
Collective Agreement Wage Tables Health Care and Social Assistance

February 2021

Wage Table by Employer – Page 2

Wage Table by Classification

Health Care Aide Page 26

Licensed Practical Nurse Page 33

Registered Nurse Page 40

GSS – Housekeeping Page 43

GSS – Food Services Page 49

Para Medical & Other Page 50

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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|------------|------------------|------|------------|---------------------------------|-------|-------|--------|-------|-------|-------|-------|------|------|------|
| Alberta Health Services | HSAA | 2020-03-31 | 19,000 | 36 | 2018-03-26 | EMT-P [Advanced Care Paramedic] | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| Alberta Health Services | UNA | 2020-03-31 | 28,600 | 36 | 2018-02-16 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 | Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| Alberta Health Services - GSS | AUPE | 2020-03-31 | 23,243 | 36 | 2018-11-15 | Housekeeping | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | |
| AAKOM-KIYII Health Services | UNA | 2022-03-31 | 6 | 27 | 2020-01-03 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | TBD | TBD | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Abby Road Housing Co-Operative Ltd | CUPE | 2019-12-31 | 25 | 24 | 2019-01-16 | Health Care Aide | 19.23 | 19.52 | 20.87* | 21.08 | 21.50 | 21.72 | | | | |
| | | | | | | | 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 | UNA | 2017-08-31 | 55 | 41 | 2015-06-24 | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| AgeCare - Columbia Assisted Living | AUPE | 2020-03-31 | 29 | 45 | 2019-01-31 | Health Care Aide | 23.05 | 23.74 | 24.46 | 24.70 | 24.95 | 25.20 | | | | |
| | | | | | | | 3.00 | 3.00 | 3.00 | 1.00 | 1.00 | 1.00 | | | | |
| AgeCare - Midnapore | CUPE | 2021-10-31 | 164 | 36 | 2020-01-07 | Health Care Aide | 22.38 | 22.38 | 22.92 | 23.38 | 23.38 | 23.73 | 24.11 | | | |
| | | | | | | | 5.20 | 0.00 | 2.40 | 2.00 | 0.00 | 1.50 | 1.60 | | | |
| 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 | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|------------|------------------|------|------------|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|
| AgeCare - Valleyview | AUPE | 2020-03-31 | 32 | 24 | 2019-03-25 | Health Care Aide | 23.74 | 23.74 | 24.45 | 24.94 | 24.94 | 25.19 | | | | |
| | | | | | | | 3.00 | 0.00 | 3.00 | 2.00 | 0.00 | 1.00 | | | | |
| AgeCare - Valleyview | UNA | 2017-03-31 | 22 | 36 | 2015-08-26 | Licensed Practical Nurse | 32.95 | 32.95 | 33.94 | 34.62 | 34.62 | 34.97 | | | | |
| | | | | | | | 3.00 | 0.00 | 3.00 | 2.00 | 0.00 | 1.00 | | | | |
| AgeCare - Valleyview | UNA | 2017-03-31 | 22 | 36 | 2015-08-26 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| AgeCare - Walden Heights - ANC | AUPE | 2020-01-26 | 257 | 36 | 2017-01-30 | Health Care Aide | | | 20.76 | 22.84 | 23.30 | 23.65 | | | | |
| | | | | | | | | | 10.00 | 2.00 | 1.50 | | | | | |
| AgeCare - Walden Heights - ANC | AUPE | 2020-01-26 | 257 | 36 | 2017-01-30 | Licensed Practical Nurse | | | 32.32 | 34.10 | 34.78 | 35.30 | | | | |
| | | | | | | | | | 5.50 | 2.00 | 1.50 | | | | | |
| AgeCare - Walden Heights - GSS | AUPE | 2020-06-01 | 111 | 36 | 2017-06-02 | Housekeeping | | | | 15.56 | 15.87 | 16.18 | | | | |
| | | | | | | | | | | 2.00 | 2.00 | 2.00 | | | | |
| Alberta Public Laboratories | HSAA | 2020-09-30 | 4,720 | 42 | 2020-01-30 | Laboratory Technologist I | 43.34 | 43.88 | 44.75 | 44.75 | 44.75 | TBD | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | | | | | |
| Allen Gray Continuing Care | UNA | 2020-06-30 | 10 | 30 | 2018-01-04 | Registered Nurse | | | | | 48.37 | 48.37 | | | | |
| | | | | | | | | | | | 0.00 | 0.00 | | | | |
| Allen Gray Continuing Care - ANC | AUPE | 2020-03-31 | 153 | 24 | 2018-12-14 | Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| Allen Gray Continuing Care - ANC | AUPE | 2020-03-31 | 153 | 24 | 2018-12-14 | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| Associated Ambulance & Services (Whitecourt) | CUPE | 2021-03-31 | 64 | 48 | 2020-06-11 | EMT-Paramedic | 44.96 | 45.85 | 46.89 | 46.89 | 46.89 | 46.89 | 46.89 | | | |
| | | | | | | | 1.00 | 2.00 | 2.25 | 0.00 | 0.00 | 0.00 | 0.00 | | | |
| Associated Ambulance & Services (Whitecourt) | HSAA | 2020-03-31 | 214 | 36 | 2018-07-24 | EMT-P [Advanced Care Paramedic] | 44.96 | 45.85 | 46.89 | 46.89 | 46.89 | 46.89 | | | | |
| | | | | | | | 1.00 | 2.00 | 2.25 | 0.00 | 0.00 | 0.00 | | | | |
| AXR Operating National - McKenzie Towne Continuing Care | CUPE | 2022-10-31 | 146 | 48 | 2020-02-26 | Health Care Aide | 21.13 | 21.40 | 21.89 | 22.33 | 22.55 | 22.55 | 22.78 | 23.06 | | |
| | | | | | | | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | 0.00 | 1.00 | 1.25 | | |
| | | | | | | Housekeeping | 17.60 | 17.91 | 18.13 | 18.68 | 18.87 | 18.87 | 19.06 | 19.30 | | |
| | | | | | | | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | 0.00 | 1.00 | 1.25 | | |
| AXR Operating National - McKenzie Towne Continuing Care | CUPE | 2022-10-31 | 146 | 48 | 2020-02-26 | Licensed Practical Nurse | 30.22 | 30.60 | 31.29 | 31.92 | 32.24 | 32.24 | 32.56 | 32.97 | | |
| | | | | | | | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | 0.00 | 1.00 | 1.25 | | |
| Beaver Ambulance Society | CUPE | 2020-03-31 | 40 | 36 | 2018-05-18 | EMT-P | 44.19 | 44.19 | 44.74 | 44.74 | 44.74 | 44.74 | | | | |
| | | | | | | | 3.00 | 0.00 | 1.25 | 0.00 | 0.00 | 0.00 | | | | |
| Bethany Auxiliary Hospital / Bethany Nursing Home | UNA | 2020-03-31 | 12 | 36 | 2018-02-16 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Bethany Care Centre - Airdrie - ANC | AUPE | 2017-08-31 | 64 | 38 | 2016-04-15 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| Bethany Care Centre - Airdrie - ANC | AUPE | 2017-08-31 | 64 | 38 | 2016-04-15 | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|-------------------------------------|-------|------------|------------------|------|------------|--------------------------|-------|-------|-------|-------|-------|-------|------|------|------|------|
| Bethany Care Centre - Airdrie - GSS | AUPE | 2017-08-31 | 22 | 38 | 2016-04-15 | Housekeeping | 21.15 | 21.57 | 21.79 | | | | | | | |
| | | | | | | | 3.00 | 2.00 | 1.00 | | | | | | | |
| Bethany Care Centre - Calgary | HSAA | 2020-07-31 | 12 | 36 | 2018-12-21 | Occupational Therapist | 46.76 | 47.35 | 48.29 | 48.29 | 48.29 | TBD | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | | | | | |
| Bethany Care Centre - Calgary | UNA | 2020-03-31 | 65 | 36 | 2020-01-30 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Bethany Care Centre - Calgary - ANC | AUPE | 2017-08-31 | 428 | 36 | 2016-04-15 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| Bethany Care Centre - Cochrane | AUPE | 2017-08-31 | 70 | 38 | 2016-04-15 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| Bethany Care Centre - Cochrane | UNA | 2020-03-31 | 12 | 36 | 2020-01-30 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Bethany Care Centre - Collegedale | AUPE | 2017-08-31 | 134 | 38 | 2016-04-15 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| Bethany Care Centre - Collegedale | UNA | 2020-03-31 | 18 | 36 | 2020-01-30 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Bethany Care Centre - Didsbury | AUPE | 2017-08-31 | 108 | 27 | 2016-11-30 | Health Care Aide | | 24.31 | 24.50 | | | | | | | |
| | | | | | | | | | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | | 34.00 | 34.27 | | | | | | | |
| | | | | | | | | | 0.80 | | | | | | | |
| Bethany Care Centre - Harvest Hills | AUPE | 2017-08-31 | 52 | 36 | 2016-04-15 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| Bethany Care Centre - Sylvan Lake | UNA | 2020-03-31 | 8 | 36 | 2020-01-30 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Bethany Care Centre - Sylvan Lake | AUPE | 2017-08-31 | 64 | 36 | 2016-04-15 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 2.77 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | | | | | | | |
| | | | | | | | 2.85 | 1.20 | 0.80 | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
|---|-----------|------------|------------------|------|------------|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|-------|
| Bethany Nursing Home - Bashaw, Rosealta, | AUPE | 2020-03-31 | 143 | 24 | 2018-12-17 | Health Care Aide | 24.45 | 24.94 | 24.94 | 25.32 | 25.32 | 25.32 | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Housekeeping | 17.73 | 18.08 | 18.44 | 18.73 | 18.73 | 18.92 | | | | | |
| Bethany Nursing Home - Rosehaven Care Centre | HSAA | 2020-03-31 | 15 | 36 | 2018-03-26 | EMT-P [Advanced Care Paramedic] | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | TBD | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.94 | 34.62 | 34.62 | 35.15 | 35.15 | 35.15 | | | | | |
| Bethany Nursing Home - Rosehaven, Bethany Long Term | AUPE | 2020-03-30 | 370 | 24 | 2018-11-29 | Health Care Aide | 24.45 | 24.74 | 24.94 | 24.94 | 24.94 | 24.94 | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Housekeeping | 22.13 | 22.57 | 22.80 | 22.80 | 22.80 | 23.03 | | | | | |
| Bethany Nursing Home - Rosehaven, Bethany Long Term | UNA | 2017-03-31 | 21 | 48 | 2014-08-07 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.94 | 34.35 | 34.62 | 34.62 | 34.62 | 34.62 | | | | | |
| Blood Tribe Department of Health | Teamsters | 2018-11-29 | 21 | 24 | 2016-11-30 | EMT-P [Advanced Care Paramedic] | | | 39.27 | 40.06 | | | | | | | |
| Blood Tribe Department of Health | UNA | 2021-03-31 | 34 | 36 | 2019-04-23 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | TBD | TBD | | | | |
| Bonnyville Regional Fire Authority | HSAA | 2022-07-31 | 53 | 48 | 2020-11-27 | Advanced Care Paramedic | | 40.05 | 40.85 | 40.85 | 40.85 | 40.85 | 41.26 | 41.67 | | | |
| Brazeau Foundation | AUPE | 2020-05-31 | 35 | 36 | 2017-08-08 | Housekeeping | 18.48 | 19.03 | 19.79 | 20.09 | 20.49 | 21.00 | | | | | |
| Brenda Strafford Foundation - Clifton Manor | AUPE | 2019-03-31 | 212 | 48 | 2017-06-28 | Health Care Aide | 24.46 | 24.70 | 24.95 | 25.20 | 25.50 | | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.94 | 34.28 | 34.62 | 34.97 | 35.39 | | | | | | |
| Brenda Strafford Foundation - Clifton Manor | UNA | 2017-03-31 | 41 | 48 | 2015-08-21 | Registered Nurse | 45.03 | 45.93 | | | | | | | | | |
| Brenda Strafford Foundation - Wentworth Manor | AUPE | 2020-12-30 | 139 | 28 | 2020-09-11 | Health Care Aide | | | | | | | | 25.87 | 25.87 | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | | | | | | | | | | | 35.67 |
| Bridges Community Living | CUPE | 2021-12-31 | 112 | 24 | 2020-01-23 | Health Care Aide | 21.42 | 22.06 | 22.56 | 23.01 | 23.31 | 23.61 | 23.61 | 23.61 | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Housekeeping | 17.60 | 18.13 | 18.54 | 18.91 | 19.15 | 19.39 | 19.39 | 19.39 | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
|---|-------|------------|------------------|------|------------|-----------------------------------|--------|--------|-------|-------|-------|-------|------|------|------|------|--|
| Canadian Blood Services | CUPE | 2017-03-31 | 146 | 36 | 2015-01-27 | Phlebotomist | 27.60* | 27.95 | 28.51 | | | | | | | | |
| | | | | | | | 1.50 | 1.25 | 2.00 | | | | | | | | |
| Canadian Blood Services - Drivers | HSAA | 2017-03-31 | 16 | 36 | 2016-01-27 | Driver | 23.77 | 24.07 | 24.55 | | | | | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | | | | | | | | |
| Canadian Blood Services - Techs | HSAA | 2017-03-31 | 275 | 36 | 2015-08-12 | Medical Laboratory Technologist I | 43.34 | 43.88 | 44.76 | | | | | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | | | | | | | | |
| Canadian Blood Services (Edmonton, Calgary & Lethbridge) | UNA | 2017-03-31 | 94 | 48 | 2015-03-31 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | | |
| Canterbury Foundation | AUPE | 2020-12-31 | 180 | 36 | 2018-05-31 | Housekeeping | 16.96 | 17.47 | 18.00 | 18.54 | 18.82 | 19.01 | TBD | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 32.95 | 33.95 | 34.97 | 36.02 | 36.02 | 36.02 | TBD | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Registered Nurse | 47.28 | 48.71 | 50.18 | 51.69 | 51.69 | 51.69 | TBD | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| CapitalCare | UNA | 2020-03-31 | 207 | 36 | 2020-01-23 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | |
| CapitalCare - ANC | AUPE | 2020-06-30 | 1,150 | 36 | 2019-04-29 | Health Care Aide | 24.47 | 24.76 | 24.96 | 24.96 | 24.96 | 24.96 | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| CapitalCare - Dickensfield, Norwood | CUPE | 2020-06-30 | 440 | 36 | 2016-11-22 | Health Care Aide | 23.76 | 24.47* | 24.67 | 24.96 | 24.96 | 24.96 | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | 0.00 | 3.00 | 0.80 | 1.20 | 0.00 | 0.00 | | | | | |
| | | | | | | Housekeeping | 19.83 | 20.23 | 20.63 | 20.84 | 20.84 | 21.05 | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood | AUPE | 2020-06-30 | 425 | 36 | 2019-05-27 | Housekeeping | 20.23 | 20.63 | 20.84 | 20.84 | 20.84 | 21.05 | | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | |
| CapitalCare - PMP/PMT | HSAA | 2020-03-31 | 144 | 36 | 2019-04-15 | Occupational Therapist I | 48.08 | 48.68 | 49.65 | 49.65 | 49.65 | 49.65 | | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | |
| Carewest - ANC | AUPE | 2020-06-30 | 1,582 | 36 | 2019-09-09 | Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.94 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | | |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| Carewest - Colonel Belcher | CUPE | 2020-06-30 | 70 | 36 | 2019-11-07 | Food Services Assistant | 18.14 | 18.50 | 18.68 | 18.68 | 18.68 | TBD | | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | | | | | | |
| Carewest - Colonel Belcher et.al. | UNA | 2020-03-31 | 129 | 36 | 2020-03-02 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | |
| Carewest - GSS | AUPE | 2020-06-30 | 175 | 36 | 2019-09-09 | Food Services Assistant | 18.14 | 18.50 | 18.68 | 18.68 | 18.68 | 18.87 | | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|-------|------------|------------------|------|------------|--------------------------|-------|-------|-------|-------|-------|--------|-------|-------|------|------|
| Carewest - PMP/PMT | HSAA | 2020-06-30 | 192 | 36 | 2019-11-19 | Occupational Therapist I | 48.08 | 48.68 | 49.65 | 49.65 | 49.65 | 49.65 | 49.65 | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| CASA Child Adolescent & Family Mental Health | HSAA | 2022-03-31 | 134 | 36 | 2020-03-11 | Occupational Therapist | 41.81 | 42.65 | 42.65 | 43.72 | 43.72 | 49.43* | 49.43 | TBD | | |
| | | | | | | | 0.00 | 2.00 | 0.00 | 2.50 | 0.00 | 0.00 | 0.00 | | | |
| CBI Home Health | HSAA | 2020-12-31 | 482 | 36 | 2019-03-18 | Health Care Aide | | | | | | 17.74 | 17.96 | 18.19 | | |
| | | | | | | | | | | | | | | | 1.25 | 1.25 |
| | | | | | | Licensed Practical Nurse | | | | | | 24.89 | 25.20 | 25.52 | | |
| | | | | | | | | | | | | 1.25 | 1.25 | | | |
| Chantelle Management - Edith Cavell Care Centre | AUPE | 2020-11-30 | 95 | 36 | 2019-05-21 | Health Care Aide | 23.58 | 23.86 | 24.58 | 24.58 | 24.58 | 24.58 | | | | |
| | | | | | | | 1.50 | 1.20 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Housekeeping | 19.10 | 19.29 | 19.87 | 19.87 | 19.87 | 19.87 | | | | |
| | | | | | | | 1.30 | 1.00 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.12 | 33.52 | 34.53 | 34.53 | 34.53 | 34.53 | | | | |
| | | | | | | | 1.50 | 1.20 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Chantelle Management - Edith Cavell Care Centre | UNA | 2017-06-30 | 26 | 48 | 2015-01-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Chantelle Management - Grande Prairie Care Centre | CUPE | 2020-06-30 | 133 | 12 | 2019-10-28 | Health Care Aide | 21.80 | 22.29 | 22.85 | 22.96 | 23.08 | 23.19 | | | | |
| | | | | | | | 2.00 | 2.25 | 2.50 | 0.50 | 0.50 | 0.50 | | | | |
| | | | | | | Housekeeping | 18.25 | 18.66 | 19.12 | 19.22 | 19.31 | 19.41 | | | | |
| | | | | | | | 2.00 | 2.25 | 2.50 | 0.50 | 0.50 | 0.50 | | | | |
| | | | | | | Licensed Practical Nurse | 31.78 | 32.50 | 33.31 | 33.48 | 33.64 | 33.81 | | | | |
| | | | | | | | 2.00 | 2.25 | 2.50 | 0.50 | 0.50 | 0.50 | | | | |
| Chantelle Management - Grande Prairie Care Centre | UNA | 2017-06-30 | 13 | 48 | 2015-01-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Chantelle Management - Sunset Manor, Innisfail Country Manor | AUPE | 2017-02-01 | 123 | 36 | 2014-01-30 | Health Care Aide | 19.48 | 19.96 | 20.56 | | | | | | | |
| | | | | | | | 2.50 | 2.50 | 3.00 | | | | | | | |
| | | | | | | Housekeeping | 15.67 | 16.06 | 16.55 | | | | | | | |
| | | | | | | | 2.50 | 2.50 | 3.00 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 27.13 | 27.81 | 28.64 | | | | | | | |
| | | | | | | | 2.50 | 2.50 | 3.00 | | | | | | | |
| Choices in Community Living - Copper Sky | AUPE | 2019-03-31 | 157 | 36 | 2016-09-19 | Health Care Aide | 22.40 | 22.96 | 23.42 | 23.89 | 24.43 | | | | | |
| | | | | | | | | 2.50 | 2.00 | 2.00 | 2.25 | | | | | |
| | | | | | | Housekeeping | 15.97 | 16.37 | 16.70 | 17.03 | 17.41 | | | | | |
| | | | | | | | 2.50 | 2.00 | 2.00 | 2.25 | | | | | | |
| | | | | | | Licensed Practical Nurse | 31.06 | 31.84 | 32.48 | 33.13 | 33.87 | | | | | |
| | | | | | | | 2.50 | 2.00 | 2.00 | 2.25 | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | | | |
|--|-----------|------------|------------------|------|------------|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|--------|--------|-------|------|------|
| Choices in Community Living - Legacy Lodge | AUPE | 2021-03-31 | 115 | 24 | 2019-09-03 | Health Care Aide | 22.40 | 22.96 | 23.42 | 23.89 | 24.43 | 24.67 | TBD | | | | | | | | |
| | | | | | | | 3.00 | 2.50 | 2.00 | 2.00 | 2.25 | 1.00 | | | | | | | | | |
| | | | | | | Housekeeping | 15.41 | 16.37 | 16.70 | 17.03 | 17.41 | 17.58 | TBD | | | | | | | | |
| | | | | | | | 3.00 | 2.50 | 2.00 | 2.00 | 2.25 | 1.00 | | | | | | | | | |
| Christenson Communities - Royal Oak Manor | HSAA | 2016-02-01 | 30 | 36 | 2014-01-17 | Health Care Aide | 23.18 | 23.70 | | | | | | | | | | | | | |
| | | | | | | | 2.00 | 2.25 | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 31.07 | 31.77 | | | | | | | | | | | | | |
| | | | | | | | 2.00 | 2.25 | | | | | | | | | | | | | |
| Club Sierra Lifestyles at River Ridge | UNA | 2017-06-30 | 13 | 36 | 2015-03-26 | Registered Nurse | 45.99 | 46.95 | 47.65 | 48.36 | | | | | | | | | | | |
| | | | | | | | 1.00 | 2.00 | 1.50 | 1.50 | | | | | | | | | | | |
| Cold Lake Ambulance Society | HSAA | 2022-05-31 | 51 | 58 | 2019-06-06 | EMT-P [Advanced Care Paramedic] | | | | | 43.33 | 43.76 | 44.20 | 44.64 | | | | | | | |
| | | | | | | | | | | | 0.00 | 1.00 | 1.00 | 1.00 | | | | | | | |
| Connecting Care (2000) - Meadow Ridge | Teamsters | 2022-08-28 | 81 | 36 | 2019-08-28 | Health Care Aide | | | | | | | 24.35 | 24.72 | 25.09 | | | | | | |
| | | | | | | | | | | | | | | | | 1.50 | 1.50 | | | | |
| | | | | | | Housekeeping | | | | | | | | | | | 18.10 | 18.37 | 18.65 | | |
| | | | | | | | | | | | | | | | | 1.50 | 1.50 | | | | |
| Connecting Care (2000) - Meadow Ridge | Teamsters | 2022-08-28 | 81 | 36 | 2019-08-28 | Licensed Practical Nurse | | | | | | | 34.28 | 34.79 | 35.31 | | | | | | |
| | | | | | | | | | | | | | | | | | | | | 1.50 | 1.50 |
| | | | | | | | | | | | | | | | | | | | | | |
| County of Stettler Housing Authority | CUPE | 2020-12-31 | 82 | 36 | 2018-01-15 | Housekeeping | 16.76 | 17.22 | 17.71 | 18.24 | 18.47 | 18.70 | 19.08 | | | | | | | | |
| | | | | | | | 3.00 | 2.75 | 2.85 | 3.00 | 1.25 | 1.25 | 2.00 | | | | | | | | |
| Covenant Care - Chateau Vitaline | AUPE | 2018-06-30 | 72 | 11 | 2017-08-02 | Health Care Aide | | | 21.85 | 24.70 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | Housekeeping | | | 16.85 | 20.74 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 23.00 | | | | |
| Covenant Care - Chateau Vitaline | AUPE | 2018-06-30 | 72 | 11 | 2017-08-02 | Licensed Practical Nurse | | | 30.32 | 34.29 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 13.10 | | | | |
| Covenant Care - Foyer Lacombe | UNA | 2020-03-31 | 23 | 24 | 2018-07-20 | Registered Nurse | | | | | 48.37 | 48.37 | | | | | | | | | |
| | | | | | | | | | | | 0.00 | 0.00 | | | | | | | | | |
| Covenant Care - Holy Cross | AUPE | 2017-06-30 | 70 | 24 | 2015-12-17 | Health Care Aide | 20.06 | 23.50 | 24.46 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 28.26 | 32.32 | 33.95 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 13.92* | 5.00* | | | |
| Covenant Care - Villa Marie | AUPE | 2017-06-30 | 76 | 24 | 2015-12-17 | Health Care Aide | 20.06 | 23.50 | 24.46 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 28.26 | 32.32 | 33.95 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | 13.92* | 5.00* | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|------------|------------------|------|------------|--------------------------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|
| Covenant Health | UNA | 2020-03-31 | 2,876 | 36 | 2018-02-16 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Covenant Health - ANC | AUPE | 2020-03-31 | 2,210 | 36 | 2019-04-30 | Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| Covenant Health - Bonnyville Health Centre - GSS | HSAA | 2020-03-31 | 116 | 36 | 2018-11-30 | Housekeeping | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | |
| Covenant Health - Edmonton General, Grey Nuns | CUPE | 2020-03-31 | 1,338 | 24 | 2018-04-01 | Housekeeping | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | |
| Covenant Health - GSS | AUPE | 2020-03-31 | 638 | 36 | 2019-05-29 | Housekeeping | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 0.00 | | | | |
| Covenant Health - Misericordia, Villas Caritas | CUPE | 2021-03-31 | 600 | 36 | 2019-07-10 | Housekeeping | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | TBD | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | |
| Covenant Health - PMP/PMT | HSAA | 2020-03-31 | 1,246 | 36 | 2018-05-24 | Occupational Therapist I | 48.08 | 48.64 | 49.65 | 49.65 | 49.65 | 49.65 | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| Covenant Health - St. Joseph's Home / Carmel Hospice | CUPE | 2021-03-31 | 40 | 36 | 2018-09-04 | Health Care Aide | 23.75 | 24.46 | 24.95 | 24.95 | 24.95 | 24.95 | TBD | | | |
| | | | | | | | 3.00 | 3.00 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 32.96 | 33.95 | 34.63 | 34.63 | 34.63 | 34.63 | TBD | | | |
| | | | | | | | 3.00 | 3.00 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| Covenant Health - St. Michael's Health Centre | CUPE | 2020-03-31 | 91 | 24 | 2019-09-26 | Housekeeping | 16.94 | 17.28 | 21.02* | 21.02 | 21.02 | 21.23 | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | |
| Covenant Health - St. Therese Villa | AUPE | 2020-03-31 | 202 | 24 | 2019-01-24 | Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | |
| | | | | | | | 6.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | |
| | | | | | | | 6.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| Covenant Health - Youville Home (Grey Nuns) of St. Albert | USWA | 2020-03-31 | 200 | 36 | 2018-06-29 | Health Care Aide | 24.47 | 24.76 | 24.96 | 24.96 | 24.96 | 24.96 | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| Crowsnest Pass Senior Housing | CUPE | 2021-12-31 | 30 | 36 | 2019-04-22 | Health Care Aide | 18.69 | 19.06 | 20.26 | 20.46 | 20.87 | 21.08 | 21.40 | 21.83 | | |
| | | | | | | | 2.00 | 2.00 | Adj + | 1.00 | 2.00 | 1.00 | 1.50 | 2.00 | | |
| | | | | | | Housekeeping | 14.95 | 15.25 | 17.38 | 17.56 | 17.91 | 18.09 | 18.36 | 18.73 | | |
| | | | | | | | 2.00 | 2.00 | Adj + | 1.00 | 2.00 | 1.00 | 1.50 | 2.00 | | |
| Cypress View Foundation | CUPE | 2023-12-31 | 80 | 48 | 2020-10-27 | Health Care Aide | 20.90 | 21.53 | 21.96 | 22.40 | 22.85 | 23.30 | 23.30 | 23.30 | 23.30 | 23.53 |
| | | | | | | | 3.00 | 3.00 | 2.00 | 2.00 | 2.00 | 2.00 | 0.00 | 0.00 | 0.00 | 1.00 |
| | | | | | | Housekeeping | 18.31 | 18.86 | 19.24 | 19.62 | 20.01 | 20.41 | 20.41 | 20.41 | 20.41 | 20.61 |
| | | | | | | | 3.00 | 3.00 | 2.00 | 2.00 | 2.00 | 2.00 | 0.00 | 0.00 | 0.00 | 1.00 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|------------|------------------|------|------------|-----------------------------------|-------|-------|-------|-------|-------|--------|-------|-------|------|------|
| Drumheller & District Seniors Foundation - Sunshine Lodge | CUPE | 2020-12-31 | 50 | 36 | 2018-06-12 | Health Care Aide | 19.55 | 19.94 | 20.34 | 20.75 | 21.01 | 21.32 | 21.75 | | | |
| | | | | | | | 2.25 | 2.00 | 2.00 | 2.00 | 1.25 | 1.50 | 2.00 | | | |
| | | | | | | Housekeeping | 15.86 | 16.18 | 16.50 | 16.83 | 17.04 | 17.30 | 17.64 | | | |
| | | | | | | | 2.25 | 2.00 | 2.00 | 2.00 | 1.25 | 1.50 | 2.00 | | | |
| DynaLIFE DX | HSAA | 2022-03-31 | 1,069 | 60 | 2019-02-06 | Medical Laboratory Technologist I | 40.49 | 41.00 | 41.82 | 41.82 | 41.82 | 41.82 | TBD | TBD | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside | CUPE | 2021-12-31 | 45 | 36 | 2019-07-15 | Health Care Aide | 21.73 | 21.95 | 22.17 | 22.61 | 23.07 | 23.07 | 23.30 | 23.65 | | |
| | | | | | | | 0.00 | 1.00 | 1.00 | 2.00 | 2.00 | 0.00 | 1.00 | 1.50 | | |
| | | | | | | Housekeeping | 17.11 | 17.28 | 17.45 | 17.80 | 18.15 | 18.15 | 18.33 | 18.61 | | |
| | | | | | | | 0.00 | 1.00 | 1.00 | 2.00 | 2.00 | 0.00 | 1.00 | 1.50 | | |
| East Central 911 Call Answer Society | HSAA | 2024-12-31 | 6 | 60 | 2020-01-23 | Emergency Fire Dispatcher | 23.44 | 23.91 | 24.39 | 24.88 | 25.38 | 25.89 | 25.89 | 25.89 | TBD | TBD |
| | | | | | | | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 0.00 | 0.00 | | |
| East Central Ambulance Association | HSAA | 2020-07-31 | 21 | 24 | 2019-08-09 | Primary Care Paramedic (PCP) | 30.69 | 30.69 | 31.61 | 32.01 | 32.01 | 32.01 | | | | |
| | | | | | | | 3.00 | 0.00 | 3.00 | 1.25 | 0.00 | 0.00 | | | | |
| Evergreens Foundations | IUOE | 2022-06-19 | 83 | 24 | 2019-05-29 | Housekeeping | 18.29 | 18.66 | 19.06 | 19.63 | 20.02 | 21.52* | 21.95 | | | |
| | | | | | | | 2.00 | 2.00 | 2.00 | 3.00 | 2.00 | 0.00 | 2.00 | | | |
| Excel Resources Society - Balwin Villa, Grand Manor | UFCW | 2020-03-31 | 240 | 36 | 2018-09-20 | Health Care Aide | 19.99 | 20.19 | 20.19 | 20.28 | 20.48 | 20.48 | | | | |
| | | | | | | | 1.00 | 1.00 | 0.00 | 0.45 | 1.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 29.49 | 29.78 | 29.78 | 29.94 | 30.24 | 30.24 | | | | |
| | | | | | | | 1.00 | 1.00 | 0.00 | 0.54 | 1.00 | 0.00 | | | | |
| Extendicare (Canada) | CUPE | 2020-12-31 | 415 | 48 | 2019-10-29 | Health Care Aide | 23.11 | 23.69 | 24.16 | 24.16 | 24.16 | 24.40 | 24.71 | | | |
| | | | | | | | 3.00 | 2.50 | 2.00 | 0.00 | 0.00 | 1.00 | 1.25 | | | |
| | | | | | | Housekeeping | 18.70 | 19.17 | 19.55 | 19.55 | 19.55 | 19.75 | 19.99 | | | |
| | | | | | | | 3.00 | 2.50 | 2.00 | 0.00 | 0.00 | 1.00 | 1.25 | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | TBD | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| Extendicare (Canada) - Athabasca | UNA | 2017-07-31 | 1 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Extendicare (Canada) - Athabasca - ANC | AUPE | 2017-12-31 | 66 | 36 | 2016-08-04 | Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | |
| | | | | | | | 3.87 | 2.25 | 2.25 | 0.00 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| Extendicare (Canada) - Athabasca - GSS | AUPE | 2017-12-31 | 35 | 36 | 2016-08-04 | Housekeeping | 19.19 | 19.62 | 20.06 | 20.06 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|--------------------------------------|-------|------------|------------------|------|------------|--------------------------|-------|-------|-------|-------|-------|------|------|------|------|------|
| Extendicare (Canada) - Cedars Villa | AUPE | 2017-12-31 | 282 | 36 | 2016-07-21 | Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| | | | | | | Housekeeping | 18.70 | 19.12 | 19.55 | 19.55 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | |
| | | | | | | | 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 | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| Extendicare (Canada) - Eaux Claires | UNA | 2017-07-31 | 32 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Extendicare (Canada) - Fairmont Park | AUPE | 2017-12-31 | 179 | 36 | 2016-07-20 | Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| | | | | | | Housekeeping | 18.70 | 19.12 | 19.55 | 19.55 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| Extendicare (Canada) - Fort Macleod | UNA | 2017-07-31 | 11 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Extendicare (Canada) - Hillcrest | AUPE | 2017-12-31 | 169 | 36 | 2016-07-20 | Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | |
| | | | | | | | 4.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| | | | | | | Housekeeping | 18.70 | 19.13 | 19.55 | 19.55 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| Extendicare (Canada) - Holyrood | AUPE | 2017-12-31 | 90 | 36 | 2016-07-20 | Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | |
| | | | | | | | 4.90 | 2.25 | 2.25 | 0.00 | | | | | | |
| | | | | | | Housekeeping | 18.71 | 19.13 | 19.56 | 19.56 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| Extendicare (Canada) - Holyrood | UNA | 2017-07-31 | 20 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Extendicare (Canada) - Leduc | UNA | 2017-07-31 | 17 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|-------|------------|------------------|------|------------|---------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| Extendicare (Canada) - Mayerthorpe | AUPE | 2017-12-31 | 61 | 36 | 2016-07-20 | Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | |
| | | | | | | | 3.87 | 2.25 | 2.25 | 0.00 | | | | | | |
| | | | | | | Housekeeping | 19.19 | 19.62 | 20.06 | 20.06 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| Extendicare (Canada) - Mayerthorpe | UNA | 2017-07-31 | 5 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | TBD | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Extendicare (Canada) - Michener Hill | AUPE | 2017-12-31 | 488 | 36 | 2016-10-26 | Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| | | | | | | Housekeeping | 18.70 | 19.12 | 19.55 | 19.55 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | |
| | | | | | | | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | |
| Extendicare (Canada) - Michener Hill | UNA | 2017-07-31 | 45 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Extendicare (Canada) - Viking | UNA | 2017-07-31 | 11 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Extendicare (Canada) - Vulcan | UNA | 2017-07-31 | 11 | 48 | 2015-12-15 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Father Lacombe Care Society | UNA | 2019-08-31 | 34 | 36 | 2016-09-15 | Registered Nurse | | 45.93 | 48.37 | 48.37 | 48.37 | | | | | |
| | | | | | | | | | 5.25 | 0.00 | 0.00 | | | | | |
| Father Lacombe Care Society - ANC | UNA | 2019-08-31 | 235 | 36 | 2016-09-15 | Health Care Aide | | 24.46 | 24.95 | 25.32 | 25.70 | | | | | |
| | | | | | | | | 2.00 | 1.50 | 1.50 | | | | | | |
| | | | | | | Licensed Practical Nurse | | 33.95 | 34.63 | 35.15 | 35.68 | | | | | |
| | | | | | | | | | 2.00 | 1.50 | 1.50 | | | | | |
| Foothills Regional Emergency Services Commission | HSAA | 2022-12-31 | 14 | 36 | 2020-01-29 | Communications Specialist | 31.55 | 32.50 | 33.47 | 34.47 | 35.50 | 36.57 | 37.12 | 37.68 | 38.43 | |
| | | | | | | | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 1.50 | 1.50 | 2.00 | |
| 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 | 23.75 | TBD | | | | | | | | |
| | | | | | | | 0.00 | | | | | | | | | |
| | | | | | | Housekeeping | 18.88 | TBD | | | | | | | | |
| | | | | | | | 0.00 | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|-------|------------|------------------|------|--------------------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|
| Good Samaritan Society - Multi Facility | AUPE | 2017-06-30 | 1,605 | 36 | 2016-04-11 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Housekeeping | 19.26 | 19.65 | 19.85 | | | | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.94 | 34.35 | 34.62 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| Good Samaritan Society - Multi Facility | HSAA | 2020-03-31 | 26 | 36 | 2019-07-11 | Occupational Therapist I | 48.08 | 48.68 | 49.65 | 49.65 | 49.65 | 49.65 | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| Good Samaritan Society - Multi Facility | UNA | 2017-03-31 | 133 | 48 | 2015-11-17 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Good Samaritan Society - South Ridge Village | USWA | 2021-06-30 | 150 | 48 | 2018-07-04 | Health Care Aide | 23.76 | 24.05 | 24.24 | 24.24 | 24.24 | 24.24 | | | | |
| | | | | | | | 1.50 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Housekeeping | 19.06 | 19.44 | 19.63 | 19.63 | 19.63 | 19.83 | | | | |
| | | | | | | | 1.50 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | |
| | | | | | | Licensed Practical Nurse | 32.97 | 33.37 | 33.64 | 33.64 | 33.64 | 33.64 | | | | |
| | | | | | | | 1.50 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| Grande Spirit Foundation | CUPE | 2022-06-30 | 98 | 36 | 2019-07-10 | Housekeeping | 18.13 | 18.67 | 18.67 | 18.86 | 19.05 | 19.62 | 20.21 | 20.82 | | |
| | | | | | | | 3.00 | 3.00 | 0.00 | 1.00 | 1.00 | 3.00 | 3.00 | 3.00 | | |
| 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 | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|--------------------------|------------|------------------|-------|------------|---------------------------------|-------|-------|-------|-------|-------|--------|-------|-------|------|------|
| Haven of Rest and Sunnyside Nursing Home | USWA | 2020-03-31 | 126 | 36 | 2017-04-01 | Health Care Aide | 24.45 | 24.45 | 24.94 | 27.94 | 27.94 | 27.94 | | | | |
| | | | | | | | 3.00 | 0.00 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| Haven of Rest and Sunnyside Nursing Home | UNA | 2018-09-30 | 34 | 36 | 2016-07-28 | Housekeeping Aide | 18.60 | 18.60 | 18.97 | 18.97 | 18.97 | 18.97 | | | | |
| | | | | | | | 3.00 | 0.00 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| 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 | | | | | | |
| Homeland Housing | CUPE | 2020-12-31 | 150 | 36 | 2018-02-21 | Registered Nurse | | 46.96 | 48.37 | 48.37 | | | | | | |
| | | | | | | | | 3.00 | 0.00 | | | | | | | |
| Homeland Housing | CUPE | 2020-12-31 | 150 | 36 | 2018-02-21 | Housekeeping | 18.13 | 18.49 | 18.86 | 19.24 | 19.24 | 19.62 | 20.02 | | | |
| | | | | | | | 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 | 24.46 | 24.86 | 25.20 | 25.58 | | | | | | |
| | | | | | | | 3.00 | 1.60 | 1.40 | 1.50 | | | | | | |
| Hong Lok Management - Edmonton Chinatown Care Centre | AUPE | 2018-09-30 | 63 | 36 | 2016-12-31 | Licensed Practical Nurse | 33.95 | 34.46 | 34.98 | 35.50 | | | | | | |
| | | | | | | | 3.00 | 1.50 | 1.50 | 1.50 | | | | | | |
| Hong Lok Management - Edmonton Chinatown Care Centre | UNA | 2014-03-31 | 22 | 29 | 2012-09-18 | Registered Nurse | | | | | | | | | | |
| Intercare - Brentwood, Chinook, Southwood | CUPE | 2020-06-30 | 934 | 24 | 2018-09-12 | Health Care Aide | 21.75 | 21.75 | 22.19 | 22.52 | 22.75 | 23.20* | | | | |
| | | | | | | | 3.00 | 0.00 | 2.00 | 1.50 | 1.00 | 1.00 | | | | |
| | | | | | | Housekeeping | 18.30 | 18.30 | 18.67 | 18.95 | 18.95 | 18.95 | | | | |
| | 2.00 | 0.00 | 2.00 | 1.50 | 0.00 | 0.00 | | | | | | | | | | |
| | Licensed Practical Nurse | 32.03 | 32.03 | 32.67 | 33.17 | 33.50 | 33.84 | | | | | | | | | |
| | 3.00 | 0.00 | 2.00 | 1.50 | 1.00 | 1.00 | | | | | | | | | | |
| Intercare - Kingsland Terrace | CUPE | 2021-03-31 | 46 | 24 | 2020-03-19 | Housekeeping | | | | 17.42 | 17.59 | 17.59 | 17.68 | | | |
| | | | | | | | | | 2.50 | 1.00 | 0.00 | 0.50 | | | | |
| | Licensed Practical Nurse | | | | 30.30 | 30.60 | 30.60 | 30.75 | | | | | | | | |
| | 1.00 | 1.00 | 0.00 | 0.50 | | | | | | | | | | | | |
| Lacombe Foundation | CLAC | 2021-12-31 | 73 | 24 | 2020-02-24 | Health Care Aide | 20.30 | 20.71 | 21.12 | 21.62 | 23.78 | 24.26 | 24.62 | TBD | | |
| | | | | | | | 2.00 | 2.00 | 2.00 | 2.35 | 10.00 | 2.00 | 1.50 | | | |
| | Housekeeping | 17.52 | 17.87 | 18.23 | 18.48 | 19.22 | 19.60 | 19.89 | TBD | | | | | | | |
| | 2.00 | 2.00 | 2.00 | 1.35 | 4.00 | 2.00 | 1.50 | | | | | | | | | |
| Lakeland Lodge & Housing Foundation | CUPE | 2021-12-31 | 27 | 24 | 2019-07-01 | Housekeeping | 17.12 | 17.55 | 17.99 | 18.12 | 18.25 | 18.62 | 18.80 | 18.99 | | |
| | 3.00 | 2.50 | 2.50 | 0.70 | 0.70 | 2.00 | 1.00 | 1.00 | | | | | | | | |
| Lamont County Housing | AUPE | 2021-12-31 | 40 | 36 | 2018-12-21 | Housekeeping | | | 17.22 | 17.65 | 18.09 | 18.45 | 18.82 | 19.20 | | |
| | | | | | | | | | 2.50 | 2.50 | 2.00 | 2.00 | 2.00 | | | |
| Lamont Health Care Centre | HSAA | 2020-03-31 | 13 | 36 | 2018-03-26 | EMT-P [Advanced Care Paramedic] | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | |
| Lamont Health Care Centre | UNA | 2017-03-31 | 34 | 48 | 2014-08-07 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
|---|-------|------------|------------------|------|------------|-----------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|-------|-------|--|
| Lamont Health Care Centre - ANC | AUPE | 2020-03-31 | 108 | 24 | 2018-12-14 | Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | |
| Lamont Health Care Centre - GSS | AUPE | 2020-03-31 | 71 | 36 | 2019-06-14 | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | |
| Lloydminster Region Housing Group - Pioneer Complex | CUPE | 2021-02-28 | 75 | 36 | 2018-06-28 | Housekeeping | 20.89 | 21.31 | 21.52 | 21.52 | 21.52 | 21.74 | | | | | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | |
| Lloydminster Region Housing Group - Pioneer Complex | CUPE | 2021-02-28 | 75 | 36 | 2018-06-28 | Health Care Aide | | | | | | 24.46 | 24.83 | 25.32 | | | | |
| | | | | | | | | | | | | 1.50 | 1.50 | 2.00 | | | | |
| | | | | | | Housekeeping | 16.52 | 16.97 | 17.31 | 17.57 | 17.99 | 18.26 | 18.62 | | | | | |
| | | | | | | | 2.50 | 2.75 | 2.00 | 1.50 | 2.40 | 1.50 | 2.00 | | | | | |
| | | | | | | Licensed Practical Nurse | | | | | 34.63 | 35.15 | 35.85 | | | | | |
| | | | | | | | | | | | 1.50 | 1.50 | 2.00 | | | | | |
| Medicine Hat Diagnostic Laboratory | HSAA | 2017-03-31 | 70 | 16 | 2015-11-13 | Medical Laboratory Technologist I | | 43.87 | 44.75 | | | | | | | | | |
| | | | | | | | | | 2.00 | | | | | | | | | |
| Mountain View Seniors Housing - Mount View Lodge | AUPE | 2021-12-31 | 50 | 44 | 2020-09-11 | Health Care Aide | | | | | | 24.22 | 24.95 | 25.20 | | | | |
| | | | | | | | | | | | | | | | | 3.00 | 1.00 | |
| Mountain View Seniors Housing - Mount View Lodge | AUPE | 2021-12-31 | 50 | 44 | 2020-09-11 | Laundry/Housekeeping | | | | | | 17.07 | 17.58 | 17.76 | | | | |
| | | | | | | | | | | | | | | | | 3.00 | 1.00 | |
| Mountain View Seniors Housing - Sundre Seniors' Supportive Living | AUPE | 2020-12-31 | 44 | 41 | 2019-04-05 | Health Care Aide | | | | | | 24.95 | 25.08 | | | | | |
| | | | | | | | | | | | | | | | | 0.50 | | |
| | | | | | | Housekeeping | | | | | | | | | | 17.58 | 17.67 | |
| | | | | | | | | | | | | | | | | 0.50 | | |
| | | | | | | Licensed Practical Nurse | | | | | | 34.32 | 34.49 | | | | | |
| | | | | | | | | | | | | | | | | 0.50 | | |
| Nutra 2000 | CNFIU | 2020-11-30 | 993 | 36 | 2018-01-30 | Health Care Aide | 23.31 | 23.77 | 24.25 | 24.67 | 25.10 | 25.54 | | | | | | |
| | | | | | | | 2.00 | 2.00 | 2.00 | 1.75 | 1.75 | 1.75 | | | | | | |
| | | | | | | Housekeeping | 15.58 | 15.89 | 16.21 | 16.49 | 16.78 | 17.08 | | | | | | |
| | | | | | | | 2.00 | 2.00 | 2.00 | 1.75 | 1.75 | 1.75 | | | | | | |
| | | | | | | Licensed Practical Nurse | 32.32 | 32.97 | 33.63 | 34.22 | 34.82 | 35.43 | | | | | | |
| | | | | | | | 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 | 22.41 | 22.75 | 23.09 | 23.44 | 23.91 | 24.51 | | | | | | |
| | | | | | | | 5.00 | 1.50 | 1.50 | 1.50 | 2.00 | 2.50 | | | | | | |
| | | | | | | Housekeeping | 18.05 | 18.32 | 18.59 | 18.87 | 19.25 | 19.73 | | | | | | |
| | | | | | | | 5.00 | 1.50 | 1.50 | 1.50 | 2.00 | 2.50 | | | | | | |
| | | | | | | Licensed Practical Nurse | 27.52 | 27.93 | 28.35 | 28.77 | 29.34 | 30.07 | | | | | | |
| | | | | | | | 5.00 | 1.50 | 1.50 | 1.50 | 2.00 | 2.50 | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | | | | | | |
|--|-------|------------|------------------|------|------------|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|-------|-------|------|------|------|------|------|------|
| 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 | 18.40 | | | | | | |
| | | | | | | | | | | | | | | | | | 1.50 | 2.00 | | | | | | |
| | | | | | | Licensed Practical Nurse | | | | | | 33.98 | 34.66 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 1.50 | 2.00 | | | | | | |
| Park Place Seniors Living - Benevolence Care Centre | UNA | 2019-12-31 | 13 | 18 | 2019-02-15 | Registered Nurse | | | | | | 48.37 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 0.00 | | | | | | | |
| Park Place Seniors Living - Devonshire Care Centre | AUPE | 2020-03-31 | 183 | 36 | 2020-01-10 | Health Care Aide | 22.38 | 22.83 | 23.17 | 23.63 | 23.63 | 23.87 | 24.11 | 24.35 | | | | | | | | | | |
| | | | | | | | 6.75 | 2.00 | 1.50 | 2.00 | 0.00 | 1.00 | 1.00 | 1.00 | | | | | | | | | | |
| | | | | | | Housekeeping | 19.21 | 19.59 | 19.88 | 20.29 | 20.29 | 20.49 | 20.69 | 20.90 | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 3.00 | 2.00 | 1.50 | 2.00 | 0.00 | 1.00 | 1.00 | 1.00 |
| | | | | | | Licensed Practical Nurse | 31.06 | 31.68 | 32.16 | 32.80 | 32.80 | 33.13 | 33.46 | 33.79 | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 3.64 | 2.00 | 1.50 | 2.00 | 0.00 | 1.00 | 1.00 | 1.00 |
| Park Place Seniors Living - Devonshire Care Centre | UNA | 2019-12-31 | 18 | 48 | 2017-09-29 | Registered Nurse | 44.87 | 46.22 | 46.96 | 47.66 | 48.37 | 48.37 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 3.00 | 3.00 | 1.60 | 1.50 | 1.50 | 0.00 | | |
| Park Place Seniors Living - Emerald Gardens | CUPE | 2021-04-30 | 48 | 36 | 2018-09-21 | Health Care Aide | 22.76 | 22.99 | 23.33 | 23.80 | 24.04 | 24.46 | 24.89 | | | | | | | | | | | |
| | | | | | | | 3.00 | 1.00 | 1.50 | 2.00 | 1.00 | 1.75 | 1.75 | | | | | | | | | | | |
| | | | | | | Housekeeping | 17.74 | 17.92 | 18.19 | 18.55 | 18.74 | 19.06 | 19.40 | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 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 | 22.38 | 22.83 | 23.17 | 23.40 | 23.75 | 24.23 | | | | | | | | | | | | |
| | | | | | | | 3.00 | 2.00 | 1.50 | 1.00 | 1.50 | 2.00 | | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 31.06 | 31.68 | 32.16 | 32.48 | 32.97 | 33.63 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 4.00 | 2.00 | 1.50 | 1.00 | 1.50 | 2.00 | | |
| Park Place Seniors Living - Hardisty Care Centre - GSS | AUPE | 2021-03-31 | 60 | 24 | 2020-01-21 | Housekeeping | | | 18.65 | 18.84 | 19.03 | 19.23 | 19.43 | | | | | | | | | | | |
| | | | | | | | | | | 1.00 | 1.00 | 1.00 | 1.00 | | | | | | | | | | | |
| Park Place Seniors Living - Hardisty Care Centre | UNA | 2019-12-31 | 15 | 48 | 2018-01-12 | Registered Nurse | 45.48 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 1.00 | 1.00 | 2.25 | 3.00 | 0.00 | 0.00 | | |
| Park Place Seniors Living - Hardisty Care Centre - PMP/PMT | UNA | 2019-03-31 | 4 | 15 | 2018-01-12 | Occupational Therapist | | | 43.80 | 44.68 | 46.91 | | | | | | | | | | | | | |
| | | | | | | | | | | 2.00 | 5.00 | | | | | | | | | | | | | |
| Park Place Seniors Living - Newport Harbour Centre | AUPE | 2020-03-31 | 163 | 24 | 2019-09-23 | Health Care Aide | 22.85 | 23.31 | 23.66 | 23.89 | 24.49 | 24.85 | | | | | | | | | | | | |
| | | | | | | | 5.30 | 2.00 | 1.50 | 1.00 | 2.50 | 1.50 | | | | | | | | | | | | |
| | | | | | | Housekeeping | 18.82 | 19.20 | 19.49 | 19.68 | 19.98 | 20.37 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 3.00 | 2.00 | 1.50 | 1.00 | 1.50 | 2.00 | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.46 | 34.80 | 35.15 | 36.03 | 36.57 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | 7.00 | 1.50 | 1.00 | 1.00 | 2.50 | 1.50 | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
|--|-------|------------|------------------|------|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|
| Park Place Seniors Living - Villa Marguerite, Sprucewood Place | AUPE | 2020-03-31 | 317 | 24 | 2018-09-28 | Health Care Aide | 24.46 | 24.70 | 25.08 | 25.33 | 25.71 | 26.22 | | | | | | |
| | | | | | | | 3.00 | 1.00 | 1.50 | 1.00 | 1.50 | 2.00 | | | | | | |
| | | | | | | Housekeeping | 17.16 | 17.33 | 17.59 | 17.77 | 18.03 | 18.39 | | | | | | |
| | | | | | | | 3.00 | 1.00 | 1.50 | 1.00 | 1.50 | 2.00 | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.29 | 34.80 | 35.15 | 35.68 | 36.39 | | | | | | |
| | | | | | | | 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 | 35.35 | 35.35 | 35.79 | 36.24 | 36.78 | | | | | | | |
| | | | | | | | 0.00 | 0.00 | 1.25 | 1.25 | 1.50 | | | | | | | |
| Points West Living Century Park | AUPE | 2015-03-31 | 90 | 36 | 2012-11-07 | Health Care Aide | 24.46 | | | | | | | | | | | |
| | | | | | | | 3.00 | | | | | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | | | | | | | | | | | |
| | | | | | | | 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 | 2022-03-31 | 53 | 36 | 2019-09-24 | Health Care Aide | 24.46 | 24.70 | 25.08 | 25.45 | 25.83 | 25.96 | 26.09 | 26.22 | | | | |
| | | | | | | | 6.12 | 1.00 | 1.50 | 1.50 | 1.50 | 0.50 | 0.50 | 0.50 | | | | |
| | | | | | | Housekeeping | 18.22 | 18.40 | 18.68 | 18.96 | 19.24 | 19.34 | 19.44 | 19.54 | | | | |
| | | | | | | | 3.00 | 1.00 | 1.50 | 1.50 | 1.50 | 0.50 | 0.50 | 0.50 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.29 | 34.80 | 35.33 | 35.86 | 36.04 | 36.22 | 36.40 | | | | |
| | | | | | | | 7.17 | 1.00 | 1.50 | 1.50 | 1.50 | 0.50 | 0.50 | 0.50 | | | | |
| Points West Living Lac La Biche | AUPE | 2022-12-31 | 35 | 36 | 2020-01-20 | Health Care Aide | | | | | | 24.70 | 24.95 | 25.07 | 25.20 | | | |
| | | | | | | | | | | | | | | | | 1.00 | 0.50 | 0.50 |
| | | | | | | Licensed Practical Nurse | | | | | | 33.98 | 34.32 | 34.49 | 34.66 | | | |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | Cook | | | | | | 18.76 | 18.95 | 19.04 | 19.14 | | | |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| Points West Living Slave Lake | AUPE | 2020-12-31 | 49 | 50 | 2019-03-14 | Cook | | | | 18.99 | 19.13 | 19.52 | 19.71 | | | | | |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | Health Care Aide | | | | 24.28 | 24.46 | 24.95 | 25.20 | | | | | |
| | | | | | | | | | | 0.75 | 0.75 | 2.00 | 1.00 | | | | | |
| | | | | | | Licensed Practical Nurse | | | | 33.39 | 33.64 | 34.32 | 34.66 | | | | | |
| | | | | | | | | | | 0.75 | 0.75 | 2.00 | 1.00 | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|------------|------------------|------|------------|---------------------------------|-------|-------|-------|-------|-------|-------|------|------|------|------|
| Points West Living Stettler | AUPE | 2020-05-10 | 110 | 48 | 2018-11-07 | Health Care Aide | | | 23.92 | 24.28 | 24.70 | 25.08 | | | | |
| | | | | | | | | 0.75 | 1.50 | 1.75 | 1.50 | | | | | |
| | | | | | | Housekeeping | | | 15.96 | 16.20 | 16.48 | 16.73 | | | | |
| | | | | | | | | 0.75 | 1.50 | 1.75 | 1.50 | | | | | |
| | | | | | | Licensed Practical Nurse | | | 32.89 | 33.39 | 33.98 | 34.49 | | | | |
| | | | | | | | | | 0.75 | 1.50 | 1.75 | 1.50 | | | | |
| Prairie Emergency Medical Systems | HSA | 2020-03-31 | 129 | 36 | 2018-08-24 | EMT-P [Advanced Care Paramedic] | 45.84 | 46.53 | 47.46 | 47.46 | 47.46 | TBD | | | | |
| | | | | | | | 2.00 | 1.50 | 2.00 | 0.00 | 0.00 | | | | | |
| Prince of Peace Manor & Harbour | CUPE | 2020-06-30 | 99 | 24 | 2019-05-22 | Health Care Aide | | | | | 20.10 | 20.45 | | | | |
| | | | | | | | | | | | | 1.75 | | | | |
| | | | | | | Licensed Practical Nurse | | | | | 27.36 | 27.84 | | | | |
| | | | | | | | | | | | | 1.75 | | | | |
| Qualicare - Citadel Care | USW | 2022-06-30 | 139 | 36 | 2019-12-09 | Health Care Aide | 20.64 | 21.00 | 21.32 | 21.32 | 21.53 | 21.53 | TBD | | | |
| | | | | | | | 0.00 | 1.75 | 1.50 | 0.00 | 1.00 | 0.00 | | 1.00 | | |
| | | | | | | Housekeeping | 17.65 | 17.96 | 18.23 | 18.23 | 18.41 | 18.84 | TBD | | | |
| | | | | | | | 0.00 | 1.75 | 1.50 | 0.00 | 1.00 | 0.00 | | 1.00 | | |
| | | | | | | Licensed Practical Nurse | 30.40 | 30.93 | 31.40 | 31.40 | 31.71 | 31.71 | TBD | | | |
| | | | | | | | | 1.75 | 1.50 | 0.00 | 1.00 | 0.00 | | 1.00 | | |
| Qualicare - Rivercrest Lodge Nursing Home Ltd | USW | 2022-07-31 | 98 | 36 | 2019-11-18 | Health Care Aide | 20.65 | 21.01 | 21.22 | 21.43 | 21.65 | 21.65 | TBD | | | |
| | | | | | | | 0.00 | 1.75 | 1.00 | 1.00 | 1.00 | 0.00 | | 1.00 | | |
| | | | | | | Housekeeping | 17.22 | 17.52 | 17.70 | 17.87 | 18.05 | 18.05 | TBD | | | |
| | | | | | | | 0.00 | 1.75 | 1.00 | 1.00 | 1.00 | 0.00 | | 1.00 | | |
| Qualicare - Rivercrest Lodge Nursing Home Ltd | AUPE | 2019-03-31 | 13 | 48 | 2017-02-13 | Licensed Practical Nurse | 31.06 | 31.06 | 31.53 | 31.84 | 32.16 | | | | | |
| | | | | | | | 4.70 | 0.00 | 1.50 | 1.00 | 1.00 | | | | | |
| Qualicare - Rivercrest Lodge Nursing Home Ltd | UNA | 2020-03-31 | 32 | 33 | 2020-03-03 | Registered Nurse | 43.99 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.50 | 6.75* | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Revera | UNA | 2017-12-31 | 89 | 48 | 2015-06-15 | Registered Nurse | 45.03 | 45.93 | 46.96 | 46.96 | | | | | | |
| | | | | | | | 0.00 | 2.00 | 2.25 | 0.00 | | | | | | |
| Revera - Bow Crest | CUPE | 2018-10-31 | 152 | 24 | 2016-12-07 | Health Care Aide | 21.54 | 21.81 | 22.30 | 22.75 | 22.98 | | | | | |
| | | | | | | | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | | | | | |
| | | | | | | Housekeeping | 19.42 | 19.66 | 20.11 | 20.51 | 20.72 | | | | | |
| | | | | | | | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | | | | | |
| | | | | | | Licensed Practical Nurse | 30.57 | 30.95 | 31.65 | 32.29 | 32.61 | | | | | |
| | | | | | | | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | |
|---|--------------------------|------------|------------------|-------|------------|--------------------------|-------|-------|-------|-------|--------|-------|-------|-------|-------|------|--|
| Revera Lessee - Heartland Retirement Residence | CUPE | 2018-12-31 | 31 | 36 | 2016-10-19 | Health Care Aide | 17.28 | 17.71 | 18.11 | 18.65 | 19.02 | | | | | | |
| | | | | | | | 2.50 | 2.50 | 2.25 | 3.00 | 2.00 | | | | | | |
| Revera Lessee - McKenzie Towne Retirement Residence | CUPE | 2020-12-31 | 54 | 36 | 2018-08-17 | Licensed Practical Nurse | 26.12 | 26.77 | 27.31 | 27.58 | 28.13 | | | | | | |
| | | | | | | | 2.50 | 2.50 | 2.00 | 1.00 | 2.00 | | | | | | |
| Revera Lessee - Meadowlands | UFCW | 2020-12-31 | 73 | 48 | 2019-04-08 | Health Care Aide | 19.72 | 20.11 | 20.51 | 20.93 | 21.35 | 21.78 | 22.22 | | | | |
| | | | | | | | 3.50 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | | | | |
| Revera Lessee - River Ridge | AUPE | 2021-12-31 | 95 | 27 | 2019-10-15 | Licensed Practical Nurse | 28.87 | 29.45 | 30.04 | 30.64 | 31.26 | 31.89 | 32.53 | | | | |
| | | | | | | | 3.50 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | | | | |
| | | | | | | Health Care Aide | 18.67 | 19.04 | 19.52 | 19.96 | 20.41 | 20.82 | 21.23 | | | | |
| | 2.00 | 2.00 | 2.50 | 2.25 | 2.25 | 2.00 | 2.00 | | | | | | | | | | |
| | 14.97 | 15.27 | 15.65 | 16.00 | 16.36 | 16.69 | 17.02 | | | | | | | | | | |
| | 2.00 | 2.00 | 2.50 | 2.25 | 2.25 | 2.00 | 2.00 | | | | | | | | | | |
| | 25.54 | 26.05 | 27.70 | 28.32 | 28.96 | 29.54 | 30.13 | | | | | | | | | | |
| | 2.00 | 2.00 | 6.33 | 2.25 | 2.25 | 2.00 | 2.00 | | | | | | | | | | |
| Revera Lessee - Riverbend Retirement | AUPE | 2020-12-31 | 113 | 36 | 2019-09-03 | Health Care Aide | | | | | 22.73 | 22.96 | 23.19 | 23.48 | 23.77 | | |
| | | | | | | | | | | | 1.00 | 1.00 | 1.25 | 1.25 | | | |
| | | | | | | Housekeeping | | | | 18.37 | 18.55 | 18.74 | 18.97 | 19.21 | | | |
| | | | | | 1.00 | 1.00 | 1.25 | 1.25 | | | | | | | | | |
| | Licensed Practical Nurse | | | | 31.42 | 31.73 | 32.05 | 32.45 | 32.86 | | | | | | | | |
| | | | | | 1.00 | 1.00 | 1.25 | 1.25 | | | | | | | | | |
| 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] | HSAA | 2019-06-30 | 39 | 39 | 2017-05-23 | Pharmacy Technician I | 35.35 | 35.35 | 35.35 | 36.00 | 36.72 | | | | | | |
| | | | | | | | 0.00 | 0.00 | 0.00 | 1.85 | 2.00 | | | | | | |
| Ridge Country Housing | CUPE | 2020-12-31 | 27 | 36 | 2018-02-15 | Housekeeping | 15.91 | 16.23 | 16.55 | 17.05 | 17.30 | 17.56 | 18.00 | | | | |
| | | | | | | | 3.00 | 2.00 | 2.00 | 3.00 | \$0.25 | 1.50 | 2.50 | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|------------|------------------|------|------------|------------------------------|-------|-------|--------|-------|--------|-------|-------|-------|------|------|
| River Ridge Seniors Village | USW | 2020-03-31 | 105 | 36 | 2018-03-06 | Health Care Aide | 22.51 | 23.52 | 24.58 | 24.58 | 24.58 | 24.58 | | | | |
| | | | | | | | 11.70 | 4.50 | 4.50 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Housekeeping | 18.43 | 18.98 | 19.55 | 19.55 | 19.55 | 19.55 | | | | |
| | | | | | | | 3.00 | 3.00 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.70 | 34.71 | 35.75 | 35.75 | 35.75 | 35.75 | | | | |
| | | | | | | | 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 | 22.88 | 23.46 | 24.05* | | | | | | | |
| | | | | | | | 3.00 | 2.50 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 32.74 | 33.56 | 34.58* | | | | | | | |
| | | | | | | | 3.00 | 2.50 | 0.80 | | | | | | | |
| Salem Manor Nursing Home | UNA | 2017-03-31 | 15 | 48 | 2015-11-16 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Salem Manor Nursing Home | USW | 2020-07-13 | 40 | 36 | 2018-10-11 | Housekeeping | 19.08 | 19.55 | 19.75 | 19.75 | 20.15* | TBD | | | | |
| | | | | | | | 3.00 | 2.50 | 1.00 | 0.00 | 0.00 | | | | | |
| Salvation Army - Agape Hospice | UNA | 2022-03-31 | 62 | 36 | 2019-08-15 | Food Services (Dietary Aide) | 18.64 | 19.01 | 19.20 | 19.20 | 19.20 | 19.39 | TBD | TBD | | |
| | | | | | | | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | |
| | | | | | | Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | TBD | TBD | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | |
| | | | | | | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | TBD | TBD | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Salvation Army - Grace Manor | AUPE | 2022-09-30 | 98 | 36 | 2020-02-13 | Health Care Aide | 24.30 | 24.91 | 25.66 | 26.04 | 26.44 | 26.44 | 26.44 | 27.23 | | |
| | | | | | | | 2.50 | 2.50 | 3.00 | 1.50 | 1.50 | 0.00 | 0.00 | 3.00 | | |
| | | | | | | Housekeeping | 17.87 | 18.31 | 18.86 | 19.14 | 19.43 | 19.43 | 19.43 | 20.01 | | |
| | | | | | | | 2.50 | 2.50 | 3.00 | 1.50 | 1.50 | 0.00 | 0.00 | 3.00 | | |
| | | | | | | Licensed Practical Nurse | 33.74 | 34.59 | 35.62 | 36.15 | 36.70 | 36.70 | 36.70 | 37.80 | | |
| | | | | | | | 2.50 | 2.50 | 3.00 | 1.50 | 1.50 | 0.00 | 0.00 | 3.00 | | |
| 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 | | | | |
| | | | | | | | | | | 2.00 | 2.00 | | | | | |
| | | | | | | 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 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | | |
|---|-------|------------|------------------|------|------------|--------------------------|--------|-------|-------|-------|--------|-------|-------|-------|------|------|------|------|--|
| 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 | 1.75 | 2.25 | | | | | |
| | | | | | | Housekeeping | | | | 16.81 | 17.15 | 17.49 | 17.80 | 18.25 | | | | | |
| | | | | | | | | | | | 2.00 | 2.00 | 1.75 | 2.25 | | | | | |
| Seasons Retirement Communities - Sunrise Village [High River] - ANC | CUPE | 2020-06-30 | 77 | 24 | 2019-03-25 | Health Care Aide | | 23.28 | 23.75 | 24.10 | 24.58 | 25.07 | | | | | | | |
| | | | | | | | | | 1.00 | 2.00 | 1.50 | 2.00 | 2.00 | | | | | | |
| | | | | | | Licensed Practical Nurse | | 32.00 | 32.64 | 33.13 | 33.79 | 34.47 | | | | | | | |
| | | | | | | | | | | 1.00 | 2.00 | 1.50 | 2.00 | 2.00 | | | | | |
| Seasons Retirement Communities - Sunrise Village [High River] - GSS | CUPE | 2020-06-30 | 48 | 12 | 2019-10-30 | Housekeeping | | | | | | 15.93 | | | | | | | |
| | | | | | | | | | | | | 1.50 | | | | | | | |
| 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 | 1.75 | 2.25 | | | |
| | | | | | | Housekeeping | | | | 16.25 | 16.58 | 16.91 | 17.20 | 17.59 | | | | | |
| | | | | | | | | | | | 2.00 | 2.00 | 1.75 | 2.25 | | | | | |
| 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 | 1.75 | 2.25 | | | |
| | | | | | | Housekeeping | | | | 16.25 | 16.58 | 16.82 | 17.12 | 17.50 | | | | | |
| | | | | | | | | | | | 2.00 | 1.50 | 1.75 | 2.25 | | | | | |
| 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 | 1.50 | 1.50 | | | |
| | | | | | | Housekeeping | | | | 16.81 | 17.10 | 17.66 | 17.93 | | | | | | |
| | | | | | | | | | | | 1.75 | 1.75 | 1.50 | 1.50 | | | | | |
| Shepherd's Care - Barrhead | AUPE | 2020-09-30 | 57 | 36 | 2019-01-16 | Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | | | | |
| | | | | | | | | | | | | | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | |
| | | | | | | Housekeeping | 19.92 | 20.32 | 20.53 | 20.53 | 20.74 | 20.95 | | | | | | | |
| | | | | | | | | | | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 1.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95* | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | | | | |
| | | | | | | | | | | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|-------|------------|------------------|------|------------|------------------------------|--------|-------|-------|-------|-------|--------|-------|-------|------|------|
| Shepherd's Care - Greenfield | AUPE | 2020-09-30 | 29 | 36 | 2019-01-18 | Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | |
| | | | | | | | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |
| | | | | | | Housekeeping | 19.92 | 20.32 | 20.53 | 20.53 | 20.74 | 20.95 | | | | |
| | | | | | | | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 1.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95* | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | |
| | | | | | | | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |
| Shepherd's Care - Kensington Village - ANC | AUPE | 2020-09-30 | 147 | 36 | 2019-01-14 | Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | |
| | | | | | | | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | |
| | | | | | | | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |
| Shepherd's Care - Millwoods Manor & Southside Manor | AUPE | 2020-09-30 | 16 | 36 | 2019-01-14 | Independent Living Attendant | 22.11 | 22.33 | 22.56 | 22.56 | 23.01 | 23.01 | | | | |
| | | | | | | | 2.50 | 1.00 | 1.00 | 0.00 | 2.00 | 0.00 | | | | |
| Shepherd's Care - Millwoods - ANC | AUPE | 2020-09-30 | 124 | 36 | 2019-01-10 | Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | |
| | | | | | | | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | |
| | | | | | | | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |
| Shepherd's Care - Millwoods & Kensington Village | UNA | 2020-03-31 | 53 | 36 | 2020-04-23 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |
| Shepherd's Care - Vanguard | AUPE | 2020-09-30 | 81 | 36 | 2019-01-15 | Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | |
| | | | | | | | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |
| | | | | | | Licensed Practical Nurse | 33.95* | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | |
| | | | | | | | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | |
| Smoky Lake Foundation - Bar V Nook, Vilna Lodge | CUPE | 2021-12-31 | 45 | 36 | 2019-02-11 | Health Care Aide | | 21.09 | 21.30 | 21.41 | 21.75 | 22.39* | 22.72 | 23.06 | | |
| | | | | | | | NA | 1.00 | 0.50 | 1.50 | 1.50 | 1.50 | 1.50 | | | |
| | | | | | | Housekeeping | 16.87 | 17.87 | 18.05 | 18.14 | 18.41 | 18.69* | 19.25 | 19.54 | | |
| | | | | | | | 2.00 | 5.93 | 1.00 | 0.50 | 1.50 | 1.50 | 1.50 | 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 | 22.20 | 22.47 | 22.65 | 22.65 | | | | | | |
| | | | | | | | 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 | 25.14 | 25.44 | 25.65 | TBD | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.94 | 34.35 | 34.62 | TBD | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| St. Michael's Long Term Care Centre | UNA | 2020-03-31 | 15 | 36 | 2020-01-08 | Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|------------|------------------|------|------------|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| St. Michael's Manor Vegreville | AUPE | 2018-03-31 | 27 | 48 | 2014-04-01 | Health Care Aide | 21.55 | 21.81 | 21.98 | 21.98 | | | | | | |
| | | | | | | | NA | 1.20 | 0.80 | 0.00 | | | | | | |
| | | | | | | Housekeeping | 16.64 | 16.84 | 16.97 | 16.97 | | | | | | |
| | | | | | | | NA | 1.20 | 0.80 | 0.00 | | | | | | |
| Stettler & District Ambulance Association | HSAA | 2023-03-31 | 20 | 48 | 2019-09-16 | Advanced Care Paramedic | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | TBD | TBD | TBD | |
| | | | | | | | 1.00 | 1.25 | 2.00 | 2.00 | 2.00 | 2.00 | | | | |
| Sylvan Lake Lodge | CLAC | 2020-12-31 | 30 | 36 | 2018-03-21 | Housekeeping | 17.06 | 17.53 | 17.88 | 18.24 | 18.60 | 18.97 | 19.40 | | | |
| | | | | | | | 2.00 | 2.75 | 2.00 | 2.00 | 2.00 | 2.00 | 2.25 | | | |
| Taber & District Housing - Clearview Lodge | CUPE | 2023-05-31 | 27 | 48 | 2019-12-03 | Health Care Aide | 21.54 | 21.97 | 22.41 | 22.86 | 23.43 | 23.90 | 24.38 | 24.87 | 25.49 | |
| | | | | | | | 2.00 | 2.00 | 2.00 | 2.00 | 2.50 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| | | | | | | Housekeeping | 17.06 | 17.40 | 17.75 | 18.11 | 18.56 | 18.93 | 19.31 | 19.70 | 20.19 | |
| | | | | | | | 2.00 | 2.00 | 2.00 | 2.00 | 2.50 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| Touchmark at Wedgewood | AUPE | 2017-08-31 | 52 | 26 | 2016-06-25 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| Touchmark at Wedgewood | UNA | 2017-03-31 | 15 | 48 | 2015-01-22 | Registered Nurse | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Town of Vegreville - Ambulance | CUPE | 2017-10-31 | 25 | 31 | 2016-01-15 | EMT-P | 38.72 | 43.87 | 44.75 | TBD | | | | | | |
| | | | | | | | 2.25 | 13.30 | 2.00 | | | | | | | |
| Travois Holdings - Mayfair/Glamorgan Care Centres | CLAC | 2023-03-31 | 160 | 36 | 2020-02-07 | Health Care Aide | 21.38 | 21.81 | 22.46 | 23.13 | 23.83 | 24.78 | 25.28 | 26.03 | 26.81 | |
| | | | | | | | 3.00 | 2.00 | 3.00 | 3.00 | 3.00 | 4.00 | 2.00 | 3.00 | 3.00 | |
| | | | | | | Housekeeping | 19.89 | 20.29 | 20.90 | 21.53 | 22.18 | 23.06 | 23.52 | 24.23 | 24.95 | |
| | | | | | | | 3.00 | 2.00 | 3.00 | 3.00 | 3.00 | 4.00 | 2.00 | 3.00 | 3.00 | |
| Vegreville Association for Living in Dignity | USW | 2020-09-30 | 32 | 60 | 2017-12-20 | Community Disability Worker | 20.48 | 20.48 | 20.48 | 20.48 | 20.48 | 20.48 | | | | |
| | | | | | | | 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 | 45.93 | 46.96 | 48.37 | | | | | | | |
| | | | | | | | 2.00 | 2.25 | 3.00 | | | | | | | |
| Venta Care Centre Ltd. - ANC | AUPE | 2017-07-31 | 100 | 24 | 2016-12-21 | Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| | | | | | | Licensed Practical Nurse | 33.94 | 34.35 | 34.62 | | | | | | | |
| | | | | | | | 3.00 | 1.20 | 0.80 | | | | | | | |
| Venta Care Centre Ltd. - GSS | AUPE | 2017-07-31 | 50 | 24 | 2016-12-21 | Housekeeping | 20.10 | 20.50 | 20.91 | | | | | | | |
| | | | | | | | 3.00 | 2.00 | 2.00 | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Employer

| Employer | Union | Expiry | EEs ¹ | Term | Settled On | Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | | |
|---|-------|------------|------------------|------|------------|--------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|--|
| 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 - Monterey Place | AUPE | 2022-03-31 | 130 | 60 | 2020-06-10 | Health Care Aide | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | Housekeeping | | | 15.45 | 15.91 | 16.39 | 16.64 | 16.80 | 17.31 | 17.48 | 17.65 | | |
| | | | | | | | | | 3.00 | 3.00 | 3.00 | 1.50 | 1.00 | 3.00 | 1.00 | 1.00 | | |
| Westlock Foundation - Pembina Lodge & Smithfield Lodge | CUPE | 2017-12-31 | 60 | 36 | 2014-10-22 | Licensed Practical Nurse | | | 31.90 | 32.39 | 33.36 | 34.37 | | | | | | |
| | | | | | | | | | 1.45 | 1.50 | 3.00 | 3.00 | | | | | | |
| | | | | | | Registered Nurse | | | 43.84 | 44.50 | 45.85 | 47.23 | | | | | | |
| | | | | | | | | | 3.54 | 1.50 | 3.00 | 3.00 | | | | | | |
| Wheatland & Adjacent Districts Emergency Medical Services | HSAA | 2018-03-31 | 35 | 36 | 2016-02-26 | Health Care Aide | 19.57 | 20.17 | 21.00 | 21.32 | 21.53 | 22.17 | 22.40 | 22.62 | | | | |
| | | | | | | | 4.00 | 3.00 | 4.00 | 1.50 | 1.00 | 3.00 | 1.00 | 1.00 | | | | |
| | | | | | | Housekeeping | 15.45 | 15.91 | 16.39 | 16.64 | 16.80 | 17.31 | 17.48 | 17.65 | | | | |
| Wheatland Lodge | CUPE | 2020-04-30 | 25 | 24 | 2018-06-11 | Licensed Practical Nurse | 30.53 | 31.14 | 32.07 | 32.55 | 32.88 | 33.86 | 34.20 | 34.54 | | | | |
| | | | | | | | 2.00 | 2.00 | 3.00 | 1.50 | 1.00 | 3.00 | 1.00 | 1.00 | | | | |
| | | | | | | Housekeeping | 17.28 | 17.63 | 18.07 | 18.61 | | | | | | | | |
| Willow Creek Foundation - Macleod Pioneer Lodge | CUPE | 2016-12-31 | 24 | 36 | 2014-06-05 | Housekeeping | 17.28 | 17.63 | 18.07 | 18.61 | | | | | | | | |
| | | | | | | | 3.00 | 2.00 | 2.50 | 3.00 | | | | | | | | |
| Wood Buffalo Housing & Development | CUPE | 2020-12-31 | 41 | 36 | 2019-10-17 | EMT-P | 44.19 | 44.85 | 45.75 | 45.75 | | | | | | | | |
| | | | | | | | 3.00 | 1.50 | 2.00 | 0.00 | | | | | | | | |
| Wood Buffalo Housing & Development - Rotary House | CUPE | 2020-12-31 | 25 | 24 | 2019-04-15 | Housekeeping | 17.97 | 18.42 | 18.79 | 19.16 | 19.54 | 19.93 | | | | | | |
| | | | | | | | 2.50 | 2.50 | 2.00 | 2.00 | 2.00 | 2.00 | | | | | | |
| Workers Compensation Board - Millard Health | HSAA | 2020-12-31 | 129 | 36 | 2019-03-11 | Health Care Aide | 19.98 | 20.48 | 20.99 | | | | | | | | | |
| | | | | | | | 2.50 | 2.50 | 2.50 | | | | | | | | | |
| Wood Buffalo Housing & Development | CUPE | 2020-12-31 | 41 | 36 | 2019-10-17 | Housekeeping | 17.95 | 18.40 | 18.86 | | | | | | | | | |
| | | | | | | | 2.50 | 2.50 | 2.50 | | | | | | | | | |
| Wood Buffalo Housing & Development - Rotary House | CUPE | 2020-12-31 | 25 | 24 | 2019-04-15 | Housekeeping | 23.02 | 23.71 | 23.71 | 23.71 | 23.71 | 23.71 | 23.71 | 23.71 | | | | |
| | | | | | | | 3.00 | 3.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | |
| Workers Compensation Board - Millard Health | HSAA | 2020-12-31 | 129 | 36 | 2019-03-11 | Resident Service Aide | 25.93 | 26.71 | 27.51 | 28.34 | 28.34 | 28.34 | 28.34 | | | | | |
| | | | | | | | 4.00 | 3.00 | 3.00 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | |
| Workers Compensation Board - Millard Health | HSAA | 2020-12-31 | 129 | 36 | 2019-03-11 | Housekeeping | 25.93 | 26.71 | 27.51 | 28.34 | 28.34 | 28.34 | 28.34 | | | | | |
| | | | | | | | 4.00 | 3.00 | 3.00 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | |
| Workers Compensation Board - Millard Health | HSAA | 2020-12-31 | 129 | 36 | 2019-03-11 | Occupational Therapist I | 47.89 | 48.84 | 49.82 | 50.94 | 50.94 | 50.94 | 50.94 | | | | | |
| | | | | | | | 3.00 | 2.00 | 2.00 | 2.50 | 0.00 | 0.00 | 0.00 | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|---------------------------------|-------|-------|--------|-------|-------|-------|-------|-------|------|------|---|-------|------------|------------------|------|------------|
| EMT-P [Advanced Care Paramedic] | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | | Alberta Health Services | HSAA | 2020-03-31 | 19,000 | 36 | 2018-03-26 |
| | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Housekeeping | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | | Alberta Health Services - GSS | AUPE | 2020-03-31 | 23,243 | 36 | 2018-11-15 |
| | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | | | | | |
| Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | | Alberta Health Services | UNA | 2020-03-31 | 28,600 | 36 | 2018-02-16 |
| | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 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 |
| | 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 | 23.05 | 23.74 | 24.46 | 24.70 | 24.95 | 25.20 | | | | | AgeCare - Columbia Assisted Living | AUPE | 2020-03-31 | 29 | 36 | 2019-01-31 |
| | 3.00 | 3.00 | 3.00 | 1.00 | 1.00 | 1.00 | | | | | | | | | | |
| Health Care Aide | 22.38 | 22.38 | 22.92 | 23.38 | 23.38 | 23.73 | 24.11 | | | | AgeCare - Midnapore | CUPE | 2021-10-31 | 164 | 36 | 2020-01-07 |
| | 5.20 | 0.00 | 2.40 | 2.00 | 0.00 | 1.50 | 1.60 | | | | | | | | | |
| 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 | 23.74 | 23.74 | 24.45 | 24.94 | 24.94 | 25.19 | | | | | AgeCare - Valleyview | AUPE | 2020-03-31 | 32 | 24 | 2019-03-25 |
| | 3.00 | 0.00 | 3.00 | 2.00 | 0.00 | 1.00 | | | | | | | | | | |
| 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 | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | | Allen Gray Continuing Care - ANC | AUPE | 2020-03-31 | 153 | 24 | 2018-12-14 |
| | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 21.13 | 21.40 | 21.89 | 22.33 | 22.55 | 22.55 | 22.78 | 23.06 | | | AXR Operating National - McKenzie Towne Continuing Care | CUPE | 2022-10-31 | 146 | 48 | 2020-02-26 |
| | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | 0.00 | 1.00 | 1.25 | | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | | Bethany Care Centre - Airdrie - ANC | AUPE | 2017-08-31 | 64 | 38 | 2016-04-15 |
| | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | | Bethany Care Centre - Calgary - ANC | AUPE | 2017-08-31 | 428 | 36 | 2016-04-15 |
| | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | | Bethany Care Centre - Cochrane | AUPE | 2017-08-31 | 70 | 38 | 2016-04-15 |
| | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|------------------|---------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|------|------|--|-------|------------|------------------|------|------------|
| Health Care Aide | 24.46 3.00 | 24.75 1.20 | 24.95 0.80 | | | | | | | | Bethany Care Centre - Collegeseide | AUPE | 2017-08-31 | 134 | 38 | 2016-04-15 |
| Health Care Aide | | 24.31 | 24.50 0.80 | | | | | | | | Bethany Care Centre - Didsbury | AUPE | 2017-08-31 | 108 | 27 | 2016-11-30 |
| Health Care Aide | 24.46 3.00 | 24.75 1.20 | 24.95 0.80 | | | | | | | | Bethany Care Centre - Harvest Hills | AUPE | 2017-08-31 | 52 | 36 | 2016-04-15 |
| Health Care Aide | 24.46 2.77 | 24.75 1.20 | 24.95 0.80 | | | | | | | | Bethany Care Centre - Sylvan Lake | AUPE | 2017-08-31 | 64 | 36 | 2016-04-15 |
| Health Care Aide | 24.45 | 24.94 2.00 | 24.94 0.00 | 25.32 1.50 | 25.32 0.00 | 25.32 0.00 | | | | | Bethany Nursing Home - Bashaw, Rosealta, | AUPE | 2020-03-31 | 143 | 24 | 2018-12-17 |
| Health Care Aide | 24.45 3.00 | 24.74 1.20 | 24.94 0.80 | 24.94 0.00 | 24.94 0.00 | 24.64 0.00 | | | | | Bethany Nursing Home - Rosehaven, Bethany Long Term | AUPE | 2020-03-30 | 370 | 24 | 2018-11-29 |
| Health Care Aide | 24.46 3.00 | 24.70 1.00 | 24.95 1.00 | 25.20 1.00 | 25.50 1.20 | | | | | | Brenda Strafford Foundation - Clifton Manor | AUPE | 2019-03-31 | 212 | 48 | 2017-06-28 |
| Health Care Aide | | | | | | | 25.87 0.00 | 25.87 0.00 | | | Brenda Strafford Foundation Wentworth Manor | AUPE | 2022-12-30 | 139 | 28 | 2020-09-11 |
| Health Care Aide | 21.42 3.00 | 22.06 3.00 | 22.56 2.25 | 23.01 2.00 | 23.31 1.30 | 23.61 1.30 | 23.61 0.00 | 23.61 0.00 | | | Bridges Community Living | CUPE | 2021-12-31 | 112 | 24 | 2020-01-23 |
| Health Care Aide | 24.47 3.00 | 24.76 1.20 | 24.96 0.80 | 24.96 0.00 | 24.96 0.00 | 24.96 0.00 | | | | | CapitalCare - ANC | AUPE | 2020-06-30 | 1,150 | 36 | 2019-04-29 |
| Health Care Aide | 23.76 0.00 | 24.47* 3.00 | 24.67 0.80 | 24.96 1.20 | 24.96 0.00 | 24.96 0.00 | | | | | CapitalCare - Dickensfield, Norwood | CUPE | 2020-06-30 | 440 | 36 | 2019-06-11 |
| Health Care Aide | 24.46 3.00 | 24.75 1.20 | 24.95 0.80 | 24.95 0.00 | 24.95 0.00 | 24.95 0.00 | | | | | Carewest - ANC | AUPE | 2020-06-30 | 1,582 | 36 | 2019-09-09 |
| Health Care Aide | | | | | 17.74 | 17.96 1.25 | 18.19 1.25 | | | | CBI Home Health | AUPE | 2020-12-31 | 482 | 36 | 2019-03-18 |
| Health Care Aide | 23.58 1.50 | 23.86 1.20 | 24.58 3.00 | 24.58 0.00 | 24.58 0.00 | 24.58 0.00 | | | | | Chantelle Management - Edith Cavell Care Centre | AUPE | 2020-11-30 | 95 | 36 | 2019-05-21 |
| Health Care Aide | 21.80 2.00 | 22.29 2.25 | 22.85 2.50 | 22.96 0.50 | 23.08 0.50 | 23.19 0.50 | | | | | Chantelle Management - Grande Prairie Care Centre | CUPE | 2020-06-30 | 133 | 12 | 2019-10-28 |
| Health Care Aide | 19.48 2.50 | 19.96 2.50 | 20.56 3.00 | | | | | | | | Chantelle Management - Sunset Manor, Innisfail Country Manor | AUPE | 2017-02-01 | 123 | 36 | 2014-01-30 |
| Health Care Aide | 22.40 | 22.96 2.50 | 23.42 2.00 | 23.89 2.00 | 24.43 2.25 | | | | | | Choices in Community Living - Copper Sky | AUPE | 2019-03-31 | 157 | 36 | 2016-09-19 |
| Health Care Aide | 22.40 3.00 | 22.96 2.50 | 23.42 2.00 | 23.89 2.00 | 24.43 2.25 | 24.67 1.00 | TBD | | | | Choices in Community Living - Legacy Lodge | AUPE | 2021-03-31 | 115 | 24 | 2019-09-03 |
| Health Care Aide | 23.18 2.00 | 23.70 2.25 | | | | | | | | | Christenson Communities - Royal Oak Manor | HSAA | 2016-02-01 | 30 | 36 | 2014-01-17 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|------------------|-------|--------|----------|-------|-------|-------|-------|-------|-------|-------|---|-----------|------------|------------------|------|------------|
| Health Care Aide | | | | | | 24.35 | 24.72 | 25.09 | | | Connecting Care (2000) - Meadow Ridge | Teamsters | 2022-08-28 | 81 | 36 | 2019-08-29 |
| | | | | | | | 1.50 | 1.50 | | | | | | | | |
| Health Care Aide | | | 21.85 | 24.70 | | | | | | | Covenant Care - Chateau Vitaline | AUPE | 2018-06-30 | 72 | 11 | 2017-08-02 |
| | | | | 13.00 | | | | | | | | | | | | |
| Health Care Aide | 20.06 | 23.50 | 24.46 | | | | | | | | Covenant Care - Holy Cross | AUPE | 2017-06-30 | 70 | 24 | 2015-12-17 |
| | | 16.66* | 4.00* | | | | | | | | | | | | | |
| Health Care Aide | 20.06 | 23.50 | 24.46 | | | | | | | | Covenant Care - Villa Marie | AUPE | 2017-06-30 | 76 | 24 | 2015-12-17 |
| | | 16.66* | 4.00* | | | | | | | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | | Covenant Health - ANC | AUPE | 2020-03-31 | 2,210 | 36 | 2019-04-30 |
| | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 23.75 | 24.46 | 24.95 | 24.95 | 24.95 | 24.95 | TBD | | | | Covenant Health - St. Joseph's Home / Carmel Hospice | CUPE | 2021-03-31 | 40 | 36 | 2018-09-04 |
| | 3.00 | 3.00 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | | Covenant Health - St. Therese Villa | AUPE | 2020-03-31 | 202 | 24 | 2019-01-24 |
| | 6.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.47 | 24.76 | 24.96 | 24.96 | 24.96 | 24.96 | | | | | Covenant Health - Youville Home (Grey Nuns) of St. Albert | USW | 2020-03-31 | 200 | 36 | 2018-06-29 |
| | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 18.69 | 19.06 | 20.26 | 20.46 | 20.87 | 21.08 | 21.40 | 21.83 | | | Crowsnest Pass Senior Housing | CUPE | 2021-12-31 | 30 | 36 | 2019-04-22 |
| | 2.00 | 2.00 | Adj + 1% | 1.00 | 2.00 | 1.00 | 1.50 | 2.00 | | | | | | | | |
| Health Care Aide | 20.90 | 21.53 | 21.96 | 22.40 | 22.85 | 23.30 | 23.30 | 23.30 | 23.30 | 23.53 | Cypress View Foundation | CUPE | 2023-12-31 | 80 | 48 | 2020-10-27 |
| | 3.00 | 3.00 | 2.00 | 2.00 | 2.00 | 2.00 | 0.00 | 0.00 | 0.00 | 1.00 | | | | | | |
| Health Care Aide | 19.55 | 19.94 | 20.34 | 20.75 | 21.01 | 21.32 | 21.75 | | | | Drumheller & District Seniors Foundation - Sunshine Lodge | CUPE | 2020-12-31 | 50 | 36 | 2018-06-12 |
| | 2.25 | 2.00 | 2.00 | 2.00 | 1.25 | 1.50 | 2.00 | | | | | | | | | |
| Health Care Aide | 21.73 | 21.95 | 22.17 | 22.61 | 23.07 | 23.07 | 23.30 | 23.65 | | | Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside | CUPE | 2021-12-31 | 45 | 36 | 2019-07-15 |
| | 0.00 | 1.00 | 1.00 | 2.00 | 2.00 | 0.00 | 1.00 | 1.50 | | | | | | | | |
| Health Care Aide | 19.99 | 20.19 | 20.19 | 20.28 | 20.48 | 20.48 | | | | | Excel Resources Society - Balwin Villa, Grand Manor | UFCW | 2020-03-31 | 240 | 36 | 2018-09-20 |
| | 1.00 | 1.00 | 0.00 | 0.45 | 1.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 23.11 | 23.69 | 24.16 | | | | | | | | Extendicare (Canada) | CUPE | 2020-12-31 | 482 | 48 | 2019-10-29 |
| | 3.00 | 2.50 | 2.00 | | | | | | | | | | | | | |
| Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | | Extendicare (Canada) - Athabasca - ANC | AUPE | 2017-12-31 | 66 | 36 | 2016-08-04 |
| | 3.87 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | | |
| Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | | Extendicare (Canada) - Cedars Villa | AUPE | 2017-12-31 | 282 | 36 | 2016-07-21 |
| | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | | |
| Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | | Extendicare (Canada) - Eaux Claires | AUPE | 2017-12-31 | 195 | 36 | 2016-07-22 |
| | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | | |
| Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | | Extendicare (Canada) - Fairmont Park | AUPE | 2017-12-31 | 179 | 36 | 2016-07-20 |
| | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | | |
| Health Care Aide | 23.11 | 23.63 | 24.16 | 24.16 | | | | | | | Extendicare (Canada) - Hillcrest | AUPE | 2017-12-31 | 169 | 36 | 2016-07-20 |
| | 4.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|-------------------------|---------------|---------------|---------------|---------------|----------------|-----------------------------|-----------------------------|---------------|------|------|--|-------------|-------------------|------------------|-----------|-------------------|
| Health Care Aide | 23.11 4.90 | 23.63 2.25 | 24.16 2.25 | 24.16 0.00 | | | | | | | Extendicare (Canada) - Holyrood | AUPE | 2017-12-31 | 90 | 36 | 2016-07-20 |
| Health Care Aide | 23.11 3.87 | 23.63 2.25 | 24.16 2.25 | 24.16 0.00 | | | | | | | Extendicare (Canada) - Mayerthorpe | AUPE | 2017-12-31 | 61 | 36 | 2016-07-20 |
| Health Care Aide | 23.11 3.00 | 23.63 2.25 | 24.16 2.25 | 24.16 0.00 | | | | | | | Extendicare (Canada) - Michener Hill | AUPE | 2017-12-31 | 488 | 36 | 2016-10-26 |
| Health Care Aide | | 24.46 | 24.95 2.00 | 25.32 1.50 | 25.70 1.50 | | | | | | Father Lacombe Care Society - ANC | UNA | 2019-08-31 | 235 | 36 | 2016-09-15 |
| Health Care Aide | | | 23.34 | 23.81 2.00 | 24.29 2.00 | | | | | | Golden Life Management - Evanston Grand Village | AUPE | 2019-09-30 | 135 | 36 | 2016-09-23 |
| Health Care Aide | 23.75 0.00 | TBD | | | | | | | | | Good Samaritan Society - Dr. Gerald Zetter Care Centre | CUPE | 2016-06-30 | 120 | 36 | 2014-02-06 |
| Health Care Aide | 24.46 3.00 | 24.75 1.20 | 24.95 0.80 | | | | | | | | Good Samaritan Society - Multi Facility | AUPE | 2017-06-30 | 1,605 | 36 | 2016-04-11 |
| Health Care Aide | 23.76 1.50 | 24.05 1.20 | 24.24 0.80 | 24.24 0.00 | 24.24 0.00 | 24.24 0.00 | | | | | Good Samaritan Society - South Ridge Village | USW | 2021-06-30 | 150 | 48 | 2018-07-04 |
| Health Care Aide | 23.75 | 24.46 3.00 | 25.07 2.50 | 25.70 2.50 | 26.09 1.50 | 26.48 1.50 | 26.87 1.50 | 27.41 2.00 | | | Green Acres Foundation - Piyami | AUPE | 2021-12-31 | 49 | 47 | 2018-02-16 |
| Health Care Aide | 23.75 | 24.46 3.00 | 25.07 2.50 | 25.70 2.50 | 26.09 1.50 | 26.48 1.50 | 26.87 1.50 | 27.41 2.00 | | | Green Acres Foundation - Sunny South | AUPE | 2021-12-31 | 61 | 47 | 2018-02-16 |
| Health Care Aide | 24.45 3.00 | 24.45 0.00 | 24.94 2.00 | 27.94 0.00 | 27.94 0.00 | 27.94 0.00 | | | | | Haven of Rest and Sunnyside Nursing Home | USWA | 2020-03-31 | 126 | 36 | 2017-04-01 |
| Health Care Aide | 24.46 3.00 | 24.86 1.60 | 25.20 1.40 | 25.58 1.50 | | | | | | | Hong Lok Management - Edmonton Chinatown Care Centre | AUPE | 2018-09-30 | 63 | 36 | 2016-12-31 |
| Health Care Aide | 21.75 3.00 | 21.75 0.00 | 22.19 2.00 | 22.52 1.50 | 22.75 1.00 | 23.20* 1.00 | | | | | Intercare - Brentwood, Chinook, Southwood | CUPE | 2020-06-30 | 934 | 24 | 2018-09-12 |
| Health Care Aide | 20.30 2.00 | 20.71 2.00 | 21.12 2.00 | 21.62 2.35 | 23.78 10.00 | 24.26 2.00 | 24.62 1.50 | TBD | | | Lacombe Foundation | CLAC | 2021-12-31 | 73 | 24 | 2020-02-24 |
| Health Care Aide | 24.46 3.00 | 24.75 1.20 | 24.95 0.80 | 24.95 0.00 | 24.95 0.00 | 24.95 0.00 | | | | | Lamont Health Care Centre - ANC | AUPE | 2020-03-31 | 108 | 24 | 2018-12-14 |
| Health Care Aide | | | | | 24.46 1.50 | 24.83 1.50 | 25.32 2.00 | | | | Lloydminster Region Housing Group - Pioneer Complex | CUPE | 2021-02-28 | 75 | 36 | 2018-06-28 |
| Health Care Aide | | | | | | 24.22 | 24.95 3.00 | 25.20 1.00 | | | Mountain View Seniors Housing - Mount View Lodge | AUPE | 2021-12-31 | 50 | 44 | 2020-09-11 |
| Health Care Aide | | | | | | 24.95 | 25.08 0.50 | | | | Mountain View Seniors Housing - Sundre Seniors Supportive Living | AUPE | 2020-12-31 | 44 | 41 | 2019-04-05 |
| Health Care Aide | 23.31 2.00 | 23.77 2.00 | 24.25 2.00 | 24.67 1.75 | 25.10 1.75 | 25.54 1.75 | | | | | Nutra 2000 | CNFIU | 2020-11-30 | 993 | 36 | 2018-01-30 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------|--|-------|------------|------------------|------|------------|
| Health Care Aide | 22.41 5.00 | 22.75 1.50 | 23.09 1.50 | 23.44 1.50 | 23.91 2.00 | 24.51 2.50 | | | | | Operation Friendship Seniors Society | CUPE | 2020-03-31 | 59 | 36 | 2017-03-29 |
| Health Care Aide | | | | | | 24.23 1.50 | 24.71 2.00 | | | | Park Place Seniors Living - Benevolence Care Centre | AUPE | 2021-03-31 | 92 | 23 | 2019-02-13 |
| Health Care Aide | 22.38 6.75 | 22.83 2.00 | 23.17 1.50 | 23.63 2.00 | 23.63 0.00 | 23.87 1.00 | 24.11 1.00 | 24.35 1.00 | | | Park Place Seniors Living - Devonshire Care Centre | AUPE | 2022-03-31 | 183 | 36 | 2020-01-10 |
| Health Care Aide | 22.76 3.00 | 22.99 1.00 | 23.33 1.50 | 23.80 2.00 | 24.04 1.00 | 24.46 1.75 | 24.89 1.75 | | | | Park Place Seniors Living - Emerald Gardens | CUPE | 2021-04-30 | 48 | 36 | 2018-09-21 |
| Health Care Aide | 22.38 3.00 | 22.83 2.00 | 23.17 1.50 | 23.40 1.00 | 23.75 1.50 | 24.23 2.00 | | | | | Park Place Seniors Living - Hardisty Care Centre - ANC | AUPE | 2020-03-31 | 140 | 24 | 2018-09-24 |
| Health Care Aide | 22.85 5.30 | 23.31 2.00 | 23.66 1.50 | 23.90 1.00 | 24.49 2.50 | 24.85 1.50 | | | | | Park Place Seniors Living - Newport Harbour Centre | AUPE | 2020-03-31 | 163 | 24 | 2019-09-23 |
| Health Care Aide | 24.46 3.00 | 24.70 1.00 | 25.08 1.50 | 25.33 1.00 | 25.71 1.50 | 26.22 2.00 | | | | | Park Place Seniors Living - Villa Marguerite, Sprucewood Place | AUPE | 2020-03-31 | 317 | 24 | 2018-09-28 |
| Health Care Aide | 24.46 3.00 | | | | | | | | | | Points West Living Century Park | AUPE | 2015-03-31 | 90 | 36 | 2012-11-07 |
| Health Care Aide | | | | 23.98 NA | 24.46 2.00 | 24.95 2.00 | | | | | Points West Living Cold Lake | AUPE | 2019-12-31 | 51 | 36 | 2017-06-21 |
| Health Care Aide | 24.46 6.12 | 24.70 1.00 | 25.08 1.50 | 25.45 1.50 | 25.83 1.50 | 25.96 0.50 | 26.09 0.50 | 26.22 0.50 | | | Points West Living Heritage House | AUPE | 2022-03-31 | 53 | 36 | 2019-09-24 |
| Health Care Aide | | | | | | 24.70 1.00 | 24.95 0.50 | 25.07 0.50 | 25.20 0.50 | | Points West Living Lac La Biche | AUPE | 2022-12-31 | 35 | 36 | 2020-01-20 |
| Health Care Aide | | | 23.92 0.75 | 24.28 1.50 | 24.70 1.75 | 25.08 1.50 | | | | | Points West Living Stettler | AUPE | 2020-05-10 | 110 | 48 | 2018-11-07 |
| Health Care Aide | | | | 24.28 0.75 | 24.46 0.75 | 24.95 2.00 | 25.20 1.00 | | | | Points West Living Slave Lake | AUPE | 2020-12-31 | 49 | 50 | 2019-03-14 |
| Health Care Aide | | | | | 20.10 1.75 | 20.45 1.75 | | | | | Prince of Peace Manor & Harbour | CUPE | 2020-06-30 | 99 | 24 | 2019-05-22 |
| Health Care Aide | 20.64 0.00 | 21.00 1.75 | 21.32 1.50 | 21.32 0.00 | 21.53 1.00 | 21.53 0.00 | TBD 1.00 | | | | Qualicare - Citadel Care | USW | 2022-06-30 | 139 | 36 | 2019-12-06 |
| Health Care Aide | 20.65 0.00 | 21.01 1.75 | 21.22 1.00 | 21.43 1.00 | 21.65 1.00 | 21.65 0.00 | TBD 1.00 | | | | Qualicare - Rivercrest Lodge Nursing Home Ltd | USW | 2022-07-31 | 98 | 36 | 2019-11-18 |
| Health Care Aide | 21.54 2.00 | 21.81 1.25 | 22.30 2.25 | 22.75 2.00 | 22.98 1.00 | | | | | | Revera - Bow Crest | CUPE | 2018-10-31 | 152 | 24 | 2016-12-07 |
| Health Care Aide | 23.30 3.00 | 23.77 2.00 | 24.31 2.25 | 24.79 2.00 | | | | | | | Revera - Jasper Place, South Terrace, Miller Crossing | AUPE | 2018-03-31 | 455 | 24 | 2016-10-25 |
| Health Care Aide | 21.09 2.00 | 21.35 1.25 | 21.62 1.25 | 22.05 2.00 | 22.50 2.00 | | | | | | Revera - Mount Royal | CUPE | 2018-10-31 | 96 | 24 | 2017-08-09 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|------------------------------------|-------|-------|--------|-------|-------|-------|-------|-------|------|------|---|-------|------------|------------------|------|------------|
| Health Care Aide | 20.89 | 21.42 | 21.85 | 22.34 | 22.84 | | | | | | Revera - Riverview | UFCW | 2019-03-31 | 140 | 36 | 2016-09-28 |
| | 2.50 | 2.50 | 2.00 | 2.25 | 2.25 | | | | | | | | | | | |
| Health Care Aide | 18.93 | 22.38 | 22.83 | 23.29 | 23.76 | | | | | | Revera Lessee - Aspen Ridge | AUPE | 2019-01-31 | 94 | 36 | 2016-02-01 |
| | 5.00 | 18.25 | 2.00 | 2.00 | 2.00 | | | | | | | | | | | |
| Health Care Aide | 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 |
| | 3.00 | 3.00 | 3.00 | 2.00 | 2.00 | 2.00 | | | | | | | | | | |
| Health Care Aide | 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 | 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 | | | | | | | | | | | |
| Health Care Aide | 19.72 | 20.11 | 20.51 | 20.93 | 21.35 | 21.78 | 22.22 | | | | Revera Lessee - McKenzie Towne Retirement Residence | CUPE | 2020-12-31 | 54 | 36 | 2018-08-17 |
| | 3.50 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | | | | | | | | | |
| Health Care Aide | 18.67 | 19.04 | 19.52 | 19.96 | 20.41 | 20.82 | 21.23 | | | | Revera Lessee - Meadowlands | UFCW | 2020-12-31 | 73 | 48 | 2019-04-08 |
| | 2.00 | 2.00 | 2.50 | 2.25 | 2.25 | 2.00 | 2.00 | | | | | | | | | |
| Health Care Aide | | | | 22.73 | 22.96 | 23.19 | 23.48 | 23.77 | | | Revera Lessee - River Ridge | AUPE | 2021-12-31 | 95 | 27 | 2019-10-15 |
| | | | | 1.00 | 1.00 | 1.25 | 1.25 | | | | | | | | | |
| Health Care Aide | 22.38 | 22.99 | 23.62 | 24.21 | 24.69 | 25.18 | 25.62 | | | | Revera Lessee - Riverbend Retirement | AUPE | 2020-12-31 | 113 | 36 | 2019-09-03 |
| | 3.50 | 2.75 | 2.75 | 2.50 | 2.00 | 2.00 | 1.75 | | | | | | | | | |
| Health Care Aide | 19.22 | 19.60 | 20.00 | 20.60 | | | | | | | Ridge Country Housing | CUPE | 2017-12-31 | 33 | | |
| | 3.00 | 2.00 | 2.00 | 3.00 | | | | | | | | | | | | |
| Health Care Aide | 22.51 | 23.52 | 24.58 | 24.58 | 24.58 | 24.58 | | | | | River Ridge Seniors Village | USW | 2020-03-31 | 105 | 36 | 2018-03-06 |
| | 11.70 | 4.50 | 4.50 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 22.88 | 23.46 | 24.05* | | | | | | | | Salem Manor Nursing Home | AUPE | 2017-07-13 | 85 | 48 | 2016-03-14 |
| | 3.00 | 2.50 | 0.80 | | | | | | | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | TBD | TBD | | | Salvation Army - Agape Hospice | UNA | 2022-03-31 | 62 | 36 | 2019-08-15 |
| | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.30 | 24.91 | 25.66 | 26.04 | 26.44 | 26.44 | 26.44 | 27.23 | | | Salvation Army - Grace Manor | AUPE | 2022-09-30 | 98 | 36 | 2020-02-13 |
| | 2.50 | 2.50 | 3.00 | 1.50 | 1.50 | 0.00 | 0.00 | 3.00 | | | | | | | | |
| 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 |
| | | | | 2.00 | 2.00 | | | | | | | | | | | |
| 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 |
| | | | | 2.00 | 1.75 | 1.50 | | | | | | | | | | |
| 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 |
| | | | | 2.00 | 2.00 | 1.75 | 2.25 | | | | | | | | | |
| Health Care Aide | | 23.28 | 23.75 | 24.10 | 24.58 | 25.07 | | | | | Seasons Retirement Communities Sunrise Village [High River] - ANC | CUPE | 2020-06-30 | 77 | 24 | 2019-03-25 |
| | | 1.00 | 2.00 | 1.50 | 2.00 | 2.00 | | | | | | | | | | |
| 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 |
| | | | | 2.00 | 2.00 | 1.75 | 2.25 | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Health Care Aide

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|------------------------------|-------|-------|-------|-------|-------|--------|-------|-------|-------|------|---|-------|------------|------------------|------|------------|
| Health Care Aide | | | | 19.71 | 20.10 | 20.41 | 20.76 | 21.23 | 17.50 | | Seasons Retirement Communities - Sunrise Village (Ponoka) | AUPE | 2021-12-31 | 27 | 49 | 2017-12-05 |
| | | | | | 2.00 | 1.50 | 1.75 | 2.25 | 2.25 | | | | | | | |
| 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 |
| | | | | 1.75 | 1.75 | 1.50 | 1.50 | | | | | | | | | |
| Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | | Shepherd's Care - Barrhead | AUPE | 2020-09-30 | 57 | 36 | 2019-01-16 |
| | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | | Shepherd's Care - Greenfield | AUPE | 2020-09-30 | 29 | 36 | 2019-01-18 |
| | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | | Shepherd's Care - Kensington Village - ANC | AUPE | 2020-09-30 | 147 | 36 | 2019-01-14 |
| | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | | Shepherd's Care - Millwoods - ANC | AUPE | 2020-09-30 | 124 | 36 | 2019-01-10 |
| | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | | |
| Independent Living Attendant | 22.11 | 22.33 | 22.56 | 22.56 | 23.01 | 23.01 | | | | | Shepherd's Care - Millwoods Manor & Southside Manor | AUPE | 2020-09-30 | 16 | 36 | 2019-01-14 |
| | 2.50 | 1.00 | 1.00 | 0.00 | 2.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.34 | 24.83 | 25.08 | 25.08 | 25.33 | 25.33 | | | | | Shepherd's Care - Vanguard | AUPE | 2020-09-30 | 81 | 36 | 2019-01-15 |
| | 1.50 | 2.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | | 21.09 | 21.30 | 21.41 | 21.75 | 22.39* | 22.72 | 23.06 | | | Smoky Lake Foundation - Bar V Nook, Vilna Lodge | CUPE | 2021-12-31 | 45 | 36 | 2019-02-11 |
| | | NA | 1.00 | 0.50 | 1.50 | 1.50 | 1.50 | 1.50 | | | | | | | | |
| 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 | 22.20 | 22.47 | 22.65 | 22.65 | | | | | | | St. Michael's Grove Manor | AUPE | 2018-09-30 | 21 | 48 | 2017-02-02 |
| | 3.50 | 1.20 | 0.80 | 0.00 | | | | | | | | | | | | |
| Health Care Aide | 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 | 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 | 21.54 | 21.97 | 22.41 | 22.86 | 23.43 | 23.90 | 24.38 | 24.87 | 25.49 | | Taber & District Housing - Clearview Lodge | CUPE | 2023-05-31 | 27 | 48 | 2019-12-03 |
| | 2.00 | 2.00 | 2.00 | 2.00 | 2.50 | 2.00 | 2.00 | 2.00 | 2.50 | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | | | | | | | | Touchmark at Wedgewood | AUPE | 2017-08-31 | 52 | 26 | 2016-06-25 |
| | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | | |
| Health Care Aide | 21.38 | 21.81 | 22.46 | 23.13 | 23.83 | 24.78 | 25.28 | 26.03 | 26.81 | | Travois Holdings - Mayfair/Glamorgan Care Centres | CLAC | 2023-03-31 | 160 | 36 | 2020-02-07 |
| | 3.00 | 2.00 | 3.00 | 3.00 | 3.00 | 4.00 | 2.00 | 3.00 | 3.00 | | | | | | | |
| Health Care Aide | 19.98 | 20.48 | 20.99 | | | | | | | | Willow Creek Foundation - Macleod Pioneer Lodge | CUPE | 2016-12-31 | 24 | 36 | 2014-06-05 |
| | 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 | 19.57 | 20.17 | 21.00 | 21.32 | 21.53 | 22.17 | 22.40 | 22.62 | | | Well Being Services - Monterey Place | AUPE | 2022-03-31 | 130 | 60 | 2020-06-10 |
| | 4.00 | 3.00 | 4.00 | 1.50 | 1.00 | 3.00 | 1.00 | 1.00 | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|---|-------|------------|------------------|------|------------|
| EMT-P [Advanced Care Paramedic] | 42.90 | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | Alberta Health Services | HSA | 2020-03-31 | 19,000 | 36 | 2018-03-26 |
| | 3.00 | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Health Care Aide | 23.75 | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Housekeeping | 20.00 | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | Alberta Health Services - GSS | AUPE | 2020-03-31 | 23,243 | 36 | 2018-11-15 |
| | 3.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Alberta Health Services | UNA | 2020-03-31 | 28,600 | 36 | 2018-02-16 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | | 33.62 | 33.95 | 34.63 | 34.97 | | | | | | Age Care - Beverly Centre Glenmore | AUPE | 2018-09-10 | 210 | 36 | 2015-09-08 |
| | | 2.00 | 1.00 | 2.00 | 1.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | AgeCare - Beverly Centre Lake Midnapore | UNA | 2017-08-31 | 55 | 41 | 2015-06-24 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | | 32.31 | 33.61 | 34.28 | 34.97 | | | | | | Age Care - Sagewood Seniors Community | AUPE | 2018-11-27 | 128 | 36 | 2015-11-18 |
| | | | 4.00 | 2.00 | 2.00 | | | | | | | | | | | |
| Licensed Practical Nurse | | | 31.99 | 32.95 | 33.94 | 34.96 | | | | | Age Care - Sunrise Gardens | AUPE | 2018-12-15 | 85 | 36 | 2015-12-29 |
| | | | | 3.00 | 3.00 | 3.00 | | | | | | | | | | |
| Licensed Practical Nurse | 31.99 | 32.95 | 32.95 | 33.94 | 34.62 | 34.62 | 34.97 | | | | AgeCare - Valleyview | AUPE | 2020-03-31 | 32 | 24 | 2019-03-25 |
| | 3.00 | 3.00 | 0.00 | 3.00 | 2.00 | 0.00 | 1.00 | | | | | | | | | |
| Licensed Practical Nurse | | | | 32.32 | 34.10 | 34.78 | 35.30 | | | | AgeCare - Walden Heights - ANC | AUPE | 2020-01-26 | 257 | 36 | 2017-01-30 |
| | | | | | 5.50 | 2.00 | 1.50 | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | Allen Gray Continuing Care - ANC | AUPE | 2020-03-31 | 153 | 24 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 29.63 | 30.22 | 30.60 | 31.29 | 31.92 | 32.24 | 32.24 | 32.56 | 32.97 | | AXR Operating National - McKenzie Towne Continuing Care | CUPE | 2022-10-31 | 146 | 48 | 2020-02-26 |
| | 3.00 | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | 0.00 | 1.00 | 1.25 | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | Bethany Care Centre - Airdrie - ANC | AUPE | 2017-08-31 | 64 | 38 | 2016-04-15 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | Bethany Care Centre - Calgary - ANC | AUPE | 2017-08-31 | 428 | 36 | 2016-04-15 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | Bethany Care Centre - Cochrane | AUPE | 2017-08-31 | 70 | 38 | 2016-04-15 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | Bethany Care Centre - Collegeside | AUPE | 2017-08-31 | 134 | 38 | 2016-04-15 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | | | 34.00 | 34.27 | | | | | | | Bethany Care Centre - Didsbury | AUPE | 2017-08-31 | 108 | 27 | 2016-11-30 |
| | | | | 0.80 | | | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|--------------------------|---------------|---------------|-----------------|----------------|---------------|---------------|---------------|---------------|---------------|------|--|-----------|------------|------------------|------|------------|
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.36 1.20 | 34.63 0.80 | | | | | | | Bethany Care Centre - Harvest Hills | AUPE | 2017-08-31 | 52 | 36 | 2016-04-15 |
| Licensed Practical Nurse | 33.01 NA | 33.95 2.85 | 34.36 1.20 | 34.63 0.80 | | | | | | | Bethany Care Centre - Sylvan Lake | AUPE | 2017-08-31 | 64 | 36 | 2016-04-15 |
| Licensed Practical Nurse | | 33.94 | 34.62 2.00 | 34.62 0.00 | 35.15 1.50 | 35.15 0.00 | 35.15 0.00 | | | | Bethany Nursing Home - Bashaw, Rosealta, | AUPE | 2020-03-31 | 143 | 24 | 2018-12-17 |
| Licensed Practical Nurse | 32.95 3.00 | 33.94 3.00 | 34.35 1.20 | 34.62 0.80 | 34.62 0.00 | 34.62 0.00 | 34.62 0.00 | | | | Bethany Nursing Home - Rosehaven, Bethany Long Term | AUPE | 2020-03-30 | 370 | 24 | 2018-11-29 |
| Licensed Practical Nurse | 32.95 3.00 | 33.94 3.00 | 34.28 1.00 | 34.62 1.00 | 34.97 1.00 | 35.39 1.20 | | | | | Brenda Strafford Foundation - Clifton Manor | AUPE | 2019-03-31 | 212 | 48 | 2017-06-28 |
| Licensed Practical Nurse | | | | | | | | 35.67 0.00 | 35.67 0.00 | | Brenda Strafford Foundation Wentworth Manor | AUPE | 2022-12-30 | 139 | 28 | 2020-09-11 |
| Licensed Practical Nurse | | 32.95 | 33.95 3.00 | 34.97 3.00 | 36.02 3.00 | 36.02 0.00 | 36.02 0.00 | TBD | | | Canterbury Foundation | AUPE | 2020-12-31 | 180 | 36 | 2018-05-31 |
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.36 1.20 | 34.63 0.80 | 34.63 0.00 | 34.63 0.00 | 34.63 0.00 | | | | CapitalCare - ANC | AUPE | 2020-06-30 | 1,150 | 36 | 2019-04-29 |
| Licensed Practical Nurse | 32.95 3.00 | 33.94 3.00 | 34.36 1.20 | 34.63 0.80 | 34.63 0.00 | 34.63 0.00 | 34.63 0.00 | | | | Carewest - ANC | AUPE | 2020-06-30 | 1,582 | 36 | 2019-09-09 |
| Licensed Practical Nurse | | | | | | 24.89 | 25.20 | 25.52 | | | CBI Home Health | AUPE | 2020-12-31 | 482 | 36 | 2019-03-18 |
| | | | | | | | 1.25 | 1.25 | | | | | | | | |
| Licensed Practical Nurse | 32.63 3.00 | 33.12 1.50 | 33.52 1.20 | 34.53 3.00 | 34.53 0.00 | 34.53 0.00 | 34.53 0.00 | | | | Chantelle Management - Edith Cavell Care Centre | AUPE | 2020-11-30 | 95 | 36 | 2019-05-21 |
| Licensed Practical Nurse | 31.16 2.50 | 31.78 2.00 | 32.50 2.25 | 33.31 2.50 | 33.48 0.50 | 33.64 0.50 | 33.81 0.50 | | | | Chantelle Management - Grande Prairie Care Centre | CUPE | 2019-06-30 | 126 | 24 | 2018-09-10 |
| Licensed Practical Nurse | | 27.13 | 27.81 | 28.64 | | | | | | | Chantelle Management - Sunset Manor, Innisfail Country Manor | AUPE | 2017-02-01 | 123 | 36 | 2014-01-30 |
| Licensed Practical Nurse | | 31.06 | 31.84 | 32.48 | 33.13 | 33.87 | | | | | Choices in Community Living - Copper Sky | AUPE | 2019-03-31 | 157 | 36 | 2016-09-19 |
| | | | | | | | | | | | | | | | | |
| Licensed Practical Nurse | 28.74 3.00 | 31.06 3.00 | 31.84 2.50 | 32.48 2.00 | 33.13 2.00 | 33.87 2.25 | 34.21 1.00 | TBD | | | Choices in Community Living - Legacy Lodge | AUPE | 2021-03-31 | 115 | 24 | 2019-09-03 |
| Licensed Practical Nurse | 30.46 4.00 | 31.07 2.00 | 31.77 2.25 | | | | | | | | Christenson Communities - Royal Oak Manor | HSA | 2016-02-01 | 30 | 36 | 2014-01-17 |
| Licensed Practical Nurse | | | | | | | 34.28 | 34.79 | 35.31 | | Connecting Care (2000) - Meadow Ridge | Teamsters | 2022-08-28 | 81 | 36 | 2019-08-29 |
| | | | | | | | 1.50 | 1.50 | | | | | | | | |
| Licensed Practical Nurse | | | | 30.32 | 34.29 | | | | | | Covenant Care - Chateau Vitaline | AUPE | 2018-06-30 | 72 | 11 | 2017-08-02 |
| | | | | | 13.10 | | | | | | | | | | | |
| Licensed Practical Nurse | | 28.26 | 32.32 13.92* | 33.95 5.00* | | | | | | | Covenant Care - Holy Cross | AUPE | 2017-06-30 | 70 | 24 | 2015-12-17 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|--------------------------|-------|-------|--------|-------|-------|-------|-------|------|------|------|---|-------|------------|------------------|------|------------|
| Licensed Practical Nurse | | 28.26 | 32.32 | 33.95 | | | | | | | Covenant Care - Villa Marie | AUPE | 2017-06-30 | 76 | 24 | 2015-12-17 |
| | | | 13.92* | 5.00* | | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | Covenant Health - ANC | AUPE | 2020-03-31 | 2,210 | 36 | 2019-04-30 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.00 | 32.96 | 33.95 | 34.63 | 34.63 | 34.63 | 34.63 | TBD | | | Covenant Health - St. Joseph's Home / Carmel Hospice | CUPE | 2021-03-31 | 40 | 36 | 2018-09-04 |
| | 1.50 | 3.00 | 3.00 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.00 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | Covenant Health - St. Therese Villa | AUPE | 2020-03-31 | 202 | 24 | 2019-01-24 |
| | 0.00 | 6.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | Covenant Health - Youville Home (Grey Nuns) of St. Albert | USWA | 2020-03-31 | 200 | 36 | 2018-06-29 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 29.20 | 29.49 | 29.78 | 29.78 | 29.94 | 30.24 | 30.24 | | | | Excel Resources Society - Balwin Villa, Grand Manor | UFCW | 2020-03-31 | 240 | 36 | 2018-09-20 |
| | | 1.00 | 1.00 | 0.00 | 0.54 | 1.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | TBD | | | Extendicare (Canada) | CUPE | 2020-12-31 | 415 | 48 | 2019-10-29 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | Extendicare (Canada) - Athabasca - ANC | AUPE | 2017-12-31 | 66 | 36 | 2016-08-04 |
| | 3.00 | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | Extendicare (Canada) - Bonnyville | CUPE | 2016-12-31 | 59 | 36 | 2016-01-11 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | Extendicare (Canada) - Cedars Villa | AUPE | 2017-12-31 | 282 | 36 | 2016-07-21 |
| | 3.00 | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | Extendicare (Canada) - Eaux Claires | AUPE | 2017-12-31 | 195 | 36 | 2016-07-22 |
| | 3.00 | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | Extendicare (Canada) - Fairmont Park | AUPE | 2017-12-31 | 179 | 36 | 2016-07-20 |
| | 3.00 | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | Extendicare (Canada) - Fort Macleod | CUPE | 2016-12-31 | 75 | 36 | 2016-01-11 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | Extendicare (Canada) - Hillcrest | AUPE | 2017-12-31 | 169 | 36 | 2016-07-20 |
| | 3.00 | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | Extendicare (Canada) - Holyrood | AUPE | 2017-12-31 | 90 | 36 | 2016-07-20 |
| | 3.00 | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | Extendicare (Canada) - Leduc | CUPE | 2016-12-31 | 81 | 36 | 2016-01-11 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | Extendicare (Canada) - Mayerthorpe | AUPE | 2017-12-31 | 61 | 36 | 2016-07-20 |
| | 3.00 | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.71 | 35.49 | 35.49 | | | | | | Extendicare (Canada) - Michener Hill | AUPE | 2017-12-31 | 488 | 36 | 2016-10-26 |
| | 3.00 | 3.00 | 2.25 | 2.25 | 0.00 | | | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | | | | | | | Extendicare (Canada) - St Paul | CUPE | 2016-12-31 | 59 | 36 | 2016-01-11 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|--------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------|--|-------|------------|------------------|------|------------|
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.36 1.20 | 34.63 0.80 | | | | | | | Extencicare (Canada) - Viking | CUPE | 2016-12-31 | 58 | 36 | 2016-01-11 |
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.36 1.20 | 34.63 0.80 | | | | | | | Extencicare (Canada) - Vulcan | CUPE | 2016-12-31 | 61 | 36 | 2016-01-11 |
| Licensed Practical Nurse | | | 33.95 | 34.63 2.00 | 35.15 1.50 | 35.68 1.50 | | | | | Father Lacombe Care Society - ANC | UNA | 2019-08-31 | 235 | 36 | 2016-09-15 |
| Licensed Practical Nurse | | | | 32.00 | 32.64 2.00 | 33.29 2.00 | | | | | Golden Life Management - Evanston Grand Village | AUPE | 2019-09-30 | 135 | 36 | 2016-09-23 |
| Licensed Practical Nurse | 32.95 3.00 | 33.94 3.00 | 34.35 1.20 | 34.62 0.80 | | | | | | | Good Samaritan Society - Multi Facility | AUPE | 2017-06-30 | 1,605 | 36 | 2016-04-11 |
| Licensed Practical Nurse | 32.48 3.00 | 32.97 1.50 | 33.37 1.20 | 33.64 0.80 | 33.64 0.00 | 33.64 0.00 | 33.64 0.00 | | | | Good Samaritan Society - South Ridge Village | USW | 2021-06-30 | 150 | 48 | 2018-07-04 |
| Licensed Practical Nurse | | 32.96 | 33.95 3.00 | 34.80 2.50 | 35.67 2.50 | 36.21 1.50 | 36.75 1.50 | 37.30 1.50 | 38.05 2.00 | | Green Acres Foundation - Piyami | AUPE | 2021-12-31 | 49 | 47 | 2018-02-16 |
| Licensed Practical Nurse | | 32.96 | 33.95 3.00 | 34.80 2.50 | 35.67 2.50 | 36.21 1.50 | 36.75 1.50 | 37.30 1.50 | 38.05 2.00 | | Green Acres Foundation - Sunny South | AUPE | 2021-12-31 | 61 | 47 | 2018-02-16 |
| Licensed Practical Nurse | | 33.95 | 34.36 1.20 | 34.63 0.80 | 34.63 0.00 | | | | | | Haven of Rest and Sunnyside Nursing Home | UNA | 2018-09-30 | 34 | 36 | 2016-07-28 |
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.46 1.50 | 34.98 1.50 | 35.50 1.50 | | | | | | Hong Lok Management - Edmonton Chinatown Care Centre | AUPE | 2018-09-30 | 63 | 36 | 2016-12-31 |
| Licensed Practical Nurse | 31.10 6.00 | 32.03 3.00 | 32.03 0.00 | 32.67 2.00 | 33.17 1.50 | 33.50 1.00 | 33.84 1.00 | | | | Intercare - Brentwood, Chinook, Southwood | CUPE | 2020-06-30 | 934 | 24 | 2018-09-12 |
| Licensed Practical Nurse | | | | | 30.30 1.00 | 30.60 1.00 | 30.60 0.00 | 30.75 0.50 | | | Intercare - Kingsland Terrace | CUPE | 2021-03-31 | 46 | 24 | 2020-03-19 |
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.36 1.20 | 34.63 0.80 | 34.63 0.00 | 34.63 0.00 | 34.63 0.00 | | | | Lamont Health Care Centre - ANC | AUPE | 2020-03-31 | 108 | 24 | 2018-12-14 |
| Licensed Practical Nurse | | | | | | 34.63 1.50 | 35.15 1.50 | 35.85 2.00 | | | Lloydminster Region Housing Group - Pioneer Complex | CUPE | 2021-02-28 | 75 | 36 | 2018-06-28 |
| Licensed Practical Nurse | 31.69 2.00 | 32.32 2.00 | 32.97 2.00 | 33.63 2.00 | 34.22 1.75 | 34.82 1.75 | 35.43 1.75 | | | | Nutra 2000 | CNFIU | 2020-11-30 | 993 | 36 | 2018-01-30 |
| Licensed Practical Nurse | | | | | | | 34.32 | 34.49 0.50 | | | Mountain View Seniors Housing | AUPE | 2020-12-31 | 44 | 41 | 2019-04-05 |
| Licensed Practical Nurse | 26.20 0.50 | 27.52 5.00 | 27.93 1.50 | 28.35 1.50 | 28.77 1.50 | 29.34 2.00 | 30.07 2.50 | | | | Operation Friendship Seniors Society | CUPE | 2020-03-31 | 59 | 36 | 2017-03-29 |
| Licensed Practical Nurse | | | | | | | 33.98 1.50 | 34.66 2.00 | | | Park Place Seniors Living - Benevolence Care Centre | AUPE | 2021-03-31 | 92 | 23 | 2019-02-13 |
| Licensed Practical Nurse | 29.97 3.75 | 31.06 3.64 | 31.68 2.00 | 32.16 1.50 | 32.80 2.00 | 32.80 0.00 | 33.13 1.00 | 33.46 1.00 | 33.79 1.00 | | Park Place Seniors Living - Devonshire Care Centre | AUPE | 2022-03-31 | 183 | 36 | 2020-01-10 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|--------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------|--|-------|------------|------------------|------|------------|
| Licensed Practical Nurse | 29.87 8.40 | 31.06 4.00 | 31.68 2.00 | 32.16 1.50 | 32.48 1.00 | 32.97 1.50 | 33.63 2.00 | | | | Park Place Seniors Living - Hardisty Care Centre - ANC | AUPE | 2020-03-31 | 140 | 24 | 2018-09-24 |
| Licensed Practical Nurse | 31.70 7.50 | 33.95 7.00 | 34.46 1.50 | 34.80 1.00 | 35.15 1.00 | 36.03 2.50 | 36.57 1.50 | | | | Park Place Seniors Living - Newport Harbour Centre | AUPE | 2020-03-31 | 163 | 24 | 2019-09-23 |
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.29 1.00 | 34.80 1.50 | 35.15 1.00 | 35.68 1.50 | 36.39 2.00 | | | | Park Place Seniors Living - Villa Marguerite, Sprucewood Place | AUPE | 2020-03-31 | 317 | 24 | 2018-09-28 |
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | | | | | | | | | Points West Living Century Park | AUPE | 2015-03-31 | 90 | 36 | 2012-11-07 |
| Licensed Practical Nurse | | | | | 32.98 NA | 33.64 2.00 | 34.31 2.00 | | | | Points West Living Cold Lake | AUPE | 2019-12-31 | 51 | 36 | 2017-06-21 |
| Licensed Practical Nurse | 31.68 3.00 | 33.95 7.17 | 34.29 1.00 | 34.80 1.50 | 35.33 1.50 | 35.86 1.50 | 36.04 0.50 | 36.22 0.50 | 36.40 0.50 | | Points West Living Heritage House | AUPE | 2022-03-31 | 53 | 36 | 2019-09-24 |
| Licensed Practical Nurse | | | | | | | 33.98 | 34.32 | 34.49 | 34.66 | Points West Living Lac La Biche | AUPE | 2022-12-31 | 35 | 36 | 2020-01-20 |
| Licensed Practical Nurse | | | | | 33.39 0.75 | 33.64 0.75 | 34.32 2.00 | 34.66 1.00 | | | Points West Living Slave Lake | AUPE | 2020-12-31 | 49 | 50 | 2019-03-14 |
| Licensed Practical Nurse | | | | 32.89 0.75 | 33.39 1.50 | 33.98 1.75 | 34.49 1.50 | | | | Points West Living Stettler | AUPE | 2020-05-10 | 110 | 48 | 2018-11-07 |
| Licensed Practical Nurse | | | | | | 27.36 | 27.84 | 1.75 | | | Prince of Peace Manor & Harbour | CUPE | 2020-06-30 | 99 | 24 | 2019-05-22 |
| Licensed Practical Nurse | | 30.40 | 30.93 1.75 | 31.40 1.50 | 31.40 0.00 | 31.71 1.00 | 31.71 0.00 | TBD | 1.00 | | Qualicare - Citadel Care | USW | 2022-06-30 | 139 | 36 | 2019-12-06 |
| Licensed Practical Nurse | 29.66 3.50 | 31.06 4.70 | 31.06 0.00 | 31.53 1.50 | 31.84 1.00 | 32.16 1.00 | | | | | Qualicare - Rivercrest Lodge Nursing Home Ltd | AUPE | 2019-03-31 | 13 | 48 | 2017-02-13 |
| Licensed Practical Nurse | 29.97 3.00 | 30.57 2.00 | 30.95 1.25 | 31.65 2.25 | 32.29 2.00 | 32.61 1.00 | | | | | Revera - Bow Crest | CUPE | 2018-10-31 | 152 | 24 | 2016-12-07 |
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.63 2.00 | 35.41 2.25 | 36.12 2.00 | | | | | | Revera - Jasper Place, South Terrace, Miller Crossing | AUPE | 2018-03-31 | 455 | 24 | 2016-10-25 |
| Licensed Practical Nurse | 28.75 3.00 | 29.33 2.00 | 29.69 1.25 | 30.06 1.25 | 30.66 2.00 | 31.28 2.00 | | | | | Revera - Mount Royal | CUPE | 2018-10-31 | 96 | 24 | 2017-08-09 |
| Licensed Practical Nurse | 30.60 3.00 | 31.37 2.50 | 32.15 2.50 | 32.79 2.00 | 33.53 2.25 | 34.28 2.25 | | | | | Revera - Riverview | UFCW | 2019-03-31 | 140 | 36 | 2016-09-28 |
| Licensed Practical Nurse | 28.59 6.00 | 29.45 3.00 | 30.33 3.00 | 30.94 2.00 | 31.56 2.00 | 32.19 2.00 | | | | | Revera Lessee - Aspen Ridge | AUPE | 2019-01-31 | 94 | 36 | 2016-02-01 |
| Licensed Practical Nurse | 29.95 3.50 | 30.85 3.00 | 31.77 3.00 | 32.73 3.00 | 33.38 2.00 | 34.05 2.00 | 34.73 2.00 | | | | Revera Lessee - Churchill Retirement Community | AUPE | 2019-12-31 | 67 | 36 | 2017-09-08 |
| Licensed Practical Nurse | 28.29 | 31.06 9.75 | 31.99 3.00 | 32.63 2.00 | 33.28 2.00 | 33.95 2.00 | | | | | Revera Lessee - Edgemont | AUPE | 2018-12-31 | 118 | 36 | 2017-05-12 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|--------------------------|-------|--------|-------|--------|-------|-------|-------|-------|-------|------|---|-------|------------|------------------|------|------------|
| Licensed Practical Nurse | 25.48 | 26.12 | 26.77 | 27.31 | 27.58 | 28.13 | | | | | Revera Lessee - Heartland Retirement Residence | CUPE | 2018-12-31 | 31 | 36 | 2016-10-19 |
| | | 2.50 | 2.50 | 2.00 | 1.00 | 2.00 | | | | | | | | | | |
| Licensed Practical Nurse | 27.89 | 28.87 | 29.45 | 30.04 | 30.64 | 31.26 | 31.89 | 32.53 | | | Revera Lessee - McKenzie Towne Retirement Residence | CUPE | 2020-12-31 | 54 | 36 | 2018-08-17 |
| | 2.00 | 3.50 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | | | | | | | | |
| Licensed Practical Nurse | 25.04 | 25.54 | 26.05 | 27.70 | 28.32 | 28.96 | 29.54 | 30.13 | | | Revera Lessee - Meadowlands | UFCW | 2020-12-31 | 73 | 48 | 2019-04-08 |
| | 3.00 | 2.00 | 2.00 | 6.33 | 2.25 | 2.25 | 2.00 | 2.00 | | | | | | | | |
| Licensed Practical Nurse | | | | | 31.42 | 31.73 | 32.05 | 32.45 | 32.86 | | Revera Lessee - River Ridge | AUPE | 2021-12-31 | 95 | 27 | 2019-10-15 |
| | | | | | | 1.00 | 1.00 | 1.25 | 1.25 | | | | | | | |
| Licensed Practical Nurse | 28.29 | 31.06 | 31.91 | 32.79 | 33.61 | 34.28 | 34.97 | 35.58 | | | Revera Lessee - Riverbend Retirement | AUPE | 2020-12-31 | 113 | 36 | 2019-09-03 |
| | 1.80 | 9.80 | 2.75 | 2.75 | 2.50 | 2.00 | 2.00 | 1.75 | | | | | | | | |
| Licensed Practical Nurse | | | 30.99 | 31.84 | 32.64 | | | | | | Revera Lessee - Scenic Acres | AUPE | 2017-12-31 | 125 | 36 | 2015-10-19 |
| | | | NA | 2.75 | 2.50 | | | | | | | | | | | |
| Licensed Practical Nurse | 30.14 | 33.70 | 34.71 | 35.75 | 35.75 | 35.75 | 35.75 | | | | River Ridge Seniors Village | USW | 2020-03-31 | 105 | 36 | 2018-03-06 |
| | 3.00 | 11.60 | 3.00 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 31.79 | 32.74 | 33.56 | 34.58* | | | | | | | Salem Manor Nursing Home | AUPE | 2017-07-13 | 85 | 48 | 2016-03-14 |
| | 3.00 | 3.00 | 2.50 | 0.80 | | | | | | | | | | | | |
| Licensed Practical Nurse | 32.92 | 33.74 | 34.59 | 35.62 | 36.15 | 36.70 | 36.70 | 36.70 | 37.80 | | Salvation Army - Grace Manor | AUPE | 2022-09-30 | 98 | 36 | 2020-02-13 |
| | 3.00 | 2.50 | 2.50 | 3.00 | 1.50 | 1.50 | 0.00 | 0.00 | 3.00 | | | | | | | |
| Licensed Practical Nurse | | | | | 26.38 | 26.91 | 27.45 | | | | SbraREIT Assisted Living I - Maison Senior Living | CUPE | 2020-02-29 | 70 | 28 | 2017-10-23 |
| | | | | | | 2.00 | 2.00 | | | | | | | | | |
| Licensed Practical Nurse | | | | 29.72 | 30.31 | 30.84 | 31.30 | | | | Seasons Retirement Communities - Sunrise Village (Camrose) | AUPE | 2019-12-31 | 129 | 36 | 2017-01-10 |
| | | | | | 2.00 | 1.75 | 1.50 | | | | | | | | | |
| Licensed Practical Nurse | | | 32.00 | 32.64 | 33.13 | 33.79 | 34.47 | | | | Seasons Retirement Communities Sunrise Village [High River] - ANC | CUPE | 2020-06-30 | 77 | 24 | 2019-03-25 |
| | | | 1.00 | 2.00 | 1.50 | 2.00 | 2.00 | | | | | | | | | |
| Licensed Practical Nurse | 33.27 | 33.95* | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | Shepherd's Care - Barrhead | AUPE | 2020-09-30 | 57 | 36 | 2019-01-16 |
| | 3.00 | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 33.27 | 33.95* | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | Shepherd's Care - Greenfield | AUPE | 2020-09-30 | 29 | 36 | 2019-01-18 |
| | 3.00 | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 33.27 | 33.95* | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | Shepherd's Care - Kensington Village - ANC | AUPE | 2020-09-30 | 147 | 36 | 2019-01-14 |
| | 3.00 | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 33.27 | 33.95* | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | Shepherd's Care - Millwoods - ANC | AUPE | 2020-09-30 | 124 | 36 | 2019-01-10 |
| | 3.00 | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | 33.27 | 33.95* | 34.29 | 34.63 | 34.63 | 34.98 | 34.98 | | | | Shepherd's Care - Vanguard | AUPE | 2020-09-30 | 81 | 36 | 2019-01-15 |
| | 3.00 | 0.00 | 1.00 | 1.00 | 0.00 | 1.00 | 0.00 | | | | | | | | | |
| Licensed Practical Nurse | | | | | | 28.99 | 29.28 | | | | St. Elizabeth Health Care - St. Thomas Health Centre | AUPE | 2019-12-31 | 140 | 23 | 2018-02-12 |
| | | | | | | | 1.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.95 | 33.94 | 34.35 | 34.62 | TBD | | | | | | St. Michael's Long Term Care Centre | AUPE | 2018-06-30 | 127 | 36 | 2017-02-15 |
| | 3.00 | 3.00 | 1.20 | 0.80 | | | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Licensed Practical Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|--------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------|--------------------------------------|-------|------------|------------------|------|------------|
| Licensed Practical Nurse | 32.96 3.00 | 33.95 3.00 | 34.36 1.20 | 34.63 0.80 | | | | | | | Touchmark at Wedgewood | AUPE | 2017-08-31 | 52 | 26 | 2016-06-25 |
| Licensed Practical Nurse | 32.95 3.00 | 33.94 3.00 | 34.35 1.20 | 34.62 0.80 | | | | | | | Venta Care Centre Ltd. - ANC | AUPE | 2017-07-31 | 100 | 24 | 2016-12-21 |
| Licensed Practical Nurse | | | | 31.90 1.45 | 32.39 1.50 | 33.36 3.00 | 34.37 3.00 | | | | Well Being Services - Millrise | AUPE | 2019-12-31 | 219 | 48 | 2018-04-24 |
| Licensed Practical Nurse | 29.93 3.25 | 30.53 2.00 | 31.14 2.00 | 32.07 3.00 | 32.55 1.50 | 32.88 1.00 | 33.86 3.00 | 34.20 1.00 | 34.54 1.00 | | Well Being Services - Monterey Place | AUPE | 2022-03-31 | 130 | 60 | 2020-06-10 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Registered Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|---------------------------------|-------|-------|-------|-------|-------|-------|-------|------|------|------|--|-------|------------|------------------|------|------------|
| EMT-P [Advanced Care Paramedic] | 42.90 | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | Alberta Health Services | HSAA | 2020-03-31 | 19,000 | 36 | 2018-03-26 |
| | 3.00 | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Health Care Aide | 23.75 | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Housekeeping | 20.00 | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | Alberta Health Services - GSS | AUPE | 2020-03-31 | 23,243 | 36 | 2018-11-15 |
| | 3.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Alberta Health Services | UNA | 2020-03-31 | 28,600 | 36 | 2018-02-16 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | TBD | TBD | | AAKOM-KIYII Health Services | UNA | 2022-03-31 | 6 | 28 | 2020-01-03 |
| | 6.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | AgeCare - Beverly Centre Lake Midnapore | UNA | 2017-08-31 | 55 | 41 | 2015-06-24 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | AgeCare - Valleyview | UNA | 2017-03-31 | 22 | 36 | 2015-08-26 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | | | | | | 48.37 | 48.37 | | | | Allen Gray Continuing Care Centre | UNA | 2020-06-30 | 10 | 30 | 2018-01-04 |
| | | | | | | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Bethany Auxiliary Hospital / Bethany Nursing Home | UNA | 2020-03-31 | 12 | 36 | 2018-02-16 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 3.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Bethany Care Centre - Calgary | UNA | 2020-03-31 | 65 | 36 | 2020-01-30 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Bethany Care Centre - Cochrane | UNA | 2020-03-31 | 12 | 36 | 2020-01-30 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Bethany Care Centre - Collegedale | UNA | 2020-03-31 | 18 | 36 | 2020-01-30 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Bethany Care Centre - Sylvan Lake | UNA | 2020-03-31 | 8 | 36 | 2020-01-30 |
| | | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Bethany Nursing Home - Rosehaven, Bethany Long Term | UNA | 2017-03-31 | 21 | 48 | 2014-08-07 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | TBD | TBD | | | Blood Tribe Department of Health | UNA | 2021-03-31 | 34 | 36 | 2019-04-23 |
| | 6.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.03 | 45.93 | | | | | | | | Brenda Strafford Foundation - Clifton Manor | UNA | 2017-03-31 | 41 | 48 | 2015-08-21 |
| | 0.00 | 0.00 | 2.00 | | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Canadian Blood Services (Edmonton, Calgary & Lethbridge) | UNA | 2017-03-31 | 94 | 48 | 2015-03-31 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Registered Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|------------------|-------|-------|-------|-------|-------|-------|-------|------|------|------|---|-------|------------|------------------|------|------------|
| Registered Nurse | | 47.28 | 48.71 | 50.18 | 51.69 | 51.69 | 51.69 | TBD | | | Canterbury Foundation | AUPE | 2020-12-31 | 180 | 36 | 2018-05-31 |
| | | | 3.00 | 3.00 | 3.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | CapitalCare | UNA | 2020-03-31 | 207 | 36 | 2020-01-23 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Carewest - Colonel Belcher et.al. | UNA | 2020-03-31 | 129 | 36 | 2020-03-02 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Chantelle Management - Edith Cavell Care Centre | UNA | 2017-06-30 | 26 | 48 | 2015-01-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Chantelle Management - Grande Prairie Care Centre | UNA | 2017-06-30 | 13 | 48 | 2015-01-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.53 | 45.99 | 46.95 | 47.65 | 48.36 | | | | | | Club Sierra Lifestyles at River Ridge Inc | UNA | 2017-06-30 | 13 | 36 | 2015-03-26 |
| | 2.00 | 1.00 | 2.00 | 1.50 | 1.50 | | | | | | | | | | | |
| Registered Nurse | | | | | | 48.37 | 48.37 | | | | Covenant Care - Foyer Lacombe | UNA | 2020-03-31 | 23 | 24 | 2018-07-20 |
| | | | | | | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Covenant Health | UNA | 2020-03-31 | 2,876 | 36 | 2018-02-16 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Extencicare (Canada) - Athabasca | UNA | 2017-07-31 | 1 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | | | | 48.37 | 48.37 | 48.37 | | | | | Extencicare (Canada) - Cedars Villa | UNA | 2019-07-31 | 27 | 20 | 2017-11-28 |
| | | | | | 0.00 | 0.00 | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Extencicare (Canada) - Eaux Claires | UNA | 2017-07-31 | 32 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Extencicare (Canada) - Fort Macleod | UNA | 2017-07-31 | 11 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Extencicare (Canada) - Holyrood | UNA | 2017-07-31 | 20 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Extencicare (Canada) - Leduc | UNA | 2017-07-31 | 17 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | TBD | | | | | | Extencicare (Canada) - Mayerthorpe | UNA | 2017-07-31 | 5 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Extencicare (Canada) - Michener Hill | UNA | 2017-07-31 | 45 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Extencicare (Canada) - Viking | UNA | 2017-07-31 | 11 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | | | | | | | Extencicare (Canada) - Vulcan | UNA | 2017-07-31 | 11 | 48 | 2015-12-15 |
| | 0.00 | 2.00 | 2.25 | 3.00 | | | | | | | | | | | | |
| Registered Nurse | | | 45.93 | 48.37 | 48.37 | 48.37 | | | | | Father Lacombe Care Society | UNA | 2019-08-31 | 34 | 36 | 2016-09-15 |
| | | | | 5.25 | 0.00 | 0.00 | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Registered Nurse

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|------------------|---------------|---------------|----------------|---------------|---------------|---------------|---------------|------|------|------|--|-------|------------|------------------|------|------------|
| Registered Nurse | 45.03 0.00 | 45.93 2.00 | 46.96 2.25 | 48.37 3.00 | | | | | | | Good Samaritan Society - Multi Facility | UNA | 2017-03-31 | 133 | 48 | 2015-11-17 |
| Registered Nurse | | 44.59 | 45.93 3.00 | 47.08 2.50 | 48.26 2.50 | | | | | | Green Acres Foundation - Piyami | AUPE | 2021-12-31 | 49 | 47 | 2018-02-16 |
| Registered Nurse | | 44.59 | 45.93 3.00 | 47.08 2.50 | 48.26 2.50 | | | | | | Green Acres Foundation - Sunny South | AUPE | 2021-12-31 | 61 | 47 | 2018-02-16 |
| Registered Nurse | | | 46.96 | 48.37 3.00 | 48.37 0.00 | | | | | | Haven of Rest and Sunnyside Nursing Home | UNA | 2018-09-30 | 34 | 36 | 2016-07-28 |
| Registered Nurse | | | | | | | | | | | Hong Lok Management - Edmonton Chinatown Care Centre | UNA | 2014-03-31 | 22 | 29 | 2012-09-18 |
| Registered Nurse | 45.03 0.00 | 45.93 2.00 | 46.96 2.25 | 48.37 3.00 | 48.37 0.00 | 48.37 0.00 | 48.37 0.00 | | | | Lamont Health Care Centre | UNA | 2020-03-31 | 34 | 48 | 2014-08-07 |
| Registered Nurse | | | | | | | 48.37 0.00 | | | | Park Place Seniors Living - Benevolence Care Centre | UNA | 2019-12-31 | 13 | 18 | 2019-02-15 |
| Registered Nurse | 43.46 4.00 | 44.87 3.00 | 46.22 3.00 | 46.96 1.60 | 47.66 1.50 | 48.37 1.50 | 48.37 0.00 | | | | Park Place Seniors Living - Devonshire Care Centre | UNA | 2019-12-31 | 18 | 48 | 2017-09-29 |
| Registered Nurse | 45.03 0.00 | 45.48 1.00 | 45.93 1.00 | 46.96 2.25 | 48.37 3.00 | 48.37 0.00 | 48.37 0.00 | | | | Park Place Seniors Living - Hardisty Care Centre | UNA | 2019-12-31 | 15 | 48 | 2018-01-12 |
| Registered Nurse | 42.92 2.50 | 43.99 2.50 | 46.96 6.75* | 48.37 3.00 | 48.37 0.00 | 48.37 0.00 | 48.37 0.00 | | | | Qualicare - Rivercrest Lodge Nursing Home Ltd | UNA | 2020-03-31 | 32 | 33 | 2020-03-03 |
| Registered Nurse | 45.03 4.00 | 45.03 0.00 | 45.93 2.00 | 46.96 2.25 | 46.96 0.00 | | | | | | Revera | UNA | 2017-12-31 | 89 | 48 | 2015-06-15 |
| Registered Nurse | 45.03 0.00 | 45.93 2.00 | 46.96 2.25 | 48.37 3.00 | | | | | | | Salem Manor Nursing Home | UNA | 2017-03-31 | 15 | 48 | 2015-11-16 |
| Registered Nurse | 45.03 0.00 | 45.93 2.00 | 46.96 2.25 | 48.37 3.00 | 48.37 0.00 | 48.37 0.00 | 48.37 0.00 | TBD | TBD | | Salvation Army - Agape Hospice | UNA | 2016-03-31 | 85 | 30 | 2016-07-04 |
| Registered Nurse | 45.03 0.00 | 45.93 2.00 | 46.96 2.25 | 48.37 3.00 | 48.37 0.00 | 48.37 0.00 | 48.37 0.00 | | | | Shepherd's Care - Millwoods & Kensington Village | UNA | 2020-03-31 | 53 | 36 | 2020-04-23 |
| Registered Nurse | 45.03 0.00 | 45.93 2.00 | 46.96 2.25 | 48.37 3.00 | 48.37 0.00 | 48.37 0.00 | 48.37 0.00 | | | | St. Michael's Long Term Care Centre | UNA | 2020-03-31 | 15 | 36 | 2020-01-08 |
| Registered Nurse | 45.03 0.00 | 45.93 2.00 | 46.96 2.25 | 48.37 3.00 | | | | | | | Touchmark at Wedgewood | UNA | 2017-03-31 | 13 | 48 | 2015-01-22 |
| Registered Nurse | | | | 43.84 3.54 | 44.50 1.50 | 45.85 3.00 | 47.23 3.00 | | | | Well Being Services - Millrise | AUPE | 2019-12-31 | 219 | 48 | 2018-04-24 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|---------------------------------|--------|-------|-------|-------|-------|-------|-------|-------|------|------|---|-------|------------|------------------|------|------------|
| EMT-P [Advanced Care Paramedic] | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | | Alberta Health Services | HSA | 2020-03-31 | 19,000 | 36 | 2018-03-26 |
| | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Health Care Aide | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Housekeeping | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | | Alberta Health Services - GSS | AUPE | 2020-03-31 | 23,243 | 36 | 2018-11-15 |
| | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | | | | | |
| Licensed Practical Nurse | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Registered Nurse | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | | Alberta Health Services | UNA | 2020-03-31 | 28,600 | 36 | 2018-02-16 |
| | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 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 | 17.60 | 17.91 | 18.13 | 18.68 | 18.87 | 18.87 | 19.06 | 19.30 | | | AXR Operating National - McKenzie Towne Continuing Care | CUPE | 2022-10-31 | 146 | 48 | 2020-02-26 |
| | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | 0.00 | 1.00 | 1.25 | | | | | | | | |
| Housekeeping | 21.15* | 21.57 | 21.79 | | | | | | | | Bethany Care Centre - Airdrie - GSS | AUPE | 2017-08-31 | 22 | 38 | 2016-04-15 |
| | 3.00 | 2.00 | 1.00 | | | | | | | | | | | | | |
| Housekeeping | 17.73 | 18.08 | 18.44 | 18.73 | 18.73 | 18.92 | | | | | Bethany Nursing Home - Bashaw, Rosealta, . . . | AUPE | 2020-03-31 | 143 | 24 | 2018-12-17 |
| | 2.00 | 2.00 | 2.00 | 1.50 | 0.00 | 1.00 | | | | | | | | | | |
| Housekeeping | 22.13 | 22.57 | 22.80 | 22.80 | 22.80 | 23.03 | | | | | Bethany Nursing Home - Rosehaven, Bethany Long Term | AUPE | 2020-03-30 | 370 | 24 | 2018-11-29 |
| | 3.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | | | | | |
| Housekeeping | 18.48 | 19.03 | 19.79 | 20.09 | 20.49 | 21.00 | | | | | Brazeau Foundation | AUPE | 2020-05-31 | 35 | 36 | 2017-08-08 |
| | 3.00 | 3.00 | 4.00 | 1.50 | 2.00 | 2.50 | | | | | | | | | | |
| Housekeeping | 17.60 | 18.13 | 18.54 | 18.91 | 19.15 | 19.39 | 19.39 | 19.39 | | | Bridges Community Living | CUPE | 2021-12-31 | 112 | 24 | 2020-01-23 |
| | 3.00 | 3.00 | 2.25 | 2.00 | 1.30 | 1.30 | 0.00 | 0.00 | | | | | | | | |
| 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 | | | | | | | | | | |
| Housekeeping | 19.83 | 20.23 | 20.63 | 20.84 | 20.84 | 21.05 | | | | | CapitalCare - Dickensfield, Norwood | CUPE | 2020-06-30 | 440 | 36 | 2019-06-11 |
| | 0.00 | 2.00 | 2.00 | 1.00 | 0.00 | 1.00 | | | | | | | | | | |
| Housekeeping | 19.10 | 19.29 | 19.87 | 19.87 | 19.87 | 19.87 | | | | | Chantelle Management - Edith Cavell Care Centre | AUPE | 2020-11-30 | 95 | 36 | 2019-05-21 |
| | 1.30 | 1.00 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | | |
| Housekeeping | 18.25 | 18.66 | 19.12 | 19.22 | 19.31 | 19.41 | | | | | Chantelle Management - Grande Prairie Care Centre | CUPE | 2020-06-30 | 133 | 12 | 2019-10-28 |
| | 2.00 | 2.25 | 2.50 | 0.50 | 0.50 | 0.50 | | | | | | | | | | |
| Housekeeping | 16.47 | 16.96 | | | | | | | | | Chantelle Management - Waterford of Summerlea | AUPE | 2016-09-03 | 35 | 36 | 2013-09-02 |
| | 3.00 | 3.00 | | | | | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|----------------|---------------|---------------|----------------|----------------|---------------|----------------|---------------|---------------|---------------|---------------|---|-----------|------------|------------------|------|------------|
| Housekeeping | 15.97 | 16.37 2.50 | 16.70 2.00 | 17.03 2.00 | 17.41 2.25 | | | | | | Choices in Community Living - Copper Sky | AUPE | 2019-03-31 | 157 | 36 | 2016-09-19 |
| Housekeeping | 15.41 3.00 | 16.37 2.50 | 16.70 2.00 | 17.03 2.00 | 17.41 2.25 | 17.58 1.00 | TBD | | | | Choices in Community Living - Legacy Lodge | AUPE | 2021-03-31 | 115 | 24 | 2019-09-03 |
| Housekeeping | | | | | | 18.10 | 18.37 1.50 | 18.65 1.50 | | | Connecting Care (2000) - Meadow Ridge | Teamsters | 2022-08-28 | 81 | 36 | 2019-08-29 |
| Housekeeping | 16.76 3.00 | 17.22 2.75 | 17.71 2.85 | 18.24 3.00 | 18.47 1.25 | 18.70 1.25 | 19.08 2.00 | | | | County of Stettler Housing Authority | CUPE | 2020-12-31 | 82 | 36 | 2018-01-15 |
| Housekeeping | | | 16.85 | 20.74 23.00 | | | | | | | Covenant Care - Chateau Vitaline | AUPE | 2018-06-30 | 72 | 11 | 2017-08-02 |
| Housekeeping | 20.40 2.00 | 20.81 2.00 | 21.02 1.00 | 21.02 0.00 | 21.02 0.00 | 21.32 1.00 | | | | | Covenant Health - Bonnyville Health Centre - GSS | HSAA | 2020-03-31 | 116 | 36 | 2018-11-30 |
| Housekeeping | 20.40 2.00 | 20.81 2.00 | 21.02 1.00 | 21.02 0.00 | 21.02 0.00 | 21.23 1.00 | | | | | Covenant Health - Edmonton General, Grey Nuns | CUPE | 2020-03-31 | 1,338 | 24 | 2018-04-01 |
| Housekeeping | 20.40 2.00 | 20.81 2.00 | 21.02 1.00 | 21.02 0.00 | 21.02 0.00 | 21.23 1.00 | | | | | Covenant Health - GSS | AUPE | 2020-03-31 | 638 | 36 | 2019-05-29 |
| Housekeeping | 20.40 2.00 | 20.81 2.00 | 21.02 1.00 | 21.02 0.00 | 21.02 0.00 | 21.23 1.00 | TBD | | | | Covenant Health - Misericordia, Villas Caritas | CUPE | 2021-03-31 | 600 | 36 | 2019-07-10 |
| Housekeeping | 16.94 2.00 | 17.28 2.00 | 21.02* 1.00 | 21.02 0.00 | 21.02 0.00 | 21.23 1.00 | | | | | Covenant Health - St. Michael's Health Centre | CUPE | 2020-03-31 | 91 | 24 | 2019-09-26 |
| Housekeeping | 14.95 2.00 | 15.25 2.00 | 17.38* 1.00 | 17.56 1.00 | 17.91 2.00 | 18.09 1.00 | 18.36 1.50 | 18.73 2.00 | | | Crowsnest Pass Senior Housing | CUPE | 2021-12-31 | 30 | 36 | 2019-04-22 |
| Housekeeping | 18.31 3.00 | 18.86 3.00 | 19.24 2.00 | 19.62 2.00 | 20.01 2.00 | 20.41 2.00 | 20.41 0.00 | 20.41 0.00 | 20.41 0.00 | 20.61 1.00 | Cypress View Foundation | CUPE | 2023-12-31 | 80 | 48 | 2020-10-27 |
| Housekeeping | 15.86 2.25 | 16.18 2.00 | 16.50 2.00 | 16.83 2.00 | 17.04 1.25 | 17.30 1.50 | 17.64 2.00 | | | | Drumheller & District Seniors Foundation - Sunshine Lodge | CUPE | 2020-12-31 | 50 | 36 | 2018-06-12 |
| Housekeeping | 17.11 0.00 | 17.28 1.00 | 17.45 1.00 | 17.80 2.00 | 18.15 2.00 | 18.15 0.00 | 18.33 1.00 | 18.61 1.50 | | | Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside | CUPE | 2021-12-31 | 45 | 36 | 2019-07-15 |
| Housekeeping | 18.29 2.00 | 18.66 2.00 | 19.06 2.00 | 19.63 3.00 | 20.02 2.00 | 21.52* 0.00 | 21.95 2.00 | | | | Evergreens Foundations | IUOE | 2022-06-19 | 83 | 24 | 2019-05-29 |
| Housekeeping | 18.70 3.00 | 19.17 2.50 | 19.55 2.00 | 19.55 0.00 | 19.55 0.00 | 19.75 1.00 | 19.99 1.25 | | | | Extendicare (Canada) | CUPE | 2020-12-31 | 415 | 48 | 2019-10-29 |
| Housekeeping | 18.70 3.00 | 19.17 2.50 | 19.55 2.00 | | | | | | | | Extendicare (Canada) - Bonnyville | CUPE | 2016-12-31 | 59 | 36 | 2016-01-11 |
| Housekeeping | 18.70 3.00 | 19.12 2.25 | 19.55 2.25 | 19.55 0.00 | | | | | | | Extendicare (Canada) - Cedars Villa | AUPE | 2017-12-31 | 282 | 36 | 2016-07-21 |
| Housekeeping | 18.70 3.00 | 19.17 2.50 | 19.55 2.00 | | | | | | | | Extendicare (Canada) - Fort Macleod | CUPE | 2016-12-31 | 75 | 36 | 2016-01-11 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|----------------------|---------------|---------------|---------------|---------------|---------------|-----------------------------|-----------------------------|---------------|------|------|--|-------------|-------------------|------------------|-----------|-------------------|
| Housekeeping | 18.70 3.00 | 19.12 2.25 | 19.55 2.25 | 19.55 0.00 | | | | | | | Extendicare (Canada) - Hillcrest | AUPE | 2017-12-31 | 169 | 36 | 2016-07-20 |
| Housekeeping | 18.70 3.00 | 19.17 2.50 | 19.55 2.00 | | | | | | | | Extendicare (Canada) - Leduc | CUPE | 2016-12-31 | 81 | 36 | 2016-01-11 |
| Housekeeping | 19.19 3.00 | 19.62 2.25 | 20.06 2.25 | 20.06 0.00 | | | | | | | Extendicare (Canada) - Mayerthorpe | AUPE | 2017-12-31 | 61 | 36 | 2016-07-20 |
| Housekeeping | 18.70 3.00 | 19.17 2.50 | 19.55 2.00 | | | | | | | | Extendicare (Canada) - Vulcan | CUPE | 2016-12-31 | 61 | 36 | 2016-01-11 |
| Housekeeping | | | 19.12 | 19.50 2.00 | 19.89 2.00 | | | | | | Golden Life Management - Evanston Grand Village | AUPE | 2019-09-30 | 135 | 36 | 2016-09-23 |
| Housekeeping | 18.88 0.00 | TBD | | | | | | | | | Good Samaritan Society - Dr. Gerald Zetter Care Centre | CUPE | 2016-06-30 | 120 | 36 | 2014-02-06 |
| Housekeeping | 19.26 2.00 | 19.65 2.00 | 19.85 1.00 | | | | | | | | Good Samaritan Society - Multi Facility | AUPE | 2017-06-30 | 1,605 | 36 | 2016-04-11 |
| Housekeeping | 19.06 1.50 | 19.44 2.00 | 19.63 1.00 | 19.63 0.00 | 19.63 0.00 | 19.83 1.00 | | | | | Good Samaritan Society - South Ridge Village | USW | 2021-06-30 | 150 | 48 | 2018-07-04 |
| Housekeeping | 18.13 3.00 | 18.67 3.00 | 18.67 0.00 | 18.86 1.00 | 19.05 1.00 | 19.62 3.00 | 20.21 3.00 | 20.82 3.00 | | | Grande Spirit Foundation | CUPE | 2022-06-30 | 98 | 36 | 2019-07-10 |
| Housekeeping | 18.60 3.00 | 18.60 0.00 | 18.97 2.00 | 18.97 0.00 | 18.97 0.00 | 18.97 0.00 | | | | | Haven of Rest and Sunnyside Nursing Home | USWA | 2020-03-31 | 126 | 36 | 2017-04-01 |
| Housekeeping | 18.13 1.00 | 18.49 2.00 | 18.86 2.00 | 19.24 2.00 | 19.24 0.00 | 19.62 2.00 | 20.02 2.00 | | | | Homeland Housing | CUPE | 2020-12-31 | 150 | 36 | 2018-02-21 |
| Housekeeping | 18.30 2.00 | 18.30 0.00 | 18.67 2.00 | 18.95 1.50 | 18.95 0.00 | 18.95 0.00 | | | | | Intercare - Brentwood, Chinook, Southwood | CUPE | 2020-06-30 | 934 | 24 | 2018-09-12 |
| Housekeeping | | | | 17.42 2.50 | 17.59 1.00 | 17.59 0.00 | 17.68 0.50 | | | | Intercare - Kingsland Terrace | CUPE | 2021-03-31 | 46 | 24 | 2020-03-19 |
| Housekeeping | 17.52 2.00 | 17.87 2.00 | 18.23 2.00 | 18.48 1.35 | 19.22 4.00 | 19.60 2.00 | 19.89 1.50 | TBD | | | Lacombe Foundation | CLAC | 2021-12-31 | 73 | 24 | 2020-02-24 |
| Housekeeping | 17.12 3.00 | 17.55 2.50 | 17.99 2.50 | 18.12 0.70 | 18.25 0.70 | 18.62 2.00 | 18.80 1.00 | 18.99 1.00 | | | Lakeland Lodge & Housing Foundation | CUPE | 2021-12-31 | 27 | 24 | 2019-07-01 |
| Housekeeping | | | 17.22 | 17.65 2.50 | 18.09 2.50 | 18.45 2.00 | 18.82 2.00 | 19.20 2.00 | | | Lamont County Housing | AUPE | 2021-12-31 | 40 | 36 | 2018-12-21 |
| Housekeeping | 20.89 2.00 | 21.31 2.00 | 21.52 1.00 | 21.52 0.00 | 21.52 0.00 | 21.74 1.00 | | | | | Lamont Health Care Centre - GSS | AUPE | 2020-03-31 | 71 | 36 | 2019-06-14 |
| Housekeeping | 16.52 2.50 | 16.97 2.75 | 17.31 2.00 | 17.57 1.50 | 17.99 2.40 | 18.26 1.50 | 18.62 2.00 | | | | Lloydminster Region Housing Group - Pioneer Complex | CUPE | 2021-02-28 | 75 | 36 | 2018-06-28 |
| Laundry/Housekeeping | | | | | | 17.07 | 17.58 3.00 | 17.76 1.00 | | | Mountain View Seniors Housing - Mount View Lodge | AUPE | 2021-12-31 | 50 | 44 | 2020-09-11 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|--|-------|------------|------------------|------|------------|
| Housekeeping | | | | | | 17.58 | 17.67 | | | | Mountain View Seniors Housing - Sundre Seniors Supportive Living | AUPE | 2020-12-31 | 44 | 41 | 2019-04-05 |
| | | | | | | | 0.50 | | | | | | | | | |
| Housekeeping | 15.58 | 15.89 | 16.21 | 16.49 | 16.78 | 17.08 | | | | | Nutra 2000 | CNFIU | 2020-11-30 | 993 | 36 | 2018-01-30 |
| | 2.00 | 2.00 | 2.00 | 1.75 | 1.75 | 1.75 | | | | | | | | | | |
| Housekeeping | 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 |
| | 5.00 | 1.50 | 1.50 | 1.50 | 2.00 | 2.50 | | | | | | | | | | |
| Housekeeping (Support Services) | | | | | | 18.04 | 18.40 | | | | Park Place Seniors Living - Benevolence Care Centre | AUPE | 2021-03-31 | 92 | 23 | 2019-02-13 |
| | | | | | | 1.50 | 2.00 | | | | | | | | | |
| Housekeeping | 19.21 | 19.59 | 19.89 | 20.29 | 20.29 | 20.49 | 20.69 | 20.90 | | | Park Place Seniors Living - Devonshire Care Centre | AUPE | 2022-03-31 | 183 | 36 | 2020-01-10 |
| | 3.00 | 2.00 | 1.50 | 2.00 | 0.00 | 1.00 | 1.00 | 1.00 | | | | | | | | |
| Housekeeping | 17.74 | 17.92 | 18.19 | 18.55 | 18.74 | 19.06 | 19.40 | | | | Park Place Seniors Living - Emerald Gardens | CUPE | 2021-04-30 | 48 | 36 | 2018-09-21 |
| | 3.00 | 1.00 | 1.50 | 2.00 | 1.00 | 1.75 | 1.75 | | | | | | | | | |
| Housekeeping | | | 18.65 | 18.84 | 19.03 | 19.23 | 19.43 | | | | Park Place Seniors Living - Hardisty Care Centre - GSS | AUPE | 2021-03-31 | 60 | 24 | 2020-01-21 |
| | | | | 1.00 | 1.00 | 1.00 | 1.00 | | | | | | | | | |
| Housekeeping | 18.82 | 19.20 | 19.49 | 19.68 | 19.98 | 20.37 | | | | | Park Place Seniors Living - Newport Harbour Centre | AUPE | 2020-03-31 | 163 | 24 | 2019-09-23 |
| | 3.00 | 2.00 | 1.50 | 1.00 | 1.50 | 2.00 | | | | | | | | | | |
| Housekeeping | 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 | 1.00 | 1.50 | 1.00 | 1.50 | 2.00 | | | | | | | | | | |
| 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 | 18.22 | 18.40 | 18.68 | 18.96 | 19.24 | 19.34 | 19.44 | 19.54 | | | Points West Living Heritage House | AUPE | 2022-03-31 | 53 | 36 | 2019-09-24 |
| | 3.00 | 1.00 | 1.50 | 1.50 | 1.50 | 0.50 | 0.50 | 0.50 | | | | | | | | |
| Housekeeping | | | 15.96 | 16.20 | 16.48 | 16.73 | | | | | Points West Living Stettler | AUPE | 2020-05-10 | 110 | 48 | 2018-11-07 |
| | | | 0.75 | 1.50 | 1.75 | 1.50 | | | | | | | | | | |
| Housekeeping | 17.65 | 17.96 | 18.23 | 18.23 | 18.41 | 18.41 | TBD | | | | Qualicare - Citadel Care | USW | 2022-06-30 | 139 | 36 | 2019-12-06 |
| | 0.00 | 1.75 | 1.50 | 0.00 | 1.00 | 0.00 | | 1.00 | | | | | | | | |
| Housekeeping | 17.22 | 17.52 | 17.70 | 17.87 | 18.05 | 18.05 | TBD | | | | Qualicare - Rivercrest Lodge Nursing Home Ltd | USW | 2022-07-31 | 98 | 36 | 2019-11-18 |
| | 0.00 | 1.75 | 1.00 | 1.00 | 1.00 | 0.00 | | 1.00 | | | | | | | | |
| Housekeeping | 19.42 | 19.66 | 20.11 | 20.51 | 20.72 | | | | | | Revera - Bow Crest | CUPE | 2018-10-31 | 152 | 24 | 2016-12-07 |
| | 2.00 | 1.25 | 2.25 | 2.00 | 1.00 | | | | | | | | | | | |
| Housekeeping | 19.83 | 20.23 | 20.69 | 21.10 | | | | | | | Revera - Jasper Place, South Terrace, Miller Crossing | AUPE | 2018-03-31 | 455 | 24 | 2016-10-25 |
| | 3.00 | 2.00 | 2.25 | 2.00 | | | | | | | | | | | | |
| Housekeeping | 17.34 | 17.56 | 17.78 | 18.14 | 18.50 | | | | | | Revera - Mount Royal | CUPE | 2018-10-31 | 96 | 24 | 2017-08-09 |
| | 2.00 | 1.25 | 1.25 | 2.00 | 2.00 | | | | | | | | | | | |
| Housekeeping | 18.24 | 18.70 | 19.07 | 19.50 | 19.94 | | | | | | Revera - Riverview | UFCW | 2019-03-31 | 140 | 36 | 2016-09-28 |
| | 2.50 | 2.50 | 2.00 | 2.25 | 2.25 | | | | | | | | | | | |
| Housekeeping | 17.24 | 17.76 | 18.12 | 18.48 | 18.85 | | | | | | Revera Lessee - Aspen Ridge | AUPE | 2019-01-31 | 94 | 36 | 2016-02-01 |
| | 3.00 | 3.00 | 2.00 | 2.00 | 2.00 | | | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|----------------|---------------|---------------|---------------|---------------|----------------|---------------|---------------|---------------|------|------|---|-------|------------|------------------|------|------------|
| Housekeeping | 13.97 2.00 | 14.32 2.50 | 14.72 2.75 | 15.01 2.00 | 15.31 2.00 | 15.70 2.50 | | | | | Revera Lessee - Chateau Renoir Retirement Residence | CUPE | 2020-04-30 | 23 | 36 | 2017-11-23 |
| Housekeeping | 14.11 3.00 | 14.53 3.00 | 14.97 3.00 | 15.27 2.00 | 15.57 2.00 | 15.89 2.00 | | | | | Revera Lessee - Churchill Retirement Community | AUPE | 2019-12-31 | 67 | 36 | 2017-09-08 |
| Housekeeping | 14.98 3.00 | 15.43 3.00 | 15.74 2.00 | 16.05 2.00 | 16.53 3.00 | | | | | | Revera Lessee - Edgemont | AUPE | 2018-12-31 | 118 | 36 | 2017-05-12 |
| Housekeeping | 14.97 2.00 | 15.27 2.00 | 15.65 2.50 | 16.00 2.25 | 16.36 2.25 | 16.69 2.00 | 17.02 2.00 | | | | Revera Lessee - Meadowlands | UFCW | 2020-12-31 | 73 | 48 | 2019-04-08 |
| Housekeeping | | | | 18.37 | 18.55 1.00 | 18.74 1.00 | 18.97 1.25 | 19.21 1.25 | | | Revera Lessee - River Ridge | AUPE | 2021-12-31 | 95 | 27 | 2019-10-15 |
| Housekeeping | 15.66 3.00 | 16.09 2.75 | 16.53 2.75 | 16.94 2.50 | 17.28 2.00 | 17.63 2.00 | 17.94 1.75 | | | | Revera Lessee - Riverbend Retirement | AUPE | 2020-12-31 | 113 | 36 | 2019-09-03 |
| Housekeeping | | 15.56 NA | 15.99 2.75 | 16.39 2.50 | | | | | | | Revera Lessee - Scenic Acres | AUPE | 2017-12-31 | 125 | 36 | 2015-10-19 |
| Housekeeping | 15.91 3.00 | 16.23 2.00 | 16.55 2.00 | 17.05 3.00 | 17.30 0.25 | 17.56 1.50 | 18.00 2.50 | | | | Ridge Country Housing | CUPE | 2020-12-31 | 27 | 36 | 2018-02-15 |
| Housekeeping | 18.43 3.00 | 18.98 3.00 | 19.55 3.00 | 19.55 0.00 | 19.55 0.00 | 19.55 0.00 | | | | | River Ridge Seniors Village | USW | 2020-03-31 | 105 | 36 | 2018-03-06 |
| Housekeeping | 19.08 3.00 | 19.55 2.50 | 19.75 1.00 | 19.75 0.00 | 20.15* 0.00 | TBD | | | | | Salem Manor Nursing Home | USW | 2020-07-13 | 40 | 36 | 2018-10-11 |
| Housekeeping | 17.87 2.50 | 18.31 2.50 | 18.86 3.00 | 19.14 1.50 | 19.43 1.50 | 19.43 0.00 | 19.43 0.00 | 20.01 3.00 | | | Salvation Army - Grace Manor | AUPE | 2022-09-30 | 98 | 36 | 2020-02-13 |
| Housekeeping | | | | 16.75 | 17.09 2.00 | 17.43 2.00 | | | | | SbraREIT Assisted Living I - Maison Senior Living | CUPE | 2020-02-29 | 70 | 28 | 2017-10-23 |
| Housekeeping | | | | 16.81 | 17.15 2.00 | 17.49 2.00 | 17.80 1.75 | 18.25 2.25 | | | Seasons Retirement Communities - Sunrise Village (Drayton Valley) | AUPE | 2022-04-30 | 29 | 48 | 2018-04-25 |
| Housekeeping | | | | | | 15.93 1.50 | | | | | Seasons Retirement Communities - Sunrise Village [High River] - GSS | CUPE | 2020-06-30 | 48 | 12 | 2019-10-30 |
| Housekeeping | | | | 16.25 | 16.58 2.00 | 16.91 2.00 | 17.20 1.75 | 17.59 2.25 | | | Seasons Retirement Communities - Sunrise Village (Lethbridge) | AUPE | 2022-05-30 | 10 | 48 | 2018-05-16 |
| Housekeeping | | | | 16.25 | 16.58 2.00 | 16.82 1.50 | 17.12 1.75 | 17.50 2.25 | | | Seasons Retirement Communities - Sunrise Village (Ponoka) | AUPE | 2021-12-31 | 27 | 49 | 2017-12-05 |
| Housekeeping | | | 16.81 | 17.10 1.75 | 17.40 1.75 | 17.66 1.50 | 17.93 1.50 | | | | Seasons Retirement Communities - Sunrise Village (Wetaskiwin) | AUPE | 2020-12-31 | 33 | 48 | 2017-01-24 |
| Housekeeping | 20.12 2.50 | 20.32 2.00 | 20.53 1.00 | 20.53 0.00 | 20.74 1.00 | 20.95 1.00 | | | | | Shepherd's Care - Barrhead | AUPE | 2020-09-30 | 57 | 36 | 2019-01-16 |
| Housekeeping | | | | | | | | | | | Shepherd's Care - Vanguard | AUPE | 2020-09-30 | 76 | 36 | 2019-01-24 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Housekeeping

| Classification | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|----------------|---------------|---------------|---------------|---------------|---------------|----------------|---------------|---------------|---------------|------|--|-------|------------|------------------|------|------------|
| Housekeeping | 16.87 2.00 | 17.87 5.93 | 18.05 1.00 | 18.14 0.50 | 18.41 1.50 | 18.69* 1.50 | 19.25 1.50 | 19.54 1.50 | | | Smoky Lake Foundation - Bar V Nook, Vilna Lodge | CUPE | 2021-12-31 | 45 | 36 | 2019-02-11 |
| Housekeeping | 16.64 NA | 16.84 1.20 | 16.97 0.80 | 16.97 0.00 | | | | | | | St. Michael's Manor Vegreville | AUPE | 2018-03-31 | 27 | 48 | 2014-04-01 |
| Housekeeping | 17.06 2.00 | 17.53 2.75 | 17.88 2.00 | 18.24 2.00 | 18.60 2.00 | 18.97 2.00 | 19.40 2.25 | | | | Sylvan Lake Lodge | CLAC | 2020-12-31 | 30 | 36 | 2018-03-21 |
| Housekeeping | 17.06 2.00 | 17.40 2.00 | 17.75 2.00 | 18.11 2.00 | 18.56 2.50 | 18.93 2.00 | 19.31 2.00 | 19.70 2.00 | 20.19 2.50 | | Taber & District Housing - Clearview Lodge | CUPE | 2023-05-31 | 27 | 48 | 2019-12-03 |
| Housekeeping | 19.89 3.00 | 20.29 2.00 | 20.90 3.00 | 21.53 3.00 | 22.18 3.00 | 23.06 4.00 | 23.52 2.00 | 24.23 3.00 | 24.95 3.00 | | Travois Holdings - Mayfair/Glamorgan Care Centres | CLAC | 2023-03-31 | 160 | 36 | 2020-02-07 |
| Housekeeping | 20.10 3.00 | 20.50 2.00 | 20.91 2.00 | | | | | | | | Venta Care Centre Ltd. - GSS | AUPE | 2017-07-31 | 50 | 24 | 2016-12-21 |
| Housekeeping | | | 16.39 9.50 | 16.64 1.50 | 17.14 3.00 | 17.66 3.00 | | | | | Well Being Services - Millrise | AUPE | 2019-12-31 | 219 | 48 | 2018-04-24 |
| Housekeeping | 15.45 3.00 | 15.91 3.00 | 16.39 3.00 | 16.64 1.50 | 16.80 1.00 | 17.31 3.00 | 17.48 1.00 | 17.65 1.00 | | | Well Being Services - Monterey Place | AUPE | 2022-03-31 | 140 | 60 | 2020-06-10 |
| Housekeeping | 17.28 3.00 | 17.63 2.00 | 18.07 2.50 | 18.61 3.00 | | | | | | | Westlock Foundation - Pembina Lodge & Smithfield Lodge | CUPE | 2017-12-31 | 60 | 36 | 2014-10-22 |
| Housekeeping | 17.97 2.50 | 18.42 2.50 | 18.79 2.00 | 19.16 2.00 | 19.54 2.00 | 19.93 2.00 | | | | | Wheatland Lodge | CUPE | 2020-04-30 | 25 | 24 | 2018-06-11 |
| Housekeeping | 17.95 2.50 | 18.40 2.50 | 18.86 2.50 | | | | | | | | Willow Creek Foundation - Macleod Pioneer Lodge | CUPE | 2016-12-31 | 24 | 36 | 2014-06-05 |
| Housekeeping | 23.02 3.00 | 23.71 3.00 | 23.71 0.00 | 23.71 0.00 | 23.71 0.00 | 23.71 0.00 | 23.71 0.00 | 23.71 0.00 | | | Wood Buffalo Housing & Development | CUPE | 2020-12-31 | 41 | 36 | 2019-10-17 |
| Housekeeping | 25.93 4.00 | 26.71 3.00 | 27.51 3.00 | 28.34 3.00 | 28.34 0.00 | 28.34 0.00 | 28.34 0.00 | | | | Wood Buffalo Housing & Development - Rotary House | CUPE | 2020-12-31 | 25 | 24 | 2019-04-15 |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - GSS Food Services

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---|-------|------------|------------------|------|------------|
| EMT-P [Advanced Care Paramedic] | 42.90 | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | Alberta Health Services | HSAA | 2020-03-31 | 19,000 | 36 | 2018-03-26 |
| | 3.00 | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Health Care Aide | 23.75 | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Housekeeping | 20.00 | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | Alberta Health Services - GSS | AUPE | 2020-03-31 | 23,243 | 36 | 2018-11-15 |
| | 3.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Alberta Health Services | UNA | 2020-03-31 | 28,600 | 36 | 2018-02-16 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| Food Services Assistant | 17.78 | 18.14 | 18.50 | 18.68 | 18.68 | 18.68 | TBD | | | | Carewest - Colonel Belcher | CUPE | 2020-06-30 | 70 | 36 | 2019-11-07 |
| | 3.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | | | | | | | | | | |
| Food Services Assistant | 17.78 | 18.14 | 18.50 | 18.68 | 18.68 | 18.68 | 18.87 | | | | Carewest - GSS | AUPE | 2020-06-30 | 175 | 36 | 2019-09-09 |
| | 3.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 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 | | | | | | | |
| Cook | | | | | | | 18.76 | 18.95 | 19.04 | 19.14 | Points West Living Lac La Biche | AUPE | 2022-12-31 | 35 | 36 | 2020-01-20 |
| | | | | | | | | 1.00 | 0.50 | 0.50 | | | | | | |
| Cook | | | | | 18.99 | 19.13 | 19.52 | 19.71 | | | Points West Living Slave Lake | AUPE | 2020-12-31 | 49 | 50 | 2019-03-14 |
| | | | | | 0.75 | 0.75 | 2.00 | 1.00 | | | | | | | | |
| Food Services | 18.27 | 18.64 | 19.01 | 19.20 | 19.20 | 19.20 | 19.39 | TBD | TBD | | Salvation Army - Agape Hospice | UNA | 2022-03-31 | 62 | 36 | 2019-08-15 |
| | 3.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Paramedical & Other

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|---------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|--------------|------------|------------------|------|------------|
| EMT-P [Advanced Care Paramedic] | 42.90 | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | Alberta Health Services | HSAA | 2020-03-31 | 19,000 | 36 | 2018-03-26 |
| | 3.00 | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Health Care Aide | 23.75 | 24.46 | 24.75 | 24.95 | 24.95 | 24.95 | 24.95 | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Housekeeping | 20.00 | 20.40 | 20.81 | 21.02 | 21.02 | 21.02 | 21.23 | | | | Alberta Health Services - GSS | AUPE | 2020-03-31 | 23,243 | 36 | 2018-11-15 |
| | 3.00 | 2.00 | 2.00 | 1.00 | 0.00 | 0.00 | 1.00 | | | | | | | | | |
| Licensed Practical Nurse | 32.96 | 33.95 | 34.36 | 34.63 | 34.63 | 34.63 | 34.63 | | | | Alberta Health Services - ANC | AUPE | 2020-03-31 | 16,000 | 36 | 2018-12-14 |
| | 3.00 | 3.00 | 1.20 | 0.80 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Registered Nurse | 45.03 | 45.93 | 46.96 | 48.37 | 48.37 | 48.37 | 48.37 | | | | Alberta Health Services | UNA | 2020-03-31 | 28,600 | 36 | 2018-02-16 |
| | 0.00 | 2.00 | 2.25 | 3.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Community Disability Worker | 18.19 | 20.48 | 20.48 | 20.48 | 20.48 | 20.48 | 20.48 | | | | Vegreville Association for Living in Dignity | Steelworkers | 2020-09-30 | 32 | 60 | 2017-12-20 |
| | 10.00 | 12.60 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| Driver | 23.53 | 23.77 | 24.07 | 24.55 | | | | | | | Canadian Blood Services - Drivers | HSAA | 2017-03-31 | 16 | 36 | 2016-01-27 |
| | 6.00 | 1.00 | 1.25 | 2.00 | | | | | | | | | | | | |
| Emergency Fire Dispatcher | 22.98 | 23.44 | 23.91 | 24.39 | 24.88 | 25.38 | 25.89 | 25.89 | 25.89 | TBD | East Central 911 Call Answer Society | HSAA | 2024-12-31 | 6 | 60 | 2020-01-23 |
| | 5.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 0.00 | 0.00 | | | | | | | |
| Communications Specialist | 30.63 | 31.55 | 32.50 | 33.47 | 34.47 | 35.50 | 36.57 | 37.12 | 37.68 | 38.43 | Foothills Regional Emergency Services Commission | HSAA | 2022-12-31 | 14 | 36 | 2020-01-29 |
| | 1.50 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 1.50 | 1.50 | 2.00 | | | | | | |
| EMT-P | 44.51 | 44.96 | 45.85 | 46.89 | 46.89 | 46.89 | 46.89 | 46.89 | | | Associated Ambulance & Services (Whitecourt) | CUPE | 2021-03-31 | 64 | 48 | 2020-06-11 |
| | 3.00 | 1.00 | 2.00 | 2.25 | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | | | |
| EMT-P [Advanced Care Paramedic] | 44.51 | 44.96 | 45.85 | 46.89 | 46.89 | 46.89 | 46.89 | | | | Associated Ambulance & Services (Whitecourt) | HSAA | 2020-03-31 | 214 | 36 | 2018-07-24 |
| | 3.00 | 1.00 | 2.00 | 2.25 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| EMT-P | 42.90 | 44.19 | 44.19 | 44.74 | 44.74 | 44.74 | 44.74 | | | | Beaver Ambulance Society | CUPE | 2020-03-31 | 40 | 36 | 2018-05-18 |
| | 3.00 | 3.00 | 0.00 | 1.25 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
| EMT-P [Advanced Care Paramedic] | 42.90 | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | TBD | | | | Bethany Nursing Home - Rosehaven Care Centre | HSAA | 2020-03-31 | 15 | 36 | 2018-03-26 |
| | NA | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | | | | | | | | | | |
| EMT-P [Advanced Care Paramedic] | | | | 39.27 | 40.06 | | | | | | Blood Tribe Department of Health | Teamsters | 2018-11-29 | 21 | 24 | 2016-11-30 |
| | | | | | 2.00 | | | | | | | | | | | |
| Advanced Care Paramedic | | | 40.05 | 40.85 | 40.85 | 40.85 | 40.85 | 41.26 | 41.67 | | Bonnyville Regional Fire Authority | HSAA | 2022-07-31 | 53 | 48 | 2020-11-27 |
| | | | | 2.00 | 0.00 | 0.00 | 0.00 | 1.00 | 1.00 | | | | | | | |
| EMT-P [Advanced Care Paramedic] | | | | | | 43.33 | 43.76 | 44.20 | 44.64 | | Cold Lake Ambulance Society | HSAA | 2022-05-31 | 51 | 58 | 2019-06-06 |
| | | | | | | 0.00 | 1.00 | 1.00 | 1.00 | | | | | | | |
| Primary Care Paramedic (PCP) | 29.80 | 30.69 | 30.69 | 31.61 | 32.01 | 32.01 | 32.01 | | | | East Central Ambulance Association | HSAA | 2020-07-31 | 21 | 24 | 2019-08-09 |
| | 3.00 | 3.00 | 0.00 | 3.00 | 1.25 | 0.00 | 0.00 | | | | | | | | | |
| EMT-P [Advanced Care Paramedic] | | 43.33 | 43.87 | 44.75 | 44.75 | 44.75 | 44.75 | | | | Lamont Health Care Centre | HSAA | 2020-03-31 | 13 | 36 | 2018-03-26 |
| | | 1.00 | 1.25 | 2.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification - Paramedical & Other

| Classification | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | Employer | Union | Expiry | EEs ¹ | Term | Settled on |
|-----------------------------------|---------------|----------------|-----------------|---------------|---------------|---------------|----------------|---------------|------|------|--|-------|------------|------------------|------|------------|
| EMT-P [Advanced Care Paramedic] | 44.94 4.00 | 45.84 2.00 | 46.53 1.50 | 47.46 2.00 | 47.46 0.00 | 47.46 0.00 | TBD | | | | Prairie Emergency Medical Systems | HSAA | 2020-03-31 | 129 | 36 | 2018-08-24 |
| Advanced Care Paramedic | 42.90 6.14 | 43.33 1.00 | 43.87 1.25 | 44.75 2.00 | 44.75 2.00 | 44.75 2.00 | 44.75 2.00 | TBD | TBD | TBD | Stettler & District Ambulance Association | HSAA | 2023-03-31 | 20 | 48 | 2019-09-16 |
| EMT-P | 37.87 2.00 | 38.72 2.25 | 43.87 13.30* | 44.75 2.00 | TBD | | | | | | Town of Vegreville - Ambulance | CUPE | 2017-10-31 | 25 | 31 | 2016-01-15 |
| EMT-P | 42.90 3.00 | 44.19 3.00 | 44.85 1.50 | 45.75 2.00 | 45.75 0.00 | | | | | | Wheatland & Adjacent Districts Emergency Medical Services | HSAA | 2018-03-31 | 35 | 36 | 2016-02-26 |
| Laboratory Technologist I | 42.91 3.00 | 43.34 1.00 | 43.88 1.25 | 44.75 2.00 | 44.75 0.00 | 44.75 0.00 | TBD | | | | Alberta Public Laboratories | HSAA | 2020-09-30 | 4,720 | 42 | 2020-01-30 |
| Medical Laboratory Technologist I | 42.91 3.00 | 43.34 1.00 | 43.88 1.25 | 44.76 2.00 | | | | | | | Canadian Blood Services - Techs | HSAA | 2017-03-31 | 275 | 36 | 2015-08-12 |
| Medical Laboratory Technologist I | 40.09 3.00 | 40.49 1.00 | 41.00 1.25 | 41.82 2.00 | 41.82 0.00 | 41.82 0.00 | 41.82 0.00 | TBD | TBD | | DynaLIFE DX | HSAA | 2022-03-31 | 1,069 | 60 | 2019-02-06 |
| Medical Laboratory Technologist I | | | 43.87 | 44.75 2.00 | | | | | | | Medicine Hat Diagnostic Laboratory | HSAA | 2017-03-31 | 70 | 16 | 2015-11-13 |
| Occupational Therapist | 46.30 3.00 | 46.76 1.00 | 47.35 1.25 | 48.29 2.00 | 48.29 0.00 | 48.29 0.00 | TBD | | | | Bethany Care Centre - Calgary | HSAA | 2020-07-31 | 12 | 36 | 2018-12-21 |
| Occupational Therapist | | | | 43.80 2.00 | 44.68 5.00 | 46.91 | | | | | Park Place Seniors Living - Hardisty Care Centre - PMP/PMT | UNA | 2019-03-31 | 4 | 15 | 2018-01-12 |
| Occupational Therapist I | 47.60 3.00 | 48.08 1.00 | 48.68 1.25 | 49.65 2.00 | 49.65 0.00 | 49.65 0.00 | 49.65 0.00 | | | | CapitalCare - PMP/PMT | HSAA | 2020-03-31 | 144 | 36 | 2019-04-15 |
| Occupational Therapist I | 47.59 3.00 | 48.08 1.00 | 48.68 1.25 | 49.65 2.00 | 49.65 0.00 | 49.65 0.00 | 49.65 0.00 | 49.65 0.00 | | | Carewest - PMP/PMT | HSAA | 2020-06-30 | 192 | 36 | 2019-11-19 |
| Occupational Therapist | 41.81 0.77 | 41.81 0.00 | 42.65 2.00 | 42.65 0.00 | 43.72 2.50 | 43.72 0.00 | 49.43* 0.00 | 49.43 0.00 | TBD | | CASA Child Adolescent & Family Mental Health | HSAA | 2022-03-31 | 134 | 36 | 2020-03-11 |
| Occupational Therapist I | 47.60 NA | 48.08 1.00 | 48.64 1.25 | 49.65 2.00 | 49.65 0.00 | 49.65 0.00 | 49.65 0.00 | | | | Covenant Health - PMP/PMT | HSAA | 2020-03-31 | 1,246 | 36 | 2018-05-24 |
| Occupational Therapist I | 47.60 3.00 | 48.08 1.00 | 48.68 1.25 | 49.65 2.00 | 49.65 0.00 | 49.65 0.00 | 49.65 0.00 | | | | Good Samaritan Society - Multi Facility | HSAA | 2020-03-31 | 26 | 36 | 2019-07-11 |
| Occupational Therapist I | 46.49 2.50 | 47.89 3.00 | 48.84 2.00 | 49.82 2.00 | 50.94 2.50 | 50.94 0.00 | 50.94 0.00 | 50.94 0.00 | | | Workers Compensation Board - Millard Health | HSAA | 2020-12-31 | 129 | 36 | 2019-03-11 |
| Pharmacy Technician I | 35.35 3.00 | 35.35 0.00 | 35.35 0.00 | 35.79 1.25 | 36.24 1.25 | 36.78 1.50 | | | | | Pharma Plus Speciality Pharmacy Services [Calgary] | HSAA | 2019-06-30 | 30 | 36 | 2017-02-14 |
| Pharmacy Technician I | 35.35 3.00 | 35.35 0.00 | 35.35 0.00 | 35.35 0.00 | 36.00 1.85 | 36.72 2.00 | | | | | Rexall Pharma Plus Pharmacies [Edmonton] | HSAA | 2019-06-30 | 39 | 39 | 2017-05-23 |
| Phlebotomist | 26.40 3.00 | 27.60* 1.50 | 27.95 1.25 | 28.51 2.00 | | | | | | | Canadian Blood Services | CUPE | 2017-03-31 | 146 | 36 | 2015-01-27 |