
Collective Agreement Wage Tables Health Care and Social Assistance

July 2020

Wage Table by Employer – Page 2

Wage Table by Classification – Page 26

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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26	EMT-P [Advanced Care Paramedic]	42.90	43.33	43.87	44.75	44.75	44.75	44.75			
							3.00	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	45.03	45.93	46.96	48.37	48.37	48.37	48.37			
							0.00	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	23.75	24.46	24.75	24.95	24.95	24.95	24.95			
							3.00	3.00	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			
							3.00	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	20.00	20.40	20.81	21.02	21.02	21.02	21.23			
							3.00	2.00	2.00	1.00	0.00	0.00	1.00			
AAKOM-KIYII Health Services	UNA	2019-03-31	32	36	2017-11-01	Registered Nurse	45.03	45.93	46.96	48.37	48.37	48.37				
							6.00	2.00	2.25	3.00	0.00	0.00				
Abby Road Housing Co-Operative Ltd	CUPE	2019-12-31	25	24	2019-01-16	Health Care Aide	19.23	19.23	19.52	20.87*	21.08	21.50	21.72			
							0.00	0.00	1.50	1.00	1.00	2.00	1.00			
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide		21.71	22.77	23.45	24.16					
								2.00	4.90	3.00	3.00					
						Licensed Practical Nurse		33.62	33.95	34.63	34.97					
								2.00	1.00	2.00	1.00					
AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse	32.96	33.95	34.36	34.63						
							3.00	3.00	1.20	0.80						
						Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
AgeCare - Columbia Assisted Living	AUPE	2020-03-31	29	45	2019-01-31	Health Care Aide	22.38	23.05	23.74	24.46	24.70	24.95	25.20			
							7.65	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	21.28	22.38	22.38	22.92	23.38	23.38	23.73	24.11		
							3.50	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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
AgeCare - Valleyview	AUPE	2020-03-31	32	24	2019-03-25	Health Care Aide	23.05	23.74	23.74	24.45	24.94	24.94	25.19			
							3.00	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	31.99	32.95	32.95	33.94	34.62	34.62	34.97			
							3.00	3.00	0.00	3.00	2.00	0.00	1.00			
AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
AgeCare - Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02	Health Care Aide				20.76	22.84	23.30	23.65			
										10.00	2.00	1.50				
AgeCare - Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02	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					44.75	44.75	TBD			
										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	23.75	24.46	24.75	24.95	24.95	24.95	24.95			
							3.00	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	32.96	33.95	34.36	34.63	34.63	34.63	34.63			
							3.00	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	44.51	44.96	45.85	46.89	46.89	46.89	46.89	46.89	46.89	
							3.00	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]	44.51	44.96	45.85	46.89	46.89	46.89	TBD			
							3.00	1.00	2.00	2.25	0.00	0.00				
Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18	EMT-P	42.90	44.19	44.19	44.74	44.74	44.74	44.74			
							3.00	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	45.03	45.93	46.96	48.37	48.37	48.37	48.37			
							0.00	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	23.75	24.46	24.75	24.95						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15	Licensed Practical Nurse	32.96	33.95	34.36	34.63						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15	Housekeeping	18.09	21.15*	21.57	21.79						
							3.00	3.00	2.00	1.00						
Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21	Occupational Therapist	46.30	46.76	47.35	48.29	48.29	48.29	TBD			
							3.00	1.00	1.25	2.00	0.00	0.00				
Bethany Care Centre - Calgary	UNA	2017-03-31	68	48	2015-03-24	Registered Nurse	45.03	45.93	46.96	48.37						
							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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15	Health Care Aide	23.75	24.46	24.75	24.95						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15	Health Care Aide	23.75	24.46	24.75	24.95						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15	Licensed Practical Nurse	32.96	33.95	34.36	34.63						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Cochrane	UNA	2017-03-31	18	45	2015-03-24	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Bethany Care Centre - Collegieside	AUPE	2017-08-31	134	38	2016-04-15	Health Care Aide	23.75	24.46	24.75	24.95						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Collegieside	AUPE	2017-08-31	134	38	2016-04-15	Licensed Practical Nurse	32.96	33.95	34.36	34.63						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Collegieside	UNA	2017-03-31	27	45	2015-03-24	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30	Health Care Aide			24.31	24.50						
									0.80							
Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30	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	23.75	24.46	24.75	24.95						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15	Licensed Practical Nurse	32.96	33.95	34.36	34.63						
							3.00	3.00	1.20	0.80						
Bethany Care Centre - Sylvan Lake	UNA	2017-03-31	14	24	2015-03-24	Registered Nurse		45.93	46.96	48.37						
									2.25	3.00						
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15	Health Care Aide	23.80	24.46	24.75	24.95						
							NA	2.77	1.20	0.80						
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15	Licensed Practical Nurse	33.01	33.95	34.36	34.63						
							NA	2.85	1.20	0.80						
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			
									2.00	0.00	1.50	0.00	0.00			
						Housekeeping	17.38	17.73	18.08	18.44	18.73	18.73	18.92			
							2.50	2.00	2.00	2.00	1.50	0.00	1.00			
Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17	Licensed Practical Nurse		33.94	34.62	34.62	35.15	35.15	35.15			
									2.00	0.00	1.50	0.00	0.00			
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2020-03-31	15	36	2018-03-26	EMT-P [Advanced Care Paramedic]	42.90	43.33	43.87	44.75	44.75	44.75	TBD			
							NA	1.00	1.25	2.00	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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29	Health Care Aide	23.74	24.45	24.74	24.94	24.94	24.94	24.94			
							3.00	3.00	1.20	0.80	0.00	0.00	0.00			
						Housekeeping	21.49	22.13	22.57	22.80	22.80	22.80	23.03			
							3.00	3.00	2.00	1.00	0.00	0.00	1.00			
						Licensed Practical Nurse	32.95	33.94	34.35	34.62	34.62	34.62	34.62			
							3.00	3.00	1.20	0.80	0.00	0.00	0.00			
Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2017-03-31	21	48	2014-08-07	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30	EMT-P [Advanced Care Paramedic]				39.27	40.06					
											2.00					
Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23	Registered Nurse	45.03	45.93	46.96	48.37	48.37	48.37	TBD	TBD		
							6.00	2.00	2.25	3.00	0.00	0.00				
Bonnyville Regional Fire Authority	HSAA	2018-07-31	37	18	2017-02-16	EMT-P [Advanced Care Paramedic]			40.05	40.85	40.85					
										2.00	0.00					
Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08	Housekeeping	17.94	18.48	19.03	19.79	20.09	20.49	21.00			
							3.00	3.00	3.00	4.00	1.50	2.00	2.50			
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28	Health Care Aide	23.74	24.46	24.70	24.95	25.20	25.50				
							3.00	3.00	1.00	1.00	1.00	1.20				
						Licensed Practical Nurse	32.95	33.94	34.28	34.62	34.97	35.39				
							3.00	3.00	1.00	1.00	1.00	1.20				
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21	Registered Nurse	45.03	45.03	45.93							
							0.00	0.00	2.00							
Calgary Laboratory Services	HSAA	2017-06-30	1,641	36	2015-11-24	Laboratory Technologist I	42.91	43.34	43.88	44.76						
							3.00	1.00	1.25	2.00						
Calgary Laboratory Services - Clerical	HSAA	2017-12-31	29	36	2016-11-04	Administrative Support II	24.60	25.34	25.59	25.91	26.43					
							3.00	3.00	1.00	1.25	2.00					
Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27	Phlebotomist	26.40	27.60*	27.95	28.51						
							3.00	1.50	1.25	2.00						
Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27	Driver	23.53	23.77	24.07	24.55						
							6.00	1.00	1.25	2.00						
Canadian Blood Services - Techs	HSAA	2017-03-31	275	36	2015-08-12	Medical Laboratory Technologist I	42.91	43.34	43.88	44.76						
							3.00	1.00	1.25	2.00						
Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2017-03-31	94	48	2015-03-31	Registered Nurse	45.03	45.93	46.96	48.37						
							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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
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		
								3.00	3.00	3.00	1.50	1.00				
						Licensed Practical Nurse		32.95	33.95	34.97	36.02	36.02	36.02	36.02	TBD	
								3.00	3.00	3.00	0.00	0.00				
						Registered Nurse		47.28	48.71	50.18	51.69	51.69	51.69	TBD		
									3.00	3.00	3.00	0.00	0.00			
CapitalCare	UNA	2017-03-31	325	48	2015-12-01	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29	Health Care Aide	23.76	24.47	24.76	24.96	24.96	24.96	24.96			
							3.00	3.00	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			
							3.00	3.00	1.20	0.80	0.00	0.00	0.00			
CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2016-11-22	Health Care Aide	23.76	23.76	24.47*	24.67	24.96	24.96	24.96			
							3.00	0.00	3.00	0.80	1.20	0.00	0.00			
						Housekeeping	19.83	19.83	20.23	20.63	20.84	20.84	21.05			
							3.00	0.00	2.00	2.00	1.00	0.00	1.00			
CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2020-06-30	425	36	2019-05-27	Housekeeping	19.83	20.23	20.63	20.84	20.84	20.84	21.05			
							3.00	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	47.60	48.08	48.68	49.65	49.65	49.65	49.65			
							3.00	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	23.75	24.46	24.75	24.95	24.95	24.95	TBD			
							3.00	3.00	1.20	0.80	0.00	0.00				
						Licensed Practical Nurse	32.95	33.94	34.36	34.63	34.63	34.63	TBD			
							3.00	3.00	1.20	0.80	0.00	0.00				
Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	Food Services Assistant	17.78	18.14	18.50	18.68	18.68	18.68	TBD			
							3.00	2.00	2.00	1.00	0.00	0.00				
Carewest - Colonel Belcher	UNA	2017-03-31	24	48	2015-02-12	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09	Food Services Assistant	17.78	18.14	18.50	18.68	18.68	18.68	TBD			
							3.00	2.00	2.00	1.00	0.00	0.00				
Carewest - PMP/PMT	HSAA	2020-06-30	192	36	2019-11-19	Occupational Therapist I	47.59	48.08	48.68	49.65	49.65	49.65	TBD			
							3.00	1.00	1.25	2.00	0.00	0.00				
Carewest - Rouleau Manor	UNA	2017-03-31	10	0	2017-10-18	Registered Nurse				48.37						
CASA Child Adolescent & Family Mental Health	HSAA	2022-03-31	134	36	2020-03-11	Occupational Therapist	41.81	41.81	42.65	42.65	43.72	43.72	49.43*	49.43	TBD	
							0.77	0.00	2.00	0.00	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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
CBI Home Health	HSAA	2020-12-31	482	36	2019-03-18	Health Care Aide						17.74	17.96	18.19		
																1.25
						Licensed Practical Nurse						24.89	25.20	25.52		
																1.25
Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21	Health Care Aide	23.23	23.58	23.86	24.58	24.58	24.58	24.58			
							3.00	1.50	1.20	3.00	0.00	0.00	0.00			
						Housekeeping	18.85	19.10	19.29	19.87	19.87	19.87	19.87			
							3.00	1.30	1.00	3.00	0.00	0.00	0.00			
						Licensed Practical Nurse	32.63	33.12	33.52	34.53	34.53	34.53	34.53			
							3.00	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	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28	Health Care Aide	21.37	21.80	22.29	22.85	22.96	23.08	23.19			
							2.50	2.00	2.25	2.50	0.50	0.50	0.50			
						Housekeeping	17.89	18.25	18.66	19.12	19.22	19.31	19.41			
							2.50	2.00	2.25	2.50	0.50	0.50	0.50			
						Licensed Practical Nurse	31.16	31.78	32.50	33.31	33.48	33.64	33.81			
							2.50	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	45.03	45.93	46.96	48.37						
							0.00	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						
Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03	Health Care Aide	21.22	22.40	22.96	23.42	23.89	24.43	24.67	TBD		
							3.00	3.00	2.50	2.00	2.00	2.25	1.00			
						Housekeeping	14.96	15.41	16.37	16.70	17.03	17.41	17.58	TBD		
							3.00	3.00	2.50	2.00	2.00	2.25	1.00			
						Licensed Practical Nurse	28.74	31.06	31.84	32.48	33.13	33.87	34.21	TBD		
							3.00	3.00	2.50	2.00	2.00	2.25	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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
Christenson Communities - Royal Oak Manor	HSAA	2016-02-01	30	36	2014-01-17	Health Care Aide	22.72	23.18	23.70								
							4.00	2.00	2.25								
Club Sierra Lifestyles at River Ridge	UNA	2017-06-30	13	36	2015-03-26	Licensed Practical Nurse	30.46	31.07	31.77								
							4.00	2.00	2.25								
Cold Lake Ambulance Society	HSAA	2022-05-31	51	58	2019-06-06	Registered Nurse	45.53	45.99	46.95	47.65	48.36						
							2.00	1.00	2.00	1.50	1.50						
Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-28	EMT-P [Advanced Care Paramedic]						43.33	43.76	44.20	44.64		
												0.00	1.00	1.00	1.00		
County of Stettler Housing Authority	CUPE	2020-12-31	82	36	2018-01-15	Health Care Aide							24.35	24.72	25.09		
																1.50	1.50
						Housekeeping							18.10	18.37	18.65		
Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02	Licensed Practical Nurse							34.28	34.79	35.31		
																1.50	1.50
						Housekeeping											
Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20	Registered Nurse	16.27	16.76	17.22	17.71	18.24	18.47	18.70	19.08			
							3.00	3.00	2.75	2.85	3.00	1.25	1.25	2.00			
						Housekeeping											
Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17	Health Care Aide				21.85	24.70						
						Housekeeping											
Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17	Licensed Practical Nurse				16.85	20.74						
						Housekeeping											
Covenant Health	UNA	2020-03-31	2,876	36	2018-02-16	Registered Nurse				30.32	34.29						
						Housekeeping											
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Registered Nurse						48.37	48.37				
																0.00	0.00
						Health Care Aide											
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Health Care Aide		20.06	23.50	24.46							
								16.66*	4.00*								
						Licensed Practical Nurse		28.26	32.32	33.95							
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Health Care Aide											
						Licensed Practical Nurse											
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Registered Nurse											
						Health Care Aide											
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Health Care Aide											
						Licensed Practical Nurse											
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Registered Nurse	45.03	45.93	46.96	48.37	48.37	48.37	48.37				
							0.00	2.00	2.25	3.00	0.00	0.00	0.00				
						Health Care Aide	23.75	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	Health Care Aide											
						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	Health Care Aide											
						Licensed Practical Nurse	3.00	3.00	1.20	0.80	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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30	Housekeeping	20.00	20.40	20.81	21.02	21.02	21.02	21.23			
							3.00	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	20.00	20.40	20.81	21.02	21.02	21.02	21.23			
							3.00	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	20.00	20.40	20.81	21.02	21.02	21.02	21.23			
							3.00	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	20.00	20.40	20.81	21.02	21.02	21.02	21.23	TBD		
							3.00	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	47.60	48.08	48.64	49.65	49.65	49.65	TBD			
							NA	1.00	1.25	2.00	0.00	0.00				
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04	Health Care Aide	23.06	23.75	24.46	24.95	24.95	24.95	24.95	TBD		
							1.50	3.00	3.00	2.00	0.00	0.00	0.00			
						Licensed Practical Nurse	32.00	32.96	33.95	34.63	34.63	34.63	34.63	TBD		
							1.50	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	16.61	16.94	17.28	21.02*	21.02	21.02	21.23			
							3.00	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	23.06	24.46	24.75	24.95	24.95	24.95	TBD			
							0.00	6.00	1.20	0.80	0.00	0.00				
						Licensed Practical Nurse	32.00	33.95	34.36	34.63	34.63	34.63	TBD			
							0.00	6.00	1.20	0.80	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	23.75	24.47	24.76	24.96	24.96	24.96	24.96			
							3.00	3.00	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			
							3.00	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	18.32	18.69	19.06	20.26	20.46	20.87	21.08	21.40	21.83	
							2.00	2.00	2.00	Adj +	1.00	2.00	1.00	1.50	2.00	
						Housekeeping	14.66	14.95	15.25	17.38	17.56	17.91	18.09	18.36	18.73	
							2.00	2.00	2.00	Adj +	1.00	2.00	1.00	1.50	2.00	
Cypress View Foundation	CUPE	2019-12-31	80	48	2015-11-27	Health Care Aide	20.29	20.90	21.53	21.96	22.40	22.85	23.30			
							3.00	3.00	3.00	2.00	2.00	2.00	2.00			
						Housekeeping	17.78	18.31	18.86	19.24	19.62	20.01	20.41			
							3.00	3.00	3.00	2.00	2.00	2.00	2.00			
Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2020-12-31	50	36	2018-06-12	Health Care Aide	19.12	19.55	19.94	20.34	20.75	21.01	21.32	21.75		
							2.00	2.25	2.00	2.00	2.00	1.25	1.50	2.00		
						Housekeeping	15.51	15.86	16.18	16.50	16.83	17.04	17.30	17.64		
							2.00	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	40.09	40.49	41.00	41.82	41.82	41.82	41.82	TBD	TBD	
							3.00	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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15	Health Care Aide	21.73	21.73	21.95	22.17	22.61	23.07	23.07	23.30	23.65	
							4.00	0.00	1.00	1.00	2.00	2.00	0.00	1.00	1.50	
						Housekeeping	17.11	17.11	17.28	17.45	17.80	18.15	18.15	18.33	18.61	
							3.00	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	22.98	23.44	23.91	24.39	24.88	25.38	25.89	25.89	25.89	TBD
							5.00	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)	29.80	30.69	30.69	31.61	32.01	32.01	32.01			
							3.00	3.00	0.00	3.00	1.25	0.00	0.00			
Evergreens Foundations	IUOE	2022-06-19	83	24	2019-05-29	Housekeeping	17.93	18.29	18.66	19.06	19.63	20.02	21.52*	21.95		
							3.11	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	19.79	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	29.20	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	482	48	2019-10-29	Health Care Aide	21.78	23.11	23.69	24.16	24.16	24.16	24.40	24.71		
							5.50	3.00	2.50	2.00	0.00	0.00	1.00	1.25		
						Housekeeping	18.15	18.70	19.17	19.55	19.55	19.55	19.75	20.00		
							1.00	3.00	2.50	2.00	0.00	0.00	1.00	1.25		
						Licensed Practical Nurse	32.96	33.95	34.36	34.63	34.63	34.63	34.98	35.42		
								3.00	3.00	1.20	0.80	0.00	0.00	1.00	1.25	
Extendicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04	Health Care Aide	22.25	23.11	23.63	24.16	24.16					
							3.00	3.87	2.25	2.25	0.00					
						Licensed Practical Nurse	32.96	33.95	34.71	35.49	35.49					
								3.00	3.00	2.25	2.25	0.00				
Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04	Housekeeping	18.63	19.19	19.62	20.06	20.06					
							3.00	3.00	2.25	2.25	0.00					
Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21	Health Care Aide	22.22	23.11	23.63	24.16	24.16					
							3.00	3.00	2.25	2.25	0.00					
						Housekeeping	18.15	18.70	19.12	19.55	19.55					
							3.00	3.00	2.25	2.25	0.00					
						Licensed Practical Nurse	32.96	33.95	34.71	35.49	35.49					
								3.00	3.00	2.25	2.25	0.00				
Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28	Registered Nurse				48.37	48.37	48.37				
											0.00	0.00				

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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22	Health Care Aide	22.43	23.11	23.63	24.16	24.16					
							3.00	3.00	2.25	2.25	0.00					
Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22	Licensed Practical Nurse	32.96	33.95	34.71	35.49	35.49					
							3.00	3.00	2.25	2.25	0.00					
Extencicare (Canada) - Eaux Claires	UNA	2017-07-31	32	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20	Health Care Aide	22.43	23.11	23.63	24.16	24.16					
							3.00	3.00	2.25	2.25	0.00					
						Housekeeping	18.15	18.70	19.12	19.55	19.55					
							3.00	3.00	2.25	2.25	0.00					
						Licensed Practical Nurse	32.96	33.95	34.71	35.49	35.49					
							3.00	3.00	2.25	2.25	0.00					
Extencicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	22.22	23.11	23.63	24.16	24.16					
							3.00	4.00	2.25	2.25	0.00					
						Housekeeping	18.15	18.70	19.13	19.55	19.55					
							3.00	3.00	2.25	2.25	0.00					
						Licensed Practical Nurse	32.96	33.95	34.71	35.49	35.49					
							3.00	3.00	2.25	2.25	0.00					
Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20	Health Care Aide	22.03	23.11	23.63	24.16	24.16					
							3.00	4.90	2.25	2.25	0.00					
						Housekeeping	18.16	18.71	19.13	19.56	19.56					
							3.00	3.00	2.25	2.25	0.00					
						Licensed Practical Nurse	32.96	33.95	34.71	35.49	35.49					
							3.00	3.00	2.25	2.25	0.00					
Extencicare (Canada) - Holyrood	UNA	2017-07-31	20	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Extencicare (Canada) - Leduc	UNA	2017-07-31	17	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20	Health Care Aide	22.25	23.11	23.63	24.16	24.16					
							3.00	3.87	2.25	2.25	0.00					
						Housekeeping	18.63	19.19	19.62	20.06	20.06					
							3.00	3.00	2.25	2.25	0.00					
						Licensed Practical Nurse	32.96	33.95	34.71	35.49	35.49					
							3.00	3.00	2.25	2.25	0.00					
Extencicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37	TBD					
							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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26	Health Care Aide	22.43	23.11	23.63	24.16	24.16					
							3.00	3.00	2.25	2.25	0.00					
						Housekeeping	18.15	18.70	19.12	19.55	19.55					
							3.00	3.00	2.25	2.25	0.00					
						Licensed Practical Nurse	32.96	33.95	34.71	35.49	35.49					
							3.00	3.00	2.25	2.25	0.00					
Extendicare (Canada) - Michener Hill	UNA	2017-07-31	45	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Extendicare (Canada) - Viking	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Extendicare (Canada) - Vulcan	UNA	2017-07-31	11	48	2015-12-15	Registered Nurse	45.03	45.93	46.96	48.37						
							0.00	2.00	2.25	3.00						
Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15	Registered Nurse			45.93	48.37	48.37	48.37				
										5.25	0.00	0.00				
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15	Health Care Aide			24.46	24.95	25.32	25.70				
										2.00	1.50	1.50				
						Licensed Practical Nurse			33.95	34.63	35.15	35.68				
										2.00	1.50	1.50				
Foothills Regional Emergency Services Commission	HSAA	2022-12-31	14	36	2020-01-29	Communications Specialist	30.63	31.55	32.50	33.47	34.47	35.50	36.57	37.12	37.68	38.43
							1.50	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	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	23.75	TBD							
							6.00	0.00								
						Housekeeping	18.88	18.88	TBD							
							3.00	0.00								
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11	Health Care Aide	23.75	24.46	24.75	24.95						
							3.00	3.00	1.20	0.80						
						Housekeeping	18.88	19.26	19.65	19.85						
							3.00	2.00	2.00	1.00						
						Licensed Practical Nurse	32.95	33.94	34.35	34.62						
							3.00	3.00	1.20	0.80						
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	36	2019-07-11	Occupational Therapist I	47.60	48.08	48.68	49.65	49.65	49.65	49.65			
							3.00	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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17	Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00						
Good Samaritan Society - South Ridge Village	USWA	2020-06-30	150	36	2018-07-04	Health Care Aide	23.41 3.00	23.76 1.50	24.05 1.20	24.24 0.80	24.24 0.00	24.24 0.00	TBD			
						Housekeeping	18.78 3.00	19.06 1.50	19.44 2.00	19.63 1.00	19.63 0.00	19.63 0.00	TBD			
						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	TBD			
Grande Spirit Foundation	CUPE	2022-06-30	98	36	2019-07-10	Housekeeping	17.60 3.00	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	
Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16	Food Services		18.90	19.47 3.00	19.96 2.50	20.46 2.50	20.77 1.50	21.08 1.50	21.39 1.50	21.82 2.00	
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Food Services		18.90	19.47 3.00	19.96 2.50	20.46 2.50	20.77 1.50	21.08 1.50	21.39 1.50	21.82 2.00	
						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	
						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	
						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	2016-02-16	Food Services		18.90	19.47 3.00	19.96 2.50	20.46 2.50	20.77 1.50	21.08 1.50	21.39 1.50	21.82 2.00	
						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	
						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	
						Registered Nurse		44.59	45.93 3.00	47.08 2.50	48.26 2.50					
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Licensed Practical Nurse		33.95	34.36 1.20	34.63 0.80	34.63 0.00					
						Registered Nurse			46.96	48.37 3.00	48.37 0.00					
Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21	Housekeeping	17.95 2.00	18.13 1.00	18.49 2.00	18.86 2.00	19.24 2.00	19.24 0.00	19.62 2.00	20.02 2.00		
Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31	Health Care Aide	23.75 3.00	24.46 3.00	24.86 1.60	25.20 1.40	25.58 1.50					
						Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.46 1.50	34.98 1.50	35.50 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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	
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	21.13	21.75	21.75	22.19	22.52	22.75	23.20*				
							2.50	3.00	0.00	2.00	1.50	1.00	1.00				
						Housekeeping	17.94	18.30	18.30	18.67	18.95	18.95	18.95				
							1.00	2.00	0.00	2.00	1.50	0.00	0.00				
						Licensed Practical Nurse	31.10	32.03	32.03	32.67	33.17	33.50	33.84				
							6.00	3.00	0.00	2.00	1.50	1.00	1.00				
Intercare - Kingsland Terrace	CUPE	2019-03-31	36	24	2017-03-30	Housekeeping					17.42	17.59					
											2.50	1.00					
						Licensed Practical Nurse					30.30	30.60					
											1.00	1.00					
Lacombe Foundation	CLAC	2019-12-31	80	24	2018-03-18	Health Care Aide	19.90	20.30	20.71	21.12	21.62	23.78	TBD				
								2.00	2.00	2.00	2.35	10.00					
						Housekeeping	17.17	17.52	17.87	18.23	18.48	19.22	TBD				
								2.00	2.00	2.00	1.35	4.00					
Lakeland Lodge & Housing Foundation	CUPE	2021-12-31	27	24	2019-07-01	Housekeeping	16.62	17.12	17.55	17.99	18.12	18.25	18.62	18.80	18.99		
							3.00	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	45.03	45.93	46.96	48.37	48.37	48.37	48.37				
							0.00	2.00	2.25	3.00	0.00	0.00	0.00				
Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14	Health Care Aide	23.75	24.46	24.75	24.95	24.95	24.95	24.95				
							3.00	3.00	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				
							3.00	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	Housekeeping	20.48	20.89	21.31	21.52	21.52	21.52	21.74				
							3.00	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	16.12	16.52	16.97	17.31	17.57	17.99	18.26	18.62			
							2.50	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							

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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022		
Mountain View Seniors Housing	AUPE	2020-12-31	44	41	2019-04-05	Health Care Aide							24.95	25.08				
						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	22.85	23.31	23.77	24.25	24.67	25.10	25.54					
						Housekeeping	15.27	15.58	15.89	16.21	16.49	16.78	17.08					
						Licensed Practical Nurse	31.69	32.32	32.97	33.63	34.22	34.82	35.43					
Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29	Health Care Aide	21.34	22.41	22.75	23.09	23.44	23.91	24.51					
						Housekeeping	17.18	18.05	18.32	18.59	18.87	19.25	19.73					
						Licensed Practical Nurse	26.20	27.52	27.93	28.35	28.77	29.34	30.07					
Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13	Health Care Aide							24.23	24.71				
						Housekeeping (Support Services)										18.04	18.40	
						Licensed Practical Nurse											33.98	34.66
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15	Registered Nurse							48.37					
Park Place Seniors Living - Devonshire Care Centre	AUPE	2020-03-31	183	36	2020-01-10	Health Care Aide	20.97	22.38	22.83	23.17	23.63	23.63	23.87	24.11	24.35			
						Housekeeping	18.65	19.21	19.59	19.88	20.29	20.29	20.49	20.69	20.90			
						Licensed Practical Nurse	29.97	31.06	31.68	32.16	32.80	32.80	33.13	33.46	33.79			
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29	Registered Nurse	43.46	44.87	46.22	46.96	47.66	48.37	48.37					
Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	48	36	2018-09-21	Health Care Aide	22.10	22.76	22.99	23.33	23.80	24.04	24.46	24.89				
						Housekeeping	17.22	17.74	17.92	18.19	18.55	18.74	19.06	19.40				

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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24	Health Care Aide	21.73	22.38	22.83	23.17	23.40	23.75	24.23			
							7.25	3.00	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	45.03	45.48	45.93	46.96	48.37	48.37	48.37			
							0.00	1.00	1.00	2.25	3.00	0.00	0.00			
Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12	Occupational Therapist				43.80	44.68	46.91				
											2.00	5.00				
Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23	Health Care Aide	21.70	22.85	23.31	23.66	23.89	24.49	24.85			
							5.90	5.30	2.00	1.50	1.00	2.50	1.50			
						Housekeeping	18.27	18.82	19.20	19.49	19.68	19.98	20.37			
							3.00	3.00	2.00	1.50	1.00	1.50	2.00			
						Licensed Practical Nurse	31.70	33.95	34.46	34.80	35.15	36.03	36.57			
							7.50	7.00	1.50	1.00	1.00	2.50	1.50			
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28	Health Care Aide	23.75	24.46	24.70	25.08	25.33	25.71	26.22			
							3.00	3.00	1.00	1.50	1.00	1.50	2.00			
						Housekeeping	16.66	17.16	17.33	17.59	17.77	18.03	18.39			
							3.00	3.00	1.00	1.50	1.00	1.50	2.00			
						Licensed Practical Nurse	32.96	33.95	34.29	34.80	35.15	35.68	36.39			
							3.00	3.00	1.00	1.50	1.00	1.50	2.00			
Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I	35.35	35.35	35.35	35.79	36.24	36.78				
							3.00	0.00	0.00	1.25	1.25	1.50				
Piper Creek Foundation	CUPE	2019-12-31	107	24	2018-02-06	Health Care Aide	20.80	21.42	22.06	22.56	23.01	23.31	23.61			
							3.00	3.00	3.00	2.25	2.00	1.30	1.30			
						Housekeeping	17.09	17.60	18.13	18.54	18.91	19.15	19.39			
							3.00	3.00	3.00	2.25	2.00	1.30	1.30			
Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07	Health Care Aide	23.75	24.46								
							3.00	3.00								
						Licensed Practical Nurse	32.96	33.95								
							3.00	3.00								
Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21	Health Care Aide					23.98	24.46	24.95			
											NA	2.00	2.00			
						Housekeeping					15.92	16.24	16.56			
											NA	2.00	2.00			
						Licensed Practical Nurse					32.98	33.64	34.31			
											NA	2.00	2.00			

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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022				
Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24	Health Care Aide	23.05	24.46	24.70	25.08	25.45	25.83	25.96	26.09	26.22					
							3.00	6.12	1.00	1.50	1.50	1.50	0.50	0.50	0.50					
						Housekeeping	17.69	18.22	18.40	18.68	18.96	19.24	19.34	19.44	19.54					
							3.00	3.00	1.00	1.50	1.50	1.50	0.50	0.50	0.50					
						Licensed Practical Nurse	31.68	33.95	34.29	34.80	35.33	35.86	36.04	36.22	36.40					
								3.00	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
														1.00	0.50	0.50				
						Cook							18.76	18.95	19.04	19.14				
														1.00	0.50	0.50				
Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14	Cook					18.99	19.13	19.52	19.71						
											0.75	0.75	2.00	1.00						
						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							
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	HSAA	2020-03-31	129	36	2018-08-24	EMT-P [Advanced Care Paramedic]	44.94	45.84	46.53	47.46	47.46	47.46	TBD							
							4.00	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	20.64	21.00	21.32	21.32	21.53	21.53	TBD						
							2.00	0.00	1.75	1.50	0.00	1.00	0.00		1.00					
						Housekeeping	17.65	17.65	17.96	18.23	18.23	18.41	18.84	TBD						
							4.00	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					

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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18	Health Care Aide	20.65	20.65	21.01	21.22	21.43	21.65	21.65	TBD		
							3.00	0.00	1.75	1.00	1.00	1.00	0.00		1.00	
Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18	Housekeeping	17.22	17.22	17.52	17.70	17.87	18.05	18.05	TBD		
							3.00	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	29.66	31.06	31.06	31.53	31.84	32.16				
							3.50	4.70	0.00	1.50	1.00	1.00				
Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2017-06-30	10	24	2016-09-30	Registered Nurse	42.92	43.99	46.96	48.37						
							2.50	2.50	6.75*	3.00						
Revera	UNA	2017-12-31	89	48	2015-06-15	Registered Nurse	45.03	45.03	45.93	46.96	46.96					
							4.00	0.00	2.00	2.25	0.00					
Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07	Health Care Aide	21.12	21.54	21.81	22.30	22.75	22.98				
							3.00	2.00	1.25	2.25	2.00	1.00				
						Housekeeping	19.04	19.42	19.66	20.11	20.51	20.72				
							3.00	2.00	1.25	2.25	2.00	1.00				
						Licensed Practical Nurse	29.97	30.57	30.95	31.65	32.29	32.61				
							3.00	2.00	1.25	2.25	2.00	1.00				
Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25	Health Care Aide	22.62	23.30	23.77	24.31	24.79					
							3.00	3.00	2.00	2.25	2.00					
						Housekeeping	19.25	19.83	20.23	20.69	21.10					
							3.00	3.00	2.00	2.25	2.00					
						Licensed Practical Nurse	32.96	33.95	34.63	35.41	36.12					
							3.00	3.00	2.00	2.25	2.00					
Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09	Health Care Aide	20.72	21.13	21.40	21.67	22.11	22.55				
							3.00	2.00	1.25	1.25	2.00	2.00				
						Housekeeping	17.34	17.60	17.91	18.13	18.49	18.87				
							3.00	2.00	1.25	1.25	2.00	2.00				
						Licensed Practical Nurse	29.63	30.22	30.60	30.98	31.60	32.24				
							3.00	2.00	1.25	1.25	2.00	2.00				
Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09	Health Care Aide	20.68	21.09	21.35	21.62	22.05	22.50				
							3.00	2.00	1.25	1.25	2.00	2.00				
						Housekeeping	17.00	17.34	17.56	17.78	18.14	18.50				
							3.00	2.00	1.25	1.25	2.00	2.00				
						Licensed Practical Nurse	28.75	29.33	29.69	30.06	30.66	31.28				
							3.00	2.00	1.25	1.25	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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28	Health Care Aide	20.38	20.89	21.42	21.85	22.34	22.84				
							3.00	2.50	2.50	2.00	2.25	2.25				
						Housekeeping	17.80	18.24	18.70	19.07	19.50	19.94				
							3.00	2.50	2.50	2.00	2.25	2.25				
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01	Health Care Aide	18.03	18.93	22.38	22.83	23.29	23.76				
							6.00	5.00	18.25	2.00	2.00	2.00				
						Housekeeping	16.74	17.24	17.76	18.12	18.48	18.85				
							6.00	3.00	3.00	2.00	2.00	2.00				
Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2020-04-30	23	36	2017-11-23	Housekeeping	13.70	13.97	14.32	14.72	15.01	15.31	15.70			
							2.75	2.00	2.50	2.75	2.00	2.00	2.50			
						Licensed Practical Nurse	28.59	29.45	30.33	30.94	31.56	32.19				
							6.00	3.00	3.00	2.00	2.00	2.00				
Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08	Health Care Aide	21.86	22.52	23.19	23.90	24.38	24.87	25.36			
							3.50	3.00	3.00	3.00	2.00	2.00	2.00			
						Housekeeping	13.70	14.11	14.53	14.97	15.27	15.57	15.89			
							3.50	3.00	3.00	3.00	2.00	2.00	2.00			
Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12	Health Care Aide	21.62	22.38	23.05	23.51	23.98	24.46				
								3.50	3.00	2.00	2.00	2.00				
						Housekeeping	14.54	14.98	15.43	15.74	16.05	16.53				
							3.00	3.00	2.00	2.00	3.00					
Revera Lessee - Heartland Retirement Residence	CUPE	2018-12-31	31	36	2016-10-19	Health Care Aide	16.86	17.28	17.71	18.11	18.65	19.02				
								2.50	2.50	2.25	3.00	2.00				
						Licensed Practical Nurse	25.48	26.12	26.77	27.31	27.58	28.13				
							2.50	2.50	2.00	1.00	2.00					
Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17	Health Care Aide	19.05	19.72	20.11	20.51	20.93	21.35	21.78	22.22		
							17.60	3.50	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
							2.00	3.50	2.00	2.00	2.00	2.00	2.00	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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
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						
Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11	Housekeeping	18.52 2.50	19.08 3.00	19.55 2.50	19.75 1.00	19.75 0.00	20.15* 0.00	TBD			
Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15	Food Services (Dietary Aide)	18.27 3.00	18.64 2.00	19.01 2.00	19.20 1.00	19.20 0.00	19.20 0.00	19.39 1.00	TBD	TBD	
						Health Care Aide	23.74 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00	TBD	TBD	
						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 - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13	Health Care Aide	23.72 3.00	24.30 2.50	24.91 2.50	25.66 3.00	26.04 1.50	26.44 1.50	26.44 0.00	26.44 0.00	27.23 3.00	
						Housekeeping	17.43 3.00	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	
						Licensed Practical Nurse	32.92 3.00	33.74 2.50	34.59 2.50	35.62 3.00	36.15 1.50	36.70 1.50	36.70 0.00	36.70 0.00	37.80 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 2.00	20.55 2.00		
						Housekeeping						16.75	17.09 2.00	17.43 2.00		
						Licensed Practical Nurse						26.38	26.91 2.00	27.45 2.00		
Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15	Cook						17.00	17.17 1.00	17.34 1.00	17.52 1.00	
Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10	Health Care Aide				21.39	21.82 2.00	22.21 1.75	22.54 1.50			
						Housekeeping					16.62	16.95 2.00	17.91* 1.75	18.18 1.50		
						Licensed Practical Nurse						29.72	30.31 2.00	30.84 1.75	31.30 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 2.00	22.25 2.00	22.64 1.75	23.15 2.25	
						Housekeeping						16.81	17.15 2.00	17.49 2.00	17.80 1.75	18.25 2.25
Seasons Retirement Communities - Sunrise Village [High River] - ANC	CUPE	2020-06-30	77	24	2019-03-25	Health Care Aide			23.28 1.00	23.75 2.00	24.10 1.50	24.58 2.00	25.07 2.00			
						Licensed Practical Nurse						32.00 1.00	32.64 2.00	33.13 1.50	33.79 2.00	34.47 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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
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
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
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
Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16	Health Care Aide	23.98	24.34	24.83	25.08	25.08	25.33	25.33			
							3.00	1.50	2.00	1.00	0.00	1.00	0.00			
						Housekeeping	19.63	19.92	20.32	20.53	20.53	20.74	20.95			
						Licensed Practical Nurse	33.27	33.95*	34.29	34.63	34.63	34.98	34.98			
							3.00	0.00	1.00	1.00	0.00	1.00	0.00			
Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18	Health Care Aide	23.98	24.34	24.83	25.08	25.08	25.33	25.33			
							3.00	1.50	2.00	1.00	0.00	1.00	0.00			
						Housekeeping	19.63	19.92	20.32	20.53	20.53	20.74	20.95			
						Licensed Practical Nurse	33.27	33.95*	34.29	34.63	34.63	34.98	34.98			
							3.00	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	23.98	24.34	24.83	25.08	25.08	25.33	25.33			
							3.00	1.50	2.00	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			
							3.00	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	21.57	22.11	22.33	22.56	22.56	23.01	23.01			
							6.70	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	23.98	24.34	24.83	25.08	25.08	25.33	25.33			
							3.00	1.50	2.00	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			
							3.00	0.00	1.00	1.00	0.00	1.00	0.00			
Shepherd's Care - Millwoods & Kensington Village	UNA	2014-09-30	32	48	2015-02-20	Registered Nurse	45.03	45.93	46.96	48.37						
							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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15	Health Care Aide	23.98	24.34	24.83	25.08	25.08	25.33	25.33			
							3.00	1.50	2.00	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		
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
St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02	Health Care Aide						20.58	20.79			
																1.00
St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15	Health Care Aide	21.46	22.20	22.47	22.65	22.65					
							6.10	3.50	1.20	0.80	0.00					
St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15	Health Care Aide	24.41	25.14	25.44	25.65	TBD					
							3.00	3.00	1.20	0.80						
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	36	2020-01-08	Registered Nurse	32.95	33.94	34.35	34.62	TBD					
							3.00	3.00	1.20	0.80						
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01	Registered Nurse	45.03	45.93	46.96	48.37	48.37	48.37	48.37			
							0.00	2.00	2.25	3.00	0.00	0.00	0.00			
Stettler & District Ambulance Association	HSAA	2023-03-31	20	48	2019-09-16	Health Care Aide		21.55	21.81	21.98	21.98					
								NA	1.20	0.80	0.00					
Sylvan Lake Lodge	CLAC	2020-12-31	30	36	2018-03-21	Housekeeping		16.64	16.84	16.97	16.97					
								NA	1.20	0.80	0.00					
Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03	Advanced Care Paramedic	42.90	43.33	43.87	44.75	44.75	44.75	44.75	TBD	TBD	TBD
							6.14	1.00	1.25	2.00	2.00	2.00	2.00			
Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25	Housekeeping	16.71	17.06	17.53	17.88	18.24	18.60	18.97	19.40		
							2.50	2.00	2.75	2.00	2.00	2.00	2.00	2.25		
Touchmark at Wedgewood	CUPE	2023-05-31	27	48	2019-12-03	Health Care Aide	21.11	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	2.00	2.50	2.00	2.00	2.00	2.50
Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25	Housekeeping	16.73	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	2.00	2.50	2.00	2.00	2.00	2.50
Touchmark at Wedgewood	UNA	2017-03-31	15	48	2015-01-22	Health Care Aide	23.75	24.46	24.75	24.95						
							3.00	3.00	1.20	0.80						
Touchmark at Wedgewood	UNA	2017-03-31	15	48	2015-01-22	Licensed Practical Nurse	32.96	33.95	34.36	34.63						
							3.00	3.00	1.20	0.80						
Touchmark at Wedgewood	UNA	2017-03-31	15	48	2015-01-22	Registered Nurse	45.03	45.93	46.96	48.37						
							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

Employer

Employer	Union	Expiry	EEs ¹	Term	Settled On	Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15	EMT-P	37.87 2.00	38.72 2.25	43.87 13.30*	44.75 2.00	TBD					
Travois Holdings - Glamorgan Care Centre	CLAC	2020-03-31	62	36	2017-10-13	Health Care Aide	20.76 3.00	21.38 3.00	21.81 2.00	22.46 3.00	23.13 3.00	23.83 3.00	24.78 4.00			
						Housekeeping	19.31 3.00	19.89 3.00	20.29 2.00	20.90 3.00	21.53 3.00	22.18 3.00	23.06 4.00			
Travois Holdings - Mayfair Care Centre	CLAC	2020-03-31	140	36	2017-08-30	Health Care Aide	20.76 3.00	21.38 3.00	21.81 2.00	22.46 3.00	23.13 3.00	23.83 3.00	24.78 4.00			
						Housekeeping	19.31 3.00	19.89 3.00	20.29 2.00	20.90 3.00	21.53 3.00	22.18 3.00	23.06 4.00			
Vegreville Association for Living in Dignity	USW	2020-09-30	32	60	2017-12-20	Community Disability Worker	18.19 10.00	20.48 12.60	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00			
Venta Care Centre Ltd.	UNA	2017-08-31	16	48	2015-01-15	Registered Nurse	45.06 0.00	45.93 2.00	46.96 2.25	48.37 3.00						
Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21	Health Care Aide	23.74 3.00	24.46 3.00	24.75 1.20	24.95 0.80						
						Licensed Practical Nurse	32.95 3.00	33.94 3.00	34.35 1.20	34.62 0.80						
Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21	Housekeeping	19.52 3.00	20.10 3.00	20.50 2.00	20.91 2.00						
Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24	Health Care Aide					21.21	21.53 1.50	22.18 3.00	22.85 3.00		
						Housekeeping					16.39 9.50	16.64 1.50	17.14 3.00	17.66 3.00		
						Licensed Practical Nurse					31.90 1.45	32.39 1.50	33.36 3.00	34.37 3.00		
						Registered Nurse					43.84 3.54	44.50 1.50	45.85 3.00	47.23 3.00		
Well Being Services - Monterey Place	AUPE	2022-03-31	140	60	2020-06-10	Health Care Aide	18.82 3.00	19.57 4.00	20.17 3.00	21.00 4.00	21.32 1.50	21.53 1.00	22.17 3.00	22.40 1.00	22.62 1.00	
						Housekeeping	15.00 11.00	15.45 3.00	15.91 3.00	16.39 3.00	16.64 1.50	16.80 1.00	17.30 3.00	17.48 1.00	17.65 1.00	
						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	
Westlock Foundation - Pembina Lodge & Smithfield Lodge	CUPE	2017-12-31	60	36	2014-10-22	Housekeeping	16.77 3.00	17.28 3.00	17.63 2.00	18.07 2.50	18.61 3.00					
Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26	EMT-P	42.90 3.00	44.19 3.00	44.85 1.50	45.75 2.00	45.75 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	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11	Housekeeping	17.53	17.97	18.42	18.79	19.16	19.54	19.93			
							2.00	2.50	2.50	2.00	2.00	2.00	2.00			
Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05	Health Care Aide	19.49	19.98	20.48	20.99						
							3.00	2.50	2.50	2.50						
						Housekeeping	17.51	17.95	18.40	18.86						
							2.80	2.50	2.50	2.50						
Wood Buffalo Housing & Development	CUPE	2020-12-31	41	36	2019-10-17	Housekeeping	22.35	23.02	23.71	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
Wood Buffalo Housing & Development - Rotary House	CUPE	2020-12-31	25	24	2019-04-15	Resident Service Aide	24.93	25.93	26.71	27.51	28.34	28.34	28.34	28.34		
							4.00	4.00	3.00	3.00	3.00	0.00	0.00	0.00		
						Housekeeping	24.93	25.93	26.71	27.51	28.34	28.34	28.34	28.34		
							4.00	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	46.49	47.89	48.84	49.82	50.94	50.94	50.94	TBD		
							2.50	3.00	2.00	2.00	2.50	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

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 3.00	43.33 1.00	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	44.75 0.00				Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
Health Care Aide	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00				Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Housekeeping	20.00 3.00	20.40 2.00	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.23 1.00				Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
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				Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
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				Alberta Health Services	UNA	2020-03-31	28,600	36	2018-02-16
Administrative Support II	24.60 3.00	25.34 3.00	25.59 1.00	25.91 1.25	26.43 2.00						Calgary Laboratory Services - Clerical	HSAA	2017-12-31	29	36	2016-11-04
Communications Specialist	30.63 1.50	31.55 3.00	32.50 3.00	33.47 3.00	34.47 3.00	35.50 3.00	36.57 3.00	37.12 1.50	37.68 1.50	38.43 2.00	Foothills Regional Emergency Services Commission	HSAA	2022-12-31	14	36	2020-01-29
Community Disability Worker	18.19 10.00	20.48 12.60	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00				Vegreville Association for Living in Dignity	Steelworkers	2020-09-30	32	60	2017-12-20
Cook							18.76	18.95	19.04	19.14	Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
Cook					18.99	19.13	19.52	19.71			Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
Cook					0.75	0.75	2.00	1.00			Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15
Driver	23.53 6.00	23.77 1.00	24.07 1.25	24.55 2.00							Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27
Emergency Fire Dispatcher	22.98 5.00	23.44 2.00	23.91 2.00	24.39 2.00	24.88 2.00	25.38 2.00	25.89 2.00	25.89 0.00	25.89 0.00	TBD	East Central 911 Call Answer Society	HSAA	2024-12-31	6	60	2020-01-23
EMT-P [Advanced Care Paramedic]				39.27	40.06						Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30
Primary Care Paramedic (PCP)	29.80 3.00	30.69 3.00	30.69 0.00	31.61 3.00	32.01 1.25	32.01 0.00	32.01 0.00				East Central Ambulance Association	HSAA	2020-07-31	21	24	2019-08-09
EMT-P	44.51 3.00	44.96 1.00	45.85 2.00	46.89 2.25	46.89 0.00	46.89 0.00	46.89 0.00	46.89 0.00			Associated Ambulance & Services (Whitecourt)	CUPE	2021-03-31	64	48	2020-06-11
EMT-P [Advanced Care Paramedic]	44.51 3.00	44.96 1.00	45.85 2.00	46.89 2.25	46.89 0.00	46.89 0.00	TBD				Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214	36	2018-07-24
EMT-P	42.90 3.00	44.19 3.00	44.19 0.00	44.74 1.25	44.74 0.00	44.74 0.00	44.74 0.00				Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

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	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]			40.05	40.85	40.85						Bonnyville Regional Fire Authority	HSAA	2018-07-31	37	18	2017-02-16
				2.00	0.00											
EMT-P [Advanced Care Paramedic]						43.33	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							
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									
EMT-P [Advanced Care Paramedic]	44.94	45.84	46.53	47.46	47.46	47.46	TBD				Prairie Emergency Medical Systems	HSAA	2020-03-31	129	36	2018-08-24
	4.00	2.00	1.50	2.00	0.00	0.00										
EMT-P	37.87	38.72	43.87	44.75	TBD						Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15
	2.00	2.25	13.30*	2.00												
EMT-P	42.90	44.19	44.85	45.75	45.75						Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26
	3.00	3.00	1.50	2.00	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	TBD				Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09
	3.00	2.00	2.00	1.00	0.00	0.00										
Food Services		18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82		Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16
			3.00	2.50	2.50	1.50	1.50	1.50	2.00							
Food Services		18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82		Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
			3.00	2.50	2.50	1.50	1.50	1.50	2.00							
Food Services		18.90	19.47	19.96	20.46	20.77	21.08	21.39	21.82		Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
			3.00	2.50	2.50	1.50	1.50	1.50	2.00							
Food Services	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									
Health Care Aide	19.23	19.23	19.52	20.87*	21.08	21.50	21.72				Abby Road Housing Co-Operative Ltd	CUPE	2019-12-31	25	24	2019-01-16
	0.00	0.00	1.50	1.00	1.00	2.00	1.00									
Health Care Aide		21.71	22.77	23.45	24.16						Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
		2.00	4.90	3.00	3.00											
Health Care Aide	22.38	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
	7.65	3.00	3.00	3.00	1.00	1.00	1.00									
Health Care Aide	21.28	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
	3.50	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										

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide	23.05 3.00	23.74 3.00	23.74 0.00	24.45 3.00	24.94 2.00	24.94 0.00	25.19 1.00				AgeCare - Valleyview	AUPE	2020-03-31	32	24	2019-03-25
Health Care Aide				20.76	22.84 10.00	23.30 2.00	23.65 1.50				AgeCare - Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
Health Care Aide	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00				Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14
Health Care Aide	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80							Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
Health Care Aide	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80							Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
Health Care Aide	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80							Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
Health Care Aide	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80							Bethany Care Centre - Collegedale	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	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80							Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Health Care Aide	23.80 NA	24.46 2.77	24.75 1.20	24.95 0.80							Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Health Care Aide		24.45	24.94 2.00	24.94 0.00	25.32 1.50	25.32 0.00	25.32 0.00				Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17
Health Care Aide	23.74 3.00	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	23.74 3.00	24.46 3.00	24.70 1.00	24.95 1.00	25.20 1.00	25.50 1.20					Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Health Care Aide	23.76 3.00	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 3.00	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	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	TBD				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	23.23 3.00	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	21.37 2.50	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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
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	21.22 3.00	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	22.72 4.00	23.18 2.00	23.70 2.25								Christenson Communities - Royal Oak Manor	HSAA	2016-02-01	30	36	2014-01-17
Health Care Aide							24.35	24.72 1.50	25.09 1.50		Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
Health Care Aide				21.85	24.70 13.00						Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
Health Care Aide		20.06	23.50 16.66*	24.46 4.00*							Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17
Health Care Aide		20.06	23.50 16.66*	24.46 4.00*							Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17
Health Care Aide	23.75 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00				Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
Health Care Aide	23.06 1.50	23.75 3.00	24.46 3.00	24.95 2.00	24.95 0.00	24.95 0.00	24.95 0.00	TBD			Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
Health Care Aide	23.06 0.00	24.46 6.00	24.75 1.20	24.95 0.80	TBD	NA	TBD				Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
Health Care Aide	23.75 3.00	24.47 3.00	24.76 1.20	24.96 0.80	24.96 0.00	24.96 0.00	24.96 0.00				Covenant Health - Youville Home (Grey Nuns) of St. Albert	USW	2020-03-31	200	36	2018-06-29
Health Care Aide	18.32 2.00	18.69 2.00	19.06 2.00	20.26 Adj + 1%	20.46 1.00	20.87 2.00	21.08 1.00	21.40 1.50	21.83 2.00		Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22
Health Care Aide	20.29 3.00	20.90 3.00	21.53 3.00	21.96 2.00	22.40 2.00	22.85 2.00	23.30 2.00				Cypress View Foundation	CUPE	2019-12-31	80	48	2015-11-27
Health Care Aide	19.12 2.00	19.55 2.25	19.94 2.00	20.34 2.00	20.75 2.00	21.01 1.25	21.32 1.50	21.75 2.00			Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2020-12-31	50	36	2018-06-12
Health Care Aide	21.73 4.00	21.73 0.00	21.95 1.00	22.17 1.00	22.61 2.00	23.07 2.00	23.07 0.00	23.30 1.00	23.65 1.50		Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15
Health Care Aide	19.79	19.99 1.00	20.19 1.00	20.19 0.00	20.28 0.45	20.48 1.00	20.48 0.00				Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
Health Care Aide	21.78 5.50	23.11 3.00	23.69 2.50	24.16 2.00							Extendicare (Canada)	CUPE	2020-12-31	482	48	2019-10-29
Health Care Aide	22.25 3.00	23.11 3.87	23.63 2.25	24.16 2.25	24.16 0.00						Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide	22.22	23.11	23.63	24.16	24.16						Extencicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
	3.00	3.00	2.25	2.25	0.00											
Health Care Aide	22.43	23.11	23.63	24.16	24.16						Extencicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22
	3.00	3.00	2.25	2.25	0.00											
Health Care Aide	22.43	23.11	23.63	24.16	24.16						Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
	3.00	3.00	2.25	2.25	0.00											
Health Care Aide	22.22	23.11	23.63	24.16	24.16						Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
	3.00	4.00	2.25	2.25	0.00											
Health Care Aide	22.03	23.11	23.63	24.16	24.16						Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
	3.00	4.90	2.25	2.25	0.00											
Health Care Aide	22.25	23.11	23.63	24.16	24.16						Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
	3.00	3.87	2.25	2.25	0.00											
Health Care Aide	22.43	23.11	23.63	24.16	24.16						Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
	3.00	3.00	2.25	2.25	0.00											
Health Care Aide			24.46	24.95	25.32	25.70					Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
				2.00	1.50	1.50										
Health Care Aide				23.34	23.81	24.29					Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
					2.00	2.00										
Health Care Aide	23.75	23.75	TBD								Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
	6.00	0.00														
Health Care Aide	23.75	24.46	24.75	24.95							Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
	3.00	3.00	1.20	0.80												
Health Care Aide	23.41	23.76	24.05	24.24	24.24	24.24	TBD				Good Samaritan Society - South Ridge Village	USW	2020-06-30	150	36	2018-07-04
	3.00	1.50	1.20	0.80	0.00	0.00										
Health Care Aide		23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41		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							
Health Care Aide		23.75	24.46	25.07	25.70	26.09	26.48	26.87	27.41		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							
Health Care Aide	23.75	24.46	24.86	25.20	25.58						Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31
	3.00	3.00	1.60	1.40	1.50											
Health Care Aide	21.13	21.75	21.75	22.19	22.52	22.75	23.20*				Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12
	2.50	3.00	0.00	2.00	1.50	1.00	1.00									
Health Care Aide	19.90	20.30	20.71	21.12	21.62	23.78	TBD				Lacombe Foundation	CLAC	2019-12-31	80	24	2018-03-18
		2.00	2.00	2.00	2.35	10.00										
Health Care Aide	23.75	24.46	24.75	24.95	24.95	24.95	24.95				Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14
	3.00	3.00	1.20	0.80	0.00	0.00	0.00									
Health Care Aide						24.46	24.83	25.32			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28
						1.50	1.50	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

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide							24.95	25.08			Mountain View Seniors Housing	AUPE	2020-12-31	44	41	2019-04-05
								0.50								
Health Care Aide	22.85	23.31	23.77	24.25	24.67	25.10	25.54				Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
	2.00	2.00	2.00	2.00	1.75	1.75	1.75									
Health Care Aide	21.34	22.41	22.75	23.09	23.44	23.91	24.51				Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
	0.50	5.00	1.50	1.50	1.50	2.00	2.50									
Health Care Aide							24.23	24.71			Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
							1.50	2.00								
Health Care Aide	20.97	22.38	22.83	23.17	23.63	23.63	23.87	24.11	24.35		Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
	4.20	6.75	2.00	1.50	2.00	0.00	1.00	1.00	1.00							
Health Care Aide	22.10	22.76	22.99	23.33	23.80	24.04	24.46	24.89			Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	48	36	2018-09-21
	3.00	3.00	1.00	1.50	2.00	1.00	1.75	1.75								
Health Care Aide	21.73	22.38	22.83	23.17	23.40	23.75	24.23				Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24
	7.25	3.00	2.00	1.50	1.00	1.50	2.00									
Health Care Aide	21.70	22.85	23.31	23.66	23.90	24.49	24.85				Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23
	5.90	5.30	2.00	1.50	1.00	2.50	1.50									
Health Care Aide	23.75	24.46	24.70	25.08	25.33	25.71	26.22				Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
	3.00	3.00	1.00	1.50	1.00	1.50	2.00									
Health Care Aide	20.80	21.42	22.06	22.56	23.01	23.31	23.61				Piper Creek Foundation	CUPE	2019-12-31	107	24	2018-02-06
	3.00	3.00	3.00	2.25	2.00	1.30	1.30									
Health Care Aide	23.75	24.46									Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
	3.00	3.00														
Health Care Aide					23.98	24.46	24.95				Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
					NA	2.00	2.00									
Health Care Aide	23.05	24.46	24.70	25.08	25.45	25.83	25.96	26.09	26.22		Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
	3.00	6.12	1.00	1.50	1.50	1.50	0.50	0.50	0.50							
Health Care Aide							24.70	24.95	25.07	25.20	Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
								1.00	0.50	0.50						
Health Care Aide				23.92	24.28	24.70	25.08				Points West Living Stettler	AUPE	2020-05-10	110	48	2018-11-07
				0.75	1.50	1.75	1.50									
Health Care Aide				24.28	24.46	24.95	25.20				Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
				0.75	0.75	2.00	1.00									
Health Care Aide						20.10	20.45				Prince of Peace Manor & Harbour	CUPE	2020-06-30	99	24	2019-05-22
							1.75									
Health Care Aide	20.64	20.64	21.00	21.32	21.32	21.53	21.53	TBD			Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
	2.00	0.00	1.75	1.50	0.00	1.00	0.00		1.00							
Health Care Aide	20.65	20.65	21.01	21.22	21.43	21.65	21.65	TBD			Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
	3.00	0.00	1.75	1.00	1.00	1.00	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

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide	21.12 3.00	21.54 2.00	21.81 1.25	22.30 2.25	22.75 2.00	22.98 1.00					Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07
Health Care Aide	22.62 3.00	23.30 3.00	23.77 2.00	24.31 2.25	24.79 2.00						Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
Health Care Aide	20.72 3.00	21.13 2.00	21.40 1.25	21.67 1.25	22.11 2.00	22.55 2.00					Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09
Health Care Aide	20.68 3.00	21.09 2.00	21.35 1.25	21.62 1.25	22.05 2.00	22.50 2.00					Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09
Health Care Aide	20.38 3.00	20.89 2.50	21.42 2.50	21.85 2.00	22.34 2.25	22.84 2.25					Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
Health Care Aide	18.03 6.00	18.93 5.00	22.38 18.25	22.83 2.00	23.29 2.00	23.76 2.00					Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Health Care Aide	21.86 3.50	22.52 3.00	23.19 3.00	23.90 3.00	24.38 2.00	24.87 2.00	25.36 2.00				Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
Health Care Aide	21.62	22.38 3.50	23.05 3.00	23.51 2.00	23.98 2.00	24.46 2.00					Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Health Care Aide	16.86	17.28 2.50	17.71 2.50	18.11 2.25	18.65 3.00	19.02 2.00					Revera Lessee - Heartland Retirement Residence	CUPE	2018-12-31	31	36	2016-10-19
Health Care Aide	19.05 17.60	19.72 3.50	20.11 2.00	20.51 2.00	20.93 2.00	21.35 2.00	21.78 2.00	22.22 2.00			Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17
Health Care Aide	18.30 3.00	18.67 2.00	19.04 2.00	19.52 2.50	19.96 2.25	20.41 2.25	20.82 2.00	21.23 2.00			Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08
Health Care Aide					22.73	22.96 1.00	23.19 1.00	23.48 1.25	23.77 1.25		Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
Health Care Aide	21.62 2.70	22.38 3.50	22.99 2.75	23.62 2.75	24.21 2.50	24.69 2.00	25.18 2.00	25.62 1.75			Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
Health Care Aide			23.05 NA	23.69 2.75	24.28 2.50						Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
Health Care Aide	20.10 4.50	22.51 11.70	23.52 4.50	24.58 4.50	24.58 0.00	24.58 0.00	24.58 0.00				River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06
Health Care Aide	22.22 3.00	22.88 3.00	23.46 2.50	24.05* 0.80							Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
Health Care Aide	23.74 3.00	24.46 3.00	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00	TBD 0.00	TBD 0.00		Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
Health Care Aide	23.72 3.00	24.30 2.50	24.91 2.50	25.66 3.00	26.04 1.50	26.44 1.50	26.44 0.00	26.44 0.00	27.23 3.00		Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Health Care Aide [Registered Care]					19.75	20.15 2.00	20.55 2.00				SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
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							
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	23.98	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
	3.00	1.50	2.00	1.00	0.00	1.00	0.00									
Health Care Aide	23.98	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
	3.00	1.50	2.00	1.00	0.00	1.00	0.00									
Health Care Aide	23.98	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
	3.00	1.50	2.00	1.00	0.00	1.00	0.00									
Health Care Aide	23.98	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
	3.00	1.50	2.00	1.00	0.00	1.00	0.00									
Health Care Aide	23.98	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
	3.00	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	21.46	22.20	22.47	22.65	22.65						St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02
	6.10	3.50	1.20	0.80	0.00											
Health Care Aide	24.41	25.14	25.44	25.65	TBD						St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15
	3.00	3.00	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	21.11	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	2.00	2.50	2.00	2.00	2.00	2.50						
Health Care Aide	23.75	24.46	24.75	24.95							Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
	3.00	3.00	1.20	0.80												
Health Care Aide	20.76	21.38	21.81	22.46	23.13	23.83	24.78				Travois Holdings - Glamorgan Care Centre	CLAC	2020-03-31	62	36	2017-10-13
	3.00	3.00	2.00	3.00	3.00	3.00	4.00									

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Health Care Aide	20.76 3.00	21.38 3.00	21.81 2.00	22.46 3.00	23.13 3.00	23.83 3.00	24.78 4.00				Travois Holdings - Mayfair Care Centre	CLAC	2020-03-31	140	36	2017-08-30
Health Care Aide	23.74 3.00	24.46 3.00	24.75 1.20	24.95 0.80							Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21
Health Care Aide	19.49 3.00	19.98 2.50	20.48 2.50	20.99 2.50							Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05
Health Care Aide				21.21	21.53 1.50	22.18 3.00	22.85 3.00				Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Health Care Aide	18.82 3.00	19.57 4.00	20.17 3.00	21.00 4.00	21.32 1.50	21.53 1.00	22.17 3.00	22.40 1.00	22.62 1.00		Well Being Services - Monterey Place	AUPE	2022-03-31	140	60	2020-06-10
Resident Service Aide	24.93 4.00	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
Housekeeping					15.56 2.00	15.87 2.00	16.18 2.00				AgeCare - Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02
Housekeeping	18.09 3.00	21.15* 3.00	21.57 2.00	21.79 1.00							Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15
Housekeeping	17.38 2.50	17.73 2.00	18.08 2.00	18.44 2.00	18.73 1.50	18.73 0.00	18.92 1.00				Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17
Housekeeping	21.49 3.00	22.13 3.00	22.57 2.00	22.80 1.00	22.80 0.00	22.80 0.00	23.03 1.00				Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Housekeeping	17.94 3.00	18.48 3.00	19.03 3.00	19.79 4.00	20.09 1.50	20.49 2.00	21.00 2.50				Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08
Housekeeping		16.96	17.47 3.00	18.00 3.00	18.54 3.00	18.82 1.50	19.01 1.00	TBD			Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Housekeeping	19.83 3.00	19.83 0.00	20.23 2.00	20.63 2.00	20.84 1.00	20.84 0.00	21.05 1.00				CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
Housekeeping	19.83 3.00	20.23 2.00	20.63 2.00	20.84 1.00	20.84 0.00	20.84 0.00	21.05 1.00				CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2020-06-30	425	36	2019-05-27
Housekeeping	18.85 3.00	19.10 1.30	19.29 1.00	19.87 3.00	19.87 0.00	19.87 0.00	19.87 0.00				Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Housekeeping	17.89 2.50	18.25 2.00	18.66 2.25	19.12 2.50	19.22 0.50	19.31 0.50	19.41 0.50				Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28
Housekeeping		15.67 2.50	16.06 2.50	16.55 3.00							Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30
Housekeeping		15.97	16.37 2.50	16.70 2.00	17.03 2.00	17.41 2.25					Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
Housekeeping	14.96 3.00	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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Housekeeping							18.10	18.37	18.65		Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
								1.50	1.50							
Housekeeping	16.27	16.76	17.22	17.71	18.24	18.47	18.70	19.08			County of Stettler Housing Authority	CUPE	2020-12-31	82	36	2018-01-15
	3.00	3.00	2.75	2.85	3.00	1.25	1.25	2.00								
Housekeeping				16.85	20.74						Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
					23.00											
Housekeeping	20.00	20.40	20.81	21.02	21.02	21.02	21.32				Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30
	3.00	2.00	2.00	1.00	0.00	0.00	1.00									
Housekeeping	20.00	20.40	20.81	21.02	21.02	21.02	21.23				Covenant Health - Edmonton General, Grey Nuns	CUPE	2020-03-31	1,338	24	2018-04-01
	3.00	2.00	2.00	1.00	0.00	0.00	1.00									
Housekeeping	20.00	20.40	20.81	21.02	21.02	21.02	21.23				Covenant Health - GSS	AUPE	2020-03-31	638	36	2019-05-29
	3.00	2.00	2.00	1.00	0.00	0.00	1.00									
Housekeeping	20.00	20.40	20.81	21.02	21.02	21.02	21.23	TBD			Covenant Health - Misericordia, Villas Caritas	CUPE	2021-03-31	600	36	2019-07-10
	3.00	2.00	2.00	1.00	0.00	0.00	1.00									
Housekeeping	16.61	16.94	17.28	21.02*	21.02	21.02	21.23				Covenant Health - St. Michael's Health Centre	CUPE	2020-03-31	91	24	2019-09-26
	3.00	2.00	2.00	1.00	0.00	0.00	1.00									
Housekeeping	14.66	14.95	15.25	17.38*	17.56	17.91	18.09	18.36	18.73		Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22
	2.00	2.00	2.00	1.00	1.00	2.00	1.00	1.50	2.00							
Housekeeping	17.78	18.31	18.86	19.24	19.62	20.01	20.41				Cypress View Foundation	CUPE	2019-12-31	80	48	2015-11-27
	3.00	3.00	3.00	2.00	2.00	2.00	2.00									
Housekeeping	15.51	15.86	16.18	16.50	16.83	17.04	17.30	17.64			Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2020-12-31	50	36	2018-06-12
	2.00	2.25	2.00	2.00	2.00	1.25	1.50	2.00								
Housekeeping	17.11	17.11	17.28	17.45	17.80	18.15	18.15	18.33	18.61		Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15
	3.00	0.00	1.00	1.00	2.00	2.00	0.00	1.00	1.50							
Housekeeping	17.93	18.29	18.66	19.06	19.63	20.02	21.52*	21.95			Evergreens Foundations	IUOE	2022-06-19	83	24	2019-05-29
	3.11	2.00	2.00	2.00	3.00	2.00	0.00	2.00								
Housekeeping	18.15	18.70	19.17	19.55	19.55	19.55	19.75	20.00			Extencicare (Canada)	CUPE	2020-12-31	482	48	2019-10-29
	1.00	3.00	2.50	2.00	0.00	0.00	1.00	1.25								
Housekeeping	18.63	19.19	19.62	20.06	20.06						Extencicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04
	3.00	3.00	2.25	2.25	0.00											
Housekeeping	18.15	18.70	19.12	19.55	19.55						Extencicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
	3.00	3.00	2.25	2.25	0.00											
Housekeeping	18.15	18.70	19.12	19.55	19.55						Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
	3.00	3.00	2.25	2.25	0.00											
Housekeeping	18.15	18.70	19.12	19.55	19.55						Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
	3.00	3.00	2.25	2.25	0.00											
Housekeeping	18.16	18.71	19.13	19.56	19.56						Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
	3.00	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

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Housekeeping	18.63 3.00	19.19 3.00	19.62 2.25	20.06 2.25	20.06 0.00						Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Housekeeping	18.15 3.00	18.70 3.00	19.12 2.25	19.55 2.25	19.55 0.00						Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
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 3.00	18.88 0.00	TBD								Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Housekeeping	18.88 3.00	19.26 2.00	19.65 2.00	19.85 1.00							Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Housekeeping	18.78 3.00	19.06 1.50	19.44 2.00	19.63 1.00	19.63 0.00	19.63 0.00	TBD				Good Samaritan Society - South Ridge Village	USW	2020-06-30	150	36	2018-07-04
Housekeeping	17.60 3.00	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	17.95 2.00	18.13 1.00	18.49 2.00	18.86 2.00	19.24 2.00	19.24 0.00	19.62 2.00	20.02 2.00			Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21
Housekeeping	17.94 1.00	18.30 2.00	18.30 0.00	18.67 2.00	18.95 1.50	18.95 0.00	18.95 0.00				Intercare - Brentwood, Chinook, Southwood	CUPE	2020-06-30	934	24	2018-09-12
Housekeeping					17.42 2.50	17.59 1.00					Intercare - Kingsland Terrace	CUPE	2019-03-31	36	24	2017-03-30
Housekeeping	17.17	17.52 2.00	17.87 2.00	18.23 2.00	18.48 1.35	19.22 4.00	TBD				Lacombe Foundation	CLAC	2019-12-31	80	24	2018-03-18
Housekeeping	16.62 3.00	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	20.48 3.00	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	16.12 2.50	16.52 2.50	16.97 2.75	17.31 2.00	17.57 1.50	17.99 2.40	18.26 1.50	18.62 2.00			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28
Housekeeping							17.58	17.67 0.50			Mountain View Seniors Housing	AUPE	2020-12-31	44	41	2019-04-05
Housekeeping	15.27 2.00	15.58 2.00	15.89 2.00	16.21 2.00	16.49 1.75	16.78 1.75	17.08 1.75				Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
Housekeeping	17.18 0.50	18.05 5.00	18.32 1.50	18.59 1.50	18.87 1.50	19.25 2.00	19.73 2.50				Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
Housekeeping (Support Services)							18.04 1.50	18.40 2.00			Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Housekeeping	18.65 4.00	19.21 3.00	19.59 2.00	19.89 1.50	20.29 2.00	20.29 0.00	20.49 1.00	20.69 1.00	20.90 1.00		Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
Housekeeping	17.22 3.00	17.74 3.00	17.92 1.00	18.19 1.50	18.55 2.00	18.74 1.00	19.06 1.75	19.40 1.75			Park Place Seniors Living - Emerald Gardens	CUPE	2021-04-30	48	36	2018-09-21
Housekeeping				18.65	18.84 1.00	19.03 1.00	19.23 1.00	19.43 1.00			Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2021-03-31	60	24	2020-01-21
Housekeeping	18.27 3.00	18.82 3.00	19.20 2.00	19.49 1.50	19.68 1.00	19.98 1.50	20.37 2.00				Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23
Housekeeping	16.66 3.00	17.16 3.00	17.33 1.00	17.59 1.50	17.77 1.00	18.03 1.50	18.39 2.00				Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
Housekeeping	17.09 3.00	17.60 3.00	18.13 3.00	18.54 2.25	18.91 2.00	19.15 1.30	19.39 1.30				Piper Creek Foundation	CUPE	2019-12-31	107	24	2018-02-06
Housekeeping					15.92 NA	16.24 2.00	16.56 2.00				Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
Housekeeping	17.69 3.00	18.22 3.00	18.40 1.00	18.68 1.50	18.96 1.50	19.24 1.50	19.34 0.50	19.44 0.50	19.54 0.50		Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
Housekeeping				15.96 0.75	16.20 1.50	16.48 1.75	16.73 1.50				Points West Living Stettler	AUPE	2020-05-10	110	48	2018-11-07
Housekeeping	17.65 4.00	17.65 0.00	17.96 1.75	18.23 1.50	18.23 0.00	18.41 1.00	18.41 0.00	TBD	1.00		Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
Housekeeping	17.22 3.00	17.22 0.00	17.52 1.75	17.70 1.00	17.87 1.00	18.05 1.00	18.05 0.00	TBD	1.00		Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
Housekeeping	19.04 3.00	19.42 2.00	19.66 1.25	20.11 2.25	20.51 2.00	20.72 1.00					Revera - Bow Crest	CUPE	2018-10-31	152	24	2016-12-07
Housekeeping	19.25 3.00	19.83 3.00	20.23 2.00	20.69 2.25	21.10 2.00						Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
Housekeeping	17.34 3.00	17.60 2.00	17.91 1.25	18.13 1.25	18.49 2.00	18.87 2.00					Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09
Housekeeping	17.00 3.00	17.34 2.00	17.56 1.25	17.78 1.25	18.14 2.00	18.50 2.00					Revera - Mount Royal	CUPE	2018-10-31	96	24	2017-08-09
Housekeeping	17.80 3.00	18.24 2.50	18.70 2.50	19.07 2.00	19.50 2.25	19.94 2.25					Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
Housekeeping	16.74 6.00	17.24 3.00	17.76 3.00	18.12 2.00	18.48 2.00	18.85 2.00					Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Housekeeping	13.70 2.75	13.97 2.00	14.32 2.50	14.72 2.75	15.01 2.00	15.31 2.00	15.70 2.50				Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2020-04-30	23	36	2017-11-23
Housekeeping	13.70 3.50	14.11 3.00	14.53 3.00	14.97 3.00	15.27 2.00	15.57 2.00	15.89 2.00				Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Housekeeping	14.54	14.98	15.43	15.74	16.05	16.53					Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
		3.00	3.00	2.00	2.00	3.00										
Housekeeping	14.68	14.97	15.27	15.65	16.00	16.36	16.69	17.02			Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08
		3.00	2.00	2.00	2.50	2.25	2.25	2.00	2.00							
Housekeeping					18.37	18.55	18.74	18.97	19.21		Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
						1.00	1.00	1.25	1.25							
Housekeeping	15.20	15.66	16.09	16.53	16.94	17.28	17.63	17.94			Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
		3.50	3.00	2.75	2.75	2.50	2.00	2.00	1.75							
Housekeeping			15.56	15.99	16.39						Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
			NA	2.75	2.50											
Housekeeping	15.45	15.91	16.23	16.55	17.05	17.30	17.56	18.00			Ridge Country Housing	CUPE	2020-12-31	27	36	2018-02-15
		3.00	3.00	2.00	2.00	3.00	0.25	1.50	2.50							
Housekeeping	17.89	18.43	18.98	19.55	19.55	19.55	19.55				River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06
		3.00	3.00	3.00	3.00	0.00	0.00	0.00								
Housekeeping	18.52	19.08	19.55	19.75	19.75	20.15*	TBD				Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11
		2.50	3.00	2.50	1.00	0.00	0.00									
Housekeeping	17.43	17.87	18.31	18.86	19.14	19.43	19.43	19.43	20.01		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						
Housekeeping					16.75	17.09	17.43				SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23
						2.00	2.00									
Housekeeping				16.62	16.95	17.91*	18.18				Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
						2.00	1.75	1.50								
Housekeeping					16.81	17.15	17.49	17.80	18.25		Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
						2.00	2.00	1.75	2.25							
Housekeeping							15.93				Seasons Retirement Communities - Sunrise Village [High River] - GSS	CUPE	2020-06-30	48	12	2019-10-30
							1.50									
Housekeeping					16.25	16.58	16.91	17.20	17.59		Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16
						2.00	2.00	1.75	2.25							
Housekeeping					16.25	16.58	16.82	17.12	17.50		Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
						2.00	1.50	1.75	2.25							
Housekeeping				16.81	17.10	17.40	17.66	17.93			Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2020-12-31	33	48	2017-01-24
					1.75	1.75	1.50	1.50								
Housekeeping	19.63	20.12	20.32	20.53	20.53	20.74	20.95				Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
		3.00	2.50	2.00	1.00	0.00	1.00	1.00								
Housekeeping	19.63	19.92	20.32	20.53	20.53	20.74	20.95				Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
		3.00	1.50	2.00	1.00	0.00	1.00	1.00								
Housekeeping	16.54	16.87	17.87	18.05	18.14	18.41	18.69*	19.25	19.54		Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11
		2.00	2.00	5.93	1.00	0.50	1.50	1.50	1.50	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

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Housekeeping		16.64 NA	16.84 1.20	16.97 0.80	16.97 0.00						St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Housekeeping	16.71 2.50	17.06 2.00	17.53 2.75	17.88 2.00	18.24 2.00	18.60 2.00	18.97 2.00	19.40 2.25			Sylvan Lake Lodge	CLAC	2020-12-31	30	36	2018-03-21
Housekeeping	16.73 2.00	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	19.31 3.00	19.89 3.00	20.29 2.00	20.90 3.00	21.53 3.00	22.18 3.00	23.06 4.00				Travois Holdings - Glamorgan Care Centre	CLAC	2020-03-31	62	36	2017-10-13
Housekeeping	19.31 3.00	19.89 3.00	20.29 2.00	20.90 3.00	21.53 3.00	22.18 3.00	23.06 4.00				Travois Holdings - Mayfair Care Centre	CLAC	2020-03-31	140	36	2017-08-30
Housekeeping	19.52 3.00	20.10 3.00	20.50 2.00	20.91 2.00							Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21
Housekeeping				16.39 9.50	16.64 1.50	17.14 3.00	17.66 3.00				Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Housekeeping	15.00 11.00	15.45 3.00	15.91 3.00	16.39 3.00	16.64 1.50	16.80 1.00	17.30 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	16.77 3.00	17.28 3.00	17.63 2.00	18.07 2.50	18.61 3.00						Westlock Foundation - Pembina Lodge & Smithfield Lodge	CUPE	2017-12-31	60	36	2014-10-22
Housekeeping	17.53 2.00	17.97 2.50	18.42 2.50	18.79 2.00	19.16 2.00	19.54 2.00	19.93 2.00				Wheatland Lodge	CUPE	2020-04-30	25	24	2018-06-11
Housekeeping	17.51 2.80	17.95 2.50	18.40 2.50	18.86 2.50							Willow Creek Foundation - Macleod Pioneer Lodge	CUPE	2016-12-31	24	36	2014-06-05
Housekeeping	22.35	23.02 3.00	23.71 3.00	23.71 0.00	23.71 0.00	23.71 0.00	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	24.93 4.00	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
Independent Living Attendant	21.57 6.70	22.11 2.50	22.33 1.00	22.56 1.00	22.56 0.00	23.01 2.00	23.01 0.00				Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14
Laboratory Technologist I					44.75 0.00	44.75 0.00	TBD				Alberta Public Laboratories	HSAA	2020-09-30	4,720	42	2020-01-30
Laboratory Technologist I	42.91 3.00	43.34 1.00	43.88 1.25	44.76 2.00							Calgary Laboratory Services	HSAA	2017-06-30	1,641	36	2015-11-24
Licensed Practical Nurse		33.62 2.00	33.95 1.00	34.63 2.00	34.97 1.00						Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80							AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
Licensed Practical Nurse		32.31	33.61 4.00	34.28 2.00	34.97 2.00						Age Care - Sagewood Seniors Community	AUPE	2018-11-27	128	36	2015-11-18

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
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	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												
Licensed Practical Nurse	32.96	33.95	34.36	34.63							Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
	3.00	3.00	1.20	0.80												
Licensed Practical Nurse	33.01	33.95	34.36	34.63							Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
	NA	2.85	1.20	0.80												
Licensed Practical Nurse		33.94	34.62	34.62	35.15	35.15	35.15				Bethany Nursing Home - Bashaw, Rosealta,	AUPE	2020-03-31	143	24	2018-12-17
			2.00	0.00	1.50	0.00	0.00									
Licensed Practical Nurse	32.95	33.94	34.35	34.62	34.62	34.62	34.62				Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
	3.00	3.00	1.20	0.80	0.00	0.00	0.00									
Licensed Practical Nurse	32.95	33.94	34.28	34.62	34.97	35.39					Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
	3.00	3.00	1.00	1.00	1.00	1.20										
Licensed Practical Nurse		32.95	33.95	34.97	36.02	36.02	36.02	TBD			Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
			3.00	3.00	3.00	0.00	0.00									
Licensed Practical Nurse	32.96	33.95	34.36	34.63	34.63	34.63	34.63				CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29
	3.00	3.00	1.20	0.80	0.00	0.00	0.00									
Licensed Practical Nurse	32.95	33.94	34.36	34.63	34.63	34.63	TBD				Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09
	3.00	3.00	1.20	0.80	0.00	0.00										
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	33.12	33.52	34.53	34.53	34.53	34.53				Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
	3.00	1.50	1.20	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

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
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 2.50	27.81 2.50	28.64 3.00							Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2017-02-01	123	36	2014-01-30
Licensed Practical Nurse		31.06	31.84 2.50	32.48 2.00	33.13 2.00	33.87 2.25					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	HSAA	2016-02-01	30	36	2014-01-17
Licensed Practical Nurse							34.28	34.79 1.50	35.31 1.50		Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
Licensed Practical Nurse				30.32	34.29 13.10						Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
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
Licensed Practical Nurse		28.26	32.32 13.92*	33.95 5.00*							Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17
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				Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
Licensed Practical Nurse	32.00 1.50	32.96 3.00	33.95 3.00	34.63 2.00	34.63 0.00	34.63 0.00	34.63 0.00	TBD			Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
Licensed Practical Nurse	32.00 0.00	33.95 6.00	34.36 1.20	34.63 0.80	TBD	NA	TBD				Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
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				Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2020-03-31	200	36	2018-06-29
Licensed Practical Nurse	29.20	29.49 1.00	29.78 1.00	29.78 0.00	29.94 0.54	30.24 1.00	30.24 0.00				Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
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	34.98 1.00	35.42 1.25			Extendicare (Canada)	CUPE	2020-12-31	482	48	2019-10-29
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00						Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80							Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00						Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00						Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

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	34.71 2.25	35.49 2.25	35.49 0.00						Extencicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80							Extencicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00						Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00						Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80							Extencicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00						Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.71 2.25	35.49 2.25	35.49 0.00						Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Licensed Practical Nurse	32.96 3.00	33.95 3.00	34.36 1.20	34.63 0.80							Extencicare (Canada) - St Paul	CUPE	2016-12-31	59	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) - 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	TBD				Good Samaritan Society - South Ridge Village	USW	2020-06-30	150	36	2018-07-04
Licensed Practical Nurse		32.96	33.95 3.00	34.80 2.50	35.67 2.50	36.21 1.50	36.75 1.50	37.30 1.50	38.05 2.00		Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Licensed Practical Nurse		32.96	33.95 3.00	34.80 2.50	35.67 2.50	36.21 1.50	36.75 1.50	37.30 1.50	38.05 2.00		Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Licensed Practical Nurse		33.95	34.36 1.20	34.63 0.80	34.63 0.00						Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
Licensed Practical Nurse	32.96 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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Licensed Practical Nurse					30.30	30.60					Intericare - Kingsland Terrace	CUPE	2019-03-31	36	24	2017-03-30
					1.00	1.00										
Licensed Practical Nurse	32.96	33.95	34.36	34.63	34.63	34.63	34.63				Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14
	3.00	3.00	1.20	0.80	0.00	0.00	0.00									
Licensed Practical Nurse						34.63	35.15	35.85			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2021-02-28	75	36	2018-06-28
						1.50	1.50	2.00								
Licensed Practical Nurse	31.69	32.32	32.97	33.63	34.22	34.82	35.43				Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
	2.00	2.00	2.00	2.00	1.75	1.75	1.75									
Licensed Practical Nurse							34.32	34.49			Mountain View Seniors Housing	AUPE	2020-12-31	44	41	2019-04-05
								0.50								
Licensed Practical Nurse	26.20	27.52	27.93	28.35	28.77	29.34	30.07				Operation Friendship Seniors Society	CUPE	2020-03-31	59	36	2017-03-29
	0.50	5.00	1.50	1.50	1.50	2.00	2.50									
Licensed Practical Nurse							33.98	34.66			Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
							1.50	2.00								
Licensed Practical Nurse	29.97	31.06	31.68	32.16	32.80	32.80	33.13	33.46	33.79		Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
	3.75	3.64	2.00	1.50	2.00	0.00	1.00	1.00	1.00							
Licensed Practical Nurse	29.87	31.06	31.68	32.16	32.48	32.97	33.63				Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24
	8.40	4.00	2.00	1.50	1.00	1.50	2.00									
Licensed Practical Nurse	31.70	33.95	34.46	34.80	35.15	36.03	36.57				Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23
	7.50	7.00	1.50	1.00	1.00	2.50	1.50									
Licensed Practical Nurse	32.96	33.95	34.29	34.80	35.15	35.68	36.39				Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
	3.00	3.00	1.00	1.50	1.00	1.50	2.00									
Licensed Practical Nurse	32.96	33.95									Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
	3.00	3.00														
Licensed Practical Nurse					32.98	33.64	34.31				Points West Living Cold Lake	AUPE	2019-12-31	51	36	2017-06-21
					NA	2.00	2.00									
Licensed Practical Nurse	31.68	33.95	34.29	34.80	35.33	35.86	36.04	36.22	36.40		Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
	3.00	7.17	1.00	1.50	1.50	1.50	0.50	0.50	0.50							
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
							1.00	0.50	0.50							
Licensed Practical Nurse					33.39	33.64	34.32	34.66			Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
					0.75	0.75	2.00	1.00								
Licensed Practical Nurse				32.89	33.39	33.98	34.49				Points West Living Stettler	AUPE	2020-05-10	110	48	2018-11-07
				0.75	1.50	1.75	1.50									
Licensed Practical Nurse						27.36	27.84				Prince of Peace Manor & Harbour	CUPE	2020-06-30	99	24	2019-05-22
							1.75									
Licensed Practical Nurse		30.40	30.93	31.40	31.40	31.71	31.71	TBD			Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
			1.75	1.50	0.00	1.00	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

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
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	29.63 3.00	30.22 2.00	30.60 1.25	30.98 1.25	31.60 2.00	32.24 2.00					Revera - McKenzie Towne Care Centre	CUPE	2018-10-31	137	24	2017-02-09
Licensed Practical Nurse	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
Licensed Practical Nurse	25.48	26.12 2.50	26.77 2.50	27.31 2.00	27.58 1.00	28.13 2.00					Revera Lessee - Heartland Retirement Residence	CUPE	2018-12-31	31	36	2016-10-19
Licensed Practical Nurse	27.89 2.00	28.87 3.50	29.45 2.00	30.04 2.00	30.64 2.00	31.26 2.00	31.89 2.00	32.53 2.00			Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2020-12-31	54	36	2018-08-17
Licensed Practical Nurse	25.04 3.00	25.54 2.00	26.05 2.00	27.70 6.33	28.32 2.25	28.96 2.25	29.54 2.00	30.13 2.00			Revera Lessee - Meadowlands	UFCW	2020-12-31	73	48	2019-04-08
Licensed Practical Nurse					31.42	31.73 1.00	32.05 1.00	32.45 1.25	32.86 1.25		Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
Licensed Practical Nurse	28.29 1.80	31.06 9.80	31.91 2.75	32.79 2.75	33.61 2.50	34.28 2.00	34.97 2.00	35.58 1.75			Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
Licensed Practical Nurse			30.99 NA	31.84 2.75	32.64 2.50						Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
Licensed Practical Nurse	30.14 3.00	33.70 11.60	34.71 3.00	35.75 3.00	35.75 0.00	35.75 0.00	35.75 0.00				River Ridge Seniors Village	USW	2020-03-31	105	36	2018-03-06
Licensed Practical Nurse	31.79 3.00	32.74 3.00	33.56 2.50	34.58* 0.80							Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
Licensed Practical Nurse	32.92 3.00	33.74 2.50	34.59 2.50	35.62 3.00	36.15 1.50	36.70 1.50	36.70 0.00	36.70 0.00	37.80 3.00		Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Licensed Practical Nurse					26.38	26.91 2.00	27.45 2.00				SbraREIT Assisted Living I - Maison Senior Living	CUPE	2020-02-29	70	28	2017-10-23

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
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												
Licensed Practical Nurse	32.96	33.95	34.36	34.63							Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
	3.00	3.00	1.20	0.80												
Licensed Practical Nurse	32.95	33.94	34.35	34.62							Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21
	3.00	3.00	1.20	0.80												
Licensed Practical Nurse				31.90	32.39	33.36	34.37				Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
				1.45	1.50	3.00	3.00									
Licensed Practical Nurse	29.93	30.53	31.14	32.07	32.55	32.88	33.86	34.20	34.54		Well Being Services - Monterey Place	AUPE	2022-03-31	140	60	2020-06-10
	3.25	2.00	2.00	3.00	1.50	1.00	3.00	1.00	1.00							
Medical Laboratory Technologist I	42.91	43.34	43.88	44.76							Canadian Blood Services - Techs	HSAA	2017-03-31	275	36	2015-08-12
	3.00	1.00	1.25	2.00												
Medical Laboratory Technologist I	40.09	40.49	41.00	41.82	41.82	41.82	41.82	TBD	TBD		DynaLIFE DX	HSAA	2022-03-31	1,069	60	2019-02-06
	3.00	1.00	1.25	2.00	0.00	0.00	0.00									
Medical Laboratory Technologist I			43.87	44.75							Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	16	2015-11-13
				2.00												
Occupational Therapist	46.30	46.76	47.35	48.29	48.29	48.29	TBD				Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21
	3.00	1.00	1.25	2.00	0.00	0.00										
Occupational Therapist				43.80	44.68	46.91					Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12
					2.00	5.00										
Occupational Therapist I	47.60	48.08	48.68	49.65	49.65	49.65	49.65				CapitalCare - PMP/PMT	HSAA	2020-03-31	144	36	2019-04-15
	3.00	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

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
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	TBD				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	TBD				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	TBD			Workers Compensation Board - Millard Health	HSAA	2020-12-31	129	36	2019-03-11
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
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
Registered Nurse	45.03 6.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00					AAKOM-KIYII Health Services	UNA	2019-03-31	32	36	2017-11-01
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26
Registered Nurse							48.37 0.00	48.37 0.00			Allen Gray Continuing Care Centre	UNA	2020-06-30	10	30	2018-01-04
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 3.00	48.37 0.00	48.37 0.00				Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2020-03-31	12	36	2018-02-16
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Bethany Care Centre - Calgary	UNA	2017-03-31	68	48	2015-03-24
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Bethany Care Centre - Cochrane	UNA	2017-03-31	18	45	2015-03-24
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Bethany Care Centre - Collegedale	UNA	2017-03-31	27	45	2015-03-24
Registered Nurse		45.93	46.96	48.37							Bethany Care Centre - Sylvan Lake	UNA	2017-03-31	14	24	2015-03-24
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2017-03-31	21	48	2014-08-07

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

Classification	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Employer	Union	Expiry	EEs ¹	Term	Settled on
Registered Nurse	45.03 6.00	45.93 2.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	TBD	TBD			Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23
Registered Nurse	45.03 0.00	45.03 0.00	45.93 2.00								Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2017-03-31	94	48	2015-03-31
Registered Nurse		47.28	48.71 3.00	50.18 3.00	51.69 3.00	51.69 0.00	51.69 0.00	TBD			Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							CapitalCare	UNA	2017-03-31	325	48	2015-12-01
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Carewest - Colonel Belcher	UNA	2017-03-31	24	48	2015-02-12
Registered Nurse				48.37							Carewest - Rouleau Manor	UNA	2017-03-31	10	0	2017-10-18
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	48	2015-01-15
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15
Registered Nurse	45.53 2.00	45.99 1.00	46.95 2.00	47.65 1.50	48.36 1.50						Club Sierra Lifestyles at River Ridge Inc	UNA	2017-06-30	13	36	2015-03-26
Registered Nurse						48.37 0.00	48.37 0.00				Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20
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				Covenant Health	UNA	2020-03-31	2,876	36	2018-02-16
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Extencicare (Canada) - Athabasca	UNA	2017-07-31	1	48	2015-12-15
Registered Nurse				48.37	48.37 0.00	48.37 0.00					Extencicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Extencicare (Canada) - Eaux Claires	UNA	2017-07-31	32	48	2015-12-15
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Extencicare (Canada) - Fort Macleod	UNA	2017-07-31	11	48	2015-12-15
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Extencicare (Canada) - Holyrood	UNA	2017-07-31	20	48	2015-12-15
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Extencicare (Canada) - Leduc	UNA	2017-07-31	17	48	2015-12-15
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00	TBD						Extencicare (Canada) - Mayerthorpe	UNA	2017-07-31	5	48	2015-12-15

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

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							Extencicare (Canada) - Michener Hill	UNA	2017-07-31	45	48	2015-12-15
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Extencicare (Canada) - Viking	UNA	2017-07-31	11	48	2015-12-15
Registered Nurse	45.03 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Extencicare (Canada) - Vulcan	UNA	2017-07-31	11	48	2015-12-15
Registered Nurse			45.93	48.37 5.25	48.37 0.00	48.37 0.00					Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15
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							Qualicare - Rivercrest Lodge Nursing Home Ltd.	UNA	2017-06-30	10	24	2016-09-30
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							Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	48	2015-02-20
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

Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

¹Number of employees per ALRB Certificate / *Other Adjustment

Classification

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							Touchmark at Wedgewood	UNA	2017-03-31	13	48	2015-01-22
Registered Nurse	45.06 0.00	45.93 2.00	46.96 2.25	48.37 3.00							Venta Care Centre Ltd.	UNA	2017-08-31	16	48	2015-01-15
Registered Nurse				43.84 3.54	44.50 1.50	45.85 3.00	47.23 3.00				Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24