--------------------------|-------|-------|-------|-------|-------|-------|------|------|------|------|--|
| Extendicare (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 |      |      |      |      |  |
|                                      |       |            |        |      |            |                          |       |       |       |       |       |       |      |      |      |      |  |
|                                      |       |            |        |      |            |                          |       |       |       |       |       |       |      |      |      |      |  |
| Extendicare (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  |       |      |      |      |      |  |
| Extendicare (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  |       |      |      |      |      |  |
| Extendicare (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  |       |      |      |      |      |  |
| Extendicare (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  |      |      |      |      |  |
| Extendicare (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  |       |      |      |      |      |  |
| Extendicare (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  |      |      |      |      |  |
| Extendicare (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  |       |      |      |      |      |  |
| Extendicare (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       | HSA   | 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  |       |       |       |      |      |

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

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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 - Benevolence Care Centre        | AUPE  | 2021-03-31 | 92     | 23   | 2019-02-13 | Health Care Aide                |       |       |       |       |       |       |       |       | 24.23 | 24.71 |       |
|  |       |            |        |      |            |                                 |       |       |       |       |       |       |       |       |       | 1.50  | 2.00  |
|  |       |            |        |      |            | Housekeeping (Support Services) |       |       |       |       |       |       |       |       |       |       | 18.04 |
|  |       |            |        |      |            |                                 |       |       |       |       |       |       |       |       |       | 1.50  | 2.00  |
|  |       |            |        |      |            | Licensed Practical Nurse        |       |       |       |       |       |       |       |       |       | 33.98 | 34.66 |
|  |       |            |        |      |            |                                 |       |       |       |       |       |       |       |       |       | 1.50  | 2.00  |
| 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  |       |       |       |       |

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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 - 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  |       |       |       |       |       |       |       |
| 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  |

\*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 |
|---|-------|------------|--------|------|------------|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|
| 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   |      |      |
| 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 |       |      |      |
|   |       |            |        |      |            | Housekeeping                    | 16.96 | 17.65 | 17.65 | 17.96 | 18.23 | 18.23 | 18.23 |       |      |      |
|   |       |            |        |      |            | Licensed Practical Nurse        |       |       |       | 30.40 | 30.93 | 31.40 | 31.40 | 31.40 |      |      |
| 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 |       |      |      |
|   |       |            |        |      |            | Housekeeping                    | 16.72 | 17.22 | 17.22 | 17.52 | 17.70 | 17.87 | 18.05 |       |      |      |
| 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 |       |      |      |
| 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 |       |       |       |      |      |
| Revera  | UNA   | 2017-12-31 | 89     | 48   | 2015-06-15 | Registered Nurse                | 43.30 | 45.03 | 45.03 | 45.93 | 46.96 | 46.96 |       |       |      |      |
| 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 |       |      |      |
|   |       |            |        |      |            | Housekeeping                    | 18.49 | 19.04 | 19.42 | 19.66 | 20.11 | 20.51 | 20.72 |       |      |      |
|   |       |            |        |      |            | Licensed Practical Nurse        | 29.10 | 29.97 | 30.57 | 30.95 | 31.65 | 32.29 | 32.61 |       |      |      |
| 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 |       |       |      |      |
|   |       |            |        |      |            | Housekeeping                    | 18.69 | 19.25 | 19.83 | 20.23 | 20.69 | 21.10 |       |       |      |      |
|   |       |            |        |      |            | Licensed Practical Nurse        | 32.00 | 32.96 | 33.95 | 34.63 | 35.41 | 36.12 |       |       |      |      |
| 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 |       |      |      |
|   |       |            |        |      |            | Housekeeping                    | 16.83 | 17.34 | 17.60 | 17.91 | 18.13 | 18.49 | 18.87 |       |      |      |
|   |       |            |        |      |            | Licensed Practical Nurse        | 28.77 | 29.63 | 30.22 | 30.60 | 30.98 | 31.60 | 32.24 |       |      |      |

\*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 - 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  |       |       |      |      |
| 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  |       |       |       |      |      |
|   |       |            |        |      |            | 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  |       |       |       |      |      |
| 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  |       |       |       |      |      |
| 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 |      |

\*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 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   |       |         |       |       |      |
| 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 |         |       |       |      |
|  |       |            |        |      |            |                          |       | 2.70  | 3.50  | 2.75  | 2.75   | 2.50  |         |       |       |      |
|  |       |            |        |      |            | Housekeeping             | 14.69 | 15.20 | 15.66 | 16.09 | 16.53  | 16.94 |         |       |       |      |
|  |       |            |        |      |            |                          | 3.50  | 3.00  | 2.75  | 2.75  | 2.50   |       |         |       |       |      |
|  |       |            |        |      |            | Licensed Practical Nurse | 27.79 | 28.29 | 31.06 | 31.91 | 32.79  | 33.61 |         |       |       |      |
|  |       |            |        |      |            |                          | 1.80  | 9.80  | 2.75  | 2.75  | 2.50   |       |         |       |       |      |
| Revera Lessee - Scenic Acres                     | AUPE  | 2017-12-31 | 125    | 36   | 2015-10-19 | Health Care Aide         |       |       |       | 23.05 | 23.69  | 24.28 |         |       |       |      |
|  |       |            |        |      |            |                          |       |       |       | NA    | 2.75   | 2.50  |         |       |       |      |
|  |       |            |        |      |            | Housekeeping             |       |       |       | 15.56 | 15.99  | 16.39 |         |       |       |      |
|  |       |            |        |      |            |                          |       |       |       | NA    | 2.75   | 2.50  |         |       |       |      |
|  |       |            |        |      |            | Licensed Practical Nurse |       |       |       | 30.99 | 31.84  | 32.64 |         |       |       |      |
|  |       |            |        |      |            |                          |       |       |       | NA    | 2.75   | 2.50  |         |       |       |      |
| Rexall Pharma Plus Pharmacies [Edmonton]         | HSA   | 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   |       |       |      |
|  |       |            |        |      |            |                          | 2.25  | 3.00  | 0.00  | 0.00  | 0.00   | 1.85  | 2.00    |       |       |      |
| 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 |      |
|  |       |            |        |      |            |                          | 4.00  | 3.00  | 3.00  | 2.00  | 2.00   | 3.00  | \$ 0.25 | 1.50  | 2.50  |      |
| 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 |       |      |
|  |       |            |        |      |            |                          | 4.50  | 4.50  | 11.70 | 4.50  | 4.50   | 0.00  | 0.00    | 0.00  |       |      |
|  |       |            |        |      |            | Housekeeping             | 17.37 | 17.89 | 18.43 | 18.98 | 19.55  | 19.55 | 19.55   | 19.55 |       |      |
|  |       |            |        |      |            |                          | 3.00  | 3.00  | 3.00  | 3.00  | 3.00   | 0.00  | 0.00    | 0.00  |       |      |
|  |       |            |        |      |            | Licensed Practical Nurse | 29.26 | 30.14 | 33.70 | 34.71 | 35.75  | 35.75 | 35.75   | 35.75 |       |      |
|  |       |            |        |      |            |                          | 3.00  | 3.00  | 11.60 | 3.00  | 3.00   | 0.00  | 0.00    | 0.00  |       |      |
| 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* |       |         |       |       |      |
|  |       |            |        |      |            |                          | 3.00  | 3.00  | 3.00  | 2.50  | 0.80   |       |         |       |       |      |
|  |       |            |        |      |            | Licensed Practical Nurse | 30.86 | 31.79 | 32.74 | 33.56 | 34.58* |       |         |       |       |      |
|  |       |            |        |      |            |                          | 3.00  | 3.00  | 3.00  | 2.50  | 0.80   |       |         |       |       |      |
| 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  |       |         |       |       |      |
|  |       |            |        |      |            |                          | 4.00  | 0.00  | 2.00  | 2.25  | 3.00   |       |         |       |       |      |
| 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   |       |      |
|  |       |            |        |      |            |                          | 3.00  | 2.50  | 3.00  | 2.50  | 1.00   | 0.00  | 0.00    |       |       |      |

\*Number of employees per ALRB Certificate / \*Other Adjustment

| Employer  | Union | Expiry     | EE's * | Term | Settled on | Classification               | 2012  | 2013  | 2014  | 2015  | 2016  | 2017  | 2018  | 2019  | 2020   | 2021  |       |
|---|-------|------------|--------|------|------------|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|-------|
| 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 |       |       |       |       |        |       |       |
|   |       |            |        |      |            |                              | 3.00  | 3.00  | 2.00  | 2.00  |       |       |       |       |        |       |       |
|   |       |            |        |      |            | Health Care Aide             | 23.05 | 23.74 | 24.46 | 24.75 |       |       |       |       |        |       |       |
|   |       |            |        |      |            | 3.00                         | 3.00  | 3.00  | 1.20  |       |       |       |       |       |        |       |       |
|   |       |            |        |      |            | Registered Nurse             | 45.03 | 45.03 | 45.93 | 46.96 |       |       |       |       |        |       |       |
|   |       |            |        |      |            |                              | 4.00  | 0.00  | 2.00  | 2.25  |       |       |       |       |        |       |       |
| 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  |       |       |
|   |       |            |        |      |            |                              |       |       |       |       |       |       |       | 2.00  | 2.00   |       |       |
|   |       |            |        |      |            | Housekeeping                 |       |       |       |       |       |       |       | 16.75 | 17.09  | 17.43 |       |
|   |       |            |        |      |            |                              |       |       |       |       |       |       |       |       |        |       |       |
|   |       |            |        |      |            | Licensed Practical Nurse     |       |       |       |       |       |       | 26.38 | 26.91 | 27.45  |       |       |
|   |       |            |        |      |            |                              |       |       |       |       |       |       | 2.00  | 2.00  |        |       |       |
| 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 |        |       |       |
|   |       |            |        |      |            |                              |       |       |       |       |       | 2.00  | 1.75  | 1.50  |        |       |       |
|   |       |            |        |      |            | Housekeeping                 |       |       |       |       |       |       | 16.62 | 16.95 | 17.91* | 18.18 |       |
|   |       |            |        |      |            |                              |       |       |       |       |       |       | 2.00  | 1.75  | 1.50   |       |       |
|   |       |            |        |      |            | Licensed Practical Nurse     |       |       |       |       | 29.72 | 30.31 | 30.84 | 31.30 |        |       |       |
|   |       |            |        |      |            |                              |       |       |       |       |       |       | 2.00  | 1.75  | 1.50   |       |       |
| 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 |
|   |       |            |        |      |            |                              |       |       |       |       |       |       |       |       |        | 2.00  | 2.00  |
|   |       |            |        |      |            | Housekeeping                 |       |       |       |       |       |       | 16.81 | 17.15 | 17.49  | 17.80 | 18.25 |
|   |       |            |        |      |            |                              |       |       |       |       |       |       | 2.00  | 2.00  | 1.75   | 2.25  |       |
| 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 |
|   |       |            |        |      |            |                              |       |       |       |       |       |       |       |       |        | 2.00  | 2.00  |
|   |       |            |        |      |            | Housekeeping                 |       |       |       |       |       |       | 16.25 | 16.58 | 16.91  | 17.20 | 17.59 |
|   |       |            |        |      |            |                              |       |       |       |       |       |       | 2.00  | 2.00  | 1.75   | 2.25  |       |

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  |      |
|---|-------|------------|--------|------|------------|------------------------------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|------|
| 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 |      |
|   |       |            |        |      |            |                              |       |       |        |       |       |       |       |       |       | 2.00  | 1.50 |
| Seasons Retirement Communities - Sunrise Village (Wetaskiwin) | AUPE  | 2020-12-31 | 33     | 48   | 2017-04-24 | Housekeeping                 |       |       |        |       |       | 16.25 | 16.58 | 16.82 | 17.12 | 17.50 |      |
|   |       |            |        |      |            |                              |       |       |        |       |       |       |       |       |       | 2.00  | 1.50 |
| 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 |       |      |
|   |       |            |        |      |            |                              |       |       |        |       |       |       |       |       |       | 1.75  | 1.75 |
| Shepherd's Care - Barrhead                                    | AUPE  | 2020-09-30 | 59     | 36   | 2019-01-24 | Housekeeping                 |       |       |        |       | 16.81 | 17.10 | 17.40 | 17.66 | 17.93 |       |      |
|   |       |            |        |      |            |                              |       |       |        |       |       |       |       |       |       |       | 1.75 |
| 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   |       |       |      |
| 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   |       |       |      |
| 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   |       |       |      |
| Shepherd's Care - Millwoods Manor & Southside Manor           | AUPE  | 2020-09-30 | 14     | 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  | 0.00   | 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   |       |       |      |
| Shepherd's Care - Millwoods - ANC                             | AUPE  | 2020-09-30 | 126    | 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  |       |       |       |      |
|   |       |            |        |      |            | Health Care Aide             | 23.28 | 23.98 | 24.58  | 24.87 | 25.12 | 25.12 | 25.37 | TBD   |       |       |      |
| Shepherd's Care - Millwoods & Kensington Village              | UNA   | 2014-09-30 | 32     | 48   | 2015-02-20 | 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   |       |       |      |
| Shepherd's Care - Vanguard                                    | AUPE  | 2020-09-30 | 76     | 36   | 2019-01-24 | Registered Nurse             | 45.03 | 45.03 | 45.93  | 46.96 | 48.37 |       |       |       |       |       |      |
|   |       |            |        |      |            |                              | 4.00  | 0.00  | 2.00   | 2.25  | 3.00  |       |       |       |       |       |      |
|   |       |            |        |      |            | Health Care Aide             |       | 23.98 | 24.58  | 24.87 | 25.12 | 25.12 | 25.37 | TBD   |       |       |      |
| Shepherd's Care - Vanguard                                    | AUPE  | 2020-09-30 | 76     | 36   | 2019-01-24 | Housekeeping                 | 19.06 | 19.63 |        |       |       | 34.70 | 35.05 | TBD   |       |       |      |
|   |       |            |        |      |            |                              |       |       |        |       |       |       |       |       |       |       |      |
|   |       |            |        |      |            |                              |       |       |        |       |       |       |       |       |       |       |      |
| Shepherd's Care - Vanguard                                    | AUPE  | 2020-09-30 | 76     | 36   | 2019-01-24 | Licensed Practical Nurse     |       | 33.27 | 33.95* | 34.36 | 34.70 | 34.70 | 35.05 | TBD   |       |       |      |
|   |       |            |        |      |            |                              |       |       |        |       |       |       |       |       |       |       |      |
|   |       |            |        |      |            |                              |       |       |        |       |       |       |       |       |       |       |      |

\*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 |
|--|-------|------------|--------|------|------------|--------------------------|-------|-------|-------|--------|-------|-------|-------|-------|-------|------|
| 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  |       |       |       |       |      |
| 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              | HSA   | 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  |       |       |       |       |      |

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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 |
|---|-------|------------|--------|------|------------|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|
| 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  | 4.00  |      |      |
| Travois Holdings - Mayfair Care Centre                    | CLAC  | 2020-03-31 | 140    | 36   | 2017-08-30 | 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  | 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  | 4.00  |      |      |
| Triple A Living Communities - Monterey Place              | AUPE  | 2017-04-04 | 133    | 48   | 2013-04-08 | 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  | 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  |       |       |       |       |       |      |      |
| Triple A Living Communities - Monterey Place              | AUPE  | 2017-04-04 | 133    | 48   | 2013-04-08 | 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  |      |      |
| 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  |       |       |       |      |      |
| Venta Care Centre Ltd. - ANC                              | AUPE  | 2017-07-31 | 100    | 24   | 2016-12-21 | 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  |       |      |      |
| Well Being Services - Millrise                            | AUPE  | 2019-12-31 | 219    | 48   | 2018-04-24 | Licensed Practical Nurse    |       |       |       |       | 31.90 | 32.39 | 33.36 | 34.37 |      |      |
|   |       |            |        |      |            |                             |       |       |       |       |       | 1.45  | 1.50  | 3.00  | 3.00 |      |
| Well Being Services - Millrise                            | AUPE  | 2019-12-31 | 219    | 48   | 2018-04-24 | 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  | 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 |
|---|-------|------------|--------|------|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|
| 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  |       |       |       |      |      |
| Willow Creek Foundation - Macleod Pioneer Lodge   | CUPE  | 2016-12-31 | 24     | 36   | 2014-06-05 | 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  |       |      |      |
| Wood Buffalo Housing & Development - Rotary House | CUPE  | 2018-12-31 | 23     | 12   | 2018-04-03 | 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<br>3.00 | 42.90<br>3.00  | 43.33<br>1.00  | 43.87<br>1.25 | 44.75<br>2.00 | 44.75<br>0.00 | 44.75<br>0.00 | TBD           |               |               | Alberta Health Services                             | HSAA         | 2020-03-31 | 19,000 | 36   | 2018-03-26 |
| Health Care Aide                | 23.06<br>3.00 | 23.75<br>3.00  | 24.46<br>3.00  | 24.75<br>1.20 | 24.95<br>0.80 | 24.95<br>0.00 | 24.95<br>0.00 | TBD           |               |               | Alberta Health Services - ANC                       | AUPE         | 2020-03-31 | 16,000 | 36   | 2018-12-14 |
| Housekeeping                    | 19.42<br>3.00 | 20.00<br>3.00  | 20.40<br>2.00  | 20.81<br>2.00 | 21.02<br>1.00 | 21.02<br>0.00 | 21.02<br>0.00 | TBD           |               |               | Alberta Health Services - GSS                       | AUPE         | 2020-03-31 | 28,300 | 36   | 2018-11-15 |
| Licensed Practical Nurse        | 32.00<br>3.00 | 32.96<br>3.00  | 33.95<br>3.00  | 34.36<br>1.20 | 34.63<br>0.80 | 34.63<br>0.00 | 34.63<br>0.00 | TBD           |               |               | Alberta Health Services - ANC                       | AUPE         | 2020-03-31 | 16,000 | 36   | 2018-12-14 |
| Registered Nurse                | 45.03<br>4.00 | 45.03<br>0.00  | 45.93<br>2.00  | 46.96<br>2.25 | 48.37<br>3.00 | 48.37<br>0.00 | 48.37<br>0.00 | TBD           |               |               | Alberta Health Services                             | UNA          | 2020-03-31 | 28,600 | 36   | 2018-02-16 |
| Administrative Support II       | 23.88<br>3.00 | 24.60<br>3.00  | 25.34<br>3.00  | 25.59<br>1.00 | 25.91<br>1.25 | 26.43<br>2.00 |               |               |               |               | Calgary Laboratory Services - Clerical              | HSAA         | 2017-12-31 | 29     | 36   | 2016-11-04 |
| Communications Specialist       | 30.18<br>1.25 | 30.63<br>1.50  | 31.55<br>3.00  | 32.50<br>3.00 | 33.47<br>3.00 | 34.47<br>3.00 | 35.50<br>3.00 | 36.57<br>3.00 |               |               | Foothills Regional Emergency Services Commission    | HSAA         | 2019-12-31 | 15     | 36   | 2016-11-28 |
| Community Disability Worker     | 16.54<br>0.00 | 18.19<br>10.00 | 20.48<br>12.60 | 20.48<br>0.00 | 20.48<br>0.00 | 20.48<br>0.00 | 20.48<br>0.00 | 20.48<br>0.00 |               |               | Vegreville Association for Living in Dignity        | Steelworkers | 2020-09-30 | 32     | 60   | 2017-12-20 |
| Cook                            |               |                |                |               |               |               | 17.00         | 17.17<br>1.00 | 17.34<br>1.00 | 17.52<br>1.00 | Seasons Retirement Communities - Lethbridge Gardens | AUPE         | 2022-10-31 | 15     | 48   | 2018-11-15 |
| Driver                          | 22.18<br>3.00 | 23.53<br>6.00  | 23.77<br>1.00  | 24.07<br>1.25 | 24.55<br>2.00 |               |               |               |               |               | Canadian Blood Services - Drivers                   | HSAA         | 2017-03-31 | 16     | 36   | 2016-01-27 |
| Emergency Medical Dispatcher    | 21.89<br>3.00 | 22.98<br>5.00  | 23.44<br>2.00  | 23.91<br>2.00 | 24.39<br>2.00 | 24.88<br>2.00 | 25.38<br>2.00 | 25.89<br>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<br>2.00 |               |               |               |               | Blood Tribe Department of Health                    | Teamsters    | 2018-11-29 | 21     | 24   | 2016-11-30 |
| EMT                             | 28.94<br>7.00 | 29.80<br>3.00  | 30.69<br>3.00  |               |               |               |               |               |               |               | East Central Ambulance Association                  | HSAA         | 2015-07-31 | 17     | 36   | 2012-08-01 |
| EMT-P                           | 43.21<br>3.00 | 44.51<br>3.00  | 44.96<br>1.00  | 45.85<br>2.00 | 46.89<br>2.25 |               |               |               |               |               | Associated Ambulance & Services (Whitecourt)        | CUPE         | 2017-03-31 | 55     | 36   | 2016-11-14 |
| EMT-P [Advanced Care Paramedic] | 43.21<br>NA   | 44.51<br>3.00  | 44.96<br>1.00  | 45.85<br>2.00 | 46.89<br>2.25 | 46.89<br>0.00 | 46.89<br>0.00 | TBD           |               |               | Associated Ambulance & Services (Whitecourt)        | HSAA         | 2020-03-31 | 214    | 36   | 2018-07-24 |
| EMT-P                           | NA<br>3.00    | 42.90<br>3.00  | 44.19<br>3.00  | 44.19<br>0.00 | 44.74<br>1.25 | 44.74<br>0.00 | 44.74<br>0.00 | TBD           |               |               | Beaver Ambulance Society                            | CUPE         | 2020-03-31 | 40     | 36   | 2018-05-18 |
| EMT-P [Advanced Care Paramedic] | NA<br>NA      | 42.90<br>NA    | 43.33<br>1.00  | 43.87<br>1.25 | 44.75<br>2.00 | 44.75<br>0.00 | 44.75<br>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<br>2.00 | 40.85<br>0.00 |               |               |               |               | Bonnyville Regional Fire Authority                  | HSAA         | 2018-07-31 | 37     | 18   | 2017-02-16 |
| EMT-P [Advanced Care Paramedic] |               |                | 43.33<br>1.00  | 43.87<br>1.25 | 44.75<br>2.00 | 44.75<br>0.00 | 44.75<br>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

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

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<br>3.00 | 23.75<br>3.00 | 24.46<br>3.00 | 24.75<br>1.20 | 24.95<br>0.80     |               |               |               |               |      | Covenant Health - ANC   | AUPE  | 2017-03-31 | 2,137  | 24   | 2016-06-16 |
| Health Care Aide | 22.72<br>1.50 | 23.06<br>1.50 | 23.75<br>3.00 | 24.46<br>3.00 | 24.95<br>2.00     | 24.65<br>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<br>3.00 | 23.06<br>0.00 | 24.46<br>6.00 | 24.75<br>1.20 | 24.95<br>0.80     | TBD           | NA<br>0.00    | TBD           |               |      | Covenant Health - St. Therese Villa                             | AUPE  | 2020-03-31 | 202    | 24   | 2019-01-24 |
| Health Care Aide | 23.06<br>3.00 | 23.75<br>3.00 | 24.47<br>3.00 | 24.76<br>1.20 | 24.96<br>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<br>3.00 | 18.32<br>2.00 | 18.69<br>2.00 | 19.06<br>2.00 | 20.26<br>Adj + 1% | 20.46<br>1.00 | 20.87<br>2.00 |               |               |      | Crowsnest Pass Senior Housing                                   | CUPE  | 2018-12-31 | 30     | 36   | 2016-03-09 |
| Health Care Aide | 19.70<br>2.00 | 20.29<br>3.00 | 20.90<br>3.00 | 21.53<br>3.00 | 21.96<br>2.00     | 22.40<br>2.00 | 22.85<br>2.00 | 23.30<br>2.00 |               |      | Cypress View Foundation   | CUPE  | 2019-12-31 | 80     | 48   | 2015-11-27 |
| Health Care Aide | 18.75<br>2.50 | 19.12<br>2.00 | 19.55<br>2.25 | 19.94<br>2.00 | 20.34<br>2.00     | 20.75<br>2.00 | 21.01<br>1.25 | 21.32<br>1.50 | 21.75<br>2.00 |      | Drumheller & District Seniors Foundation - Sunshine Lodge       | CUPE  | 2020-12-31 | 50     | 36   | 2018-06-12 |
| Health Care Aide | 20.89<br>4.00 | 21.73<br>4.00 | 21.73<br>0.00 | 21.95<br>1.00 | 22.17<br>1.00     | 22.61<br>2.00 | 23.07<br>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<br>1.00 | 20.19<br>1.00 | 20.19<br>0.00     | 20.19<br>0.00 | 20.39<br>1.00 | TBD           |               |      | Excel Resources Society - Balwin Villa, Grand Manor             | UFCW  | 2020-12-31 | 221    | 36   | 2018-09-20 |
| Health Care Aide | 20.64<br>3.50 | 21.78<br>5.50 | 23.11<br>3.00 | 23.69<br>2.50 | 24.16<br>2.00     |               |               |               |               |      | Extendicare (Canada)  | CUPE  | 2016-12-31 | 393    | 36   | 2016-01-11 |
| Health Care Aide | 21.60<br>4.50 | 22.25<br>3.00 | 23.11<br>3.87 | 23.63<br>2.25 | 24.16<br>2.25     | 24.16<br>0.00 |               |               |               |      | Extendicare (Canada) - Athabasca - ANC                          | AUPE  | 2017-12-31 | 66     | 36   | 2016-08-04 |
| Health Care Aide | 20.64<br>3.50 | 21.78<br>5.50 | 23.11<br>3.00 | 23.69<br>2.50 | 24.16<br>2.00     |               |               |               |               |      | Extendicare (Canada) - Bonnyville                               | CUPE  | 2016-12-31 | 59     | 36   | 2016-01-11 |
| Health Care Aide | 21.58<br>4.50 | 22.22<br>3.00 | 23.11<br>3.00 | 23.63<br>2.25 | 24.16<br>2.25     | 24.16<br>0.00 |               |               |               |      | Extendicare (Canada) - Cedars Villa                             | AUPE  | 2017-12-31 | 282    | 36   | 2016-07-21 |
| Health Care Aide | 21.78<br>4.36 | 22.43<br>3.00 | 23.11<br>3.00 | 23.63<br>2.25 | 24.16<br>2.25     | 24.16<br>0.00 |               |               |               |      | Extendicare (Canada) - Eaux Claires                             | AUPE  | 2017-12-31 | 195    | 36   | 2016-07-22 |
| Health Care Aide | 21.78<br>4.41 | 22.43<br>3.00 | 23.11<br>3.00 | 23.63<br>2.25 | 24.16<br>2.25     | 24.16<br>0.00 |               |               |               |      | Extendicare (Canada) - Fairmont Park                            | AUPE  | 2017-12-31 | 179    | 36   | 2016-07-20 |
| Health Care Aide | 20.52<br>3.50 | 21.78<br>5.50 | 23.11<br>3.00 | 23.69<br>2.50 | 24.16<br>2.00     |               |               |               |               |      | Extendicare (Canada) - Fort Macleod                             | CUPE  | 2016-12-31 | 75     | 36   | 2016-01-11 |
| Health Care Aide | 21.58<br>4.50 | 22.22<br>3.00 | 23.11<br>4.00 | 23.63<br>2.25 | 24.16<br>2.25     | 24.16<br>0.00 |               |               |               |      | Extendicare (Canada) - Hillcrest                                | AUPE  | 2017-12-31 | 169    | 36   | 2016-07-20 |
| Health Care Aide | 21.39<br>4.50 | 22.03<br>3.00 | 23.11<br>4.90 | 23.63<br>2.25 | 24.16<br>2.25     | 24.16<br>0.00 |               |               |               |      | Extendicare (Canada) - Holyrood                                 | AUPE  | 2017-12-31 | 90     | 36   | 2016-07-20 |
| Health Care Aide | 20.60<br>3.50 | 21.75<br>5.50 | 23.11<br>3.00 | 23.69<br>2.50 | 24.16<br>2.00     |               |               |               |               |      | Extendicare (Canada) - Leduc                                    | CUPE  | 2016-12-31 | 81     | 36   | 2016-01-11 |
| Health Care Aide | 21.60<br>4.50 | 22.25<br>3.00 | 23.11<br>3.87 | 23.63<br>2.25 | 24.16<br>2.25     | 24.16<br>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<br>4.41  | 22.43<br>3.00 | 23.11<br>3.00 | 23.63<br>2.25 | 24.16<br>2.25 | 24.16<br>0.00 |                |                       |                       |               | Extendicare (Canada) - Michener Hill                       | AUPE        | 2017-12-31        | 488       | 36        | 2016-10-26        |
| Health Care Aide        | 20.64<br>3.50  | 21.78<br>5.50 | 23.11<br>3.00 | 23.69<br>2.50 | 24.16<br>2.00 |               |                |                       |                       |               | Extendicare (Canada) - St Paul                             | CUPE        | 2016-12-31        | 59        | 36        | 2016-01-11        |
| Health Care Aide        | 20.48<br>3.50  | 21.62<br>5.50 | 23.11<br>3.00 | 23.69<br>2.50 | 24.16<br>2.00 |               |                |                       |                       |               | Extendicare (Canada) - Viking                              | CUPE        | 2016-12-31        | 58        | 36        | 2016-01-11        |
| Health Care Aide        | 20.48<br>8.89  | 21.62<br>5.50 | 23.11<br>3.00 | 23.69<br>2.50 | 24.16<br>2.00 |               |                |                       |                       |               | Extendicare (Canada) - Vulcan                              | CUPE        | 2016-12-31        | 61        | 36        | 2016-01-11        |
| Health Care Aide        |                |               |               | 24.46         | 24.95<br>2.00 | 25.32<br>1.50 | 25.70<br>1.50  |                       |                       |               | Father Lacombe Care Society - ANC                          | UNA         | 2019-08-31        | 235       | 36        | 2016-09-15        |
| Health Care Aide        |                |               |               |               | 23.34         | 23.81<br>2.00 | 24.29<br>2.00  |                       |                       |               | Golden Life Management - Evanston Grand Village            | AUPE        | 2019-09-30        | 135       | 36        | 2016-09-23        |
| Health Care Aide        | 22.39<br>3.00  | 23.75<br>6.00 | 23.75<br>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<br>3.50  | 23.75<br>3.00 | 24.46<br>3.00 | 24.75<br>1.20 | 24.95<br>0.80 |               |                |                       |                       |               | Good Samaritan Society - Multi Facility                    | AUPE        | 2017-06-30        | 1,605     | 36        | 2016-04-11        |
| Health Care Aide        | 22.72<br>3.00  | 23.41<br>3.00 | 23.76<br>1.50 | 24.05<br>1.20 | 24.24<br>0.80 | 24.24<br>0.00 | 24.24<br>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<br>3.00 | 25.07<br>2.50 | 25.70<br>2.50 | 26.09<br>1.50  | 26.48<br>1.50         | 26.87<br>1.50         | 27.41<br>2.00 | Green Acres Foundation - Piyami                            | AUPE        | 2021-12-31        | 49        | 47        | 2018-02-16        |
| Health Care Aide        |                |               | 23.75         | 24.46<br>3.00 | 25.07<br>2.50 | 25.70<br>2.50 | 26.09<br>1.50  | 26.48<br>1.50         | 26.87<br>1.50         | 27.41<br>2.00 | Green Acres Foundation - Sunny South                       | AUPE        | 2021-12-31        | 61        | 47        | 2018-02-16        |
| Health Care Aide        | 23.06<br>3.00  | 23.75<br>3.00 | 24.46<br>3.00 | 24.86<br>1.60 | 25.20<br>1.40 | 25.58<br>1.50 |                |                       |                       |               | Hong Lok Management - Edmonton Chinatown Care Centre       | AUPE        | 2018-09-30        | 63        | 36        | 2016-12-31        |
| Health Care Aide        | 20.62<br>2.50  | 21.13<br>2.50 | 21.75<br>3.00 | 21.75<br>0.00 | 22.19<br>2.00 | 22.52<br>1.50 | 22.75<br>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<br>2.00 | 20.71<br>2.00 | 21.12<br>2.00 | 21.62<br>2.35 | 23.78<br>10.00 | TBD                   |                       |               | Lacombe Foundation   | CLAC        | 2019-12-31        | 80        | 24        | 2018-03-18        |
| Health Care Aide        | 23.06<br>3.00  | 23.75<br>3.00 | 24.46<br>3.00 | 24.75<br>1.20 | 24.95<br>0.80 | 24.95<br>0.00 | 24.95<br>0.00  | TBD                   |                       |               | Lamont Health Care Centre - ANC                            | AUPE        | 2020-03-31        | 108       | 24        | 2018-12-14        |
| Health Care Aide        |                |               |               |               |               |               | 24.46<br>1.50  | 24.83<br>1.50         | 25.32<br>2.00         |               | Lloydminster Region Housing Group - Pioneer Complex        | CUPE        | 2021-02-28        | 75        | 36        | 2018-06-28        |
| Health Care Aide        | 22.40<br>2.50  | 22.85<br>2.00 | 23.31<br>2.00 | 23.77<br>2.00 | 24.25<br>2.00 | 24.67<br>1.75 | 25.10<br>1.75  | 25.54<br>1.75         |                       |               | Nutra 2000   | CNFIU       | 2020-11-30        | 993       | 36        | 2018-01-30        |
| Health Care Aide        | 21.23<br>3.00  | 21.34<br>0.50 | 22.41<br>5.00 | 22.75<br>1.50 | 23.09<br>1.50 | 23.44<br>1.50 | 23.91<br>2.00  | 24.51<br>2.50         |                       |               | Operation Friendship Seniors Society                       | CUPE        | 2020-03-31        | 59        | 36        | 2017-03-29        |
| <b>Health Care Aide</b> |                |               |               |               |               |               |                | <b>24.23<br/>1.50</b> | <b>24.71<br/>2.00</b> |               | <b>Park Place Seniors Living - Benevolence Care Centre</b> | <b>AUPE</b> | <b>2021-03-31</b> | <b>92</b> | <b>23</b> | <b>2019-02-13</b> |
| Health Care Aide        | 20.13<br>11.50 | 20.97<br>4.20 | 22.38<br>6.75 | 22.83<br>2.00 | 23.17<br>1.50 | 23.63<br>2.00 | 23.63<br>0.00  |                       |                       |               | Park Place Seniors Living - Devonshire Care Centre         | AUPE        | 2019-03-31        | 188       | 24        | 2017-08-29        |

\* 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 | 21.46 | 22.10 | 22.76 | 22.99 | 23.33 | 23.80 | 24.04 | 24.46 | 24.89 |      | 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  |      |  |       |            |        |      |            |
| Health Care Aide | 20.26 | 21.73 | 22.38 | 22.83 | 23.17 | 23.40 | 23.75 | 24.23 |       |      | Park Place Seniors Living - Hardisty Care Centre - ANC         | AUPE  | 2020-03-31 | 140    | 24   | 2018-09-24 |
|                  | 6.70  | 7.25  | 3.00  | 2.00  | 1.50  | 1.00  | 1.50  | 2.00  |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.49 | 21.70 | 22.85 | 23.31 | 23.66 | 23.90 |       |       |       |      | Park Place Seniors Living - Newport Harbour Centre             | AUPE  | 2018-03-31 | 145    | 36   | 2016-12-20 |
|                  | 9.90  | 5.90  | 5.30  | 2.00  | 1.50  | 1.00  |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 23.06 | 23.75 | 24.46 | 24.70 | 25.08 | 25.33 | 25.71 | 26.22 |       |      | Park Place Seniors Living - Villa Marguerite, Sprucewood Place | AUPE  | 2020-03-31 | 317    | 24   | 2018-09-28 |
|                  | 4.00  | 3.00  | 3.00  | 1.00  | 1.50  | 1.00  | 1.50  | 2.00  |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.19 | 20.80 | 21.42 | 22.06 | 22.56 | 23.01 | 23.31 | 23.61 |       |      | 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  |       |      |  |       |            |        |      |            |
| Health Care Aide | 23.06 | 23.75 | 24.46 |       |       |       |       |       |       |      | Points West Living Century Park                                | AUPE  | 2015-03-31 | 90     | 36   | 2012-11-07 |
|                  | 3.00  | 3.00  | 3.00  |       |       |       |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide |       |       |       |       |       |       | 23.98 | 24.46 | 24.95 |      | Points West Living Cold Lake                                   | AUPE  | 2019-12-31 | 51     | 36   | 2017-06-21 |
|                  |       |       |       |       |       |       | NA    | 2.00  | 2.00  |      |  |       |            |        |      |            |
| Health Care Aide | 22.38 | 23.05 | 24.46 | 24.70 | 25.08 | 25.45 | 25.83 |       |       |      | Points West Living Heritage House                              | AUPE  | 2019-03-31 | 53     | 48   | 2017-05-24 |
|                  | 3.00  | 3.00  | 6.12  | 1.00  | 1.50  | 1.50  | 1.50  |       |       |      |  |       |            |        |      |            |
| Health Care Aide |       |       |       |       |       | 23.92 | 24.28 | 24.70 | 25.08 |      | Points West Living Stettler                                    | AUPE  | 2020-05-10 | 169    | 48   | 2018-11-07 |
|                  |       |       |       |       |       | 0.75  | 1.50  | 1.75  | 1.50  |      |  |       |            |        |      |            |
| Health Care Aide | 20.24 | 20.64 | 20.64 | 21.00 | 21.32 | 21.32 | 21.32 |       |       |      | Qualicare - Citadel Care                                       | USW   | 2019-06-30 | 130    | 24   | 2018-02-16 |
|                  | 6.50  | 2.00  | 0.00  | 1.75  | 1.50  | 0.00  | 0.00  |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.05 | 20.65 | 20.65 | 21.01 | 21.22 | 21.43 | 21.65 |       |       |      | 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  |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.51 | 21.12 | 21.54 | 21.81 | 22.30 | 22.75 | 22.98 |       |       |      | 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  |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 21.96 | 22.62 | 23.30 | 23.77 | 24.31 | 24.79 |       |       |       |      | 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  |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.12 | 20.72 | 21.13 | 21.40 | 21.67 | 22.11 | 22.55 |       |       |      | Revera - McKenzie Towne Care Centre                            | CUPE  | 2018-10-31 | 137    | 24   | 2017-02-09 |
|                  | 5.50  | 3.00  | 2.00  | 1.25  | 1.25  | 2.00  | 2.00  |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.07 | 20.68 | 21.09 | 21.35 | 21.62 | 22.05 | 22.50 |       |       |      | Revera - Mount Royal   | CUPE  | 2018-10-31 | 96     | 24   | 2017-08-09 |
|                  | 8.00  | 3.00  | 2.00  | 1.25  | 1.25  | 2.00  | 2.00  |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 19.79 | 20.38 | 20.89 | 21.42 | 21.85 | 22.34 | 22.84 |       |       |      | Revera - Riverview   | UFCW  | 2019-03-31 | 140    | 36   | 2016-09-28 |
|                  | 2.50  | 3.00  | 2.50  | 2.50  | 2.00  | 2.25  | 2.25  |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 17.01 | 18.03 | 18.93 | 22.38 | 22.83 | 23.29 | 23.76 |       |       |      | Revera Lessee - Aspen Ridge                                    | AUPE  | 2019-01-31 | 94     | 36   | 2016-02-01 |
|                  |       | 6.00  | 5.00  | 18.25 | 2.00  | 2.00  | 2.00  |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 21.11 | 21.86 | 22.52 | 23.19 | 23.90 | 24.38 | 24.87 | 25.36 |       |      | Revera Lessee - Churchill Retirement Community                 | AUPE  | 2019-12-31 | 67     | 36   | 2017-09-08 |
|                  | 4.00  | 3.50  | 3.00  | 3.00  | 3.00  | 2.00  | 2.00  | 2.00  |       |      |  |       |            |        |      |            |
| Health Care Aide |       | 21.62 | 22.38 | 23.05 | 23.51 | 23.98 | 24.46 |       |       |      | Revera Lessee - Edgemont                                       | AUPE  | 2018-12-31 | 118    | 36   | 2017-05-12 |
|                  |       |       | 3.50  | 3.00  | 2.00  | 2.00  | 2.00  |       |       |      |  |       |            |        |      |            |
| Health Care Aide |       | 16.86 | 17.28 | 17.71 | 18.11 | 18.65 | 19.02 |       |       |      | Revera Lessee - Heartland Retirement Residence                 | CUPE  | 2018-12-31 | 31     | 36   | 2016-10-19 |
|                  |       |       | 2.50  | 2.50  | 2.25  | 3.00  | 2.00  |       |       |      |  |       |            |        |      |            |

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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                   | 16.20<br>3.00 | 19.05<br>17.60 | 19.72<br>3.50  | 20.11<br>2.00 | 20.51<br>2.00  | 20.93<br>2.00 | 21.35<br>2.00 | 21.78<br>2.00 | 22.22<br>2.00 |       | Revera Lessee - McKenzie Towne Retirement Residence               | CUPE  | 2020-12-31 | 54     | 36   | 2018-08-17 |
| Health Care Aide                   | 17.77<br>5.96 | 18.30<br>3.00  | 18.67<br>2.00  | 19.04<br>2.00 | 19.52<br>2.50  |               |               |               |               |       | Revera Lessee - Meadowlands Retirement Residence                  | UFCW  | 2016-12-31 | 50     | 36   | 2015-06-15 |
| Health Care Aide                   | 21.05         | 21.62<br>2.70  | 22.38<br>3.50  | 22.99<br>2.75 | 23.62<br>2.75  | 24.21<br>2.50 |               |               |               |       | Revera Lessee - Riverbend Retirement                              | AUPE  | 2017-12-31 | 83     | 36   | 2015-07-08 |
| Health Care Aide                   |               |                |                | 23.05<br>NA   | 23.69<br>2.75  | 24.28<br>2.50 |               |               |               |       | Revera Lessee - Scenic Acres                                      | AUPE  | 2017-12-31 | 125    | 36   | 2015-10-19 |
| Health Care Aide                   | 19.23<br>4.50 | 20.10<br>4.50  | 22.51<br>11.70 | 23.52<br>4.50 | 24.58<br>4.50  | 24.58<br>0.00 | 24.58<br>0.00 | 24.58<br>0.00 |               |       | River Ridge Seniors Village                                       | USW   | 2020-03-31 | 105    | 36   | 2018-03-06 |
| Health Care Aide                   | 21.57<br>3.00 | 22.22<br>3.00  | 22.88<br>3.00  | 23.46<br>2.50 | 24.05*<br>0.80 |               |               |               |               |       | Salem Manor Nursing Home  | AUPE  | 2017-07-13 | 85     | 48   | 2016-03-14 |
| Health Care Aide                   | 23.05<br>3.00 | 23.74<br>3.00  | 24.46<br>3.00  | 24.75<br>1.20 |                |               |               |               |               |       | Salvation Army - Agape Hospice                                    | UNA   | 2016-03-31 | 85     | 30   | 2016-07-04 |
| Health Care Aide                   | 23.03<br>6.10 | 23.72<br>3.00  | 24.30<br>2.50  | 24.91<br>2.50 | 25.66<br>3.00  | 26.04<br>1.50 | 26.44<br>1.50 |               |               |       | Salvation Army - Grace Manor                                      | AUPE  | 2019-09-30 | 77     | 24   | 2018-01-19 |
| Health Care Aide [Registered Care] |               |                |                |               |                | 19.75         | 20.15         | 20.55         |               |       | SbraREIT Assisted Living I - Maison Senior Living                 | CUPE  | 2020-02-29 | 70     | 28   | 2017-10-23 |
| Health Care Aide                   |               |                |                |               | 21.39          | 21.82         | 22.21         | 22.54         |               |       | Seasons Retirement Communities - Sunrise Village (Camrose)        | AUPE  | 2019-12-31 | 129    | 36   | 2017-01-10 |
| Health Care Aide                   |               |                |                |               |                | 21.39         | 21.82         | 22.25         | 22.64         | 23.15 | Seasons Retirement Communities - Sunrise Village (Drayton Valley) | AUPE  | 2022-04-30 | 29     | 48   | 2018-04-25 |
| Health Care Aide                   |               |                |                |               |                | 19.71         | 20.10         | 20.51         | 20.87         | 21.33 | Seasons Retirement Communities - Sunrise Village (Lethbridge)     | AUPE  | 2022-05-30 | 10     | 48   | 2018-05-16 |
| Health Care Aide                   |               |                |                |               |                | 19.71         | 20.10         | 20.41         | 20.76         | 21.23 | Seasons Retirement Communities - Sunrise Village (Ponoka)         | AUPE  | 2021-12-31 | 27     | 49   | 2017-12-05 |
| Health Care Aide                   |               |                |                |               | 19.71          | 20.05         | 20.41         | 20.71         | 21.02         |       | Seasons Retirement Communities - Sunrise Village (Wetaskiwin)     | AUPE  | 2020-12-31 | 33     | 48   | 2017-01-24 |
| Health Care Aide                   | 23.28<br>4.00 | 23.98<br>3.00  | 24.58<br>2.50  | 24.87<br>1.20 | 25.12<br>1.00  | 25.12<br>0.00 | 25.37<br>1.00 | TBD           |               |       | Shepherd's Care - Barrhead  | AUPE  | 2020-09-30 | 59     | 36   | 2019-01-24 |
| Health Care Aide                   | 23.28<br>4.00 | 23.98<br>3.00  | 24.58<br>2.50  | 24.87<br>1.20 | 25.12<br>1.00  | 25.12<br>0.00 | 25.37<br>1.00 | TBD           |               |       | Shepherd's Care - Greenfield                                      | AUPE  | 2020-09-30 | 27     | 36   | 2019-01-24 |
| Health Care Aide                   | 23.28<br>4.00 | 23.98<br>3.00  | 24.58<br>2.50  | 24.87<br>1.20 | 25.12<br>1.00  | 25.12<br>0.00 | 25.37<br>1.00 | TBD           |               |       | Shepherd's Care - Kensington Village - ANC                        | AUPE  | 2020-09-30 | 140    | 36   | 2019-01-24 |
| Health Care Aide                   | 23.28<br>4.00 | 23.98<br>3.00  | 24.58<br>2.50  | 24.87<br>1.20 | 25.12<br>1.00  | 25.12<br>0.00 | 25.37<br>1.00 | TBD           |               |       | Shepherd's Care - Millwoods - ANC                                 | AUPE  | 2020-09-30 | 126    | 36   | 2019-01-24 |
| Health Care Aide                   |               | 23.98<br>3.00  | 24.58<br>2.50  | 24.87<br>1.20 | 25.12<br>1.00  | 25.12<br>0.00 | 25.37<br>1.00 | TBD           |               |       | Shepherd's Care - Vanguard  | AUPE  | 2020-09-30 | 76     | 36   | 2019-01-24 |
| Health Care Aide                   |               |                |                | 21.09<br>NA   | 21.30<br>1.00  | 21.41<br>0.50 | 21.75<br>1.50 |               |               |       | Smoky Lake Foundation - Bar V Nook, Vilna Lodge                   | CUPE  | 2018-12-31 | 35     | 36   | 2016-05-18 |

\* 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 |       |       |        |       |       |       | 20.58 | 20.79 |       |      | St. Elizabeth Health Care - St. Thomas Health Centre | AUPE  | 2019-12-31 | 140    | 23   | 2018-02-12 |
|                  |       |       |        |       |       |       |       | 1.00  |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.22 | 21.46 | 22.20  | 22.47 | 22.65 | 22.65 |       |       |       |      | St. Michael's Grove Manor                            | AUPE  | 2018-09-30 | 21     | 48   | 2017-02-02 |
|                  | 10.50 | 6.10  | 3.50   | 1.20  | 0.80  | 0.00  |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 23.70 | 24.41 | 25.14  | 25.44 | 25.65 | TBD   |       |       |       |      | St. Michael's Long Term Care Centre                  | AUPE  | 2018-06-30 | 127    | 36   | 2017-02-15 |
|                  | 3.00  | 3.00  | 3.00   | 1.20  | 0.80  |       |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide |       |       | 21.55  | 21.81 | 21.98 | 21.98 |       |       |       |      | St. Michael's Manor Vegreville                       | AUPE  | 2018-03-31 | 27     | 48   | 2014-04-01 |
|                  |       |       | NA     | 1.20  | 0.80  | 0.00  |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide |       |       |        | 23.28 | 23.75 | 24.10 |       |       |       |      | Sunrise Village [High River]                         | CUPE  | 2018-06-30 | 65     | 36   | 2015-12-31 |
|                  |       |       |        | 1.00  | 2.00  | 1.50  |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.70 | 21.11 | 21.54  | 21.97 | 22.41 | 22.86 | 23.43 |       |       |      | Taber & District Housing - Clearview Lodge           | CUPE  | 2019-05-31 | 40     | 36   | 2016-07-04 |
|                  | 3.00  | 2.00  | 2.00   | 2.00  | 2.00  | 2.00  | 2.50  |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 23.06 | 23.75 | 24.46  | 24.75 | 24.95 |       |       |       |       |      | Touchmark at Wedgewood                               | AUPE  | 2017-08-31 | 52     | 26   | 2016-06-25 |
|                  | 3.00  | 3.00  | 3.00   | 1.20  | 0.80  |       |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.16 | 20.76 | 21.38  | 21.81 | 22.46 | 23.13 | 23.83 | 24.78 |       |      | Travois Holdings - Glamorgan Care Centre             | CLAC  | 2020-03-31 | 62     | 36   | 2017-10-13 |
|                  | 5.00  | 3.00  | 3.00   | 2.00  | 3.00  | 3.00  | 3.00  | 4.00  |       |      |  |       |            |        |      |            |
| Health Care Aide | 20.16 | 20.76 | 21.38  | 21.81 | 22.46 | 23.13 | 23.83 | 24.78 |       |      | Travois Holdings - Mayfair Care Centre               | CLAC  | 2020-03-31 | 140    | 36   | 2017-08-30 |
|                  | 5.00  | 3.00  | 3.00   | 2.00  | 3.00  | 3.00  | 3.00  | 4.00  |       |      |  |       |            |        |      |            |
| Health Care Aide |       | 18.82 | 19.57  | 20.17 | 21.00 |       |       |       |       |      | Triple A Living Communities - Monterey Place         | AUPE  | 2017-04-04 | 133    | 48   | 2013-04-08 |
|                  |       | 3.00  | 4.00   | 3.00  | 4.00  |       |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 23.05 | 23.74 | 24.46  | 24.75 | 24.95 |       |       |       |       |      | Venta Care Centre Ltd. - ANC                         | AUPE  | 2017-07-31 | 100    | 24   | 2016-12-21 |
|                  | 3.00  | 3.00  | 3.00   | 1.20  | 0.80  |       |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide | 18.92 | 19.49 | 19.98  | 20.48 | 20.99 |       |       |       |       |      | Willow Creek Foundation - Macleod Pioneer Lodge      | CUPE  | 2016-12-31 | 24     | 36   | 2014-06-05 |
|                  | 5.80  | 3.00  | 2.50   | 2.50  | 2.50  |       |       |       |       |      |  |       |            |        |      |            |
| Health Care Aide |       |       |        |       | 21.21 | 21.53 | 22.18 | 22.85 |       |      | Well Being Services - Millrise                       | AUPE  | 2019-12-31 | 219    | 48   | 2018-04-24 |
|                  |       |       |        |       |       | 1.50  | 3.00  | 3.00  |       |      |  |       |            |        |      |            |
| Health Care Aide | 23.97 | 24.93 | 25.93  | 26.71 | 27.51 | 28.34 | 28.34 |       |       |      | Wood Buffalo Housing & Development - Rotary House    | CUPE  | 2018-12-31 | 23     | 12   | 2018-04-03 |
|                  | 4.00  | 4.00  | 4.00   | 3.00  | 3.00  | 3.00  | 0.00  |       |       |      |  |       |            |        |      |            |
| Housekeeping     |       |       |        |       |       |       | 15.56 | 15.87 | 16.18 |      | AgeCare - Walden Heights - GSS                       | AUPE  | 2020-06-01 | 111    | 36   | 2017-06-02 |
|                  |       |       |        |       |       |       | 2.00  | 2.00  | 2.00  |      |  |       |            |        |      |            |
| Housekeeping     | 17.56 | 18.09 | 21.15* | 21.57 | 21.79 |       |       |       |       |      | Bethany Care Centre - Airdrie - GSS                  | AUPE  | 2017-08-31 | 22     | 38   | 2016-04-15 |
|                  | 3.00  | 3.00  | 3.00   | 2.00  | 1.00  |       |       |       |       |      |  |       |            |        |      |            |
| Housekeeping     | 16.96 | 17.38 | 17.73  | 18.08 | 18.44 | 18.73 | 18.73 | TBD   |       |      | Bethany Nursing Home - Bashaw, Rosealta, . . . .     | AUPE  | 2020-03-31 | 143    | 24   | 2018-12-17 |
|                  | 2.00  | 2.50  | 2.00   | 2.00  | 2.00  | 1.50  | 0.00  |       |       |      |  |       |            |        |      |            |
| Housekeeping     | 20.86 | 21.49 | 22.13  | 22.57 | 22.80 | 22.80 | 22.80 | TBD   |       |      | Bethany Nursing Home - Rosehaven, Bethany Long Term  | AUPE  | 2020-03-30 | 370    | 24   | 2018-11-29 |
|                  | 3.00  | 3.00  | 3.00   | 2.00  | 1.00  | 0.00  | 0.00  |       |       |      |  |       |            |        |      |            |
| Housekeeping     | 16.75 | 17.94 | 18.48  | 19.03 | 19.79 | 20.09 | 20.49 | 21.00 |       |      | Brazeau Foundation                                   | AUPE  | 2020-05-31 | 35     | 36   | 2017-08-08 |
|                  | 4.00  | 3.00  | 3.00   | 3.00  | 4.00  | 1.50  | 2.00  | 2.50  |       |      |  |       |            |        |      |            |
| Housekeeping     |       |       | 16.96  | 17.47 | 18.00 | 18.54 | 18.82 | 19.01 | TBD   |      | Canterbury Foundation                                | AUPE  | 2020-12-31 | 180    | 36   | 2018-05-31 |
|                  |       |       |        | 3.00  | 3.00  | 3.00  | 1.50  | 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 |
|----------------|---------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|---------------|------|---|-------|------------|--------|------|------------|
| Housekeeping   | 19.25<br>3.00 | 19.83<br>3.00 | 19.83<br>0.00 | 20.23<br>2.00 | 20.84<br>3.00  |                |               |               |               |      | CapitalCare - Dickensfield, Norwood                             | CUPE  | 2017-06-30 | 290    | 24   | 2016-11-22 |
| Housekeeping   | 19.25<br>3.00 | 19.83<br>3.00 | 20.23<br>2.00 | 20.63<br>2.00 | 20.84<br>1.00  |                |               |               |               |      | CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood     | AUPE  | 2017-06-30 | 550    | 36   | 2016-10-25 |
| Housekeeping   | 18.30<br>3.00 | 18.85<br>3.00 | 19.10<br>1.30 | 19.29<br>1.00 | 19.68<br>2.00  | 19.87<br>1.00  |               |               |               |      | Chantelle Management - Edith Cavell Care Centre                 | AUPE  | 2017-11-30 | 112    | 24   | 2016-12-08 |
| Housekeeping   | 17.45<br>2.00 | 17.89<br>2.50 | 18.25<br>2.00 | 18.66<br>2.25 | 19.12<br>2.50  | 19.22<br>0.50  | 19.41<br>1.00 |               |               |      | Chantelle Management - Grande Prairie Care Centre               | CUPE  | 2019-06-30 | 126    | 24   | 2018-09-10 |
| Housekeeping   |               |               | 15.67<br>2.50 | 16.06<br>2.50 | 16.55<br>3.00  |                |               |               |               |      | Chantelle Management - Sunset Manor, Innisfail Country Manor    | AUPE  | 2017-02-01 | 123    | 36   | 2014-01-30 |
| Housekeeping   |               |               | 15.97<br>2.50 | 16.37<br>2.00 | 16.70<br>2.00  | 17.03<br>2.00  | 17.41<br>2.25 |               |               |      | Choices in Community Living - Copper Sky                        | AUPE  | 2019-03-31 | 157    | 36   | 2016-09-19 |
| Housekeeping   | 14.53<br>3.00 | 14.96<br>3.00 | 15.41<br>3.00 | 16.37<br>2.50 | 16.70<br>2.00  | 17.03<br>2.00  | 17.41<br>2.25 |               |               |      | Choices in Community Living - Legacy Lodge                      | AUPE  | 2019-03-31 | 114    | 36   | 2016-09-19 |
| Housekeeping   | 15.80<br>3.00 | 16.27<br>3.00 | 16.76<br>3.00 | 17.22<br>2.75 | 17.71<br>2.85  | 18.24<br>3.00  | 18.47<br>1.25 | 18.70<br>1.25 | 19.08<br>2.00 |      | County of Stettler Housing Authority                            | CUPE  | 2020-12-31 | 82     | 36   | 2018-01-15 |
| Housekeeping   |               |               |               |               | 16.85<br>23.00 | 20.74<br>23.00 |               |               |               |      | Covenant Care - Chateau Vitaline                                | AUPE  | 2018-06-30 | 72     | 11   | 2017-08-02 |
| Housekeeping   | 19.42<br>3.00 | 20.00<br>3.00 | 20.40<br>2.00 | 20.81<br>2.00 | 21.02<br>1.00  | 21.02<br>0.00  | 21.02<br>0.00 | TBD           |               |      | Covenant Health - Bonnyville Health Centre - GSS                | HSAA  | 2020-03-31 | 116    | 36   | 2018-11-30 |
| Housekeeping   | 19.41<br>3.00 | 20.00<br>3.00 | 20.40<br>2.00 | 20.81<br>2.00 | 21.02<br>1.00  | 21.02<br>0.00  |               |               |               |      | Covenant Health - Edmonton General, Grey Nuns                   | CUPE  | 2018-03-31 | 827    | 12   | 2018-01-30 |
| Housekeeping   | 19.42<br>3.00 | 20.00<br>3.00 | 20.40<br>2.00 | 20.81<br>2.00 | 21.02<br>1.00  |                |               |               |               |      | Covenant Health - GSS   | AUPE  | 2017-03-31 | 510    | 36   | 2016-09-16 |
| Housekeeping   | 19.41<br>3.00 | 20.00<br>3.00 | 20.40<br>2.00 | 20.81<br>2.00 | 21.02<br>1.00  |                |               |               |               |      | Covenant Health - Misericordia, Villas Caritas                  | CUPE  | 2018-03-31 | 600    | 48   | 2016-08-19 |
| Housekeeping   | 16.13<br>3.00 | 16.61<br>3.00 | 16.94<br>2.00 | 17.28<br>2.00 | 21.02*<br>1.00 | TBD            |               |               |               |      | Covenant Health - St. Michael's Health Centre                   | CUPE  | 2018-03-31 | 88     | 48   | 2016-09-07 |
| Housekeeping   | 14.37<br>3.00 | 14.66<br>2.00 | 14.95<br>2.00 | 15.25<br>2.00 | 17.38*<br>1.00 | 17.56<br>1.00  | 17.91<br>2.00 |               |               |      | Crowsnest Pass Senior Housing                                   | CUPE  | 2018-12-31 | 30     | 36   | 2016-03-09 |
| Housekeeping   | 17.26<br>2.00 | 17.78<br>3.00 | 18.31<br>3.00 | 18.86<br>3.00 | 19.24<br>2.00  | 19.62<br>2.00  | 20.01<br>2.00 | 20.41<br>2.00 |               |      | Cypress View Foundation   | CUPE  | 2019-12-31 | 80     | 48   | 2015-11-27 |
| Housekeeping   | 15.21<br>5.20 | 15.51<br>2.00 | 15.86<br>2.25 | 16.18<br>2.00 | 16.50<br>2.00  | 16.83<br>2.00  | 17.04<br>1.25 | 17.30<br>1.50 | 17.64<br>2.00 |      | Drumheller & District Seniors Foundation - Sunshine Lodge       | CUPE  | 2020-12-31 | 50     | 36   | 2018-06-12 |
| Housekeeping   | 16.61<br>8.20 | 17.11<br>3.00 | 17.11<br>0.00 | 17.28<br>1.00 | 17.45<br>1.00  | 17.80<br>2.00  | 18.15<br>2.00 |               |               |      | Eagle Hill Foundation (1995) - Eagle Hill, Eagle View, Hillside | CUPE  | 2018-12-31 | 45     | 24   | 2017-05-29 |
| Housekeeping   | 17.39<br>2.00 | 17.93<br>3.11 | 18.29<br>2.00 | 18.66<br>2.00 | 19.06<br>2.00  | 19.63<br>3.00  | 20.02<br>2.00 |               |               |      | Evergreens Foundations  | IUOE  | 2019-06-19 | 75     | 36   | 2016-06-03 |
| Housekeeping   | 17.96<br>4.00 | 18.15<br>1.00 | 18.70<br>3.00 | 19.17<br>2.50 | 19.55<br>2.00  |                |               |               |               |      | Extencicare (Canada)  | CUPE  | 2016-12-31 | 393    | 36   | 2016-01-11 |

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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   | 18.09<br>1.00 | 18.63<br>3.00 | 19.19<br>3.00 | 19.62<br>2.25 | 20.06<br>2.25 | 20.06<br>0.00 |               |               |               |      | Extendicare (Canada) - Athabasca - GSS                 | AUPE  | 2017-12-31 | 35     | 36   | 2016-08-04 |
| Housekeeping   | 17.96<br>4.00 | 18.15<br>1.00 | 18.70<br>3.00 | 19.17<br>2.50 | 19.55<br>2.00 |               |               |               |               |      | Extendicare (Canada) - Bonnyville                      | CUPE  | 2016-12-31 | 59     | 36   | 2016-01-11 |
| Housekeeping   | 17.62<br>1.00 | 18.15<br>3.00 | 18.70<br>3.00 | 19.12<br>2.25 | 19.55<br>2.25 | 19.55<br>0.00 |               |               |               |      | Extendicare (Canada) - Cedars Villa                    | AUPE  | 2017-12-31 | 282    | 36   | 2016-07-21 |
| Housekeeping   | 17.62<br>1.00 | 18.15<br>3.00 | 18.70<br>3.00 | 19.12<br>2.25 | 19.55<br>2.25 | 19.55<br>0.00 |               |               |               |      | Extendicare (Canada) - Fairmont Park                   | AUPE  | 2017-12-31 | 179    | 36   | 2016-07-20 |
| Housekeeping   | 17.96<br>4.00 | 18.15<br>1.00 | 18.70<br>3.00 | 19.17<br>2.50 | 19.55<br>2.00 |               |               |               |               |      | Extendicare (Canada) - Fort Macleod                    | CUPE  | 2016-12-31 | 75     | 36   | 2016-01-11 |
| Housekeeping   | 17.62<br>1.00 | 18.15<br>3.00 | 18.70<br>3.00 | 19.12<br>2.25 | 19.55<br>2.25 | 19.55<br>0.00 |               |               |               |      | Extendicare (Canada) - Hillcrest                       | AUPE  | 2017-12-31 | 169    | 36   | 2016-07-20 |
| Housekeeping   | 17.63<br>1.00 | 18.16<br>3.00 | 18.71<br>3.00 | 19.13<br>2.25 | 19.56<br>2.25 | 19.56<br>0.00 |               |               |               |      | Extendicare (Canada) - Holyrood                        | AUPE  | 2017-12-31 | 90     | 36   | 2016-07-20 |
| Housekeeping   | 17.96<br>4.00 | 18.15<br>1.00 | 18.70<br>3.00 | 19.17<br>2.50 | 19.55<br>2.00 |               |               |               |               |      | Extendicare (Canada) - Leduc                           | CUPE  | 2016-12-31 | 81     | 36   | 2016-01-11 |
| Housekeeping   | 18.09<br>1.00 | 18.63<br>3.00 | 19.19<br>3.00 | 19.62<br>2.25 | 20.06<br>2.25 | 20.06<br>0.00 |               |               |               |      | Extendicare (Canada) - Mayerthorpe                     | AUPE  | 2017-12-31 | 61     | 36   | 2016-07-20 |
| Housekeeping   | 17.62<br>1.00 | 18.15<br>3.00 | 18.70<br>3.00 | 19.12<br>2.25 | 19.55<br>2.25 | 19.55<br>0.00 |               |               |               |      | Extendicare (Canada) - Michener Hill                   | AUPE  | 2017-12-31 | 488    | 36   | 2016-10-26 |
| Housekeeping   | 17.96<br>4.00 | 18.15<br>1.00 | 18.70<br>3.00 | 19.17<br>2.50 | 19.55<br>2.00 |               |               |               |               |      | Extendicare (Canada) - St Paul                         | CUPE  | 2016-12-31 | 59     | 36   | 2016-01-11 |
| Housekeeping   | 17.96<br>4.00 | 18.15<br>1.00 | 18.70<br>3.00 | 19.17<br>2.50 | 19.55<br>2.00 |               |               |               |               |      | Extendicare (Canada) - Viking                          | CUPE  | 2016-12-31 | 58     | 36   | 2016-01-11 |
| Housekeeping   | 17.96<br>9.77 | 18.15<br>1.00 | 18.70<br>3.00 | 19.17<br>2.50 | 19.55<br>2.00 |               |               |               |               |      | Extendicare (Canada) - Vulcan                          | CUPE  | 2016-12-31 | 61     | 36   | 2016-01-11 |
| Housekeeping   |               |               |               |               | 19.12         | 19.50<br>2.00 | 19.89<br>2.00 |               |               |      | Golden Life Management - Evanston Grand Village        | AUPE  | 2019-09-30 | 135    | 36   | 2016-09-23 |
| Housekeeping   | 18.33<br>3.00 | 18.88<br>3.00 | 18.88<br>0.00 | TBD           |               |               |               |               |               |      | Good Samaritan Society - Dr. Gerald Zetter Care Centre | CUPE  | 2016-06-30 | 120    | 36   | 2014-02-06 |
| Housekeeping   | 18.33<br>3.00 | 18.88<br>3.00 | 19.26<br>2.00 | 19.65<br>2.00 | 19.85<br>1.00 |               |               |               |               |      | Good Samaritan Society - Multi Facility                | AUPE  | 2017-06-30 | 1,605  | 36   | 2016-04-11 |
| Housekeeping   | 18.24<br>3.00 | 18.78<br>3.00 | 19.06<br>1.50 | 19.44<br>2.00 | 19.63<br>1.00 | 19.63<br>0.00 | 19.63<br>0.00 | TBD           |               |      | Good Samaritan Society - South Ridge Village           | USW   | 2020-06-30 | 150    | 36   | 2018-07-04 |
| Housekeeping   | 17.09<br>2.50 | 17.60<br>3.00 | 18.13<br>3.00 | 18.67<br>3.00 | 18.67<br>0.00 | 18.86<br>1.00 | 19.05<br>1.00 |               |               |      | Grande Spirit Foundation                               | CUPE  | 2019-06-30 | 93     | 36   | 2016-09-30 |
| Housekeeping   | 17.59<br>2.00 | 17.95<br>2.00 | 18.13<br>1.00 | 18.49<br>2.00 | 18.86<br>2.00 | 19.24<br>2.00 | 19.24<br>0.00 | 19.62<br>2.00 | 20.02<br>2.00 |      | Homeland Housing                                       | CUPE  | 2020-12-31 | 150    | 36   | 2018-02-21 |
| Housekeeping   | 17.76<br>2.00 | 17.94<br>1.00 | 18.30<br>2.00 | 18.30<br>0.00 | 18.67<br>2.00 | 18.95<br>1.50 | 18.95<br>0.00 | 18.95<br>0.00 |               |      | Intercare - Brentwood, Chinook, Southwood              | CUPE  | 2020-06-30 | 934    | 24   | 2018-09-12 |

\* 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        |
|--|-------|-------|-------|-------|-------|-------|-------|--------------|--------------|-------|--|-------------|-------------------|-----------|-----------|-------------------|
| Housekeeping                           |       |       |       |       |       | 17.42 | 17.59 |              |              |       | Intercare - Kingsland Terrace                                  | CUPE        | 2019-03-31        | 36        | 24        | 2017-03-30        |
|  |       |       |       |       |       | 2.50  | 1.00  |              |              |       |  |             |                   |           |           |                   |
| 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         |              |       |  |             |                   |           |           |                   |
| <b>Housekeeping (Support Services)</b> |       |       |       |       |       |       |       | <b>18.04</b> | <b>18.40</b> |       | <b>Park Place Seniors Living - Benevolence Care Centre</b>     | <b>AUPE</b> | <b>2021-03-31</b> | <b>92</b> | <b>23</b> | <b>2019-02-13</b> |
|  |       |       |       |       |       |       |       | <b>1.50</b>  | <b>2.00</b>  |       |  |             |                   |           |           |                   |
| 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  |              |              |       |  |             |                   |           |           |                   |

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

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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                 |       |       |       |       |       | 16.25 | 16.58 | 16.82 | 17.12 | 17.50 | Seasons Retirement Communities - Sunrise Village (Ponoka)     | AUPE  | 2021-12-31 | 27     | 49   | 2017-12-05 |
| Housekeeping                 |       |       |       |       | 16.81 | 17.10 | 17.40 | 17.66 | 17.93 |       | Seasons Retirement Communities - Sunrise Village (Wetaskiwin) | AUPE  | 2020-12-31 | 33     | 48   | 2017-01-24 |
| Housekeeping                 | 19.06 | 19.63 | 20.12 | 20.52 | 20.73 | 20.73 | 20.94 | TBD   |       |       | Shepherd's Care - Barrhead                                    | AUPE  | 2020-09-30 | 59     | 36   | 2019-01-24 |
| Housekeeping                 | 19.06 | 19.63 | 19.92 | 20.52 | 20.73 | 20.73 | 20.94 | TBD   |       |       | Shepherd's Care - Greenfield                                  | AUPE  | 2020-09-30 | 27     | 36   | 2019-01-24 |
| Housekeeping                 | 16.22 | 16.54 | 16.87 | 17.87 | 18.05 | 18.14 | 18.41 |       |       |       | Smoky Lake Foundation - Bar V Nook, Vilna Lodge               | CUPE  | 2018-12-31 | 35     | 36   | 2016-05-18 |
| Housekeeping                 |       |       | 16.64 | 16.84 | 16.97 | 16.97 |       |       |       |       | St. Michael's Manor Vegreville                                | AUPE  | 2018-03-31 | 27     | 48   | 2014-04-01 |
| Housekeeping                 | 16.31 | 16.71 | 17.06 | 17.53 | 17.88 | 18.24 | 18.60 | 18.97 | 19.40 |       | Sylvan Lake Lodge   | CLAC  | 2020-12-31 | 30     | 36   | 2018-03-21 |
| Housekeeping                 | 16.40 | 16.73 | 17.06 | 17.40 | 17.75 | 18.11 | 18.56 |       |       |       | Taber & District Housing - Clearview Lodge                    | CUPE  | 2019-05-31 | 40     | 36   | 2016-07-04 |
| Housekeeping                 | 18.75 | 19.31 | 19.89 | 20.29 | 20.90 | 21.53 | 22.18 | 23.06 |       |       | Travois Holdings - Glamorgan Care Centre                      | CLAC  | 2020-03-31 | 62     | 36   | 2017-10-13 |
| Housekeeping                 | 18.75 | 19.31 | 19.89 | 20.29 | 20.90 | 21.53 | 22.18 | 23.06 |       |       | Travois Holdings - Mayfair Care Centre                        | CLAC  | 2020-03-31 | 140    | 36   | 2017-08-30 |
| Housekeeping                 |       | 15.00 | 15.45 | 15.91 | 16.39 |       |       |       |       |       | Triple A Living Communities - Monterey Place                  | AUPE  | 2017-04-04 | 133    | 48   | 2013-04-08 |
| Housekeeping                 | 18.95 | 19.52 | 20.10 | 20.50 | 20.91 |       |       |       |       |       | Venta Care Centre Ltd. - GSS                                  | AUPE  | 2017-07-31 | 50     | 24   | 2016-12-21 |
| Housekeeping                 |       |       |       |       | 16.39 | 16.64 | 17.14 | 17.66 |       |       | Well Being Services - Millrise                                | AUPE  | 2019-12-31 | 219    | 48   | 2018-04-24 |
| Housekeeping                 | 16.29 | 16.77 | 17.28 | 17.63 | 18.07 | 18.61 |       |       |       |       | Westlock Foundation - Pembina Lodge & Smithfield Lodge        | CUPE  | 2017-12-31 | 60     | 36   | 2014-10-22 |
| Housekeeping                 | 17.19 | 17.53 | 17.97 | 18.42 | 18.79 | 19.16 | 19.54 | 19.93 |       |       | Wheatland Lodge   | CUPE  | 2020-04-30 | 25     | 24   | 2018-06-11 |
| Housekeeping                 | 17.03 | 17.51 | 17.95 | 18.40 | 18.86 |       |       |       |       |       | Willow Creek Foundation - Macleod Pioneer Lodge               | CUPE  | 2016-12-31 | 24     | 36   | 2014-06-05 |
| Housekeeping                 |       | 22.35 | 23.02 | 23.71 | 23.71 | 23.71 | 23.71 |       |       |       | Wood Buffalo Housing & Development                            | CUPE  | 2018-12-31 | 46     | 36   | 2016-01-25 |
| Housekeeping                 | 23.97 | 24.93 | 25.93 | 26.71 | 27.51 | 28.34 | 28.34 |       |       |       | Wood Buffalo Housing & Development - Rotary House             | CUPE  | 2018-12-31 | 23     | 12   | 2018-04-03 |
| Independent Living Attendant | 20.22 | 21.57 | 22.11 | 22.33 | 22.56 | 22.56 | 22.79 | TBD   |       |       | Shepherd's Care - Millwoods Manor & Southside Manor           | AUPE  | 2020-09-30 | 14     | 36   | 2019-01-24 |
| Laboratory Technologist I    | 41.66 | 42.91 | 43.34 | 43.88 | 44.76 |       |       |       |       |       | Calgary Laboratory Services                                   | HSAA  | 2017-06-30 | 1,641  | 36   | 2015-11-24 |

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|--------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------|------|---|-------|------------|--------|------|------------|
| Licensed Practical Nurse |               |               | 33.62<br>2.00 | 33.95<br>1.00 | 34.63<br>2.00 | 34.97<br>1.00 |               |               |      |      | Age Care - Beverly Centre Glenmore                  | AUPE  | 2018-09-10 | 210    | 36   | 2015-09-08 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | AgeCare - Beverly Centre Lake Midnapore             | UNA   | 2017-08-31 | 55     | 41   | 2015-06-24 |
| Licensed Practical Nurse |               |               | 32.31         | 33.61<br>4.00 | 34.28<br>2.00 | 34.97<br>2.00 |               |               |      |      | Age Care - Sagewood Seniors Community               | AUPE  | 2018-11-27 | 128    | 36   | 2015-11-18 |
| Licensed Practical Nurse |               |               |               | 31.99         | 32.95<br>3.00 | 33.94<br>3.00 | 34.96<br>3.00 |               |      |      | Age Care - Sunrise Gardens                          | AUPE  | 2018-12-15 | 85     | 36   | 2015-12-29 |
| Licensed Practical Nurse | 31.06<br>2.88 | 31.99<br>3.00 | 32.95<br>3.00 | 32.95<br>0.00 | 33.94<br>3.00 | 34.62<br>2.00 |               |               |      |      | AgeCare - Valleyview                                | AUPE  | 2018-03-31 | 32     | 36   | 2015-12-05 |
| Licensed Practical Nurse |               |               |               |               | 32.32         | 34.10<br>5.50 | 34.78<br>2.00 | 35.30<br>1.50 |      |      | AgeCare - Walden Heights - ANC                      | AUPE  | 2020-01-26 | 257    | 36   | 2017-01-30 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 | 34.63<br>0.00 | 34.63<br>0.00 | TBD           |      |      | Allen Gray Continuing Care - ANC                    | AUPE  | 2020-03-31 | 153    | 24   | 2018-12-14 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | Bethany Care Centre - Airdrie - ANC                 | AUPE  | 2017-08-31 | 64     | 38   | 2016-04-15 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | Bethany Care Centre - Calgary - ANC                 | AUPE  | 2017-08-31 | 428    | 36   | 2016-04-15 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | Bethany Care Centre - Cochrane                      | AUPE  | 2017-08-31 | 70     | 38   | 2016-04-15 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | Bethany Care Centre - Collegedale                   | AUPE  | 2017-08-31 | 134    | 38   | 2016-04-15 |
| Licensed Practical Nurse |               |               |               | 34.00         | 34.27<br>0.80 |               |               |               |      |      | Bethany Care Centre - Didsbury                      | AUPE  | 2017-08-31 | 108    | 27   | 2016-11-30 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | Bethany Care Centre - Harvest Hills                 | AUPE  | 2017-08-31 | 52     | 36   | 2016-04-15 |
| Licensed Practical Nurse |               | 33.01<br>NA   | 33.95<br>2.85 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | Bethany Care Centre - Sylvan Lake                   | AUPE  | 2017-08-31 | 64     | 36   | 2016-04-15 |
| Licensed Practical Nurse |               |               | 33.94         | 34.62<br>2.00 | 34.62<br>0.00 | 35.15<br>1.50 | 35.15<br>0.00 | TBD           |      |      | Bethany Nursing Home - Bashaw, Rosealta, . . . .    | AUPE  | 2020-03-31 | 143    | 24   | 2018-12-17 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.95<br>3.00 | 33.94<br>3.00 | 34.35<br>1.20 | 34.62<br>0.80 | 34.62<br>0.00 | 34.62<br>0.00 | TBD           |      |      | Bethany Nursing Home - Rosehaven, Bethany Long Term | AUPE  | 2020-03-30 | 370    | 24   | 2018-11-29 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.95<br>3.00 | 33.94<br>3.00 | 34.28<br>1.00 | 34.62<br>1.00 | 34.97<br>1.00 | 35.39<br>1.20 |               |      |      | Brenda Strafford Foundation - Clifton Manor         | AUPE  | 2019-03-31 | 212    | 48   | 2017-06-28 |
| Licensed Practical Nurse |               |               | 32.95         | 33.95<br>3.00 | 34.97<br>3.00 | 36.02<br>3.00 | 36.02<br>0.00 | 36.02<br>0.00 | TBD  |      | Canterbury Foundation                               | AUPE  | 2020-12-31 | 180    | 36   | 2018-05-31 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | CapitalCare - ANC                                   | AUPE  | 2017-06-30 | 1,386  | 24   | 2017-05-25 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.95<br>3.00 | 33.94<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | Carewest - ANC                                      | AUPE  | 2017-06-30 | 1,424  | 24   | 2017-07-21 |

\* 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 | 31.68<br>3.00 | 32.63<br>3.00 | 33.12<br>1.50 | 33.52<br>1.20   | 34.19<br>2.00  | 34.53<br>1.00  |               |      |      |      | Chantelle Management - Edith Cavell Care Centre              | AUPE  | 2017-11-30 | 112    | 24   | 2016-12-08 |
| Licensed Practical Nurse | 30.40<br>2.00 | 31.16<br>2.50 | 31.78<br>2.00 | 32.50<br>2.25   | 33.31<br>2.50  | 33.48<br>0.50  | 33.81<br>1.00 |      |      |      | Chantelle Management - Grande Prairie Care Centre            | CUPE  | 2019-06-30 | 126    | 24   | 2018-09-10 |
| Licensed Practical Nurse |               |               | 27.13<br>2.50 | 27.81<br>2.50   | 28.64<br>3.00  |                |               |      |      |      | Chantelle Management - Sunset Manor, Innisfail Country Manor | AUPE  | 2017-02-01 | 123    | 36   | 2014-01-30 |
| Licensed Practical Nurse |               |               | 31.06         | 31.84<br>2.50   | 32.48<br>2.00  | 33.13<br>2.00  | 33.87<br>2.25 |      |      |      | Choices in Community Living - Copper Sky                     | AUPE  | 2019-03-31 | 157    | 36   | 2016-09-19 |
| Licensed Practical Nurse | 26.89         | 28.74<br>3.00 | 31.06<br>3.00 | 31.84<br>2.50   | 32.48<br>2.00  | 33.13<br>2.00  | 33.87<br>2.25 |      |      |      | Choices in Community Living - Legacy Lodge                   | AUPE  | 2019-03-31 | 114    | 36   | 2016-09-19 |
| Licensed Practical Nurse |               | 30.46<br>4.00 | 31.07<br>2.00 | 31.77<br>2.25   |                |                |               |      |      |      | Christenson Communities - Royal Oak Manor                    | HSA   | 2016-02-01 | 30     | 36   | 2014-01-17 |
| Licensed Practical Nurse |               |               |               |                 | 30.32          | 34.29<br>13.10 |               |      |      |      | Covenant Care - Chateau Vitaline                             | AUPE  | 2018-06-30 | 72     | 11   | 2017-08-02 |
| Licensed Practical Nurse |               |               | 28.26         | 32.32<br>13.92* | 33.95<br>5.00* |                |               |      |      |      | Covenant Care - Holy Cross                                   | AUPE  | 2017-06-30 | 70     | 24   | 2015-12-17 |
| Licensed Practical Nurse |               |               | 28.26         | 32.32<br>13.92* | 33.95<br>5.00* |                |               |      |      |      | Covenant Care - Villa Marie                                  | AUPE  | 2017-06-30 | 76     | 24   | 2015-12-17 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20   | 34.63<br>0.80  |                |               |      |      |      | Covenant Health - ANC  | AUPE  | 2017-03-31 | 2,137  | 24   | 2016-06-16 |
| Licensed Practical Nurse | 31.53<br>1.50 | 32.00<br>1.50 | 32.96<br>3.00 | 33.95<br>3.00   | 34.63<br>2.00  | 34.63<br>0.00  | TBD           | TBD  | TBD  |      | Covenant Health - St. Joseph's Home / Carmel Hospice         | CUPE  | 2021-03-31 | 40     | 36   | 2018-09-04 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.00<br>0.00 | 33.95<br>6.00 | 34.36<br>1.20   | 34.63<br>0.80  | TBD            | NA<br>0.00    | TBD  |      |      | Covenant Health - St. Therese Villa                          | AUPE  | 2020-03-31 | 202    | 24   | 2019-01-24 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20   | 34.63<br>0.80  |                |               |      |      |      | Covenant Health - Youville Home (Grey Nuns) of St. Albert    | USWA  | 2017-03-31 | 190    | 24   | 2016-10-31 |
| Licensed Practical Nurse |               | 29.20         | 29.49<br>1.00 | 29.78<br>1.00   | 29.78<br>0.00  | 29.78<br>0.00  | 30.08<br>1.00 | TBD  |      |      | Excel Resources Society - Balwin Villa, Grand Manor          | UFCW  | 2020-12-31 | 221    | 36   | 2018-09-20 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20   | 34.63<br>0.80  |                |               |      |      |      | Extendicare (Canada)   | CUPE  | 2016-12-31 | 393    | 36   | 2016-01-11 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.71<br>2.25   | 35.49<br>2.25  | 35.49<br>0.00  |               |      |      |      | Extendicare (Canada) - Athabasca - ANC                       | AUPE  | 2017-12-31 | 66     | 36   | 2016-08-04 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20   | 34.63<br>0.80  |                |               |      |      |      | Extendicare (Canada) - Bonnyville                            | CUPE  | 2016-12-31 | 59     | 36   | 2016-01-11 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.71<br>2.25   | 35.49<br>2.25  | 35.49<br>0.00  |               |      |      |      | Extendicare (Canada) - Cedars Villa                          | AUPE  | 2017-12-31 | 282    | 36   | 2016-07-21 |
| Licensed Practical Nurse | 32.00<br>7.50 | 32.96<br>3.00 | 33.95<br>3.00 | 34.71<br>2.25   | 35.49<br>2.25  | 35.49<br>0.00  |               |      |      |      | Extendicare (Canada) - Eaux Claires                          | AUPE  | 2017-12-31 | 195    | 36   | 2016-07-22 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.71<br>2.25   | 35.49<br>2.25  | 35.49<br>0.00  |               |      |      |      | Extendicare (Canada) - Fairmont Park                         | AUPE  | 2017-12-31 | 179    | 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 |
|--------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------|-------|--|-------|------------|--------|------|------------|
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |       |       | Extendicare (Canada) - Fort Macleod                  | CUPE  | 2016-12-31 | 75     | 36   | 2016-01-11 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.71<br>2.25 | 35.49<br>2.25 | 35.49<br>0.00 |               |               |       |       | Extendicare (Canada) - Hillcrest                     | AUPE  | 2017-12-31 | 169    | 36   | 2016-07-20 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.71<br>2.25 | 35.49<br>2.25 | 35.49<br>0.00 |               |               |       |       | Extendicare (Canada) - Holyrood                      | AUPE  | 2017-12-31 | 90     | 36   | 2016-07-20 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |       |       | Extendicare (Canada) - Leduc                         | CUPE  | 2016-12-31 | 81     | 36   | 2016-01-11 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.71<br>2.25 | 35.49<br>2.25 | 35.49<br>0.00 |               |               |       |       | Extendicare (Canada) - Mayerthorpe                   | AUPE  | 2017-12-31 | 61     | 36   | 2016-07-20 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.71<br>2.25 | 35.49<br>2.25 | 35.49<br>0.00 |               |               |       |       | Extendicare (Canada) - Michener Hill                 | AUPE  | 2017-12-31 | 488    | 36   | 2016-10-26 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |       |       | Extendicare (Canada) - St Paul                       | CUPE  | 2016-12-31 | 59     | 36   | 2016-01-11 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |       |       | Extendicare (Canada) - Viking                        | CUPE  | 2016-12-31 | 58     | 36   | 2016-01-11 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |       |       | Extendicare (Canada) - Vulcan                        | CUPE  | 2016-12-31 | 61     | 36   | 2016-01-11 |
| Licensed Practical Nurse |               |               |               | 33.95         | 34.63         | 35.15         | 35.68         |               |       |       | Father Lacombe Care Society - ANC                    | UNA   | 2019-08-31 | 235    | 36   | 2016-09-15 |
| Licensed Practical Nurse |               |               |               |               | 32.00         | 32.64         | 33.29         |               |       |       | Golden Life Management - Evanston Grand Village      | AUPE  | 2019-09-30 | 135    | 36   | 2016-09-23 |
| Licensed Practical Nurse | 31.99<br>3.50 | 32.95<br>3.00 | 33.94<br>3.00 | 34.35<br>1.20 | 34.62<br>0.80 |               |               |               |       |       | Good Samaritan Society - Multi Facility              | AUPE  | 2017-06-30 | 1,605  | 36   | 2016-04-11 |
| Licensed Practical Nurse | 31.53<br>3.00 | 32.48<br>3.00 | 32.97<br>1.50 | 33.37<br>1.20 | 33.64<br>0.80 | 33.64<br>0.00 | 33.64<br>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         | 34.80         | 35.67         | 36.21         | 36.75         | 37.30 | 38.05 | Green Acres Foundation - Piyami                      | AUPE  | 2021-12-31 | 49     | 47   | 2018-02-16 |
| Licensed Practical Nurse |               |               | 32.96         | 33.95         | 34.80         | 35.67         | 36.21         | 36.75         | 37.30 | 38.05 | Green Acres Foundation - Sunny South                 | AUPE  | 2021-12-31 | 61     | 47   | 2018-02-16 |
| Licensed Practical Nurse |               |               | 33.95         | 34.36         | 34.63         | 34.63         |               |               |       |       | Haven of Rest and Sunnyside Nursing Home             | UNA   | 2018-09-30 | 34     | 36   | 2016-07-28 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.46<br>1.50 | 34.98<br>1.50 | 35.50<br>1.50 |               |               |       |       | Hong Lok Management - Edmonton Chinatown Care Centre | AUPE  | 2018-09-30 | 63     | 36   | 2016-12-31 |
| Licensed Practical Nurse | 29.34<br>2.50 | 31.10<br>6.00 | 32.03<br>3.00 | 32.03<br>0.00 | 32.67<br>2.00 | 33.17<br>1.50 | 33.50<br>1.00 | 33.84<br>1.00 |       |       | Intercare - Brentwood, Chinook, Southwood            | CUPE  | 2020-06-30 | 934    | 24   | 2018-09-12 |
| Licensed Practical Nurse |               |               |               |               |               | 30.30         | 30.60         |               |       |       | Intercare - Kingsland Terrace                        | CUPE  | 2019-03-31 | 36     | 24   | 2017-03-30 |
| Licensed Practical Nurse | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00 | 34.36<br>1.20 | 34.63<br>0.80 | 34.63<br>0.00 | 34.63<br>0.00 | TBD           |       |       | Lamont Health Care Centre - ANC                      | AUPE  | 2020-03-31 | 108    | 24   | 2018-12-14 |

\* 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        |       |       |       |       |       |       | 34.63 | 35.15        | 35.85        |      | Lloydminster Region Housing Group - Pioneer Complex            | CUPE        | 2021-02-28        | 75        | 36        | 2018-06-28        |
|                                 |       |       |       |       |       |       | 1.50  | 1.50         | 2.00         |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 31.07 | 31.69 | 32.32 | 32.97 | 33.63 | 34.22 | 34.82 | 35.43        |              |      | 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         |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 26.07 | 26.20 | 27.52 | 27.93 | 28.35 | 28.77 | 29.34 | 30.07        |              |      | 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         |              |      |  |             |                   |           |           |                   |
| <b>Licensed Practical Nurse</b> |       |       |       |       |       |       |       | <b>33.98</b> | <b>34.66</b> |      | <b>Park Place Seniors Living - Benevolence Care Centre</b>     | <b>AUPE</b> | <b>2021-03-31</b> | <b>92</b> | <b>23</b> | <b>2019-02-13</b> |
|                                 |       |       |       |       |       |       |       | <b>1.50</b>  | <b>2.00</b>  |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 28.89 | 29.97 | 31.06 | 31.68 | 32.16 | 32.80 | 32.80 |              |              |      | Park Place Seniors Living - Devonshire Care Centre             | AUPE        | 2019-03-31        | 188       | 24        | 2017-08-29        |
|                                 | 2.50  | 3.75  | 3.64  | 2.00  | 1.50  | 2.00  | 0.00  |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 27.56 | 29.87 | 31.06 | 31.68 | 32.16 | 32.48 | 32.97 | 33.63        |              |      | Park Place Seniors Living - Hardisty Care Centre - ANC         | AUPE        | 2020-03-31        | 140       | 24        | 2018-09-24        |
|                                 | 6.25  | 8.40  | 4.00  | 2.00  | 1.50  | 1.00  | 1.50  | 2.00         |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 29.50 | 31.70 | 33.95 | 34.46 | 34.80 | 35.15 |       |              |              |      | Park Place Seniors Living - Newport Harbour Centre             | AUPE        | 2018-03-31        | 145       | 36        | 2016-12-20        |
|                                 | 7.75  | 7.50  | 7.00  | 1.50  | 1.00  | 1.00  |       |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 32.00 | 32.96 | 33.95 | 34.29 | 34.80 | 35.15 | 35.68 | 36.39        |              |      | 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         |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 32.00 | 32.96 | 33.95 |       |       |       |       |              |              |      | Points West Living Century Park                                | AUPE        | 2015-03-31        | 90        | 36        | 2012-11-07        |
|                                 | 3.00  | 3.00  | 3.00  |       |       |       |       |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        |       |       |       |       |       | 32.98 | 33.64 | 34.31        |              |      | Points West Living Cold Lake                                   | AUPE        | 2019-12-31        | 51        | 36        | 2017-06-21        |
|                                 |       |       |       |       |       | NA    | 2.00  | 2.00         |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 30.76 | 31.68 | 33.95 | 34.29 | 34.80 | 35.33 | 35.86 |              |              |      | Points West Living Heritage House                              | AUPE        | 2019-03-31        | 53        | 48        | 2017-05-24        |
|                                 | 3.00  | 3.00  | 7.17  | 1.00  | 1.50  | 1.50  | 1.50  |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        |       |       |       |       | 32.89 | 33.39 | 33.98 | 34.49        |              |      | Points West Living Stettler                                    | AUPE        | 2020-05-10        | 169       | 48        | 2018-11-07        |
|                                 |       |       |       |       | 0.75  | 1.50  | 1.75  | 1.50         |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        |       |       | 30.40 | 30.93 | 31.40 | 31.40 | 31.40 |              |              |      | Qualicare - Citadel Care                                       | USW         | 2019-06-30        | 130       | 24        | 2018-02-16        |
|                                 |       |       |       | 1.75  | 1.50  | 0.00  | 0.00  |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 28.66 | 29.66 | 31.06 | 31.06 | 31.53 | 31.84 | 32.16 |              |              |      | Qualicare - Rivercrest Lodge Nursing Home Ltd                  | AUPE        | 2019-03-31        | 13        | 48        | 2017-02-13        |
|                                 | 15.56 | 3.50  | 4.70  | 0.00  | 1.50  | 1.00  | 1.00  |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 29.10 | 29.97 | 30.57 | 30.95 | 31.65 | 32.29 | 32.61 |              |              |      | 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  |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 32.00 | 32.96 | 33.95 | 34.63 | 35.41 | 36.12 |       |              |              |      | Revera - Jasper Place, South Terrace, Miller Crossing          | AUPE        | 2018-03-31        | 455       | 24        | 2016-10-25        |
|                                 | 3.00  | 3.00  | 3.00  | 2.00  | 2.25  | 2.00  |       |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 28.77 | 29.63 | 30.22 | 30.60 | 30.98 | 31.60 | 32.24 |              |              |      | Revera - McKenzie Towne Care Centre                            | CUPE        | 2018-10-31        | 137       | 24        | 2017-02-09        |
|                                 | 5.50  | 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 |              |              |      | Revera - Mount Royal   | CUPE        | 2018-10-31        | 96        | 24        | 2017-08-09        |
|                                 | 9.10  | 3.00  | 2.00  | 1.25  | 1.25  | 2.00  | 2.00  |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 29.71 | 30.60 | 31.37 | 32.15 | 32.79 | 33.53 | 34.28 |              |              |      | Revera - Riverview   | UFCW        | 2019-03-31        | 140       | 36        | 2016-09-28        |
|                                 | 3.00  | 3.00  | 2.50  | 2.50  | 2.00  | 2.25  | 2.25  |              |              |      |  |             |                   |           |           |                   |
| Licensed Practical Nurse        | 26.97 | 28.59 | 29.45 | 30.33 | 30.94 | 31.56 | 32.19 |              |              |      | Revera Lessee - Aspen Ridge                                    | AUPE        | 2019-01-31        | 94        | 36        | 2016-02-01        |
|                                 |       | 6.00  | 3.00  | 3.00  | 2.00  | 2.00  | 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 |
|--------------------------|---------------|---------------|----------------|---------------|----------------|---------------|---------------|---------------|---------------|------|--|-------|------------|--------|------|------------|
| Licensed Practical Nurse | 28.92<br>4.00 | 29.95<br>3.50 | 30.85<br>3.00  | 31.77<br>3.00 | 32.73<br>3.00  | 33.38<br>2.00 | 34.05<br>2.00 | 34.73<br>2.00 |               |      | Revera Lessee - Churchill Retirement Community             | AUPE  | 2019-12-31 | 67     | 36   | 2017-09-08 |
| Licensed Practical Nurse |               | 28.29         | 31.06<br>9.75  | 31.99<br>3.00 | 32.63<br>2.00  | 33.28<br>2.00 | 33.95<br>2.00 |               |               |      | Revera Lessee - Edgemont                                   | AUPE  | 2018-12-31 | 118    | 36   | 2017-05-12 |
| Licensed Practical Nurse |               | 25.48         | 26.12<br>2.50  | 26.77<br>2.50 | 27.31<br>2.00  | 27.58<br>1.00 | 28.13<br>2.00 |               |               |      | Revera Lessee - Heartland Retirement Residence             | CUPE  | 2018-12-31 | 31     | 36   | 2016-10-19 |
| Licensed Practical Nurse | 27.34<br>3.00 | 27.89<br>2.00 | 28.87<br>3.50  | 29.45<br>2.00 | 30.04<br>2.00  | 30.64<br>2.00 | 31.26<br>2.00 | 31.89<br>2.00 | 32.53<br>2.00 |      | Revera Lessee - McKenzie Towne Retirement Residence        | CUPE  | 2020-12-31 | 54     | 36   | 2018-08-17 |
| Licensed Practical Nurse | 24.31<br>4.29 | 25.04<br>3.00 | 25.54<br>2.00  | 26.05<br>2.00 | 27.70<br>6.33  |               |               |               |               |      | Revera Lessee - Meadowlands Retirement Residence           | UFCW  | 2016-12-31 | 50     | 36   | 2015-06-15 |
| Licensed Practical Nurse | 27.79         | 28.29<br>1.80 | 31.06<br>9.80  | 31.91<br>2.75 | 32.79<br>2.75  | 33.61<br>2.50 |               |               |               |      | Revera Lessee - Riverbend Retirement                       | AUPE  | 2017-12-31 | 83     | 36   | 2015-07-08 |
| Licensed Practical Nurse |               |               |                | 30.99<br>NA   | 31.84<br>2.75  | 32.64<br>2.50 |               |               |               |      | Revera Lessee - Scenic Acres                               | AUPE  | 2017-12-31 | 125    | 36   | 2015-10-19 |
| Licensed Practical Nurse | 29.26<br>3.00 | 30.14<br>3.00 | 33.70<br>11.60 | 34.71<br>3.00 | 35.75<br>3.00  | 35.75<br>0.00 | 35.75<br>0.00 | 35.75<br>0.00 |               |      | River Ridge Seniors Village                                | USW   | 2020-03-31 | 105    | 36   | 2018-03-06 |
| Licensed Practical Nurse | 30.86<br>3.00 | 31.79<br>3.00 | 32.74<br>3.00  | 33.56<br>2.50 | 34.58*<br>0.80 |               |               |               |               |      | Salem Manor Nursing Home                                   | AUPE  | 2017-07-13 | 85     | 48   | 2016-03-14 |
| Licensed Practical Nurse | 31.96<br>3.00 | 32.92<br>3.00 | 33.74<br>2.50  | 34.59<br>2.50 | 35.62<br>3.00  | 36.15<br>1.50 | 36.70<br>1.50 |               |               |      | Salvation Army - Grace Manor                               | AUPE  | 2019-09-30 | 77     | 24   | 2018-01-19 |
| Licensed Practical Nurse |               |               |                |               |                | 26.38         | 26.91<br>2.00 | 27.45<br>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<br>2.00 | 30.84<br>1.75 | 31.30<br>1.50 |               |      | Seasons Retirement Communities - Sunrise Village (Camrose) | AUPE  | 2019-12-31 | 129    | 36   | 2017-01-10 |
| Licensed Practical Nurse | 32.30<br>4.00 | 33.27<br>3.00 | 33.95*<br>0.00 | 34.36<br>1.20 | 34.70<br>1.00  | 34.70<br>0.00 | 35.05<br>1.00 | TBD           |               |      | Shepherd's Care - Barrhead                                 | AUPE  | 2020-09-30 | 59     | 36   | 2019-01-24 |
| Licensed Practical Nurse | 32.30<br>4.00 | 33.27<br>3.00 | 33.95*<br>0.00 | 34.36<br>1.20 | 34.70<br>1.00  | 34.70<br>0.00 | 35.05<br>1.00 | TBD           |               |      | Shepherd's Care - Greenfield                               | AUPE  | 2020-09-30 | 27     | 36   | 2019-01-24 |
| Licensed Practical Nurse | 32.30<br>4.00 | 33.27<br>3.00 | 33.95*<br>0.00 | 34.36<br>1.20 | 34.70<br>1.00  | 34.70<br>0.00 | 35.05<br>1.00 | TBD           |               |      | Shepherd's Care - Kensington Village - ANC                 | AUPE  | 2020-09-30 | 140    | 36   | 2019-01-24 |
| Licensed Practical Nurse | 32.30<br>4.00 | 33.27<br>3.00 | 33.95*<br>0.00 | 34.36<br>1.20 | 34.70<br>1.00  | 34.70<br>0.00 | 35.05<br>1.00 | TBD           |               |      | Shepherd's Care - Millwoods - ANC                          | AUPE  | 2020-09-30 | 126    | 36   | 2019-01-24 |
| Licensed Practical Nurse |               | 33.27<br>3.00 | 33.95*<br>0.00 | 34.36<br>1.20 | 34.70<br>1.00  | 34.70<br>0.00 | 35.05<br>1.00 | TBD           |               |      | Shepherd's Care - Vanguard                                 | AUPE  | 2020-09-30 | 76     | 36   | 2019-01-24 |
| Licensed Practical Nurse |               |               |                |               |                |               | 28.99         | 29.28<br>1.00 |               |      | St. Elizabeth Health Care - St. Thomas Health Centre       | AUPE  | 2019-12-31 | 140    | 23   | 2018-02-12 |
| Licensed Practical Nurse | 31.99<br>3.00 | 32.95<br>3.00 | 33.94<br>3.00  | 34.35<br>1.20 | 34.62<br>0.80  | TBD           |               |               |               |      | St. Michael's Long Term Care Centre                        | AUPE  | 2018-06-30 | 127    | 36   | 2017-02-15 |
| Licensed Practical Nurse |               |               |                | 32.00<br>1.00 | 32.64<br>2.00  | 33.13<br>1.50 |               |               |               |      | Sunrise Village [High River]                               | CUPE  | 2018-06-30 | 65     | 36   | 2015-12-31 |

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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          | 32.00<br>3.00 | 32.96<br>3.00 | 33.95<br>3.00  | 34.36<br>1.20 | 34.63<br>0.80 |               |               |               |      |      | Touchmark at Wedgewood                                     | AUPE        | 2017-08-31        | 52         | 26        | 2016-06-25        |
| Licensed Practical Nurse          |               | 29.93<br>3.25 | 30.53<br>2.00  | 31.14<br>2.00 | 32.07<br>3.00 |               |               |               |      |      | Triple A Living Communities - Monterey Place               | AUPE        | 2017-04-04        | 133        | 48        | 2013-04-08        |
| Licensed Practical Nurse          | 31.99<br>3.00 | 32.95<br>3.00 | 33.94<br>3.00  | 34.35<br>1.20 | 34.62<br>0.80 |               |               |               |      |      | Venta Care Centre Ltd. - ANC                               | AUPE        | 2017-07-31        | 100        | 24        | 2016-12-21        |
| Licensed Practical Nurse          |               |               |                |               | 31.90<br>1.45 | 32.39<br>1.50 | 33.36<br>3.00 | 34.37<br>3.00 |      |      | Well Being Services - Millrise                             | AUPE        | 2019-12-31        | 219        | 48        | 2018-04-24        |
| Medical Laboratory Technologist I | 41.66<br>3.00 | 42.91<br>3.00 | 43.34<br>1.00  | 43.88<br>1.25 | 44.76<br>2.00 |               |               |               |      |      | Canadian Blood Services - Techs                            | HSAA        | 2017-03-31        | 275        | 36        | 2015-08-12        |
| Medical Laboratory Technologist I | 38.92<br>3.00 | 40.09<br>3.00 | 40.49<br>1.00  | 41.00<br>1.25 | 41.82<br>2.00 |               |               |               |      |      | DynaLIFE DX  | HSAA        | 2017-03-31        | 1,037      | 24        | 2016-01-24        |
| Medical Laboratory Technologist I |               |               |                | 43.87         | 44.75<br>2.00 |               |               |               |      |      | Medicine Hat Diagnostic Laboratory                         | HSAA        | 2017-03-31        | 70         | 16        | 2015-11-13        |
| Occupational Therapist            | 44.95<br>3.00 | 46.30<br>3.00 | 46.76<br>1.00  | 47.35<br>1.25 | 48.29<br>2.00 | 48.29<br>0.00 | 48.29<br>0.00 | TBD           |      |      | Bethany Care Centre - Calgary                              | HSAA        | 2020-07-31        | 12         | 36        | 2018-12-21        |
| Occupational Therapist            |               |               |                |               | 43.80         | 44.68<br>2.00 | 46.91<br>5.00 |               |      |      | Park Place Seniors Living - Hardisty Care Centre - PMP/PMT | UNA         | 2019-03-31        | 4          | 15        | 2018-01-12        |
| <b>Occupational Therapist I</b>   | 46.21<br>3.00 | 47.60<br>3.00 | 48.08<br>1.00  | 48.68<br>1.25 | 49.65<br>2.00 | 49.65<br>0.00 | 49.65<br>0.00 | TBD           |      |      | <b>CapitalCare - PMP/PMT</b>                               | <b>HSAA</b> | <b>2020-03-31</b> | <b>140</b> | <b>36</b> | <b>2019-04-15</b> |
| Occupational Therapist I          | 46.20<br>3.00 | 47.59<br>3.00 | 48.08<br>1.00  | 48.68<br>1.25 | 49.65<br>2.00 |               |               |               |      |      | Carewest - PMP/PMT   | HSAA        | 2017-06-30        | 180        | 36        | 201-11-27         |
| Occupational Therapist            | 41.49<br>3.00 | 41.81<br>0.77 | 41.81<br>0.00  | 42.65<br>2.00 | 42.65<br>0.00 | 43.72<br>2.50 | 43.72<br>0.00 |               |      |      | CASA Child Adolescent & Family Mental Health               | HSAA        | 2019-03-31        | 134        | 36        | 2016-09-14        |
| Occupational Therapist I          |               | 47.60<br>NA   | 48.08<br>1.00  | 48.64<br>1.25 | 49.65<br>2.00 | 49.65<br>0.00 | 49.65<br>0.00 | TBD           |      |      | Covenant Health - PMP/PMT                                  | HSAA        | 2020-03-31        | 1,246      | 36        | 2018-05-24        |
| Occupational Therapist I          | 46.21<br>3.00 | 47.60<br>3.00 | 48.08<br>1.00  | 48.68<br>1.25 | 49.65<br>2.00 |               |               |               |      |      | Good Samaritan Society - Multi Facility                    | HSAA        | 2017-03-31        | 29         | 36        | 2015-11-12        |
| Occupational Therapist I          | 45.36<br>2.50 | 46.49<br>2.50 | 47.89<br>3.00  | 48.84<br>2.00 | 49.82<br>2.00 | 50.94<br>2.50 | 50.94<br>0.00 | 50.94<br>0.00 | TBD  |      | Workers Compensation Board                                 | HSAA        | 2020-12-31        | 154        | 36        | 2019-03-11        |
| Paramedic                         | 40.42<br>2.70 | 42.90<br>6.14 | 43.33<br>1.00  | 43.87<br>1.25 | 44.75<br>2.00 | TBD           | TBD           |               |      |      | Stettler District Ambulance Association                    | HSAA        | 2019-03-31        | 24         | 36        | 2017-07-14        |
| Pharmacy Technician I             | 34.32         | 35.35<br>3.00 | 35.35<br>0.00  | 35.35<br>0.00 | 35.79<br>1.25 | 36.24<br>1.25 | 36.78<br>1.50 |               |      |      | Pharma Plus Speciality Pharmacy Services [Calgary]         | HSAA        | 2019-06-30        | 30         | 36        | 2017-02-14        |
| Pharmacy Technician I             | 34.32<br>2.25 | 35.35<br>3.00 | 35.35<br>0.00  | 35.35<br>0.00 | 35.35<br>0.00 | 36.00<br>1.85 | 36.72<br>2.00 |               |      |      | Rexall Pharma Plus Pharmacies [Edmonton]                   | HSAA        | 2019-06-30        | 39         | 39        | 2017-05-23        |
| Phlebotomist                      | 25.63<br>3.00 | 26.40<br>3.00 | 27.60*<br>1.50 | 27.95<br>1.25 | 28.51<br>2.00 |               |               |               |      |      | Canadian Blood Services                                    | CUPE        | 2017-03-31        | 146        | 36        | 2015-01-27        |
| Registered Nurse                  | 42.45         | 45.03<br>6.00 | 45.93<br>2.00  | 46.96<br>2.25 | 48.37<br>3.00 | 48.37<br>0.00 | 48.37<br>0.00 |               |      |      | AAKOM-KIYII Health Services                                | UNA         | 2019-03-31        | 32         | 36        | 2017-11-01        |

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|------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------|------|--|-------|------------|--------|------|------------|
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | AgeCare - Beverly Centre Lake Midnapore                  | UNA   | 2017-08-31 | 55     | 41   | 2015-06-24 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | AgeCare - Valleyview                                     | UNA   | 2017-03-31 | 22     | 36   | 2015-08-26 |
| Registered Nurse |               |               |               |               |               |               | 48.37<br>0.00 | 48.37<br>0.00 |      |      | Allen Gray Continuing Care Centre                        | UNA   | 2020-06-30 | 10     | 30   | 2018-01-04 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 | 48.37<br>3.00 | 48.37<br>0.00 | TBD           |      |      | Bethany Auxiliary Hospital / Bethany Nursing Home        | UNA   | 2020-03-31 | 12     | 36   | 2018-02-16 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Bethany Care Centre - Calgary                            | UNA   | 2017-03-31 | 68     | 48   | 2015-03-24 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Bethany Care Centre - Cochrane                           | UNA   | 2017-03-31 | 18     | 45   | 2015-03-24 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Bethany Care Centre - Collegeseide                       | UNA   | 2017-03-31 | 27     | 45   | 2015-03-24 |
| Registered Nurse |               |               | 45.93         | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Bethany Care Centre - Sylvan Lake                        | UNA   | 2017-03-31 | 14     | 24   | 2015-03-24 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Bethany Nursing Home - Rosehaven, Bethany Long Term      | UNA   | 2017-03-31 | 21     | 48   | 2014-08-07 |
| Registered Nurse | 42.45<br>6.50 | 45.03<br>6.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 | 48.37<br>0.00 |               |               |      |      | Blood Tribe Department of Health                         | UNA   | 2018-03-31 | 27     | 31   | 2015-09-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.03<br>0.00 | 45.93<br>2.00 |               |               |               |               |      |      | Brenda Strafford Foundation - Clifton Manor              | UNA   | 2017-03-31 | 41     | 48   | 2015-08-21 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Canadian Blood Services (Edmonton, Calgary & Lethbridge) | UNA   | 2017-03-31 | 94     | 48   | 2015-03-31 |
| Registered Nurse |               |               | 47.28         | 48.71<br>3.00 | 50.18<br>3.00 | 51.69<br>3.00 | 51.69<br>0.00 | 51.69<br>0.00 | TBD  |      | Canterbury Foundation                                    | AUPE  | 2020-12-31 | 180    | 36   | 2018-05-31 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | CapitalCare  | UNA   | 2017-03-31 | 325    | 48   | 2015-12-01 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>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<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Chantelle Management - Edith Cavell Care Centre          | UNA   | 2017-06-30 | 26     | 48   | 2015-01-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Chantelle Management - Grande Prairie Care Centre        | UNA   | 2017-06-30 | 13     | 48   | 2015-01-15 |
| Registered Nurse | 44.63<br>2.00 | 45.53<br>2.00 | 45.99<br>1.00 | 46.95<br>2.00 | 47.65<br>1.50 | 48.36<br>1.50 |               |               |      |      | Club Sierra Lifestyles at River Ridge Inc                | UNA   | 2017-06-30 | 13     | 36   | 2015-03-26 |
| Registered Nurse |               |               |               |               |               |               | 48.37<br>0.00 | TBD           |      |      | Covenant Care - Foyer Lacombe                            | UNA   | 2020-03-31 | 23     | 24   | 2018-07-20 |

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|------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------|------|--|-------|------------|--------|------|------------|
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 | 48.37<br>0.00 | 48.37<br>0.00 | TBD           |      |      | Covenant Health                                      | UNA   | 2020-03-31 | 2,876  | 36   | 2018-02-16 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Extendicare (Canada) - Athabasca                     | UNA   | 2017-07-31 | 1      | 48   | 2015-12-15 |
| Registered Nurse |               |               |               |               | 48.37         | 48.37         | 48.37         |               |      |      | Extendicare (Canada) - Cedars Villa                  | UNA   | 2019-07-31 | 27     | 20   | 2017-11-28 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Extendicare (Canada) - Eaux Claires                  | UNA   | 2017-07-31 | 32     | 48   | 2015-12-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Extendicare (Canada) - Fort Macleod                  | UNA   | 2017-07-31 | 11     | 48   | 2015-12-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Extendicare (Canada) - Holyrood                      | UNA   | 2017-07-31 | 20     | 48   | 2015-12-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Extendicare (Canada) - Leduc                         | UNA   | 2017-07-31 | 17     | 48   | 2015-12-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 | TBD           |               |               |      |      | Extendicare (Canada) - Mayerthorpe                   | UNA   | 2017-07-31 | 5      | 48   | 2015-12-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Extendicare (Canada) - Michener Hill                 | UNA   | 2017-07-31 | 45     | 48   | 2015-12-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 |               |               |               |      |      | Extendicare (Canada) - Viking                        | UNA   | 2017-07-31 | 11     | 48   | 2015-12-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>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 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>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 |
| Registered Nurse |               |               | 44.59         | 45.93         | 47.08         | 48.26         |               |               |      |      | Green Acres Foundation - Sunny South                 | AUPE  | 2021-12-31 | 61     | 47   | 2018-02-16 |
| Registered Nurse |               |               |               | 46.96         | 48.37         | 48.37         |               |               |      |      | Haven of Rest and Sunnyside Nursing Home             | UNA   | 2018-09-30 | 34     | 36   | 2016-07-28 |
| Registered Nurse | 45.03<br>4.00 |               |               |               |               |               |               |               |      |      | Hong Lok Management - Edmonton Chinatown Care Centre | UNA   | 2014-03-31 | 22     | 29   | 2012-09-18 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25 | 48.37<br>3.00 | 48.37<br>0.00 | 48.37<br>0.00 | TBD           |      |      | Lamont Health Care Centre                            | UNA   | 2020-03-31 | 34     | 48   | 2014-08-07 |
| Registered Nurse | 41.88         | 43.46         | 44.87         | 46.22         | 46.96         | 47.66         | 48.37         | 48.37         |      |      | Park Place Seniors Living - Devonshire Care Centre   | UNA   | 2019-12-31 | 18     | 48   | 2017-09-29 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.48<br>1.00 | 45.93<br>1.00 | 46.96<br>2.25 | 48.37<br>3.00 | 48.37<br>0.00 | 48.37<br>0.00 |      |      | Park Place Seniors Living - Hardisty Care Centre     | UNA   | 2019-12-31 | 15     | 48   | 2018-01-12 |

\* 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 |
|------------------|---------------|---------------|---------------|----------------|---------------|---------------|---------------|---------------|------|------|--|-------|------------|--------|------|------------|
| Registered Nurse | 41.87<br>2.00 | 42.92<br>2.50 | 43.99<br>2.50 | 46.96<br>6.75* | 48.37<br>3.00 |               |               |               |      |      | Qualicare - Rivercrest Lodge Nursing Home Ltd.   | UNA   | 2017-06-30 | 10     | 24   | 2016-09-30 |
| Registered Nurse | 43.30<br>2.00 | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00  | 46.96<br>2.25 | 46.96<br>0.00 |               |               |      |      | Revera   | UNA   | 2017-12-31 | 89     | 48   | 2015-06-15 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25  | 48.37<br>3.00 |               |               |               |      |      | Salem Manor Nursing Home                         | UNA   | 2017-03-31 | 15     | 48   | 2015-11-16 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25  |               |               |               |               |      |      | Salvation Army - Agape Hospice                   | UNA   | 2016-03-31 | 85     | 30   | 2016-07-04 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25  | 48.37<br>3.00 |               |               |               |      |      | Shepherd's Care - Millwoods & Kensington Village | UNA   | 2017-03-31 | 32     | 48   | 2015-02-20 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25  | 48.37<br>3.00 |               |               |               |      |      | St. Michael's Long Term Care Centre              | UNA   | 2017-03-31 | 15     | 48   | 2015-03-26 |
| Registered Nurse | 45.03<br>4.00 | 45.03<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25  | 48.37<br>3.00 |               |               |               |      |      | Touchmark at Wedgewood                           | UNA   | 2017-03-31 | 13     | 48   | 2015-01-22 |
| Registered Nurse | 45.06<br>4.00 | 45.06<br>0.00 | 45.93<br>2.00 | 46.96<br>2.25  | 48.37<br>3.00 |               |               |               |      |      | Venta Care Centre Ltd.                           | UNA   | 2017-08-31 | 16     | 48   | 2015-01-15 |
| Registered Nurse |               |               |               |                | 43.84<br>3.54 | 44.50<br>1.50 | 45.85<br>3.00 | 47.23<br>3.00 |      |      | Well Being Services - Millrise                   | AUPE  | 2019-12-31 | 219    | 48   | 2018-04-24 |

\* Number of employees per ALRB Certificate / \*Other Adjustment