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# Collective Agreement Wage Tables Health Care and Social Assistance

## December 2022

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# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>AAKOM-KIYII Health Services</b>																
UNA	2022-03-31	6	27	2020-01-03	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%				
<b>Abby Road Housing Co-Operative Ltd</b>																
CUPE	2022-09-30	26	9	2022-02-28	Health Care Aide	\$19.52 1.5%	20.87* 1%	\$21.08 1%	\$21.50 2%	\$21.72 1%	\$22.15 2%	\$22.59 2%	\$22.82 1%			
<b>Age Care - Beverly Centre Glenmore</b>																
AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide	\$22.77 4.9%	\$23.45 3%	\$24.16 3%								
					Licensed Practical Nurse	\$33.95 1%	\$34.63 2%	\$34.97 1%								
<b>Age Care - Beverly Centre Lake Midnapore</b>																
UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%									
					Registered Nurse	\$46.96 2.25%	\$48.37 3%									
<b>Age Care - Columbia Assisted Living</b>																
AUPE	2023-03-31	27	36	2022-01-13	Health Care Aide	\$23.74 3%	\$24.46 3%	\$24.70 1%	\$24.95 1%	\$25.20 1%	\$25.20 0%	\$25.39 1%	\$25.83 1.5%			
<b>Age Care - Midnapore</b>																
CUPE (ANC)	2023-10-31	180	24	2022-03-21	Health Care Aide	\$22.38 0%	\$22.92 2.4%	\$23.38 2%	\$23.38 0%	\$23.73 1.5%	\$24.11 1.6%	\$24.47 1.5%	\$24.84 1.5%			
CUPE (GSS)	2023-08-02	75	24	2022-08-31	Cook											\$23.77 3%
					Housekeeping											\$17.49 3%

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Age Care - Riverview</b>																
UFCW	2023-03-31	128	48	2022-11-02	Cook	\$21.52 2.5%	\$21.95 2%	\$22.44 2.25%	\$22.95 2.25%	\$23.18 1%	\$23.41 1%	\$23.64 1%	\$23.99 1.5%			
					Health Care Aide	\$21.42 2.5%	\$21.85 2%	\$22.34 2.25%	\$22.84 2.25%	\$23.07 1%	\$23.30 1%	\$23.53 1%	\$23.88 1.5%			
					Housekeeping	\$18.70 2.5%	\$19.07 2%	\$19.50 2.25%	\$19.94 2.25%	\$20.14 1%	\$20.34 1%	\$20.54 1%	\$20.85 1.5%			
					Licensed Practical Nurse	\$32.15 2.5%	\$32.79 2%	\$33.53 2.25%	\$34.28 2.25%	\$34.62 1%	\$34.97 1%	\$35.32 1%	\$35.85 1.5%			
<b>Age Care - Valleyview</b>																
AUPE	2023-03-31	30	39	2021-09-17	Health Care Aide	\$23.74 0%	\$24.45 3%	\$24.94 2%	\$24.94 0%	\$25.19 1%	\$25.19 0%	\$25.44 1%	\$25.82 1.5%			
					Licensed Practical Nurse	\$32.95 0%	\$33.94 3%	\$34.62 2%	\$34.62 0%	\$34.97 1%	\$34.97 0%	\$35.32 1%	\$35.85 1.5%			
UNA	2017-03-31	22	36	2015-08-26	Registered Nurse	\$46.96 2.25%	\$48.37 3%									
<b>Alberta Health Services</b>																
AUPE (ANC)	2024-03-31	18,277	48	2022-05-12	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%	\$24.95 0%	\$24.95 0%	\$24.95 0%	\$24.95 0%	\$25.20 1%	\$25.52 1.25%	\$26.03 2%		
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%		
AUPE (GSS)	2024-03-31	32,589	48	2022-09-12	Cook II	\$28.20 2%	\$28.48 1%	\$18.48 0%	\$18.48 0%	\$28.76 1%	\$28.76 0%	\$28.76 0%	\$29.12 1.25%	\$29.70 2%		
					Housekeeping	\$20.81 2%	\$21.02 1%	\$21.02 0%	\$21.02 0%	\$21.23 1%	\$21.23 0%	\$21.23 0%	\$21.50 1.25%	\$21.93 2%		
HSAA	2024-03-31	21,807	48	2022-07-25	Advanced Care Paramedic	\$43.87 1.25%	\$44.75 2%	\$44.75 0%	\$44.75 0%	\$44.75 0%	\$44.75 0%	\$45.20 1%	\$45.77 1.25%	\$46.69 2%		
UNA	2024-03-31	294	48	2022-01-27	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%	\$50.45 3.25%	\$51.46 2%		
<b>Alberta Precision Laboratories</b>																
CUPE	2021-12-31	76	6	2021-06-11	Driver									\$23.91		

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Alberta Public Laboratories</b>																
HSA	2020-09-30	47	42	2020-01-30	Laboratory Technologist I	\$43.88 1.25%	\$44.75 2%	\$44.75 0%	\$44.75 0%	\$44.75 0%						
<b>Allen Gray Continuing Care</b>																
AUPE (ANC)	2024-03-31	146	48	2022-05-12	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%	\$24.95 0%	\$24.95 0%	\$24.95 0%	\$24.95 0%	\$25.20 1%	\$25.52 1.25%	\$26.03 2%		
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%		
UNA	2020-06-30	10	30	2018-01-04	Registered Nurse				\$48.37 0%	\$48.37 0%						
<b>Amica Aspen Woods</b>																
CUPE	2024-02-29	85	21	2022-06-02	Cook								\$22.00	\$22.44 2%		
					Health Care Aide (Resident Care Partner)								\$21.50	\$21.93 2%		
					Housekeeper								\$18.50	\$18.87 2%		
					LPN (Wellness Nurse)								\$29.15	\$29.74 2%		
<b>ARAMARK Canada - Bethany Collegeside</b>																
UFCW	2022-05-14	43	36	2019-05-15	Cook					\$18.00	\$18.36 2%	\$18.64 1.5%	\$18.91 1.5%			
					Housekeeping					\$16.00	\$16.32 2%	\$16.56 1.5%	\$17.00 2.7%			
<b>ARAMARK Canada - Shepherd's Care - Eden House &amp; Heritage Market Grill</b>																
Teamsters	2023-05-30	5	36	2020-06-04	Cook						\$24.32	\$24.56 1%	\$24.80 1%			
					Housekeeping						\$17.65	\$17.82 1%	\$17.99 1%			

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Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025				
<b>ARAMARK Canada - Shepherd's Care - Greenfield</b>																				
Teamsters	2023-05-30	14	36	2020-06-04	Cook						\$24.32	\$24.56	\$24.80							
					Housekeeping						\$17.65	\$17.82	\$17.99	1%	1%					
<b>ARAMARK Canada - Shepherd's Care - Kensington</b>																				
Teamsters	2024-07-19	45	36	2021-09-11	Cook	\$21.58	\$22.23	\$22.89	\$23.40	\$23.83	\$24.31	\$24.61	\$25.26	\$25.96	\$26.31					
					Housekeeping	\$15.56	\$16.03	\$16.51	\$16.98	\$17.30	\$17.65	\$17.95	\$18.60	\$19.30	\$19.65	3%	3%	3%	2.25%	1.8%
<b>ARAMARK Canada - Shepherd's Care - Millwoods</b>																				
Teamsters	2024-07-19	55	36	2021-09-11	Cook	\$21.58	\$22.23	\$22.89	\$23.40	\$23.83	\$24.31	\$24.61	.25.26	.25.96	\$26.31					
					Housekeeping	\$15.56	\$16.03	\$16.51	\$16.98	\$17.30	\$17.65	\$17.95	\$18.60	\$19.30	\$19.65	3%	3%	3%	2.90%	1.9%
<b>ARAMARK Canada - Shepherd's Care - Southside Manor</b>																				
Teamsters	2023-05-30	7	36	2020-06-04	Cook						\$24.32	\$24.56	\$24.80							
					Housekeeping						\$17.65	\$17.82	\$17.99	1%	1%					
<b>ARAMARK Canada - Shepherd's Care - Vanguard</b>																				
Teamsters	2024-07-19	11	36	2021-09-11	Cook		\$22.23	\$22.89	\$23.40	\$23.83	\$24.31	\$24.61	.25.26	.25.96	\$26.31					
					Housekeeping				\$16.98	\$17.30	\$17.65	\$17.95	\$18.60	\$19.30	\$19.65	3%	3%	2.25%	1.8%	2%
<b>Associated Ambulance &amp; Services (Whitecourt)</b>																				
CUPE	2022-03-31	189	12	2021-04-01	Advanced Care Paramedic	\$45.85	\$46.89	\$46.89	\$46.89	\$46.89	\$46.89	\$46.89								
HSA	2025-03-31	214	60	2022-10-13	Advanced Care Paramedic	\$45.85	\$46.89	\$46.89	\$46.89	\$46.89	\$46.89	\$47.36	\$48.07	\$19.03	\$50.13					

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Aster Joint Venture - AgeCare - Sagewood</b>																
AUPE	2018-11-27	128	36	2015-11-18	Health Care Aide	\$22.43	\$23.10	\$23.79								
						7%	3%	3%								
					Licensed Practcal Nurse	\$33.61	\$34.28	\$34.97								
						4%	2%	2%								
<b>Aster Joint Venture - AgeCare - Skypointe - ANC</b>																
AUPE	2024-12-31	287	36	2022-09-29	Health Care Aide								NA	NA	NA	
													1%	1.5%	2%	
					Licensed Practical Nurse								NA	NA	NA	
													1%	1.5%	2%	
<b>Aster Joint Venture - AgeCare - Skypointe - GSS</b>																
AUPE	2024-12-31	112	36	2022-09-29	Cook								\$21.18	\$21.50	\$21.93	
													1%	1.5%	2%	
					Housekeeping								\$16.35	\$16.60	\$16.93	
													1%	1.5%	2%	
<b>Aster Joint Venture - AgeCare - Sunrise Gardens</b>																
AUPE	2018-12-14	85	36	2015-12-29	Health Care Aide	\$23.05	\$23.28	\$23.98	\$24.58							
							1%	3%	2.5%							
					Licensed Practical Nurse	\$31.99	\$32.95	\$33.94	\$34.96							
							3%	3%	3%							
<b>Aster Joint Venture - AgeCare - Walden Heights - ANC</b>																
AUPE	2020-01-26	0	36	2017-01-30	Health Care Aide		\$20.76	\$22.84	\$23.30	\$23.65						
								10%	2%	1.5%						
					Licensed Practical Nurse		\$32.32	\$34.10	\$34.78	\$35.30						
								5.5%	2%	1.5%						
<b>Aster Joint Venture - AgeCare - Walden Heights - GSS</b>																
AUPE	2020-06-01	111	36	2017-06-02	Housekeeping			\$15.56	\$15.87	\$16.18						
								2%	2%	2%						

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025					
<b>AXR Operating National - Bow Crest</b>																					
CUPE	2022-10-31	144	48	2020-12-21	Health Care Aide	\$21.81	\$22.30	\$22.75	\$22.98	\$22.98	\$22.98	\$23.21	\$23.50								
						1.25%	2.25%	2%	1%	0%	0%	1%	1.25%								
					Housekeeping	\$19.66	\$20.11	\$20.51	\$20.72	\$20.72	\$20.72	\$20.93	\$21.19								
						1.25%	2.25%	2%	1%	0%	0%	1%	1.25%								
					Licensed Practical Nurse	\$30.95	\$31.65	\$32.29	\$32.61	\$32.61	\$32.61	\$32.94	\$33.35								
						1.25%	2.25%	2%	1%	0%	0%	1%	1.25%								
<b>AXR Operating National - Jasper Place, South Terrace, Miller Crossing</b>																					
AUPE	2022-03-31	429	48	2022-03-03	Cook	\$27.82	\$28.45	\$29.02	\$29.02	\$29.02	\$29.31	\$29.63									
						2%	2.25%	2%	0%	0%	1%	1.25%									
					Health Care Aide	\$23.77	\$24.31	\$24.79	\$24.79	\$24.79	\$25.04	\$25.35									
						2%	2.25%	2%	0%	0%	1%	1.25%									
					Housekeeping	\$20.23	\$20.69	\$21.10	\$21.10	\$21.10	\$21.31	\$21.58									
						2%	2.25%	2%	0%	0%	1%	1.25%									
					Licensed Practical Nurse	\$34.63	\$35.41	\$36.12	\$36.12	\$36.12	\$36.48	\$36.94									
						2%	2.25%	2%	0%	0%	1%	1.25%									
					<b>AXR Operating National - McKenzie Towne Continuing Care</b>																
					CUPE	2022-10-31	146	48	2020-02-26	Health Care Aide	\$21.40	\$21.89	\$22.33	\$22.55	\$22.55	\$22.78	\$23.06				
											1.25%	2.25%	2%	1%	0%	1%	1.25%				
										Housekeeping	\$17.91	\$18.13	\$18.68	\$18.87	\$18.87	\$19.06	\$19.30				
	1.25%	2.25%	2%	1%						0%	1%	1.25%									
Licensed Practical Nurse	\$30.60	\$31.29	\$31.92	\$32.24						\$32.24	\$32.56	\$32.97									
	1.25%	2.25%	2%	1%						0%	1%	1.25%									
<b>AXR Operating National - Mount Royal</b>																					
CUPE	2022-10-31	93	48	2020-12-14	Health Care Aide	\$21.35	\$21.62	\$22.05	\$22.50	\$22.50	\$22.88	\$23.31									
						1.25%	1.25%	2%	1%	0%	1.7%	1.9%									
					Housekeeping	\$17.56	\$17.78	\$18.14	\$18.50	\$18.50	\$18.99	\$19.52									
						1.25%	1.25%	2%	1%	0%	2.7%	2.8%									
					Licensed Practical Nurse	\$29.69	\$30.06	\$30.66	\$31.28	\$31.28	\$31.74	\$32.29									
						1.25%	1.25%	2%	1%	0%	1.5%	1.75%									
<b>Beaver Ambulance Society</b>																					
CUPE	2020-03-31	40	36	2018-05-18	EMT-P	\$44.19	\$44.74	\$44.74	\$44.74	\$44.74											
						0%	1.25%	0%	0%	0%											

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Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Bethany Auxiliary Hospital / Bethany Nursing Home</b>																
UNA	2024-03-31	12	48	2022-01-27	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%	\$50.45 3.25%	\$51.46 2%		
<b>Bethany Care Centre - Airdrie - ANC</b>																
AUPE	2017-08-31	64	38	2016-04-15	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%									
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%									
<b>Bethany Care Centre - Airdrie - GSS</b>																
AUPE	2017-08-31	22	38	2016-04-15	Housekeeping	\$21.57 2%	\$21.79 1%									
<b>Bethany Care Centre - Calgary</b>																
HSA	2020-07-31	12	36	2018-12-21	Occupational Therapist	\$47.35 1.25%	\$48.29 2%	\$48.29 0%	\$48.29 0%	TBD						
UNA	2020-03-31	65	36	2020-01-30	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%						
<b>Bethany Care Centre - Calgary - ANC</b>																
AUPE	2017-08-31	428	36	2016-04-15	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%									
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%									
<b>Bethany Care Centre - Cochrane</b>																
AUPE	2017-08-31	70	38	2016-04-15	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%									
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%									
UNA	2020-03-31	12	36	2020-01-30	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%						



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**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Bethany Care Centre - Collegeside</b>																
AUPE	2017-08-31	134	38	2016-04-15	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%									
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%									
UNA	2020-03-31	18	36	2020-01-30	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%						
<b>Bethany Care Centre - Didsbury</b>																
AUPE	2017-08-31	108	27	2016-11-30	Health Care Aide	\$24.31	\$24.50 0.8%									
					Licensed Practical Nurse	\$34.00	\$34.27 0.8%									
<b>Bethany Care Centre - Harvest Hills</b>																
AUPE	2017-08-31	52	36	2016-04-15	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%									
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%									
<b>Bethany Care Centre - Harvest Hills</b>																
AUPE	2017-08-31	64	36	2016-04-15	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%									
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%									
UNA	2020-03-31	8	36	2020-01-30	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%						
<b>Bethany Care Centre - Bashaw, Rosealta . . . .</b>																
AUPE	2020-03-31	143	24	2018-12-17	Health Care Aide	\$24.94 2%	\$24.94 0%	\$25.32 1.50%	\$25.32 0%	\$25.32 0%						
					Housekeeping	\$18.08 2%	\$18.44 2%	\$18.73 1.50%	\$18.73 0%	\$18.92 1%						
					Licensed Practical Nurse	\$34.62 2%	\$34.62 0%	\$35.15 1.50%	\$35.15 0%	\$35.15 0%						

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<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Bethany Care Centre - Rosehaven Care Centre</b>																
HSAA	2024-03-31	15	48	2022-07-25	Advanced Care Paramedic	\$43.87 1.25%	\$44.75 2%	\$44.75 0%	\$44.75 0%	\$44.75 0%	\$44.75 0%	\$45.20 1%	\$45.77 1.25%	\$46.69 2%		
<b>Bethany Care Centre - Rosehaven, Bethany Long Term</b>																
AUPE	2020-03-30	4	24	2018-11-29	Health Care Aide	\$24.74 1.2%	\$24.94 0.8%	\$24.94 0%	\$24.94 0%	\$24.94 0%						
					Housekeeping	\$22.57 2%	\$22.80 1%	\$22.80 0%	\$22.80 0%	\$23.03 1%						
					Licensed Practical Nurse	\$34.35 1.2%	\$34.62 0.8%	\$34.62 0%	\$34.62 0%	\$34.62 0%						
UNA	2024-03-31	21	48	2022-01-27	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%	\$50.45 3.25%	\$51.46 2%		
<b>Blood Tribe Department of Health</b>																
Teamsters	2018-11-29	21	24	2016-11-30	EMT-P [Advanced Care Paramedic]		\$39.27	\$40.06 2%								
UNA	2021-03-31	34	36	2019-04-23	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%					
<b>Bonnyville Regional Fire Authority</b>																
HSAA	2022-07-31	53	48	2020-11-27	Advanced Care Paramedic	\$40.05	\$40.85 2%	\$40.85 0%	\$40.85 0%	\$40.85 0%	\$41.26 1%	\$41.67 1%				
<b>Brazeau Foundation</b>																
AUPE	2023-05-31	33	36	2021-10-21	Cook	\$20.20 3%	\$21.01 4%	\$21.33 1.5%	\$21.75 2%	\$22.30 3%	\$22.30 0%	\$22.30 0%	\$22.69 1.75%			
					Housekeeping	\$19.03 3%	\$19.79 4%	\$20.09 1.5%	\$20.49 2%	\$21.00 3%	\$21.00 0%	\$21.00 0%	\$21.37 1.75%			
<b>Brenda Strafford Foundation - Clifton Manor</b>																
AUPE	2019-03-31	212	48	2017-06-28	Health Care Aide	\$24.70 1%	\$24.95 1%	\$25.20 1%	\$25.50 1.2%							
					Licensed Practical Nurse	\$34.28 1%	\$34.62 1%	\$34.97 1%	\$35.39 1.2%							
UNA	2017-03-31	41	48	2015-08-21	Registered Nurse	\$45.93 2%										

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Brenda Strafford Foundation - Wentworth Manor</b>																
AUPE	2020-12-30	139	28	2020-09-11	Health Care Aide						\$25.87	\$25.87				
											0%	0%				
					Licensed Practical Nurse						\$35.67	\$35.67				
											0%	0%				
<b>Bridges Community Living</b>																
CUPE	2023-12-31	72	24	2022-06-30	Health Care Aide	\$22.06	\$22.56	\$23.01	\$23.31	\$23.61	\$23.61	\$23.61	\$24.08	\$24.56		
						3%	2.25%	2%	1.3%	1.3%	0%	0%	2%	2%		
					Housekeeping	\$18.13	\$18.54	\$18.91	\$19.15	\$19.39	\$19.39	\$19.39	\$19.78	\$20.18		
						3%	2.25%	2%	1.3%	1.3%	0%	0%	2%	2%		
<b>Canadian Blood Services</b>																
CUPE	2017-03-31	146	36	2015-01-27	Phlebotomist	\$27.95	\$28.51									
						1.25%	2%									
<b>Canadian Blood Services - Drivers</b>																
HSAA	2021-03-31	11	48	2022-04-21	Driver	\$24.07	\$24.55	\$24.55	\$24.55	\$24.55	\$24.55					
						1.25%	2%	0%	0%	0%	0%					
<b>Canadian Blood Services - Techs</b>																
HSAA	2021-03-31	243	48	2021-02-05	Medical Laboratory Technologist I	\$43.88	\$44.76	\$44.76	\$44.76	\$44.76	\$44.76					
						1.25%	2%	0%	0%	0%	0%					
<b>Canadian Blood Services (Edmonton, Calgary &amp; Lethbridge)</b>																
UNA	2023-03-31	64	72	2021-03-22	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37	\$48.85	\$49.46			
						2.25%	3%	0%	0%	0%	0%	1%	1.25%			

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
<b>Canterbury Foundation</b>																	
AUPE	2023-12-31	152	36	2022-08-13	Cook	\$24.73	\$25.47	\$26.24	\$26.63	\$26.90	\$27.17	\$27.17	\$27.44	\$27.99			
						3%	3%	3%	1.5%	1%	1%	0%	1%	2%			
					Health Care Aide	\$22.25	\$22.92	\$23.61	\$23.96	\$24.20	\$24.44	\$24.44	\$24.68	\$25.17			
						3%	3%	3%	1.5%	1%	1%	0%	1%	2%			
					Housekeeping	\$17.47	\$18.00	\$18.54	\$18.82	\$19.01	\$19.20	\$19.20	\$19.39	\$19.78			
						3%	3%	3%	1.5%	1%	1%	0%	1%	2%			
					Licensed Practical Nurse	\$33.95	\$34.97	\$36.02	\$36.02	\$36.02	\$36.02	\$36.02	\$36.02	\$36.38	\$37.11		
						3%	3%	3%	0%	0%	0%	0%	1%	2%			
					Registered Nurse	\$48.71	\$50.18	\$51.69	\$51.69	\$51.69	\$51.69	\$51.69	\$51.69	\$52.21	\$53.25		
						3%	3%	3%	0%	0%	0%	0%	1%	2%			
<b>CapitalCare</b>																	
AUPE (ANC)	2024-06-30	1,217	48	2022-11-07	Health Care Aide	\$24.76	\$24.96	\$24.96	\$24.96	\$24.96	\$24.96	\$24.96	\$24.96	\$25.53	\$26.04		
						1.2%	0.8%	0%	0%	0%	0%	0%	2.25%	2%			
					Licensed Practical Nurse	\$34.36	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63	\$35.42	\$36.13		
						1.2%	0.8%	0%	0%	0%	0%	0%	2.25%	2%			
HSAA (PMP/PMT)	2020-03-31	144	36	2019-04-15	Occupational Therapist I	\$48.68	\$49.65	\$49.65	\$49.65	\$49.65							
						1.25%	2%	0%	0%	0%							
UNA	2020-03-31	207	36	2020-01-23	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37							
						2.25%	3%	0%	0%	0%							
<b>CapitalCare - Dickensfield, Norwood</b>																	
CUPE	2020-06-30	44	36	2016-11-22	Health Care Aide	\$24.47	\$24.67	\$24.96	\$24.96	\$24.96							
						3%*	0.8%	1.2%	0%	0%							
					Housekeeping	\$20.23	\$20.63	\$20.84	\$20.84	\$21.05							
						2%	2%	1%	0%	1%							
<b>CapitalCare - Grandview, Kipnes, Strathcona, Lynwood</b>																	
AUPE	2020-06-30	425	36	2019-05-27	Cook III	\$27.06	\$27.33	\$27.33	\$27.33	\$27.60							
						2%	1%	0%	0%	1%							
					Housekeeping	\$20.63	\$20.84	\$20.84	\$20.84	\$21.05							
						2%	1%	0%	0%	1%							

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Carewest</b>																
AUPE (GSS)	2020-06-30	175	36	2019-09-09	Food Services Assistant	\$18.50	\$18.68	\$18.68	\$18.68	\$18.87						
						2%	1%	0%	0%	1%						
AUPE (ANC)	2020-06-30	1,582	36	2019-09-09	Health Care Aide	\$24.75	\$24.95	\$24.95	\$24.95	\$24.95						
						1.2%	0.8%	0%	0%	0%						
					Licensed Practical Nurse	\$34.36	\$34.63	\$34.63	\$34.63	\$34.63						
						1.2%	0.8%	0%	0%	0%						
HSA A	2020-06-30	192	36	2019-11-19	Occupational Therapist I	\$48.68	\$49.65	\$49.65	\$49.65	\$49.65						
						1.25%	2%	0%	0%	0%						
<b>Carewest - Colonel Belcher</b>																
CUPE	2020-06-30	70	36	2019-11-07	Cook I, Certified	\$24.55	\$24.80	\$24.80	\$24.80	\$25.05						
						2%	1%	0%	0%	1%						
<b>Carewest - Colonel Belcher et.al.</b>																
UNA	2020-03-31	129	36	2020-03-02	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37						
						2.25%	3%	0%	0%	0%						
<b>CASA Child Adolescent &amp; Family Mental Health</b>																
HSA A	2026-03-31	152	48	2022-09-30	Licensed Practical Nurse	\$29.46	\$29.59	\$30.33	\$30.51	\$30.51	\$30.51	\$30.82	\$36.46	\$36.92	\$37.47	\$38.22
						2%	0%*	2.5%	0%*	0%*	0%	1%	18%*	1.25%	1.5%	2%
<b>CBI Home Health</b>																
AUPE	2020-12-31	482	36	2019-03-18	Health Care Aide				\$17.74	\$17.96	\$18.19					
										1.25%	1.25%					
					Licensed Practical Nurse				\$24.89	\$25.20	\$25.52					
										1.25%	1.25%					
<b>Chantelle Management - Edith Cavell Care Centre</b>																
AUPE	2020-11-30	95	36	2019-05-21	Health Care Aide	\$23.86	\$24.58	\$24.58	\$24.58	\$24.58						
						1.2%	3%	0%	0%	0%						
					Housekeeping	\$19.29	\$19.87	\$19.87	\$19.87	\$19.87						
						1.00%	3%	0%	0%	0%						
					Licensed Practical Nurse	\$33.52	\$34.53	\$34.53	\$34.53	\$34.53						
						1.2%	3%	0%	0%	0%						
UNA	2020-06-30	8	33	2022-04-20	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37						
						2.25%	3%	0%	0%	0%						

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025			
<b>Chantelle Management - Grande Prairie Care Centre</b>																			
CUPE	2022-06-30	133	24	2021-12-10	Cook	\$20.17	\$20.67	\$20.77	\$20.88	\$20.98	\$20.98	\$21.11							
						2.25%	2.5%	0.5%	0.5%	0.5%	0%	0.6%							
					Health Care Aide	\$22.29	\$22.85	\$22.96	\$23.08	\$23.19	\$23.19	\$23.33							
						2.25%	2.5%	0.5%	0.5%	0.5%	0%	0.6%							
UNA	2017-06-30	13	48	2015-01-15	Housekeeping	\$18.66	\$19.12	\$19.22	\$19.31	\$19.41	\$19.41	\$19.53							
						2.25%	2.5%	0.5%	0.5%	0.5%	0%	0.6%							
					Licensed Practical Nurse	\$32.50	\$33.31	\$33.48	\$33.64	\$33.81	\$33.81	\$34.01							
						2.25%	2.5%	0.5%	0.5%	0.5%	0%	0.6%							
					Registered Nurse	\$46.96	\$48.37												
						2.25%	3%												
<b>Chantelle Management - Sunset Manor, Innisfail Country Manor</b>																			
AUPE	2022-01-31	122	60	2021-10-12	Assistant Cook	\$17.97	\$18.50	\$18.69	\$18.88	\$19.07	\$19.26	\$19.84							
						2.5%	3%	1%	1%	1%	1%	1%*							
					Health Care Aide	\$19.96	\$20.56	\$20.77	\$20.98	\$21.19	\$21.40	\$22.26							
						2.5%	3%	1%	1%	1%	1%	1%*							
AUPE	2022-01-31	122	60	2021-10-12	Housekeeping	\$16.06	\$16.55	\$16.72	\$19.16	\$19.35	\$19.54	\$20.13							
						2.5%	3%	1%	14%	1%	1%	1%*							
					Licensed Practical Nurse	\$27.81	\$28.64	\$28.93	\$29.22	\$29.51	\$29.81	\$31.02							
						2.5%	3%	1%	1%	1%	1%	1%*							
<b>Chartwell Master Care - Eau Claire</b>																			
AUPE	2023-02-07	102	48	2022-06-01	Health Care Aide					\$21.16	\$21.48	\$21.80	\$22.13						
									0%	1.5%	1.5%	1.5%							
					Licensed Practical Nurse					\$29.95	\$30.40	\$30.86	\$31.32						
										0%	1.5%	1.5%	1.5%						
<b>Chartwell Master Care - Griesbach &amp; Heritage Valley</b>																			
AUPE	2022-11-22	365	48	2022-08-04	Cook				\$21.33	\$21.33	\$21.65	\$22.08							
									1.5%	New grid	1.5%	2%							
					Health Care Aide				\$22.87	\$22.87	\$23.21	\$23.67							
									1.5%	New grid	1.5%	2%							
AUPE	2022-11-22	365	48	2022-08-04	Housekeeping				\$18.00	\$18.00	\$18.27	\$18.64							
									1.5%	New grid	1.5%	2%							
					Licensed Practical Nurse				\$31.50	\$31.50	\$31.97	\$32.61							
									1.5%	New grid	1.5%	2%							



# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025				
<b>Connecting Care (2000) - Meadow Ridge</b>																				
Teamsters	2022-08-28	81	36	2019-08-28	Health Care Aide					\$24.35	\$24.72	\$25.09								
					Housekeeping								\$18.10	\$18.37	\$18.65					
					Licensed Practical Nurse					\$34.28	\$34.79	\$35.31								
<b>County of Stettler Housing Authority</b>																				
CUPE	2023-12-31	85	36	2021-05-17	Housekeeping	\$17.22	\$17.71	\$18.24	\$18.47	\$18.70	\$19.08	\$19.13	\$19.27	\$19.46						
						2.75%	2.85%	3%	1.25%	1.25%	2%	0.25%	0.75%	1%						
<b>Covenant Care - Chateau Vitaline, Holy Cross Manor, St. Marguerite Manor, Villa Marie</b>																				
AUPE	2022-12-31	7	48	2021-06-30	Cook											\$27.07				
																		0%		
					Health Care Aide														\$25.08	
																				0%
					Housekeeping															\$21.05
																0%				
					Licensed Practical Nurse											\$34.80				
																0%				
					Registered Nurse											\$49.59				
																3%				
<b>Covenant Care - Chateau Vitaline</b>																				
AUPE	2022-12-31	85	54	2021-06-30	Cook		\$20.51	\$26.67	\$26.67	\$26.67	\$26.67	\$27.07								
					Health Care Aide		\$21.85	\$24.70	\$24.70	\$24.70	\$24.70	\$25.08								
					Housekeeping		\$16.85	\$20.74	\$20.74	\$20.74	\$20.74	\$21.05								
					Licensed Practical Nurse		\$30.32	\$34.29	\$34.29	\$34.29	\$34.29	\$34.80								



# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Covenant Care - Foyer Lacombe</b>																
AUPE	2022-12-31	52	14	2021-11-05	Cook						\$26.67	\$27.07				
					Health Care Aide						\$24.70	\$25.07				
					Housekeeping						\$20.74	\$21.05				
					Licensed Practical Nurse						\$34.29	\$34.80				
UNA	2020-03-31	23	24	2018-07-20	Registered Nurse				\$48.37	\$48.37						
									0%	0%						
<b>Covenant Care - Holy Cross</b>																
AUPE	2022-12-31	124	66	2021-06-30	Health Care Aide	\$23.50	\$24.46	\$24.83	\$24.83	\$24.83	\$24.83	\$25.08				
						16.6%*	4%*	1.5%	0%	0%	0%	1%				
					Licensed Practical Nurse	\$32.32	\$33.95	\$34.46	\$34.46	\$34.46	\$34.46	\$34.80				
						13.9%*	5%*	1.5%	0%	0%	0%	1%				
					Registered Nurse			\$47.66	\$47.66	\$47.66	\$47.66	\$48.14				
								1.5%	0%	0%	0%	1%				
<b>Covenant Care - St. Teresa Place</b>																
AUPE	2022-12-31	246	19	2021-07-06	Health Care Aide							\$25.08	\$25.39			
												0%	1.25%			
					Licensed Practical Nurse							\$34.80	\$35.24			
												0%	1.25%			
<b>Covenant Care - Villa Marie</b>																
AUPE	2022-12-31	212	66	2021-06-30	Health Care Aide	\$23.50	\$24.46	\$24.83	\$24.83	\$24.83	\$24.83	\$25.08				
						16.6%*	4%*	1.5%	0%	0%	0%	1%				
					Licensed Practical Nurse	\$32.32	\$33.95	\$34.46	\$34.46	\$34.46	\$34.46	\$34.80				
						13.9%*	5%*	1.5%	0%	0%	0%	1%				
					Registered Nurse			\$47.66	\$47.66	\$47.66	\$47.66	\$48.14				
								1.5%	0%	0%	0%	1%				

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Covenant Health</b>																
AUPE (ANC)	2020-03-31	2,210	36	2019-04-30	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%	\$24.95 0%	\$24.95 0%	\$24.95 0%						
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%						
AUPE (GSS)	2020-03-31	638	36	2019-05-29	Housekeeping	\$20.81 2%	\$21.02 1%	\$21.02 0%	\$21.02 0%	\$21.23 0%						
HSAA	2020-03-31	1,246	36	2018-05-24	Occupational Therapist I	\$48.64 1.25%	\$49.65 2%	\$49.65 0%	\$49.65 0%	\$49.65 0%						
UNA	2024-03-31	2,876	48	2022-01-27	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.85 1%	\$50.45 3.25%	\$51.46 2%		
<b>Covenant Health - Bonnyville Health Centre - GSS</b>																
HSAA	2020-03-31	116	36	2018-11-30	Housekeeping	\$20.81 2%	\$21.02 1%	\$21.02 0%	\$21.02 0%	\$21.23 1%						
<b>Covenant Health - Edmonton General, Grey Nuns</b>																
CUPE	2020-03-31	1,338	24	2018-04-01	Housekeeping	\$20.81 2%	\$21.02 1%	\$21.02 0%	\$21.02 0%	\$21.23 1%						
<b>Covenant Health - Misericordia, Villas Caritas</b>																
CUPE	2021-03-31	6	36	2019-07-10	Housekeeping	\$20.81 2%	\$21.02 1%	\$21.02 0%	\$21.02 0%	\$21.23 1%	TBD					
<b>Covenant Health - St. Joseph's Home / Carmel Hospice</b>																
CUPE	2021-03-31	40	36	2018-09-04	Health Care Aide	\$24.46 3%	\$24.95 2%	\$24.95 0%	\$24.95 0%	\$24.95 0%	\$24.95 0%					
					Licensed Practical Nurse	\$33.95 3%	\$34.63 2%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%					
<b>Covenant Health - St. Michael's Health Centre</b>																
CUPE	2020-03-31	91	24	2019-09-26	Housekeeping	\$17.28 2%	\$21.02 1%*	\$21.02 0%	\$21.02 0%	\$21.23 1%						

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Covenant Health - St. Therese Villa</b>																
AUPE	2020-03-31	202	24	2019-01-24	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%	\$24.95 0%	\$24.95 0%	\$24.95 0%						
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%						
<b>Covenant Health - Youville Home (Grey Nuns) of St. Albert</b>																
USW	2020-03-31	2	36	2018-06-29	Health Care Aide	\$24.76 1.2%	\$24.96 0.8%	\$24.96 0%	\$24.96 0%	\$24.96 0%						
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%						
<b>Crowsnest Pass Senior Housing</b>																
CUPE	2021-12-31	30	36	2019-04-22	Health Care Aide	\$19.06 2%	20.26* 1%	\$20.46 1%	\$20.87 2%	\$21.08 1%	\$21.40 1.5%	\$21.83 2%				
					Housekeeping	\$15.25 2%	17.38* 1%	\$17.56 1%	\$17.91 2%	\$18.09 1%	\$18.36 1.5%	\$18.73 2%				
<b>Cypress View Foundation</b>																
CUPE	2023-12-31	1	48	2020-10-27	Health Care Aide	\$21.53 3%	\$21.96 2%	\$22.40 2%	\$22.85 2%	\$23.30 2%	\$23.30 0%	\$23.30 0%	\$23.30 0%	\$23.53 1%		
					Housekeeping	\$18.86 3%	\$19.24 2%	\$19.62 2%	\$20.01 2%	\$20.41 2%	\$20.41 0%	\$20.41 0%	\$20.41 0%	\$20.61 1%		
<b>Drumheller &amp; District Seniors Foundation - Sunshine Lodge</b>																
CUPE	2022-12-31	1	24	2021-05-27	Health Care Aide	\$19.94 2%	\$20.34 2%	\$20.75 2%	\$21.01 1.25%	\$21.32 1.5%	\$21.75 2%	\$21.86 0.5%	\$21.97 0.5%			
					Housekeeping	\$16.18 2%	\$16.50 2%	\$16.83 2%	\$17.04 1.25%	\$17.30 1.5%	\$17.64 2%	\$17.73 0.5%	\$17.82 0.5%			
<b>DynaLIFE DX</b>																
HSAA	2022-03-31	1,069	1	2019-02-06	Medical Laboratory Technologist I	\$41.00 1.25%	\$41.82 2%	\$41.82 0%	\$41.82 0%	\$41.82 0%	TBD	TBD				

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside</b>																
CUPE	2021-12-31	45	36	2019-07-15	Health Care Aide	\$21.95	\$22.17	\$22.61	\$23.07	\$23.07	\$23.30	\$23.65				
						1%	1%	2%	2%	0%	1%	1.5%				
					Housekeeping	\$17.28	\$17.45	\$17.80	\$18.15	\$18.15	\$18.33	\$18.61				
						1%	1%	2%	2%	0%	1%	1.5%				
<b>East Central 911 Call Answer Society</b>																
HSAA	2024-12-31	6	1	2020-01-23	Emergency Fire Dispatcher	\$23.91	\$24.39	\$24.88	\$25.38	\$25.89	\$25.89	\$25.89	TBD	TBD	TBD	
						2%	2%	2%	2%	2%	0%	0%				
<b>East Central Ambulance Association</b>																
HSAA	2022-07-31	28	24	2021-01-26	Primary Care Paramedic (PCP)	\$30.69	\$31.61	\$32.01	\$34.40	\$34.40	\$34.40	\$34.40				
						0%	3%	1.25%	0%*	0%	0%	0%				
<b>Edmonton Chinatown Care Centre</b>																
AUPE	2024-03-31	64	17	2022-10-27	Health Care Aide	\$24.86	\$25.20	\$25.58	\$25.58	\$25.58	\$25.58	\$25.58	\$25.84	\$26.10		
						1.6%	1.4%	1.5%	0%	0%	0%	0%	1%	1%		
					Licensed Practical Nurse	\$34.46	\$34.98	\$35.50	\$35.50	\$35.50	\$35.50	\$35.50	\$35.86	\$36.22		
						1.5%	1.5%	1.5%	0%	0%	0%	0%	1%	1%		
CUPE	2023-06-30	38	24	2021-06-17	Food Services Aide							\$18.85	\$18.85			
												NA	0%			
UNA	2014-03-31	22	29	2012-09-18	Registered Nurse											
<b>Evergreens Foundations</b>																
IUOE	2025-06-29	126	36	2022-07-21	Cook	\$26.01	\$26.58	\$27.38	\$27.93	\$29.43	\$30.02	\$30.62	\$31.54	\$32.48	\$33.46	
						2%	2%	3%	2%	\$ 1.50	2%	2%	3%	3%	3%	
					Housekeeping	\$18.66	\$19.06	\$19.63	\$20.02	\$21.52	\$21.95	\$22.39	\$23.06	\$23.75	\$24.47	
						2%	2%	3%	2%	\$ 1.50	2%	2%	3%	3%	3%	
<b>Excel Resources Society - Balwin Villa, Grand Manor</b>																
UFCW	2020-03-31	240	36	2018-09-20	Health Care Aide	\$20.19	\$20.19	\$20.28	\$20.48	\$20.48						
						1%	0%	0.45%	1%	0%						
					Licensed Practical Nurse	\$29.78	\$29.78	\$29.94	\$30.24	\$30.24						
						1%	0%	0.45%	1%	0%						

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025		
<b>Extending (Canada) - 6 sites</b>																		
CUPE	2020-12-31	415	48	2019-10-29	Health Care Aide	\$23.69	\$24.16	\$24.16	\$24.16	\$24.40	\$24.71							
						2.5%	2%	0%	0%	1%	1.25%							
					Housekeeping	\$19.17	\$19.55	\$19.55	\$19.55	\$19.75	\$19.99							
						0.25%	2%	0%	0%	1%	1.25%							
					Licensed Practical Nurse	\$34.36	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63							
						1.2%	0.8%	0%	0%	0%	0%							
<b>Extending (Canada) - Athabasca</b>																		
AUPE (ANC)	2017-12-31	66	36	2016-08-04	Health Care Aide	\$23.63	\$24.16	\$24.16										
						2.25%	2.25%	0%										
					Licensed Practical Nurse	\$34.71	\$35.49	\$35.49										
						2.25%	2.25%	0%										
AUPE (GSS)	2017-12-31	35	36	2016-08-04	Housekeeping	\$19.62	\$20.06	\$20.06										
						2.25%	2.25%	0%										
UNA	2021-12-31	0	53	2021-06-10	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37						
						2.25%	3%	0%	0%	0%	0%	0%						
<b>Extending (Canada) - Cedars Villa</b>																		
AUPE	2017-12-31	282	36	2016-07-21	Health Care Aide	\$23.63	\$24.16	\$24.16										
						2.25%	2.25%	0%										
					Housekeeping	\$19.12	\$19.55	\$19.55										
						2.25%	2.25%	0%										
					Licensed Practical Nurse	\$34.71	\$35.49	\$35.49										
						2.25%	2.25%	0%										
UNA	2019-07-31	27	20	2017-11-28	Registered Nurse	\$48.37	\$48.37	\$48.37	\$48.37									
								0%	0%									
<b>Extending (Canada) - Eaux Claires</b>																		
AUPE	2017-12-31	195	36	2016-07-22	Health Care Aide	\$23.63	\$24.16	\$24.16										
						2.25%	2.25%	0%										
					Licensed Practical Nurse	\$34.71	\$35.49	\$35.49										
						2.25%	2.25%	0%										
UNA	2021-12-31	31	53	2021-06-10	Registered Nurse	\$46.96	\$48.37	4837%	\$48.37	\$48.37	\$48.37	\$48.37						
						2.25%	3%	0%	0%	0%	0%	0%						

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Extending (Canada) - Fairmont Park</b>																
AUPE	2017-12-31	179	36	2016-07-20	Health Care Aide	\$23.63 2.25%	\$24.16 2.25%	\$24.16 0%								
					Housekeeping	\$19.12 2.25%	\$19.55 2.25%	\$19.55 0%								
					Licensed Practical Nurse	\$34.71 2.25%	\$35.49 2.25%	\$35.49 0%								
<b>Extending (Canada) - Fort Macleod</b>																
UNA	2021-12-31	14	53	2021-06-10	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%				
<b>Extending (Canada) - Hillcrest</b>																
AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	\$23.63 2.25%	\$24.16 2.25%	\$24.16 0%								
					Housekeeping	\$19.13 2.25%	\$19.55 2.25%	\$19.55 0%								
					Licensed Practical Nurse	\$34.71 2.25%	\$35.49 2.25%	\$35.49 0%								
<b>Extending (Canada) - Holyrood</b>																
AUPE	2017-12-31	90	36	2016-07-20	Health Care Aide	\$23.63 2.25%	\$24.16 2.25%	\$24.16 0%								
					Housekeeping	\$19.13 2.25%	\$19.56 2.25%	\$19.56 0%								
					Licensed Practical Nurse	\$34.71 2.25%	\$35.49 2.25%	\$35.49 0%								
UNA	2021-12-31	18	53	2021-06-10	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%				
<b>Extending (Canada) - Leduc</b>																
UNA	2021-12-31	16	53	2021-06-10	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%	\$48.37 0%				

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Extendicare (Canada) - Mayerthorpe</b>																
AUPE	2017-12-31	61	36	2016-07-20	Health Care Aide	\$23.63	\$24.16	\$24.16								
						2.25%	2.25%	0%								
					Housekeeping	\$19.62	\$20.06	\$20.06								
						2.25%	2.25%	0%								
					Licensed Practical Nurse	\$34.71	\$35.49	\$35.49								
						2.25%	2.25%	0%								
UNA	2021-12-31	4	53	2021-06-10	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37				
						2.25%	3%	0%	0%	0%	0%	0%				
<b>Extendicare (Canada) - Michener Hill</b>																
AUPE	2017-12-31	488	36	2016-10-26	Health Care Aide	\$23.63	\$24.16	\$24.16								
						2.25%	2.25%	0%								
					Housekeeping	\$19.12	\$19.55	\$19.55								
						2.25%	2.25%	0%								
					Licensed Practical Nurse	\$34.71	\$35.49	\$35.49								
						2.25%	2.25%	0%								
UNA	2021-12-31	41	53	2021-06-10	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37				
						2.25%	3%	0%	0%	0%	0%	0%				
<b>Extendicare (Canada) - Viking</b>																
UNA	2021-12-31	7	53	2021-06-10	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37				
						2.25%	3%	0%	0%	0%	0%	0%				
<b>Extendicare (Canada) - Vulcan</b>																
UNA	2021-12-31	8	53	2021-06-10	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37				
						2.25%	3%	0%	0%	0%	0%	0%				
<b>Father Lacombe Care Society</b>																
UNA	2019-08-31	235	36	2016-09-15	Health Care Aide	\$24.46	\$24.95	\$25.32	\$25.70							
							2%	1.5%	1.5%							
					Licensed Practical Nurse	\$33.95	\$34.63	\$35.15	\$35.68							
							2%	1.5%	1.5%							
	2019-08-31	34	36	2016-09-15	Registered Nurse	\$45.93	\$48.37	\$48.37	\$48.37							
							5.25%	0%	0%							

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Foothills Regional Emergency Services Commission</b>																
HSAA	2022-12-31	14	36	2020-01-29	Communications Specialist	\$32.50	\$33.47	\$34.47	\$35.50	\$36.57	\$37.12	\$37.68	\$38.43			
						3%	3%	3%	3%	3%	1.5%	1.5%	2%			
<b>Golden Life Management - Evanston Grand Village</b>																
AUPE	2019-09-30	135	36	2016-09-23	Health Care Aide		\$23.34	\$23.81	\$24.29							
					Housekeeping		\$19.12	\$19.50	\$19.89							
					Licensed Practical Nurse		\$32.00	\$32.64	\$33.29							
								2%	2%							
								2%	2%							
<b>Good Samaritan Society - Dr. Gerald Zetter Care Centre</b>																
CUPE	2016-06-30	1	36	2014-02-06	Health Care Aide	\$24.75	\$24.95									
					Housekeeping	\$19.65	\$19.85									
						1.2%	0.8%									
						2%	1%									
<b>Good Samaritan Society - Multi-Facility</b>																
AUPE	2017-06-30	2	36	2016-04-11	Health Care Aide	\$24.75	\$24.95									
					Housekeeping	\$19.65	\$19.85									
					Licensed Practical Nurse	\$34.35	\$34.62									
						1.2%	0.8%									
HSAA	2020-03-31	26	36	2019-07-11	Occupational Therapist I	\$48.68	\$49.65	\$49.65	\$49.65	\$49.65						
						1.25%	2%	0%	0%	0%						
UNA	2017-03-31	133	48	2015-11-17	Registered Nurse	\$46.96	\$48.37									
						2.25%	3%									
<b>Good Samaritan Society - South Ridge Village</b>																
USW	2021-06-30	2	48	2018-07-04	Health Care Aide	\$24.05	\$24.24	\$24.24	\$24.24	\$24.24						
					Housekeeping	\$19.44	\$19.63	\$19.63	\$19.63	\$19.83						
					Licensed Practical Nurse	\$33.37	\$33.64	\$33.64	\$33.64	\$33.64						
						1.2%	0.8%	0%	0%	0%						
						2%	1%	0%	0%	1%						
						1.2%	0.8%	0%	0%	0%						



# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Grande Spirit Foundation</b>																
CUPE	2022-06-30	98	36	2019-07-10	Housekeeping	\$18.67 3%	\$18.67 0%	\$18.86 1%	\$19.05 1%	\$19.62 3%	\$20.21 3%	\$20.82 3%				
<b>Green Acres Foundation - Alberta Rose Lodge</b>																
AUPE	2025-12-31	21	48	2022-05-28	Cook I	\$27.72 3%	\$28.41 2.5%	\$29.12 2.5%	\$29.56 1.5%	\$30.00 1.5%	\$30.45 1.5%	\$31.06 2%	\$31.29 0.75%	\$31.61 1%	\$32.00 1.25%	\$32.64 2%
<b>Green Acres Foundation - Piyami</b>																
AUPE	2025-12-31	51	43	2022-05-28	Cook I	\$27.72 3%	\$28.41 2.5%	\$29.12 2.5%	\$29.56 1.5%	\$30.00 1.5%	\$30.45 1.5%	\$31.06 2%	\$31.29 0.75%	\$31.61 1%	\$32.00 1.25%	\$32.64 2%
					Health Care Aide	\$24.46 3%	\$25.07 2.5%	\$25.70 2.5%	\$26.09 1.5%	\$26.48 1.5%	\$26.87 1.5%	\$27.41 2%	\$27.62 0.75%	\$27.89 1%	\$28.24 1.25%	\$28.81 2%
					Licensed Practical Nurse	\$33.95 3%	\$34.80 2.5%	\$35.67 2.5%	\$36.21 1.5%	\$36.75 1.5%	\$37.30 1.5%	\$38.05 2%	\$38.34 0.75%	\$38.72 1%	\$39.20 1.25%	\$39.99 2%
<b>Green Acres Foundation - Sunny South</b>																
AUPE	2025-12-31	93	48	2022-10-21	Cook I	\$27.72 3%	\$28.41 2.5%	\$29.12 2.5%	\$29.56 1.5%	\$30.00 1.5%	\$30.45 1.5%	\$31.06 2%	\$31.29 0.75%	\$31.61 1%	\$32.00 1.25%	\$32.64 2%
					Health Care Aide	\$24.46 3%	\$25.07 2.5%	\$25.70 2.5%	\$26.09 1.5%	\$26.48 1.5%	\$26.87 1.5%	\$27.41 2%	\$27.62 0.75%	\$27.89 1%	\$28.24 1.25%	\$28.81 2%
					Licensed Practical Nurse	\$33.95 3%	\$34.80 2.5%	\$35.67 2.5%	\$36.21 1.5%	\$36.75 1.5%	\$37.30 1.5%	\$38.05 2%	\$38.34 0.75%	\$38.72 1%	\$39.20 1.25%	\$39.99 2%
<b>Haven of Rest and Sunnyside Nursing Home</b>																
USW	2020-03-31	126	36	2017-04-01	Health Care Aide	\$24.45 0%	\$24.94 2%	\$27.94 0%	\$27.94 0%	\$27.94 0%						
					Housekeeping Aide	\$18.60 0%	\$18.97 2%	\$18.97 0%	\$18.97 0%	\$18.97 0%						
UNA	2018-09-30	34	36	2016-07-28	Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%	\$34.63 0%								
					Registered Nurse	\$46.96	\$48.37 3%	\$48.37 0%								

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Homeland Housing</b>																
CUPE	2023-12-31	105	36	2021-12-08	Cook				\$22.06	\$22.50	\$22.95	\$23.18	\$23.64	\$24.12		
								0%	2%	2%	1%	2%	2%			
CUPE	2023-12-31	105	36	2021-12-08	Housekeeping	\$18.49	\$18.86	\$19.24	\$19.24	\$19.62	\$20.02	\$20.22	\$20.63	\$21.04		
						2%	2%	2%	0%	2%	2%	1%	2%	2%		
<b>I Have a Chance Support Service</b>																
UFCW	2025-03-05	139	36	2022-02-17	Health Care Aide								\$24.30	\$24.30	\$24.30	\$24.30
													0%	0%	0%	
<b>Intercare - Brentwood, Chinook, Southwood</b>																
CUPE	2022-06-30	1,417	24	2022-02-22	Health Care Aide	\$21.75	\$22.19	\$22.52	\$22.75	23.20*	\$23.43	\$23.67				
						0%	2%	1.5%	1%	1%	1%	1%				
					Housekeeping	\$18.30	\$18.67	\$18.95	\$18.95	\$18.95	\$19.14	\$19.33				
						0%	2%	1.5%	0%	0%	1%	1%				
CUPE	2022-06-30	1,417	24	2022-02-22	Licensed Practical Nurse	\$32.03	\$32.67	\$33.17	\$33.50	\$33.84	\$34.18	\$34.69				
						0%	2%	1.5%	1%	1%	1%	1%*				
<b>Intercare - Kingsland Terrace</b>																
CUPE	2023-03-31	44	24	2021-05-27	Housekeeping			\$17.42	\$17.59	\$17.59	\$17.68	\$17.86	\$18.04			
								2.5%	1%	0%	0.5%	1%	1%			
CUPE	2023-03-31	44	24	2021-05-27	Licensed Practical Nurse			\$30.30	\$30.60	\$30.60	\$30.75	\$31.06	\$32.63			
								1%	1%	0%	0.5%	1%*	1%*			
<b>Lacombe Foundation</b>																
CLAC	2024-12-31	76	36	2022-11-10	Head Cook	\$20.78	\$21.19	\$21.48	\$22.85	\$23.31	\$23.66	\$23.36	\$23.90	\$24.26	TBD	
						2%	2%	1.35%	6.4%	2%	1.5%	0%	1%	1.5%		
					Health Care Aide	\$20.71	\$21.12	\$21.62	\$23.78	\$24.26	\$24.62	\$24.62	\$24.87	\$25.24	TBD	
						2%	2%	2.35%	10%	2%	1.5%	0%	1%	1.5%		
CLAC	2024-12-31	76	36	2022-11-10	Housekeeping	\$17.87	\$18.23	\$18.48	\$19.22	\$19.60	\$19.89	\$19.89	\$20.09	\$20.39	TBD	
						2%	2%	1.35%	4%	2%	1.5%	0%	1%	1.5%		
<b>Lakeland Lodge &amp; Housing Foundation</b>																
CUPE	2021-12-31	27	24	2019-07-01	Housekeeping	\$17.55	\$17.99	\$18.12	\$18.25	\$18.62	\$18.80	\$18.99				
						2.5%	2.5%	0.7%	0.7%	2%	1%	1%				

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Lamont County Housing</b>																
AUPE	2021-12-31	40	36	2018-12-21	Housekeeping		\$17.22	\$17.65	\$18.09	\$18.45	\$18.82	\$19.20				
								2.5%	2.5%	2%	2%	2%				
<b>Lamont Health Care Centre</b>																
HSAA	2024-03-31	13	48	2022-07-25	EMT-P [Advanced Care Paramedic]	\$43.87	\$44.75	\$44.75	\$44.75	\$44.75	\$44.75	\$45.20	\$45.77	\$46.69		
						1.25%	2%	0%	0%	0%	0%	1%	1.25%	2%		
UNA	2024-03-31	34	48	2022-01-27	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37	\$48.85	\$50.45	\$51.46		
						2.25%	3%	0%	0%	0%	0%	1%	3.25%	2%		
AUPE (ANC)	2024-03-31	95	48	2022-05-12	Health Care Aide	\$24.75	\$24.95	\$24.95	\$24.95	\$24.95	\$24.95	\$25.20	\$25.52	\$26.03		
						1.2%	0.8%	0%	0%	0%	0%	1%	1.25%	2%		
					Licensed Practical Nurse	\$34.36	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63	\$34.98	\$35.42	\$36.13		
						1.2%	0.8%	0%	0%	0%	0%	1%	1.25%	2%		
AUPE (GSS)	2024-03-31	70	48	2022-09-12	Cook I	\$25.09	\$25.34	\$25.34	\$25.34	\$25.59	\$25.59	\$25.59	\$25.91	\$26.43		
						2%	1%	0%	0%	1%	0%	0%	1.25%	2%		
					Housekeeping	\$21.31	\$21.52	\$21.52	\$21.52	\$21.74	\$21.74	\$21.74	\$22.01	\$22.45		
						2%	1%	0%	0%	1%	0%	0%	1.25%	2%		
<b>Lloydminster Region Housing Group - Pioneer Complex</b>																
CUPE	2024-02-29	1	36	2021-03-29	Cook	\$18.24	\$18.60	\$18.88	\$19.32	\$19.61	\$20.00	\$20.30	\$22.62	\$23.07		
						2.75%	2%	1.5%	2.3%	1.5%	2%	1.5%	1.5%*	2%		
					Health Care Aide				\$24.46	\$24.83	\$25.32	\$25.7	\$26.09	\$26.61		
									1.5%	1.5%	2%	1.5%	1.5%	2%		
					Housekeeping	\$16.97	\$17.31	\$17.57	\$17.99	\$18.26	\$18.62	\$18.90	\$19.18	\$19.57		
						2.75%	2%	1.5%	2.4%	1.5%	2%	1.5%	1.5%	2%		
					Licensed Practical Nurse				\$34.63	\$35.15	\$35.85	\$36.39	\$38.97	\$39.75		
									1.5%	1.5%	2%	1.5%	1.5%*	2%		
<b>Masterpiece - Southland Meadows - ANC</b>																
AUPE	2024-03-31	1	36	2022-03-22	Health Care Aide							\$25.57	\$25.89	\$26.12		
												0%	1.25%	1%		
					Licensed Practical Nurse							\$37.18	\$37.64	\$38.12		
												0%	1.25%	1.25%		



# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Optima Living Alberta - Country Cottage</b>																
USW	2026-01-03	37	48	2022-06-07	Cook					\$18.83	\$19.11	\$19.49	\$19.88	\$19.98	\$20.08	\$20.33
										1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%
					Health Care Aide					\$22.53	\$22.87	\$23.33	\$23.80	\$23.92	\$24.04	\$24.34
										1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%
					Housekeeping					\$17.16	\$17.42	\$17.77	\$18.13	\$18.22	\$18.31	\$18.54
										1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%
					Licensed Practical Nurse					\$31.86	\$32.34	\$32.99	\$33.65	\$33.82	\$33.99	\$34.41
										1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%
<b>Park Place Seniors Living - Benevolence Care Centre</b>																
AUPE	2025-03-31	140	48	2022-10-31	Health Care Aide					\$24.23	\$24.71	\$24.71	\$24.96	\$25.33	\$25.84	
										2%	2%	0%	1%	1.5%	2%	
					Housekeeping (Support Services)					\$18.04	\$18.40	\$18.40	\$18.58	\$18.86	\$19.24	
										2%	2%	0%	1%	1.5%	2%	
					Licensed Practical Nurse					\$33.98	\$34.66	\$34.66	\$35.00	\$35.53	\$36.25	
										2%	2%	0%	1%	1.5%	2%	
UNA	2019-12-31	13	18	2019-02-15	Registered Nurse					\$48.37						
										0%						
<b>Park Place Seniors Living - Copper Sky Lodge</b>																
AUPE	2022-03-31	2	36	2021-11-22	Cook	\$23.60	\$24.07	\$24.55	\$25.10	\$25.23	\$25.35	\$26.12				
						2.5%	2%	2%	2.25%	0.5%	0.5%	3%				
					Health Care Aide	\$22.96	\$23.42	\$23.89	\$24.43	\$24.55	\$24.67	\$25.42				
						2.5%	2%	2%	2.25%	0.5%	0.5%	3%				
					Housekeeping	\$16.37	\$16.70	\$17.03	\$17.41	\$17.50	\$17.58	\$18.12				
						2.5%	2%	2%	2.25%	0.5%	0.5%	3%				
					Licensed Practical Nurse	\$31.84	\$32.48	\$33.13	\$33.87	\$34.04	\$34.21	\$35.24				
						2.5%	2%	2%	2.25%	0.5%	0.5%	3%				

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Park Place Seniors Living - Devonshire Care Centre</b>																
AUPE	2020-03-31	183	36	2020-01-10	Health Care Aide	\$22.83	\$23.17	\$23.63	\$23.63	\$23.87	\$24.11	\$24.35				
						2%	1.5%	2%	0%	1%	1%	1%				
					Housekeeping	\$19.59	\$19.88	\$20.29	\$20.29	\$20.49	\$20.69	\$20.90				
						2%	1.5%	2%	0%	1%	1%	1%				
					Licensed Practical Nurse	\$31.68	\$32.16	\$32.80	\$32.80	\$33.13	\$33.46	\$33.79				
						2%	1.5%	2%	0%	1%	1%	1%				
UNA	2019-12-31	18	48	2017-09-29	Registered Nurse	\$46.22	\$46.96	\$47.66	\$48.37	\$48.37						
						3%	1.6%	1.5%	1.5%	0%						
<b>Park Place Seniors Living - Emerald Gardens</b>																
CUPE	2024-04-30	55	36	2021-08-16	Cook/Cook Prep	\$20.46	\$20.77	\$21.18	\$21.39	\$21.77	\$22.15	\$22.32	\$22.12	\$22.40		
						1%	1.5%	2%	1%	1.75%	1.75%	0.75%	0.75%	1.2%		
					Health Care Aide	\$22.99	\$23.33	\$23.80	\$24.04	\$24.46	\$24.89	\$25.08	\$25.26	\$25.45		
						1%	1.5%	2%	1%	1.75%	1.75%	0.75%	0.75%	0.75%		
					Housekeeping	\$17.92	\$18.19	\$18.55	\$18.74	\$19.06	\$19.40	\$19.55	\$19.69	\$19.84		
						1%	1.5%	2%	1%	1.75%	1.75%	0.75%	0.75%	0.75%		
<b>Park Place Seniors Living - Hardisty Care Centre</b>																
AUPE	2024-03-31	182	48	2022-10-18	Cook		\$21.10	\$21.31	\$21.52	\$21.74	\$21.96	\$21.96	\$22.12	\$22.40		
								1%	1%	1%	1%	0%	0.75%	1.2%		
					Health Care Aide	\$22.83	\$23.17	\$23.40	\$23.75	\$24.23	\$24.23	\$24.41	\$24.59	\$24.88		
						2%	1.5%	1%	1.5%	2%	0%	0.75%	0.75%	1.2%		
					Licensed Practical Nurse	\$31.68	\$32.16	\$32.48	\$32.97	\$33.63	\$33.63	\$33.88	\$34.13	\$34.54		
						2%	1.5%	1%	1.5%	2%	0%	0.75%	0.75%	1.2%		
					Housekeeping		\$18.65	\$18.84	\$19.03	\$19.23	\$19.43	\$19.43	\$19.58	\$19.82		
								1%	1%	1%	1%	0%	0.75%	1.2%		
UNA	2019-12-31	15	48	2018-01-12	Registered Nurse	\$45.93	\$46.96	\$48.37	\$48.37	\$48.37						
						1%	2.25%	3%	0%	0%						
	2019-03-31	4	15	2018-01-12	Occupational Therapist		\$43.80	\$44.68	\$46.91							
								2%	5%							

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Park Place Seniors Living - Newport Harbour Care Centre</b>																
AUPE	2024-03-31	158	48	2022-10-14	Cook	\$21.31	\$21.63	\$21.84	\$22.17	\$22.61	\$22.61	\$22.61	\$23.23	\$23.52		
						2%	1.5%	1%	1.5%	2%	0%	0%	2.75%	1.25%		
					Health Care Aide	\$23.31	\$23.66	\$23.89	\$24.49	\$24.85	\$24.85	\$24.85	\$25.53	\$25.85		
						2%	1.5%	1%	2.5%	1.5%	0%	0%	2.75%	1.25%		
					Housekeeping	\$19.20	\$19.49	\$19.68	\$19.98	\$20.37	\$20.37	\$20.37	\$20.93	\$21.19		
						2%	1.5%	1%	1.5%	2%	0%	0%	2.75%	1.25%		
					Licensed Practical Nurse	\$34.46	\$34.80	\$35.15	\$36.03	\$36.57	\$36.57	\$36.57	\$37.58	\$38.05		
						1.5%	1%	1%	2.5%	1.5%	0%	0%	2.75%	1.25%		
<b>Park Place Seniors Living - Villa Marguerite, Sprucewood Place</b>																
AUPE	2024-03-31	498	48	2022-04-01	Cook	\$21.92	\$22.25	\$22.47	\$22.81	\$23.26	\$23.26	\$23.43	\$23.65	\$23.89		
						1%	1%	1%	1.5%	2%	0%	0.75%	0.95%	1%		
					Health Care Aide	\$24.70	\$25.08	\$25.33	\$25.71	\$26.22	\$26.22	\$26.42	\$26.67	\$26.94		
						1%	1.5%	1%	1.5%	2%	0%	0.75%	0.95%	1%		
					Housekeeping	\$17.33	\$17.59	\$17.77	\$18.03	\$18.39	\$18.39	\$18.53	\$18.71	\$18.90		
						1%	1.5%	1%	1.5%	2%	0%	0.75%	0.95%	1%		
					Licensed Practical Nurse	\$34.29	\$34.80	\$35.15	\$35.68	\$36.39	\$36.39	\$36.66	\$37.00	\$37.37		
						1%	1.5%	1%	1.5%	2%	0%	0.75%	0.95%	1%		
<b>Pharma Plus Speciality Pharmacy Services [Calgary]</b>																
HSAA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I	\$35.35	\$35.79	\$36.24	\$36.78							
						0%	1.25%	1.25%	1.5%							
<b>Points West Living Century Park</b>																
AUPE	2015-03-31	90	36	2012-11-07	Health Care Aide											
					Licensed Practical Nurse											
<b>Points West Living Cold Lake</b>																
AUPE	2022-12-31	48	36	2021-12-10	Cook				\$18.76	\$19.14	\$19.52	\$19.52	\$19.62	\$19.81		
									NA	2%	2%	0%	0.5%	1%		
					Health Care Aide				\$23.98	\$24.46	\$24.95	\$24.95	\$25.07	\$25.33		
									NA	2%	2%	0%	0.5%	1%		
					Housekeeping				\$15.92	\$16.24	\$16.56	\$16.56	\$16.64	\$16.81		
									NA	2%	2%	0%	0.5%	1%		
					Licensed Practical Nurse				\$32.98	\$33.64	\$34.31	\$34.31	\$34.48	\$34.83		
									NA	2%	2%	0%	0.5%	1%		

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Points West Living Heritage House</b>																
AUPE	2022-03-31	53	36	2019-09-24	Health Care Aide	\$24.70	\$25.08	\$25.45	\$25.83	\$25.96	\$26.09	\$26.22				
						1%	1.5%	1.5%	1.5%	0.5%	0.5%	0.5%				
					Housekeeping	\$18.40	\$18.68	\$18.96	\$19.24	\$19.34	\$19.44	\$19.54				
						1%	1.5%	1.5%	1.5%	0.5%	0.5%	0.5%				
					Licensed Practical Nurse	\$34.29	\$34.80	\$35.33	\$35.86	\$36.04	\$36.22	\$36.40				
						1%	1.5%	1.5%	1.5%	0.5%	0.5%	0.5%				
<b>Points West Living Lac La Biche</b>																
AUPE	2022-12-31	35	36	2020-01-20	Health Care Aide					\$24.70	\$24.95	\$25.07	\$25.20			
										1%	0.5%	0.5%				
					Licensed Practical Nurse					\$33.98	\$34.32	\$34.49	\$34.66			
										1%	0.5%	0.5%				
					Cook					\$18.76	\$18.95	\$19.04	\$19.14			
										1%	0.5%	0.5%				
<b>Points West Living Slave Lake</b>																
AUPE	2020-12-31	49	1	2019-03-14	Cook			\$18.99	\$19.13	\$19.52	\$19.71					
								0.75%	0.75%	2%	1%					
					Health Care Aide			\$24.28	\$24.46	\$24.95	\$25.20					
								0.75%	0.75%	2%	1%					
					Licensed Practical Nurse			\$33.39	\$33.64	\$34.32	\$34.66					
								0.75%	0.75%	2%	1%					
<b>Points West Living Stettler</b>																
AUPE	2023-05-10	104	36	8/.25/2021	Cook		\$18.17	\$18.44	\$18.58	\$18.95	\$19.05	\$19.15	\$19.34			
							0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%			
					Health Care Aide		\$23.92	\$24.28	\$24.46	\$24.95	\$25.08	\$25.21	\$25.46			
							0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%			
					Housekeeping		\$15.96	\$16.20	\$16.32	\$16.65	\$16.73	\$16.81	\$16.98			
							0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%			
					Licensed Practical Nurse		\$32.89	\$33.39	\$33.64	\$34.32	\$34.49	\$34.66	\$35.01			
							0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%			
<b>Prairie Emergency Medical Systems</b>																
HSAA	2020-03-31	141	36	2018-08-24	EMT-P [Advanced Care Paramedic]	\$46.53	\$47.46	\$47.46	\$47.46	\$47.46						
						1.5%	2%	0%	0%	0%						



# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Qualicare - Citadel Care</b>																
USW	2022-06-30	139	36	2019-12-09	Health Care Aide	\$21.00	\$21.32	\$21.32	\$21.53	\$21.53	\$21.75	\$21.97				
						10.75%	1.5%	0%	1%	0%	1%	1%				
					Housekeeping	\$17.96	\$18.23	\$18.23	\$18.41	\$18.41	\$18.59	\$18.78				
						10.75%	1.5%	0%	1%	0%	1%	1%				
					Licensed Practical Nurse	\$30.93	\$31.40	\$31.40	\$31.71	\$31.71	\$32.03	\$32.35				
						10.75%	1.5%	0%	1%	0%	1%	1%				
<b>Qualicare - Rivercrest Lodge Nursing Home Ltd</b>																
AUPE	2019-03-31	13	48	2017-02-13	Licensed Practical Nurse	\$31.06	\$31.53	\$31.84	\$32.16							
						0%	1.5%	1%	1%							
UNA	2020-03-31	32	33	2020-03-03	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37						
						6.75%*	3%	0%	0%	0%						
USW	2022-07-31	98	36	2019-11-18	Health Care Aide	\$21.01	\$21.22	\$21.43	\$21.65	\$21.65	\$21.87	\$22.09				
						10.75%	1%	1%	1%	0%	1%	1%				
					Housekeeping	\$17.52	\$17.70	\$17.87	\$18.05	\$18.05	\$18.23	\$18.41				
						10.75%	1%	1%	1%	0%	1%	1%				
<b>Revera</b>																
UNA	2017-12-31	89	48	2015-06-15	Registered Nurse	\$45.93	\$46.96	\$46.96								
						2%	2.25%	0%								
<b>Revera Lessee - Aspen Ridge</b>																
AUPE	2019-01-31	94	36	2016-02-01	Health Care Aide	\$22.38	\$22.83	\$23.29	\$23.76							
						10.25%	2%	2%	2%							
					Housekeeping	\$17.76	\$18.12	\$18.48	\$18.85							
						3%	2%	2%	2%							
					Licensed Practical Nurse	\$30.33	\$30.94	\$31.56	\$32.19							
						3%	2%	2%	2%							
<b>Revera Lessee - Chateau Renoir Retirement Residence</b>																
CUPE	2024-04-30	45	48	2021-03-08	Housekeeping	\$14.32	\$14.72	\$15.01	\$15.31	\$15.70	\$16.01	\$16.66	\$17.24	\$17.84		
						2.5%	2.75%	2%	2%	2.5%	2%	2%*	3.5%	3.5%		

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Revera Lessee - Churchill Retirement Community</b>																
AUPE	2022-12-31	67	36	2021-09-24	Cook	\$18.59	\$19.14	\$19.52	\$19.91	\$20.31	\$20.67	\$20.98	\$21.24			
						3%	3%	2%	2%	2%	1.75%	1.5%	1.25%			
					Health Care Aide	\$23.19	\$23.90	\$24.38	\$24.87	\$25.36	\$25.80	\$26.19	\$26.52			
						3%	3%	2%	2%	2%	1.75%	1.5%	1.25%			
					Housekeeping	\$14.53	\$14.97	\$15.27	\$15.57	\$15.89	\$16.17	\$16.41	\$16.62			
						3%	3%	2%	2%	2%	1.75%	1.5%	1.25%			
					Licensed Practical Nurse	\$31.77	\$32.73	\$33.38	\$34.05	\$34.73	\$35.34	\$35.87	\$36.32			
						3%	3%	2%	2%	2%	1.75%	1.5%	1.25%			
<b>Revera Lessee - Edgemont</b>																
AUPE	2018-12-31	118	36	2017-05-12	Health Care Aide	\$23.05	\$23.51	\$23.98	\$24.46							
						3%	2%	2%	2%							
					Housekeeping	\$15.43	\$15.74	\$16.05	\$16.53							
						3%	2%	2%	3%							
					Licensed Practical Nurse	\$31.99	\$32.63	\$33.28	\$33.95							
						3%	2%	2%	2%							
<b>Revera Lessee - Heartland Retirement Residence</b>																
CUPE	2022-12-31	45	48	2020-12-17	Health Care Aide	\$17.71	\$18.11	\$18.65	\$19.02	\$19.40	\$19.79	\$21.18	\$22.61			
						2.5%	2.25%	3%	2%	2%	2%	7%	6.75%			
					Licensed Practical Nurse	\$26.77	\$27.31	\$27.58	\$28.13	\$28.69	\$29.27	\$30.85	\$32.47			
						2.5%	2%	1%	2%	2%	2%	5.4%	5.25%			
<b>Revera Lessee - McKenzie Towne Retirement Residence</b>																
CUPE (ANC)	2023-12-31	51	36	2021-11-17	Health Care Aide	\$20.11	\$20.51	\$20.93	\$21.35	\$21.78	\$22.22	\$22.72	\$23.06	\$23.52		
						2%	2%	2%	2%	2%	2%	2.25%	1.5%	2%		
					Licensed Practical Nurse	\$29.45	\$30.04	\$30.64	\$31.26	\$31.89	\$32.53	\$33.26	\$33.76	\$34.44		
						2%	2%	2%	2%	2%	2%	2.25%	1.5%	2%		
CUPE (GSS)	2024-12-31	45	32	2022-05-10	Cook								\$24.93	\$25.43	\$25.94	
													2%	2%	2%	
					Housekeeping								\$17.95	\$18.40	\$18.86	
													2.5%	2.5%	2.5%	

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Revera Lessee - Meadowlands</b>																
UFCW	2023-12-31	70	36	2021-08-11	Cook	\$18.47	\$19.43	\$19.87	\$20.31	\$20.72	\$21.13	\$21.55	\$21.98	\$22.42		
						2%	5.2%	2.25%	2.25%	2%	2%	2%	2%	2%		
					Health Care Aide	\$19.04	\$19.52	\$19.96	\$20.41	\$20.82	\$21.23	\$21.65	\$22.08	\$22.52		
						2%	2.5%	2.25%	2.25%	2%	2%	2%	2%	2%		
					Housekeeping	\$15.27	\$15.65	\$16.00	\$16.36	\$16.69	\$17.02	\$17.36	\$17.71	\$18.06		
						2%	2.5%	2.25%	2.25%	2%	2%	2%	2%	2%		
					Licensed Practical Nurse	\$26.05	\$27.70	\$28.32	\$28.96	\$29.54	\$30.13	\$31.73	\$32.86	\$34.02		
						2%	6.3%	2.25%	2.25%	2%	2%	5.3%	3.6%	3.5%		
<b>Revera Lessee - River Ridge</b>																
AUPE	2021-12-31	95	27	2019-10-15	Health Care Aide				\$22.73	\$22.96	\$23.19	\$23.48	\$23.77			
									1%	1%	1.25%	1.25%				
					Housekeeping				\$18.37	\$18.55	\$18.74	\$18.97	\$19.21			
									1%	1%	1.25%	1.25%				
					Licensed Practical Nurse				\$31.42	\$31.73	\$32.05	\$32.45	\$32.86			
									1%	1%	1.25%	1.25%				
<b>Revera Lessee - Riverbend Retirement</b>																
AUPE	2020-12-31	113	36	2019-09-03	Health Care Aide	\$22.99	\$23.62	\$24.21	\$24.69	\$25.18	\$25.62					
						2.75%	2.75%	2.5%	2%	2%	1.75%					
					Housekeeping	\$16.09	\$16.53	\$16.94	\$17.28	\$17.63	\$17.94					
						2.75%	2.75%	2.5%	2%	2%	1.75%					
					Licensed Practical Nurse	\$31.91	\$32.79	\$33.61	\$34.28	\$34.97	\$35.58					
						2.75%	2.75%	2.5%	2%	2%	1.75%					
<b>Revera Lessee - Scenic Acres</b>																
AUPE	2022-12-31	106	60	2022-06-01	Cook	\$20.00	\$20.55	\$21.06	\$21.49	\$21.91	\$22.29	\$22.62	\$22.65			
						NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%			
					Health Care Aide	\$23.05	\$23.69	\$24.28	\$24.77	\$25.27	\$25.71	\$26.10	\$26.43			
						NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%			
					Housekeeping	\$15.56	\$15.99	\$16.39	\$16.72	\$17.05	\$17.35	\$17.61	\$17.83			
						NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%			
					Licensed Practical Nurse	\$30.99	\$31.84	\$32.64	\$33.29	\$33.96	\$34.55	\$35.07	\$35.51			
						NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%			

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Revera Lessee - Scenic Grande</b>																
CUPE	2023-12-31	1	30	2021-07-06	Cook							\$22.77	\$23.22	\$23.69		
												2%	2%	2%		
					Health Care Aide							\$26.25	\$26.78	\$27.32		
												2%	2%	2%		
					Housekeeping							\$18.36	\$18.73	\$19.10		
												2%	2%	2%		
					Licensed Practical Nurse							\$35.29	\$36.00	\$36.72		
												2%	2%	2%		
<b>Rexall Pharma Plus Pharmacies [Edmonton]</b>																
HSA	2019-06-30	39	39	2017-05-23	Pharmacy Technician I	\$35.35	\$35.35	\$36.00	\$36.72							
						0%	0%	1.85%	2%							
<b>Ridge Country Housing</b>																
CUPE	2024-12-31	33	48	2022-06-22	Head Cook	\$20.23	\$20.63	\$21.25	\$21.50	\$21.83	\$22.38	\$22.38	\$22.60	\$22.94	\$23.40	
						2%	2%	3%	1.5%	1.5%	2.5%	0%	1%	1.5%	2%	
					Housekeeping	\$16.23	\$16.55	\$17.05	\$17.30	\$17.56	\$18.00	\$18.00	\$18.18	\$18.45	\$18.82	
						2%	2%	3%	1.5%	1.5%	2.5%	0%	1%	1.5%	2%	
<b>River Ridge Seniors Village</b>																
USW	2022-03-31	104	24	2021-02-01	Health Care Aide	\$23.52	\$24.58	\$24.58	\$24.58	\$24.58	\$24.58	\$24.58				
						4.5%	4.5%	0%	0%	0%	0%	0%				
					Housekeeping	\$18.98	\$19.55	\$19.55	\$19.55	\$19.55	\$19.55	\$19.55				
						3%	3%	0%	0%	0%	0%	0%				
					Licensed Practical Nurse	\$34.71	\$35.75	\$35.75	\$35.75	\$35.75	\$35.75	\$35.75				
						3%	3%	0%	0%	0%	0%	0%				
<b>Rosedale Partnership</b>																
AUPE	2025-11-30	86	36	2022-11-22	Health Care Aide								\$23.56	\$24.03	\$24.27	
														2%	1%	
					Housekeeping								\$18.85	\$19.23	\$19.42	
														2%	1%	
					Licensed Practical Nurse								\$32.50	\$33.15	\$33.48	
														2%	1%	



# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Salvation Army - Agape Hospice</b>																
UNA	2022-03-31	62	36	2019-08-15	Food Services (Dietary Aide)	\$19.01	\$19.20	\$19.20	\$19.20	\$19.39	TBD	TBD				
						2%	1%	0%	0%	1%						
					Health Care Aide	\$24.75	\$24.95	\$24.95	\$24.95	\$24.95	\$24.95	\$25.20				
						1.2%	0.8%	0%	0%	0%	0%	1%				
					Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37	\$48.37	\$48.85				
						2.25%	3%	0%	0%	0%	0%	1%				
<b>Salvation Army - Grace Manor</b>																
AUPE	2022-09-30	98	36	2020-02-13	Health Care Aide	\$24.91	\$25.66	\$26.04	\$26.44	\$26.44	\$26.44	\$27.23				
						2.5%	3%	1.5%	1.5%	0%	0%	3%				
					Housekeeping	\$18.31	\$18.86	\$19.14	\$19.43	\$19.43	\$19.43	\$20.01				
						2.5%	3%	1.5%	1.5%	0%	0%	3%				
					Licensed Practical Nurse	\$34.59	\$35.62	\$36.15	\$36.70	\$36.70	\$36.70	\$37.80				
						2.5%	3%	1.5%	1.5%	0%	0%	3%				
<b>SbraREIT Assisted Living I - Amica Britannia</b>																
CUPE	2024-02-29	1	48	2020-12-22	Health Care Aide				\$19.75	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24	
									2%	2%	2%	2%	2%	2%	2%	
					Housekeeping				\$16.75	\$17.09	\$17.43	\$17.78	\$18.13	\$18.50	\$18.87	
									2%	2%	2%	2%	2%	2%	2%	
					Licensed Practical Nurse				\$26.38	\$26.91	\$27.45	\$28.00	\$28.56	\$29.13	\$29.71	
									2%	2%	2%	2%	2%	2%	2%	
<b>Seasons Retirement Communities - Encore</b>																
AUPE	2020-12-31	56	42	2017-06-22	Cook		\$17.50	\$17.81	\$18.12	\$18.39	\$18.67					
								1.75%	1.75%	1.5%	1.5%					
					Health Care Aide		\$23.05	\$23.45	\$23.86	\$24.22	\$24.59					
								1.75%	1.75%	1.5%	1.5%					
					Licensed Practical Nurse		\$31.68	\$32.23	\$32.80	\$33.29	\$33.79					
								1.75%	1.75%	1.5%	1.5%					
<b>Seasons Retirement Communities - Lethbridge Gardens</b>																
AUPE	2022-10-31	15	48	2018-11-15	Cook				\$17.00	\$17.17	\$17.34	\$17.52				
										1%	1%	1%				

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Seasons Retirement Communities - Sunrise Village (Camrose)</b>																
AUPE	2023-12-31	121	48	2022-04-07	Cook		\$19.64	\$20.03	\$20.38	\$20.68	\$20.89	\$21.30	\$21.73	\$22.17		
								2%	1.75%	1.5%	1%	2%	2%	2%		
					Health Care Aide		\$21.39	\$21.82	\$22.21	\$22.54	\$22.77	\$23.22	\$23.69	\$24.16		
								2%	1.75%	1.5%	1%	2%	2%	2%		
					Housekeeping		\$16.62	\$16.95	\$17.91	\$18.18	\$18.36	\$18.73	\$19.10	\$19.49		
								2%	1.75%*	1.5%	1%	2%	2%	2%		
					Licensed Practical Nurse		\$29.72	\$30.31	\$30.84	\$31.30	\$31.61	\$32.25	\$32.89	\$33.55		
								2%	1.75%	1.5%	1%	2%	2%	2%		
<b>Seasons Retirement Communities - Sunrise Village (Drayton Valley)</b>																
AUPE	2022-04-30	29	48	4/.25/2018	Health Care Aide			\$21.39	\$21.82	\$22.25	\$22.64	\$23.15				
									2%	2%	1.75%	2.25%				
					Housekeeping			\$16.81	\$17.15	\$17.49	\$17.80	\$18.25				
									2%	2%	1.75%	2.25%				
<b>Seasons Retirement Communities - Sunrise Village (High River)</b>																
CUPE (ANC)	2023-06-30	86	36	2021-06-08	Health Care Aide (RGA-Care)	\$23.28	\$23.75	\$24.10	\$24.58	\$25.07	\$25.07	\$25.51	\$25.64			
						1%	2%	1.5%	2%	2%	0%	1.75%	0.5%			
					Licensed Practical Nurse	\$32.00	\$32.64	\$33.13	\$33.79	\$34.47	\$34.47	\$35.07	\$35.25			
						1%	2%	1.5%	2%	2%	0%	1.75%	0.5%			
CUPE (GSS)	2023-06-30	45	36	2021-04-29	Housekeeping					\$15.93	\$16.25	\$16.57	\$16.91			
										1.5%	2%	2%	2%			
<b>Seasons Retirement Communities - Sunrise Village (Lethbridge)</b>																
AUPE	2022-05-30	10	48	2018-05-16	Health Care Aide			\$19.71	\$20.10	\$20.51	\$20.87	\$21.33				
									2%	2%	1.75%	2.25%				
					Housekeeping		\$16.25	\$16.58	\$16.91	\$17.20	\$17.59					
									2%	2%	1.75%	2.25%				
<b>Seasons Retirement Communities - Sunrise Village (Ponoka)</b>																
AUPE	2021-12-31	27	49	2017-12-05	Health Care Aide			\$19.71	\$20.10	\$20.41	\$20.76	\$21.23				
									2%	1.5%	1.75%	2.25%				
					Housekeeping		\$16.25	\$16.58	\$16.82	\$17.12	\$17.50					
									2%	1.5%	1.75%	2.25%				

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Seasons Retirement Communities - Sunrise Village (Wetaskiwin)</b>																
AUPE	2023-12-31	48	36	2021-11-16	Cook		\$19.13	\$19.46	\$19.81	\$20.10	\$20.40	\$20.81	\$21.17	\$21.59		
								1.75%	1.75%	1.5%	1.5%	2%	1.75%	2%		
					Health Care Aide		\$19.71	\$20.05	\$20.41	\$20.71	\$21.02	\$21.44	\$21.82	\$22.26		
								1.75%	1.75%	1.5%	1.5%	2%	1.75%	2%		
					Housekeeping		\$16.81	\$17.10	\$17.40	\$17.66	\$17.93	\$18.29	\$18.61	\$18.98		
								1.75%	1.75%	1.5%	1.5%	2%	1.75%	2%		
<b>Shepherd's Care - Barrhead</b>																
AUPE	2020-09-30	57	36	2019-01-16	Health Care Aide	\$24.83	\$25.08	\$25.08	\$25.33	\$25.33						
							2%	1%	0%	1%	0%					
					Housekeeping	\$20.32	\$20.53	\$20.53	\$20.74	\$20.95						
							2%	1%	0%	1%	1%					
					Licensed Practical Nurse	\$34.29	\$34.63	\$34.63	\$34.98	\$34.98						
							1%	1%	0%	1%	0%					
<b>Shepherd's Care - Greenfield</b>																
AUPE	2020-09-30	29	36	2019-01-18	Health Care Aide	\$24.83	\$25.08	\$25.08	\$25.33	\$25.33						
							2%	1%	0%	1%	0%					
					Housekeeping	\$20.32	\$20.53	\$20.53	\$20.74	\$20.95						
							2%	1%	0%	1%	1%					
					Licensed Practical Nurse	\$34.29	\$34.63	\$34.63	\$34.98	\$34.98						
							1%	1%	0%	1%	0%					
<b>Shepherd's Care - Kensington Village</b>																
AUPE	2020-09-30	147	36	2019-01-14	Health Care Aide	\$24.83	\$25.08	\$25.08	\$25.33	\$25.33						
							2%	1%	0%	1%	0%					
					Licensed Practical Nurse	\$34.29	\$34.63	\$34.63	\$34.98	\$34.98						
							1%	1%	0%	1%	0%					
<b>Shepherd's Care - Millwoods Manor &amp; Southside Manor</b>																
AUPE	2020-09-30	16	36	2019-01-14	Independent Living Attendant	\$22.33	\$22.56	\$22.56	\$23.01	\$23.01						
							1%	1%	0%	2%	0%					



## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Shepherd's Care - Millwoods</b>																
AUPE	2020-09-30	124	36	2019-01-10	Health Care Aide	\$24.83	\$25.08	\$25.08	\$25.33	\$25.33						
						2%	1%	0%	1%	0%						
					Licensed Practical Nurse	\$34.29	\$34.63	\$34.63	\$34.98	\$34.98						
						1%	1%	0%	1%	0%						
<b>Shepherd's Care - Millwoods &amp; Kensington Village</b>																
UNA	2020-03-31	53	36	2020-04-23	Registered Nurse	\$46.96	\$48.37	\$48.37	\$48.37	\$48.37						
						2.25%	3%	0%	0%	0%						
<b>Shepherd's Care - Vanguard</b>																
AUPE	2020-09-30	81	36	2019-01-15	Health Care Aide	\$24.83	\$25.08	\$25.08	\$25.33	\$25.33						
						2%	1%	0%	1%	0%						
					Licensed Practical Nurse	\$34.29	\$34.63	\$34.63	\$34.98	\$34.98						
						1%	1%	0%	1%	0%						
<b>Signature Living - Rocky Ridge</b>																
AUPE	2021-12-31	96	40	2021-02-02	Cook										\$20.26	
															1%	
					Health Care Aide										\$23.11	
															1%	
					Housekeeping										\$16.23	
															1%	
					Licensed Practical Nurse										\$33.48	
															1%	
<b>Siksika Health Services</b>																
HSA	2023-03-31	20	70	2022-05-04	Advanced Care Paramedic										\$40.28	\$41.08
															2%	2%
<b>Smoky Lake Foundation - Bar V Nook, Vilna Lodge</b>																
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%	0.5%	1.5%	1.5%	1.5%	1.5%				
					Housekeeping	\$17.87	\$18.05	\$18.14	\$18.41	\$18.69	\$19.25	\$19.54				
						5.93%	1%	0.5%	1.5%	1.5%	1.5%	1.5%				

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>St. Michael's Grove Manor</b>																
AUPE	2018-09-30	21	48	2017-02-02	Health Care Aide	\$22.47 1.2%	\$22.65 0.8%	\$22.65 0%								
<b>St. Michael's Long Term Care Centre</b>																
AUPE	2025-06-30	106	84	2022-10-11	Health Care Aide	\$25.44 1.2%	\$25.65 0.8%	\$25.65 0%	\$25.65 0%	\$25.65 0%	\$25.65 0%	\$25.65 0%	\$25.97 1.25%	\$26.49 2%	TBD	
					Licensed Practical Nurse	\$34.35 1.2%	\$34.62 0.8%	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$35.05 1.25%	\$35.75 2%	TBD	
UNA	2020-03-31	15	36	2020-01-08	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%						
<b>St. Michael's Manor Vegreville</b>																
AUPE	2018-03-31	27	48	2014-04-01	Health Care Aide	\$21.81 1.2%	\$21.98 0.8%	\$21.98 0%								
					Housekeeping	\$16.84 1.2%	\$16.97 0.8%	\$16.97 0%								
<b>Stettler &amp; District Ambulance Association</b>																
HSA	2023-03-31	20	48	2019-09-16	Advanced Care Paramedic	\$43.87 1.25%	\$44.75 2%	\$44.75 2%	\$44.75 2%	\$44.75 2%	TBD	TBD	TBD			
<b>Sylvan Lake Lodge</b>																
CLAC	2022-12-31	39	24	2021-03-31	Housekeeping	\$17.53 2.75%	\$17.88 2%	\$18.24 2%	\$18.60 2%	\$18.97 2%	\$19.40 2.25%	\$19.69 1.5%	\$19.99 1.5%			
<b>Taber &amp; District Housing - Clearview Lodge</b>																
CUPE	2023-05-31	27	48	2019-12-03	Health Care Aide	\$21.97 2%	\$22.41 2%	\$22.86 2%	\$23.43 2.5%	\$23.90 2%	\$24.38 2%	\$24.87 2%	\$25.49 2.5%			
					Housekeeping	\$17.40 2%	\$17.75 2%	\$18.11 2%	\$18.56 2.5%	\$18.93 2%	\$19.31 2%	\$19.70 2%	\$20.19 2.5%			

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Employer

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Touchmark at Wedgewood</b>																
AUPE	2017-08-31	52	26	6/.25/2016	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%									
					Licensed Practical Nurse	\$34.36 1.2%	\$34.63 0.8%									
UNA	2020-03-31	10	36	2021-03-21	Registered Nurse	\$46.96 2.25%	\$48.37 3%	\$48.37 0%	\$48.37 0%	\$48.37 0%						
<b>Travois Holdings - Mayfair/Glamorgan Care Centres</b>																
CLAC	2023-03-31	2	36	2020-02-07	Health Care Aide	\$21.81 2%	\$22.46 3%	\$23.13 3%	\$23.83 3%	\$24.78 4%	\$25.28 2%	\$26.03 3%	\$26.81 3%			
					Housekeeping	\$20.29 2%	\$20.90 3%	\$21.53 3%	\$22.18 3%	\$23.06 4%	\$23.52 2%	\$24.23 3%	\$24.95 3%			
<b>Vegreville Association for Living in Dignity</b>																
USW	2023-09-30	31	36	2021-07-13	Community Disability Worker	\$20.48 0%	\$20.48 0%	\$20.48 0%	\$20.48 0%	\$20.48 0%	\$20.48 0%	TBD	TBD			
<b>Venta Care Centre</b>																
AUPE (ANC)	2017-07-31	1	24	2016-12-21	Health Care Aide	\$24.75 1.2%	\$24.95 0.8%									
					Licensed Practical Nurse	\$34.35 1.2%	\$34.62 0.8%									
AUPE (GSS)	2017-07-31	1	24	2016-12-21	Housekeeping	\$20.50 2%	\$20.91 2%									
UNA	2017-08-31	16	48	2015-01-15	Registered Nurse	\$46.96 2.25%	\$48.37 3%									
<b>We Care Health Services</b>																
Teamsters	2022-08-31	35	19	2021-02-18	Health Care Aide											\$19.00 NA
					Licensed Practical Nurse											\$26.00 NA

## Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and **Per Cent Increase**

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

**Employer**

Employer / Union	Expiry	EEs <sup>1</sup>	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Well Being Services - Monterey Place</b>																
AUPE	2022-03-31	1	1	2020-06-10	Health Care Aide	\$20.17	\$21.00	\$21.32	\$21.53	\$22.17	\$22.40	\$22.62				
						3%	4%	1.5%	1%	3%	1%	1%				
					Housekeeping	\$15.91	\$16.39	\$16.64	\$16.80	\$17.31	\$17.48	\$17.65				
						3%	3%	1.5%	1%	3%	1%	1%				
					Licensed Practical Nurse	\$31.14	\$32.07	\$32.55	\$32.88	\$33.86	\$34.20	\$34.54				
						2%	3%	1.5%	1%	3%	1%	1%				
<b>Wheatland &amp; Adjacent Districts Emergency Medical Services</b>																
HSAA	2018-03-31	35	36	2016-02-26	EMT-P	\$44.85	\$45.75	\$45.75								
						1.5%	2%	0%								
<b>Wheatland Lodge</b>																
CUPE	2023-04-30	23	36	2020-12-10	Housekeeping	\$18.42	\$18.79	\$19.16	\$19.54	\$19.93	\$19.93	\$20.13	\$20.33			
						2.5%	2%	2%	2%	2%	0%	1%	1%			
<b>Wood Buffalo Housing &amp; Development</b>																
CUPE	2024-12-31	25	36	2022-05-26	Housekeeping	\$23.71	\$23.71	\$23.71	\$23.71	\$23.71	\$23.71	\$23.71	\$23.95	\$24.19	\$24.43	
						3%	0%	0%	0%	0%	0%	0%	1%	1%	1%	
<b>Wood Buffalo Housing &amp; Development - Rotary House</b>																
CUPE	2023-12-31	20	36	2022-03-15	Cook	\$30.88	\$31.81	\$32.76	\$32.76	\$32.76	\$32.76	32.76	\$33.76	\$33.76		
						3%	3%	3%	0%	0%	0%	0%	\$ 1.00	0%		
					HCA, Resident Service Aide	\$26.71	\$27.51	\$28.34	\$28.34	\$28.34	\$28.34	28.34	\$29.34	\$29.34		
						3%	3%	3%	0%	0%	0%	0%	\$ 1.00	0%		
					Housekeeping	\$26.71	\$27.51	\$28.34	\$28.34	\$28.34	\$28.34	28.34	\$29.34	\$29.34		
						3%	3%	3%	0%	0%	0%	0%	\$ 1.00	0%		
<b>Workers Compensation Board - Millard Health</b>																
HSAA	2020-12-31	129	36	2019-03-11	Occupational Therapist I	\$48.84	\$49.82	\$50.94	\$50.94	\$50.94	\$50.94					
						2%	2%	3%	0%	0%	0%					

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 19.52 1.50%	20.87* 1%	\$ 21.08 1%	\$ 21.50 2%	\$ 21.72 1%	\$ 22.15 2%	\$ 22.59 2%	\$ 22.82 1%				Abby Road Housing Co-Operative Ltd	CUPE	2022-09-30	26	9	2022-02-28
Health Care Aide	\$ 22.77 4.90%	\$ 23.45 3%	\$ 24.16 3%									Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
Health Care Aide	\$ 23.74 3%	\$ 24.46 3%	\$ 24.70 1%	\$ 24.95 1%	\$ 25.20 1%	\$ 25.20 0%	\$ 25.39 1%	\$ 25.83 1.50%				Age Care - Columbia Assisted Living	AUPE	2023-03-31	27	36	2022-01-13
Health Care Aide	\$ 22.38 0.0%	\$ 22.92 2.4%	\$ 23.38 2.0%	\$ 23.38 0.0%	\$ 23.73 1.5%	\$ 24.11 1.6%	\$ 24.47 1.5%	\$ 24.84 1.5%				Age Care - Midnapore	CUPE	2023-10-31	150	24	2022-03-21
Health Care Aide	\$ 21.42 2.5%	\$ 21.85 2%	\$ 22.34 2.25%	\$ 22.84 2.25%	\$ 23.07 1%	\$ 23.30 1%	\$ 23.53 1%	\$ 23.88 1.5%				Age Care - Riverview	UFCW	2023-03-31	128	48	2022-11-02
Health Care Aide	\$ 23.74 0%	\$ 24.45 3%	\$ 24.94 2%	\$ 24.94 0%	\$ 25.19 1%	\$ 25.19 0%	\$ 25.44 1%	\$ 25.82 1.5%				Age Care - Valleyview	AUPE	2023-03-31	30	39	2021-09-17
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1.25%	\$ 26.03 2%			Alberta Health Services - ANC	AUPE	2024-03-31	18,277	48	2022-05-12
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 25.20 1%	\$ 25.52 1.25%	\$ 26.03 2%			Allen Gray Continuing Care - ANC	AUPE	2024-03-31	146	48	2022-05-12
Health Care Aide (Resident Care Partner)								\$ 21.50	\$ 21.93			Amica Aspen Woods	CUPE	2024-02-29	85	21	2022-06-02
Health Care Aide	\$ 22.43 7%	\$ 23.10 3%	\$ 23.79 3%									Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-27	128	36	2015-11-18
Health Care Aide								NA 1%	NA 1.5%	NA 2%		Aster Voint Venture - AgeCare Skypointe - ANC	AUPE	2024-12-31	287	36	2022-09-29
Health Care Aide	\$ 23.05	\$ 23.28 1%	\$ 23.98 3%	\$ 24.58 2.5%								Aster Voint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
Health Care Aide		\$ 20.76	\$ 22.84 10%	\$ 23.30 2%	\$ 23.65 2%							Aster Joint Venture - AceCare Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
Health Care Aide	\$ 21.81 1.25%	\$ 22.30 2.25%	\$ 22.75 2%	\$ 22.98 1%	\$ 22.98 0%	\$ 22.98 0%	\$ 23.21 1%	\$ 23.50 1.25%				AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
Health Care Aide	\$ 23.77 2%	\$ 24.31 2.25%	\$ 24.79 2%	\$ 24.79 0%	\$ 24.79 0%	\$ 25.04 1%	\$ 25.35 1.25%					AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	48	2022-03-03
Health Care Aide	\$ 21.40 1.25%	\$ 21.89 2.25%	\$ 22.33 2%	\$ 22.55 1%	\$ 22.55 0%	\$ 22.78 1%	\$ 23.06 1.25%					AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
Health Care Aide	\$ 21.35 1.25%	\$ 21.62 1.25%	\$ 22.05 2%	\$ 22.50 1%	\$ 22.50 0%	\$ 22.88 1.7%	\$ 23.31 1.9%					AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Bethany Care Centre - Collegedale	AUPE	2017-08-31	134	38	2016-04-15
Health Care Aide	\$ 24.31	\$ 24.50 0.8%										Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Health Care Aide	\$ 24.94 2%	\$ 24.94 0%	\$ 25.32 1.5%	\$ 25.32 0%	\$ 25.32 0%							Bethany Nursing Home - Bashaw, Rosealta, . . .	AUPE	2020-03-31	143	24	2018-12-17
Health Care Aide	\$ 24.74 1.2%	\$ 24.94 0.8%	\$ 24.94 0%	\$ 24.94 0%	\$ 24.94 0%							Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Health Care Aide	\$ 24.70 1%	\$ 24.95 1%	\$ 25.20 1%	\$ 25.50 1.2%								Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Health Care Aide						\$ 25.87 0%	\$ 25.87 0%					Brenda Strafford Foundation Wentworth Manor	AUPE	2022-12-30	139	28	2020-09-11
Health Care Aide	\$ 22.06 3%	\$ 22.56 2.25%	\$ 23.01 2%	\$ 23.31 1.3%	\$ 23.61 1.3%	\$ 23.61 0%	\$ 23.61 0%	\$ 24.08 2%	\$ 24.56 2%			Bridges Community Living	CUPE	2023-12-31	72	24	2020-06-30
Health Care Aide	\$ 22.25 3%	\$ 22.92 3%	\$ 23.61 3%	\$ 23.96 1.5%	\$ 24.20 1%	\$ 24.44 1%	\$ 24.44 0%	\$ 24.68 1%	\$ 25.17 2%			Canterbury Foundation	AUPE	2023-12-31	152	36	2022-08-13
Health Care Aide	\$ 24.76 1.2%	\$ 24.96 0.8%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%	\$ 25.53 2.25%	\$ 26.04 2%			CapitalCare - ANC	AUPE	2024-06-30	1,217	48	2022-11-07
Health Care Aide	\$ 24.47 3%*	\$ 24.67 0.8%	\$ 24.96 1.2%	\$ 24.96 0%	\$ 24.96 0%							CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%							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	\$ 23.86 1.2%	\$ 24.58 3%	\$ 24.58 0%	\$ 24.58 0%	\$ 24.58 0%							Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Health Care Aide	\$ 22.29 2.25%	\$ 22.85 2.5%	\$ 22.96 0.5%	\$ 23.08 0.5%	\$ 23.19 0.5%	\$ 23.19 0%	\$ 23.33 0.6%					Chantelle Management - Grande Prairie Care Centre	AUPE	2022-06-30	133	24	2021-12-10
Health Care Aide	\$ 19.96 2.5%	\$ 20.56 3%	\$ 20.77 1%	\$ 20.98 1%	\$ 21.19 1%	\$ 21.40 1%	\$ 22.26 1%*					Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	122	60	2021-10-12
Health Care Aide					\$ 21.16 0%	\$ 21.48 1.5%	\$ 21.80 1.5%	\$ 22.13 1.5%				Chartwell Master Care - Eau Claire	AUPE	2023-02-07	102	48	2022-06-01

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide				\$ 22.87 1.5%	\$ 22.87 New grid	\$ 23.21 1.5%	\$ 23.67 2%					Chartwell Master Care - Griesbach & Heritage Valley	AUPE	2022-11-22	365	48	2022-08-04
Health Care Aide					\$ 22.87 1.5%	\$ 23.21 1.5%	\$ 23.56 1.5%					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
Health Care Aide	\$ 22.96 2.5%	\$ 23.42 2%	\$ 23.89 2%	\$ 24.43 2.25%	\$ 24.67 1%	\$ 24.67 0%	\$ 24.92 1%	\$ 25.23 1.25%	\$ 25.74 2%			Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	36	2022-06-08
Health Care Aide	\$ 23.70 2.3%	\$ 23.70 0%	\$ 23.82 0.5%	\$ 23.94 0.5%	\$ 24.36 1.75%	\$ 24.36 0%	\$ 24.60 1%	\$ 24.91 1.25%	\$ 25.28 1.5%			Christenson Communities - Royal Oak Manor	HSA	2024-01-31	93	48	2021-02-22
Health Care Aide					\$ 24.35 1.5%	\$ 24.72 1.5%	\$ 25.09 1.5%					Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
Health Care Aide								\$ 25.08 0%				Covenant Care	AUPE	2022-12-31	680	48	2021-06-30
Health Care Aide		\$ 21.85 13%	\$ 24.70 0%	\$ 24.70 0%	\$ 24.70 0%	\$ 24.70 0%	\$ 25.08 1.5%					Covenant Care - Chateau Vitaline	AUPE	2022-12-31	85	54	2021-06-30
Health Care Aide						\$ 24.70 1.5%	\$ 25.07 1.5%					Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
Health Care Aide	\$ 23.50 16.7%*	\$ 24.46 4%*	\$ 24.83 1.5%	\$ 24.83 0.0%	\$ 24.83 0.0%	\$ 24.83 0.0%	\$ 25.08 1.0%					Covenant Care - Holy Cross	AUPE	2022-12-31	124	66	2021-06-30
Health Care Aide							\$ 25.08 0%	\$ 25.39 1.25%				Covenant Care - St. Teresa Place	AUPE	2022-12-31	246	19	2021-07-06
Health Care Aide	\$ 23.50 16.7%*	\$ 24.46 4%*	\$ 24.83 1.5%	\$ 24.83 0%	\$ 24.83 0%	\$ 24.83 0%	\$ 25.08 1%					Covenant Care - Villa Marie	AUPE	2022-12-31	212	66	2021-06-30
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%							Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
Health Care Aide	\$ 24.46 3%	\$ 24.95 2%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%						Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%	\$ 24.95 0%	\$ 24.95 0%	\$ 24.95 0%							Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
Health Care Aide	\$ 24.76 1.2%	\$ 24.96 0.8%	\$ 24.96 0%	\$ 24.96 0%	\$ 24.96 0%							Covenant Health - Youville Home (Grey Nuns) of St. Albert	USW	2020-03-31	200	36	2018-06-29
Health Care Aide	\$ 19.06 2%	20.26* 1%	\$ 20.46 1%	\$ 20.87 2%	\$ 21.08 1%	\$ 21.40 1.5%	\$ 21.83 2%					Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22
Health Care Aide	\$ 21.53 3%	\$ 21.96 2%	\$ 22.40 2%	\$ 22.85 2%	\$ 23.30 2%	\$ 23.30 0%	\$ 23.30 0%	\$ 23.30 0%	\$ 23.53 1%			Cypress View Foundation	CUPE	2023-12-31	80	48	2020-10-27
Health Care Aide	\$ 19.94 2%	\$ 20.34 2%	\$ 20.75 2%	\$ 21.01 1.25%	\$ 21.32 1.5%	\$ 21.75 2%	\$ 21.86 0.5%	\$ 21.97 0.5%				Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2022-12-31	60	24	2021-05-27
Health Care Aide	\$ 21.95 1%	\$ 22.17 1%	\$ 22.61 2%	\$ 23.07 2%	\$ 23.07 0%	\$ 23.30 1%	\$ 23.65 1.5%					Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 24.86 1.6%	\$ 25.20 1.4%	\$ 25.58 1.5%	\$ 25.58 0%	\$ 25.58 0%	\$ 25.58 0%	\$ 25.58 0%	\$ 25.84 1%	\$ 26.10 1%			Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	17	2022-10-27
Health Care Aide	\$ 20.19 1%	\$ 20.19 0%	\$ 20.28 0.45%	\$ 20.48 1%	\$ 20.48 0%							Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
Health Care Aide	\$ 23.69 2.5%	\$ 24.16 2%	\$ 24.16 0%	\$ 24.16 0%	\$ 24.40 1%	\$ 24.71 1.25%						Extendicare (Canada)	CUPE	2020-12-31	482	48	2019-10-29
Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%									Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%									Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%									Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22
Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%									Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%									Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%									Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%									Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Health Care Aide	\$ 23.63 2.25%	\$ 24.16 2.25%	\$ 24.16 0%									Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Health Care Aide	\$ 24.46	\$ 24.95 2%	\$ 25.32 1.5%	\$ 25.70 1.5%								Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Health Care Aide		\$ 23.34	\$ 23.81 2%	\$ 24.29 2%								Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Health Care Aide	\$ 24.05 1.2%	\$ 24.24 0.8%	\$ 24.24 0%	\$ 24.24 0%	\$ 24.24 0%							Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04
Health Care Aide	\$ 24.46 3%	\$ 25.07 2.5%	\$ 25.70 2.5%	\$ 26.09 1.5%	\$ 26.48 1.5%	\$ 26.87 1.5%	\$ 27.41 2%	\$ 27.62 0.75%	\$ 27.89 1%	\$ 28.24 1.25%	\$ 28.81 2%	Green Acres Foundation - Piyami	AUPE	2025-12-31	51	43	2022-05-28
Health Care Aide	\$ 24.46 3%	\$ 25.07 2.5%	\$ 25.70 2.5%	\$ 26.09 1.5%	\$ 26.48 1.5%	\$ 26.87 1.5%	\$ 27.41 2%	\$ 27.62 0.75%	\$ 27.89 1%	\$ 28.24 1.25%	\$ 28.81 2%	Green Acres Foundation - Sunny South	AUPE	2025-12-31	93	48	2022-10-21
Health Care Aide	\$ 24.45 0%	\$ 24.94 2%	\$ 27.94 0%	\$ 27.94 0%	\$ 27.94 0%							Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01



# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide								\$ 24.30	\$ 24.30	\$ 24.30		I Have a Chance Support Service	UFCW	2025-03-05	139	36	2022-02-17
									0%	0%							
Health Care Aide	\$ 21.75	\$ 22.19	\$ 22.52	\$ 22.75	23.20*	\$ 23.43	\$ 23.67					Intercare - Brentwood, Chinook, Southwood	CUPE	2022-06-30	1,417	24	2022-02-22
	0%	2%	1.5%	1%	1%	1%	1%										
Health Care Aide	\$ 20.71	\$ 21.12	\$ 21.62	\$ 23.78	\$ 24.26	\$ 24.62	\$ 24.62	\$ 24.87	\$ 25.24	TBD		Lacombe Foundation	CLAC	2024-12-31	76	36	2022-11-10
	2%	2%	2.35%	10%	2%	1.5%	0%	1%	1.5%								
Health Care Aide	\$ 24.75	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 25.20	\$ 25.50	\$ 26.03			Lamont Health Care Centre - ANC	AUPE	2024-03-31	95	48	2022-05-12
	1.2%	0.8%	0%	0%	0%	0%	1%	1.25%	2%								
Health Care Aide				\$ 24.46	\$ 24.83	\$ 25.32	\$ 25.70	\$ 26.09	\$ 26.61			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
				1.5%	1.5%	2%	1.5%	1.5%	2%								
Health Care Aide							\$ 25.57	\$ 25.89	\$ 26.12			Masterpiece - Southland Meadows - ANC	AUPE	2024-03-31	77	36	2022-03-22
							0%	1.25%	1%								
Health Care Aide					\$ 24.22	\$ 24.95	\$ 25.20					Mountain View Seniors Housing - Mount View Lodge	AUPE	2021-12-31	50	44	2020-09-11
					3%	1%											
Health Care Aide					\$ 24.95	\$ 25.08						Mountain View Seniors Housing - Sundre Seniors Supportive Living	AUPE	2020-12-31	44	41	2019-04-05
					0.5%												
Health Care Aide	\$ 23.77	\$ 24.25	\$ 24.67	\$ 25.10	\$ 25.54	\$ 25.80	\$ 26.06					Nutra 2000	CNFIU	2022-11-30	1,100	24	2022-01-10
	2%	2%	1.75%	1.75%	1.75%	1%	1%										
Health Care Aide	\$ 22.75	\$ 23.09	\$ 23.44	\$ 23.91	\$ 24.51	\$ 24.51	\$ 24.51					Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
	1.5%	1.5%	1.5%	2%	2.5%	0%	0%										
Health Care Aide					\$ 22.53	\$ 22.87	\$ 23.33	\$ 23.80	\$ 23.92	\$ 24.04	\$ 24.34	Optima Living Alberta - Country Cottage	USW	2026-01-03	37	48	2022-06-07
					1.5%	1.5%	2%	2%	0.5%	0.5%	1.25%						
Health Care Aide					\$ 24.23	\$ 24.71	\$ 24.71	\$ 24.96	\$ 25.33	\$ 25.84		Park Place Seniors Living - Benevolence Care Centre	AUPE	2025-03-31	140	48	2022-10-31
					1.5%	2%	0%	1%	1.5%	2%							
Health Care Aide	\$ 22.96	\$ 23.42	\$ 23.89	\$ 24.43	\$ 24.55	\$ 24.67	\$ 25.42					Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	36	2022-11-22
	2.5%	2%	2%	2.25%	0.5%	0.5%	3%										
Health Care Aide	\$ 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
	2%	1.5%	2%	0%	1%	1%	1%										
Health Care Aide	\$ 22.99	\$ 23.33	\$ 23.80	\$ 24.04	\$ 24.46	\$ 24.89	\$ 25.08	\$ 25.26	\$ 25.45			Park Place Seniors Living - Emerald Gardens	CUPE	2024-04-30	55	36	2021-08-16
	1%	1.5%	2%	1%	1.75%	1.75%	0.75%	0.75%	0.75%								
Health Care Aide	\$ 22.83	\$ 23.17	\$ 23.40	\$ 23.75	\$ 24.23	\$ 24.23	\$ 24.41	\$ 24.59	\$ 24.88			Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2024-03-31	190	48	2022-04-22
	2%	1.5%	1%	1.5%	2%	0%	0.75%	0.75%	1.2%								
Health Care Aide	\$ 23.31	\$ 23.66	\$ 23.89	\$ 24.49	\$ 24.85	\$ 24.85	\$ 24.85	\$ 25.53	\$ 25.85			Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	48	2022-10-14
	2%	1.5%	1%	2.5%	1.5%	0%	0%	2.75%	1.25%								
Health Care Aide	\$ 24.70	\$ 25.08	\$ 25.33	\$ 25.71	\$ 26.22	\$ 26.22	\$ 26.42	\$ 26.67	\$ 26.94			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	48	2022-04-01
	1%	1.5%	1%	1.5%	2%	0%	0.75%	0.95%	1%								
Health Care Aide												Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide			\$ 23.98	\$ 24.46	\$ 24.95	\$ 24.95	\$ 25.07	\$ 25.33				Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
			NA	2%	2%	0%	0.5%	1%									
Health Care Aide	\$ 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
	1.0%	1.5%	1.5%	1.5%	0.5%	0.5%	0.5%										
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%	0.5%	0.5%										
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%	1%											
Health Care Aide		\$ 23.92	\$ 24.28	\$ 24.46	\$ 24.95	\$ 25.08	\$ 25.21	\$ 25.46				Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
		0.75%	1.5%	0.75%	2%	0.5%	0.5%	1%									
Health Care Aide	\$ 21.00	\$ 21.32	\$ 21.32	\$ 21.53	\$ 21.53	\$ 21.75	\$ 21.97					Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
	10.75%	1.5%	0%	1%	0%	1%	1%										
Health Care Aide	\$ 21.01	\$ 21.22	\$ 21.43	\$ 21.65	\$ 21.65	\$ 21.87	\$ 22.09					Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
	10.75%	1%	1%	1%	0%	1%	1%										
Health Care Aide	\$ 22.38	\$ 22.83	\$ 23.29	\$ 23.76								Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
	18.25%*	2%	2%	2%													
Health Care Aide	\$ 23.19	\$ 23.90	\$ 24.38	\$ 24.87	\$ 25.36	\$ 25.80	\$ 26.19	\$ 26.52				Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	36	2021-09-24
	3%	3%	2%	2%	2%	10.75%	1.5%	1.25%									
Health Care Aide	\$ 23.05	\$ 23.51	\$ 23.98	\$ 24.46								Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
	3%	2%	2%	2%													
Health Care Aide	\$ 17.71	\$ 18.11	\$ 18.65	\$ 19.02	\$ 19.40	\$ 19.79	\$ 21.18	\$ 22.61				Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17
	2.5%	2.25%	3%	2%	2%	2%	7%	6.75%									
Health Care Aide	\$ 20.11	\$ 20.51	\$ 20.93	\$ 21.35	\$ 21.78	\$ 22.22	\$ 22.72	\$ 23.06	\$ 23.52			Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2023-12-31	51	36	2021-11-17
	2%	2%	2%	2%	2%	2%	2.25%	1.5%	2%								
Health Care Aide	\$ 19.04	\$ 19.52	\$ 19.96	\$ 20.41	\$ 20.82	\$ 21.23	\$ 21.65	\$ 22.08	\$ 22.52			Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
	2%	2.5%	2.25%	2.25%	2%	2%	2%	2%	2%								
Health Care Aide			\$ 22.73	\$ 22.96	\$ 23.19	\$ 23.48	\$ 23.77					Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
			1%	1%	1.25%	1.25%											
Health Care Aide	\$ 22.99	\$ 23.62	\$ 24.21	\$ 24.69	\$ 25.18	\$ 25.62						Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
	2.75%	2.75%	2.5%	2%	2%	1.75%											
Health Care Aide	\$ 23.05	\$ 23.69	\$ 24.28	\$ 24.77	\$ 25.27	\$ 25.71	\$ 26.10	\$ 26.43				Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	60	2022-06-01
	NA	2.75%	2.5%	2%	2%	1.75%	1.5%	1.25%									
Health Care Aide							\$ 26.25	\$ 26.78	\$ 27.32			Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
							2%	2%	2%								
Health Care Aide	\$ 23.52	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58	\$ 24.58					River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01
	4.5%	4.5%	0%	0%	0%	0%	0%										
Health Care Aide								\$ 23.56	\$ 24.03	\$ 24.27		Rosedale Partnership	AUPE	2025-11-30	86	36	2022-11-22
								2%	1%								

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide				\$ 20.10	\$ 20.42	\$ 20.73	\$ 21.08					Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03
					1.6%	1.5%	1.7%										
Health Care Aide							\$ 20.37	\$ 20.57	\$ 20.78			Saint Elizabeth Health Care - Sagebrush	AUPE	2023-12-31	43	31	2021-05-27
								1%	1%								
Health Care Aide				\$ 20.58	\$ 20.79	\$ 20.89	\$ 21.00	\$ 21.21	\$ 21.42			Saint Elizabeth Health Care - St. Thomas Health Centre	AUPE	2023-12-31	98	48	2021-06-22
					1%	0.5%	0.5%	1%	1%								
Health Care Aide	\$ 23.46	\$ 24.05										Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
	2.5%	0.8%*															
Health Care Aide	\$ 24.75	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 24.95	\$ 25.20					Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
	1.2%	0.8%	0%	0%	0%	0%	1%										
Health Care Aide	\$ 24.91	\$ 25.66	\$ 26.04	\$ 26.44	\$ 26.44	\$ 26.44	\$ 27.23					Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
	2.5%	3%	1.5%	1.5%	0%	0%	3%										
Health Care Aide [Registered Care]			\$ 19.75	\$ 20.15	\$ 20.55	\$ 20.96	\$ 21.38	\$ 21.81	\$ 22.24			SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22
				2%	2%	2%	2%	2%	2%								
Health Care Aide		\$ 23.05	\$ 23.45	\$ 23.86	\$ 24.22	\$ 24.59						Seasons Retirement Communities - Encore	AUPE	2020-12-31	56	42	2017-06-22
			1.75%	1.75%	1.5%	1.5%											
Health Care Aide		\$ 21.39	\$ 21.82	\$ 22.21	\$ 22.54	\$ 22.77	\$ 23.22	\$ 23.69	\$ 24.16			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2023-12-31	121	48	2022-04-07
			2%	1.75%	1.5%	1%	2%	2%	2%								
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%	2%	1.75%	2.25%										
Health Care Aide (RGA-Care)	\$ 23.28	\$ 23.75	\$ 24.10	\$ 24.58	\$ 25.07	\$ 25.07	\$ 25.51	\$ 25.64				Seasons Retirement Communities Sunrise Village [High River] - ANC	CUPE	2023-06-30	86	36	2021-06-08
	1%	2%	1.5%	2%	2%	0%	1.75%	0.5%									
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%	2%	1.75%	2.25%										
Health Care Aide			\$ 19.71	\$ 20.10	\$ 20.41	\$ 20.76	\$ 21.23					Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
				2%	1.5%	1.75%	2.25%										
Health Care Aide		\$ 19.71	\$ 20.05	\$ 20.41	\$ 20.71	\$ 21.02	\$ 21.44	\$ 21.82	\$ 22.26			Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2023-12-31	48	36	2021-11-16
			1.75%	1.75%	1.5%	1.5%	2%	1.75%	2%								
Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33							Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
	2%	1%	0%	1%	0%												
Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33							Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
	2%	1%	0%	1%	0%												
Health Care Aide	\$ 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
	2%	1%	0%	1%	0%												
Health Care Aide	\$ 24.83	\$ 25.08	\$ 25.08	\$ 25.33	\$ 25.33							Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10
	2%	1%	0%	1%	0%												
Independent Living Attendant	\$ 22.33	\$ 22.56	\$ 22.56	\$ 23.01	\$ 23.01							Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14
	1%	1%	0%	2%	0%												

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	\$ 24.83 2%	\$ 25.08 1%	\$ 25.08 0%	\$ 25.33 1%	\$ 25.33 0%							Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15
Health Care Aide							\$ 23.11 1%					Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Health Care Aide	\$ 21.09 NA	\$ 21.30 1.0%	\$ 21.41 0.5%	\$ 21.75 1.5%	\$ 22.39 1.5%	\$ 22.72 1.5%	\$ 23.06 1.5%					Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11
Health Care Aide	\$ 22.47 1.2%	\$ 22.65 0.8%	\$ 22.65 0%									St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02
Health Care Aide	\$ 25.44 1.2%	\$ 25.65 0.8%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.65 0%	\$ 25.97 1.25%	\$ 26.49 2%	TBD		St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	84	2022-10-11
Health Care Aide	\$ 21.81 1.2%	\$ 21.98 0.8%	\$ 21.98 0%									St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Health Care Aide	\$ 21.97 2%	\$ 22.41 2%	\$ 22.86 2%	\$ 23.43 2.5%	\$ 23.90 2%	\$ 24.38 2%	\$ 24.87 2%	\$ 25.49 2.5%				Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03
Health Care Aide	\$ 24.75 1.2%	\$ 24.95 0.8%										Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Health Care Aide	\$ 21.81 2%	\$ 22.46 3%	\$ 23.13 3%	\$ 23.83 3%	\$ 24.78 4%	.25.28 2%	\$ 26.03 3%	\$ 26.81 3%				Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC	2023-03-31	160	36	2020-02-07
Health Care Aide							\$ 19.00 NA					We Care Health Services	Teamsters	2022-08-31	35	19	2021-02-18
Health Care Aide		\$ 21.21	\$ 21.53 1.5%	\$ 22.18 3%	\$ 22.85 3%							Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Health Care Aide	\$ 20.17 3%	\$ 21.00 4%	\$ 21.32 1.5%	\$ 21.53 1%	\$ 22.17 3%	\$ 22.40 1%	\$ 22.62 1%					Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10
Health Care Aide, Resident Service	\$ 26.71 3%	\$ 27.51 3%	\$ 28.34 3%	\$ 28.34 0%	\$ 28.34 0%	\$ 28.34 0%	\$ 28.34 0%	\$ 29.34 \$ 1.00	\$ 29.34 0%			Wood Buffalo Housing & Development - Rotary House	CUPE	2023-12-31	20	36	2022-03-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 33.95 1%	\$34.63 2%	\$34.97 1%									Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Age Care - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
Licensed Practical Nurse	\$ 32.15 2.5%	\$32.79 2%	\$33.53 2.25%	\$34.28 2.25%	\$34.62 1%	\$34.97 1%	\$35.32 1%	\$35.85 1.5%				Age Care - Riverview	UFCW	2023-03-31	128	48	2022-11-02
Licensed Practical Nurse	\$ 32.95 0%	\$33.94 3%	\$34.62 2%	\$34.62 0%	\$34.97 1%	\$34.97 0%	\$35.32 1%	\$35.85 1.5%				Age Care - Valleyview	AUPE	2023-03-31	30	39	2021-09-17
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%			Alberta Health Services - ANC	AUPE	2024-03-31	18,277	48	2022-05-12
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%			Allen Gray Continuing Care - ANC	AUPE	2024-03-31	146	48	2022-05-12
LPN (Wellness Nurse)								\$29.15 2.0%	\$29.74			Amica Aspen Woods	CUPE	2024-02-29	85	21	2022-06-02
Licensed Practical Nurse	\$ 33.61 4%	\$34.28 2%	\$34.97 2%									Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-27	128	36	2015-11-18
Licensed Practical Nurse								NA 1%	NA 1.5%	NA 2%		Aster Voint Venture - AgeCare Skypointe - ANC	AUPE	2024-12-31	287	36	2022-09-29
Licensed Practical Nurse	\$ 31.99	\$32.95 3%	\$33.94 3%	\$34.96 3%								Aster Voint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
Licensed Practical Nurse		\$32.32	\$34.10 5.5%	\$34.78 2%	\$35.30 1.5%							Aster Joint Venture - AceCare Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
Licensed Practical Nurse	\$ 30.95 1.25%	\$31.65 2.25%	\$32.29 2%	\$32.61 1%	\$32.61 0%	\$32.61 0%	\$32.94 1%	\$33.35 1.25%				AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
Licensed Practical Nurse	\$ 34.63 2%	\$35.41 2.25%	\$36.12 2%	\$36.12 0%	\$36.12 0%	\$36.48 1%	\$36.94 1.25%					AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	48	2022-03-03
Licensed Practical Nurse	\$ 30.60 1.25%	\$31.29 2.25%	\$31.92 2%	\$32.24 1%	\$32.24 0%	\$32.56 1%	\$32.97 1.25%					AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
Licensed Practical Nurse	\$ 29.69 1.25%	\$30.06 1.25%	\$30.66 2%	\$31.28 1%	\$31.28 0%	\$31.74 1.5%	\$32.29 1.75%					AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Bethany Care Centre - Collegeseide	AUPE	2017-08-31	134	38	2016-04-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 34.00	\$34.27 0.8%										Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
Licensed Practical Nurse	\$ 34.36	\$34.63 1.2% 0.8%										Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Licensed Practical Nurse	\$ 34.36	\$34.63 1.2% 0.8%										Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Licensed Practical Nurse	\$ 34.62	\$34.62	\$35.15	\$35.15	\$35.15							Bethany Nursing Home - Bashaw, Rosealta, . . . .	AUPE	2020-03-31	143	24	2018-12-17
Licensed Practical Nurse	\$ 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
Licensed Practical Nurse	\$ 34.28	\$34.62	\$34.97	\$35.39								Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Licensed Practical Nurse						\$35.67	\$35.67					Brenda Strafford Foundation Wentworth Manor	AUPE	2022-12-30	139	28	2020-09-11
Licensed Practical Nurse	\$ 33.95	\$34.97	\$36.02	\$36.02	\$36.02	\$36.02	\$36.02	\$36.38	\$37.11			Canterbury Foundation	AUPE	2023-12-31	152	36	2022-08-13
Licensed Practical Nurse	\$ 34.36	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63	\$35.42	\$36.13			CapitalCare - ANC	AUPE	2024-06-30	1,217	48	2022-11-07
Licensed Practical Nurse												Centre de Sante Saint Thomas Health Centre	AUPE	2013-03-31	98		2011-03-24
Licensed Practical Nurse	\$ 29.46	\$29.59	\$30.33	\$30.51	\$30.51	\$30.51	\$30.82	\$36.46	\$36.92	\$37.47	\$38.22	CASA Child Adolescent & Family Mental Health	HSAA	2026-03-31	152	48	2022-09-30
Licensed Practical Nurse				\$24.89	\$25.20	\$25.52						CBI Home Health	AUPE	2020-12-31	482	36	2019-03-18
Licensed Practical Nurse	\$ 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
Licensed Practical Nurse	\$ 32.50	\$33.31	\$33.48	\$33.64	\$33.81	\$33.81	\$34.01					Chantelle Management - Grande Prairie Care Centre	AUPE	2022-06-30	133	24	2021-12-10
Licensed Practical Nurse	\$ 27.81	\$28.64	\$28.93	\$29.22	\$29.51	\$29.81	\$31.02					Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	122	60	2021-10-12
Licensed Practical Nurse					\$29.95	\$30.40	\$30.86	\$31.32				Chartwell Master Care - Eau Claire	AUPE	2023-02-07	102	48	2022-06-01
Licensed Practical Nurse				\$31.50	\$31.50	\$31.97	\$32.61					Chartwell Master Care - Griesbach & Heritage Valley	AUPE	2022-11-22	365	48	2022-08-04
Licensed Practical Nurse					\$31.50	\$31.97	\$32.45					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
Licensed Practical Nurse	\$ 31.84	\$32.48	\$33.13	\$33.87	\$34.21	\$34.21	\$34.55	\$34.98	\$35.68			Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	36	2022-06-08

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 31.77 2.25%	\$31.77 0%	\$31.93 0.5%	\$32.09 0.5%	\$32.65 1.75%	\$32.65 0%	\$32.98 1%	\$33.39 1.25%	\$33.89 1.5%			Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	48	2021-02-22
Licensed Practical Nurse					\$34.28	\$34.79	\$35.31					Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
Licensed Practical Nurse								\$34.80 0%				Covenant Care	AUPE	2022-12-31	680	48	2021-06-30
Licensed Practical Nurse		\$30.32	\$34.29 13.1%	\$34.29 0%	\$34.29 0%	\$34.29 0%	\$34.80 1.5%					Covenant Care - Chateau Vitaline	AUPE	2022-12-31	85	54	2021-06-30
Licensed Practical Nurse						\$34.29	\$34.80					Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
Licensed Practical Nurse	\$ 32.32 13.92%*	\$33.95 5%*	\$34.46 1.5%	\$34.46 0%	\$34.46 0%	\$34.46 0%	\$34.80 1%					Covenant Care - Holy Cross	AUPE	2022-12-31	124	66	2021-06-30
Licensed Practical Nurse	\$ 32.32 13.92%*	\$33.95 5%*	\$34.46 1.5%	\$34.46 0%	\$34.46 0%	\$34.46 0%	\$34.80 1%					Covenant Care - Villa Marie	AUPE	2022-12-31	212	66	2021-06-30
Licensed Practical Nurse							\$34.80 0%	\$35.24 1.25%				Covenant Care - St. Teresa Place	AUPE	2022-12-31	246	19	2021-07-06
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%							Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
Licensed Practical Nurse	n/a n/a											Cypress View Foundation [LPNs no longer covered]	CUPE	2015-12-31	80		
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%							Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2020-03-31	200	36	2018-06-29
Licensed Practical Nurse	\$ 29.78 1%	\$29.78 0%	\$29.94 0.45%	\$30.24 1%	\$30.24 0%							Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
Licensed Practical Nurse	\$ 34.46 1.5%	\$34.98 1.5%	\$35.50 1.5%	\$35.50 0%	\$35.50 0%	\$35.50 0%	\$35.50 0%	\$35.86 1%	\$36.22 1%			Edmonton Chinatown Care Centre	AUPE	2024-03-31	64	17	2022-10-27
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%						Extendicare (Canada)	CUPE	2020-12-31	415	48	2019-10-29
Licensed Practical Nurse	\$ 34.71 2.25%	\$35.49 2.25%	\$35.49 0%									Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11
Licensed Practical Nurse	\$ 34.71 2.25%	\$35.49 2.25%	\$35.49 0%									Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Licensed Practical Nurse	\$ 34.71 2.25%	\$35.49 2.25%	\$35.49 0%									Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22
Licensed Practical Nurse	\$ 34.71 2.25%	\$35.49 2.25%	\$35.49 0%									Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20



# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11
Licensed Practical Nurse	\$ 34.71 2.25%	\$35.49 2.25%	\$35.49 0%									Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Licensed Practical Nurse	\$ 34.71 2.25%	\$35.49 2.25%	\$35.49 0%									Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Extendicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11
Licensed Practical Nurse	\$ 34.71 2.25%	\$35.49 2.25%	\$35.49 0%									Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Licensed Practical Nurse	\$ 34.71 2.25%	\$35.49 2.25%	\$35.49 0%									Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Extendicare (Canada) - St Paul	CUPE	2016-12-31	59	36	2016-01-11
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Extendicare (Canada) - Viking	CUPE	2016-12-31	58	36	2016-01-11
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11
Licensed Practical Nurse	\$ 33.95	\$34.63 2%	\$35.15 1.5%	\$35.68 1.5%								Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Licensed Practical Nurse		\$32.00	\$32.64 2%	\$33.29 2%								Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Licensed Practical Nurse	\$ 34.35 1.2%	\$34.62 0.8%										Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Licensed Practical Nurse	\$ 33.37 1.2%	\$33.64 0.8%	\$33.64 0%	\$33.64 0%	\$33.64 0%							Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04
Licensed Practical Nurse	\$ 33.95 3%	\$34.80 2.5%	\$35.67 2.5%	\$36.21 1.5%	\$36.75 1.5%	\$37.30 1.5%	\$38.05 2%	\$38.34 0.75%	\$38.72 1%	\$39.20 1.25%	\$39.99 2%	Green Acres Foundation - Piyami	AUPE	2025-12-31	51	43	2022-05-28
Licensed Practical Nurse	\$ 33.95 3%	\$34.80 2.5%	\$35.67 2.5%	\$36.21 1.5%	\$36.75 1.5%	\$37.30 1.5%	\$38.05 2%	\$38.34 0.75%	\$38.72 1%	\$39.20 1.25%	\$39.99 2%	Green Acres Foundation - Sunny South	AUPE	2025-12-31	93	48	2022-10-21
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%									Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
Licensed Practical Nurse	\$ 32.03 0%	\$32.67 2%	\$33.17 1.5%	\$33.50 1%	\$33.84 1%	\$34.18 1%	\$34.69 1%*					Intercare - Brentwood, Chinook, Southwood	CUPE	2022-06-30	1,417	24	2022-02-22
Licensed Practical Nurse			\$30.30 1%	\$30.60 1%	\$30.60 0%	\$30.75 0.5%	\$31.06 1%*	\$32.63 1%*				Intercare - Kingsland Terrace	CUPE	2023-03-31	44	24	2021-05-27
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.63 0%	\$34.98 1%	\$35.42 1.25%	\$36.13 2%			Lamont Health Care Centre - ANC	AUPE	2024-03-31	95	48	2022-05-12



# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse				\$34.63 1.5%	\$35.15 1.5%	\$35.85 2%	\$36.39 1.5%	\$38.97 1.5%*	\$39.75 2%			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
Licensed Practical Nurse							\$37.18 0%	\$37.64 1.25%	\$38.12 1.25%			Masterpiece - Southland Meadows - ANC	AUPE	2024-03-31	77	36	2022-03-22
Licensed Practical Nurse					\$34.32	\$34.49 0.5%						Mountain View Seniors Housing - Sundre Seniors' Supportive Living	AUPE	2020-12-31	44	41	2019-04-05
Licensed Practical Nurse	\$ 32.97 2%	\$33.63 2%	\$34.22 1.75%	\$34.82 1.75%	\$35.43 1.75%	\$35.78 1%	\$36.14 1%					Nutra 2000	CNFIU	2022-11-30	1,100	24	2022-01-10
Licensed Practical Nurse	\$ 27.93 1.5%	\$28.35 1.5%	\$28.77 1.5%	\$29.34 2%	\$30.07 2.5%	\$30.07 0%	\$30.07 0%					Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
Licensed Practical Nurse					\$31.86 1.5%	\$32.34 1.5%	\$32.99 2%	\$33.65 2%	\$33.82 0.5%	\$33.99 0.5%	\$34.41 1.25%	Optima Living Alberta - Country Cottage	USW	2026-01-03	37	48	2022-06-07
Licensed Practical Nurse					\$33.98 1.5%	\$34.66 2%	\$34.66 0%	\$35.00 1%	\$35.53 1.5%	\$36.25 2%		Park Place Seniors Living - Benevolence Care Centre	AUPE	2025-03-31	140	48	2022-10-31
Licensed Practical Nurse	\$ 31.84 2.5%	\$32.48 2%	\$33.13 2%	\$33.87 2.25%	\$34.04 0.5%	\$34.21 0.5%	\$35.24 3%					Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	36	2022-11-22
Licensed Practical Nurse	\$ 31.68 2%	\$32.16 1.5%	\$32.80 2%	\$32.80 0%	\$33.13 1%	\$33.46 1%	\$33.79 1%					Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
Licensed Practical Nurse	\$ 31.68 2%	\$32.16 1.5%	\$32.48 1%	\$32.97 1.5%	\$33.63 2%	\$33.63 0%	\$33.88 0.75%	\$34.13 0.75%	\$34.54 1.2%			Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2024-03-31	190	48	2022-04-22
Licensed Practical Nurse	\$ 34.46 1.5%	\$34.80 1%	\$35.15 1%	\$36.03 2.5%	\$36.57 1.5%	\$36.57 0%	\$36.57 0%	\$37.58 2.75%	\$38.05 1.25%			Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	48	2022-10-14
Licensed Practical Nurse	\$ 34.29 1.0%	\$34.80 1.5%	\$35.15 1.0%	\$35.68 1.5%	\$36.39 2.0%	\$36.39 0.0%	\$36.66 0.8%	\$37.00 1.0%	\$37.37 1.0%			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	48	2022-04-01
Licensed Practical Nurse												Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
Licensed Practical Nurse			\$32.98 NA	\$33.64 2%	\$34.31 2%	\$34.31 0%	\$34.48 0.5%	\$34.83 1%				Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
Licensed Practical Nurse	\$ 34.29 1%	\$34.80 1.5%	\$35.33 1.5%	\$35.86 1.5%	\$36.04 0.5%	\$36.22 0.5%	\$36.40 0.5%					Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
Licensed Practical Nurse					\$33.98	\$34.32 1%	\$34.49 0.5%	\$34.66 0.5%				Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
Licensed Practical Nurse			\$33.39 0.75%	\$33.64 0.75%	\$34.32 2%	\$34.66 1%						Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
Licensed Practical Nurse		\$32.89 0.75%	\$33.39 1.5%	\$33.64 0.75%	\$34.32 2%	\$34.49 0.5%	\$34.66 0.5%	\$35.01 1%				Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
Licensed Practical Nurse	\$ 30.93 10.75%	\$31.40 1.5%	\$31.40 0%	\$31.71 1%	\$31.71 0%	\$32.03 1%	\$32.35 1%					Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	\$ 31.06 0%	\$31.53 1.5%	\$31.84 1%	\$32.16 1%								Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13
Licensed Practical Nurse	\$ 30.33 3%	\$30.94 2%	\$31.56 2%	\$32.19 2%								Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Licensed Practical Nurse	\$ 31.77 3%	\$32.73 3%	\$33.38 2%	\$34.05 2%	\$34.73 2%	\$35.34 1.75%	\$35.87 1.5%	\$36.32 1.25%				Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	36	2021-09-24
Licensed Practical Nurse	\$ 31.99 3%	\$32.63 2%	\$33.28 2%	\$33.95 2%								Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Licensed Practical Nurse	\$ 26.77 2.5%	\$27.31 2%	\$27.58 1%	\$28.13 2%	\$28.69 2%	\$29.27 2%	\$30.85 5.4%	\$32.47 5.25%				Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17
Licensed Practical Nurse	\$ 29.45 2%	\$30.04 2%	\$30.64 2%	\$31.26 2%	\$31.89 2%	\$32.53 2%	\$33.26 2.25%	\$33.76 1.5%	\$34.44 2%			Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2023-12-31	51	36	2021-11-17
Licensed Practical Nurse	\$ 26.05 2%	\$27.70 6.3%	\$28.32 2.25%	\$28.96 2.25%	\$29.54 2%	\$30.13 2%	\$31.73 5.3%	\$32.86 3.6%	\$34.02 3.5%			Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
Licensed Practical Nurse			\$31.42	\$31.73 1%	\$32.05 1%	\$32.45 1.25%	\$32.86 1.25%					Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
Licensed Practical Nurse	\$ 31.91 2.75%	\$32.79 2.75%	\$33.61 2.5%	\$34.28 2%	\$34.97 2%	\$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 2.5%	\$33.29 2%	\$33.96 2%	\$34.55 1.75%	\$35.07 1.5%	\$35.51 1.25%				Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	60	2022-06-01
Licensed Practical Nurse							\$35.29 2%	\$36.00 2%	\$36.72 2%			Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
Licensed Practical Nurse	\$ 34.71 3%	\$35.75 3%	\$35.75 0%	\$35.75 0%	\$35.75 0%	\$35.75 0%	\$35.75 0%					River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01
Licensed Practical Nurse								\$32.50	\$33.15 2%	\$33.48 1%		Rosedale Partnership	AUPE	2025-11-30	86	36	2022-11-22
Licensed Practical Nurse				\$27.36	\$27.84 1.75%	\$28.26 1.5%	\$28.74 1.7%					Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03
Licensed Practical Nurse							\$27.88	\$28.15 1%	\$28.44 1%			Saint Elizabeth Health Care - Sagebrush	AUPE	2023-12-31	43	31	2021-05-27
Licensed Practical Nurse				\$28.99	\$29.28 1%	\$29.43 0.5%	\$25.57 0.5%	\$29.87 1%	\$30.17 1%			Saint Elizabeth Health Care - St. Thomas Health Centre	AUPE	2023-12-31	98	48	2021-06-22
Licensed Practical Nurse	\$ 33.56 2.5%	\$34.58 0.8%*										Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
Licensed Practical Nurse	\$ 34.59 2.5%	\$35.62 3%	\$36.15 1.5%	\$36.70 1.5%	\$36.70 0%	\$36.70 0%	\$37.80 3%					Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Licensed Practical Nurse			\$26.38	\$26.91 2%	\$27.45 2%	\$28.00 2%	\$28.56 2%	\$29.13 2%	\$29.71 2%			SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22

## Collective Agreement Wage Table - Health Care and Social Assistance

### Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

### Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse		\$31.68	\$32.23 1.75%	\$32.80 1.75%	\$33.29 1.5%	\$33.79 1.5%						Seasons Retirement Communities - Encore	AUPE	2020-12-31	56	42	2017-06-22
Licensed Practical Nurse		\$29.72	\$30.31 2%	\$30.84 1.75%	\$31.30 1.5%	\$31.61 1%	\$32.25 2%	\$32.89 2%	\$33.55 2%			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2023-12-31	121	48	2022-04-07
Licensed Practical Nurse	\$ 32.00 1%	\$32.64 2%	\$33.13 1.5%	\$33.79 2%	\$34.47 2%	\$34.47 0%	\$35.07 1.75%	\$35.25 0.5%				Seasons Retirement Communities Sunrise Village [High River] - ANC	CUPE	2023-06-30	86	36	2021-06-08
Licensed Practical Nurse	\$ 34.29 1%	\$34.63 1%	\$34.63 0%	\$34.98 1%	\$34.98 0%							Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
Licensed Practical Nurse	\$ 34.29 1%	\$34.63 1%	\$34.63 0%	\$34.98 1%	\$34.98 0%							Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
Licensed Practical Nurse	\$ 34.29 1%	\$34.63 1%	\$34.63 0%	\$34.98 1%	\$34.98 0%							Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14
Licensed Practical Nurse	\$ 34.29 1%	\$34.63 1%	\$34.63 0%	\$34.98 1%	\$34.98 0%							Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10
Licensed Practical Nurse	\$ 34.29 1%	\$34.63 1%	\$34.63 0%	\$34.98 1%	\$34.98 0%							Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15
Licensed Practical Nurse							\$33.48 1%					Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Licensed Practical Nurse	\$ 34.35 1.2%	\$34.62 0.8%	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$34.62 0%	\$35.05 1.25%	\$35.75 2%	TBD		St. Michael's Long Term Care Centre	AUPE	2025-06-30	106	84	2022-10-11
Licensed Practical Nurse	\$ 34.36 1.2%	\$34.63 0.8%										Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Licensed Practical Nurse	\$ 34.35 1.2%	\$34.62 0.8%										Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21
Licensed Practical Nurse							\$26.00 NA					We Care Health Services	Teamsters	2022-08-31	35	19	2021-02-18
Licensed Practical Nurse		\$31.90 1.45%	\$32.39 1.5%	\$33.36 3%	\$34.37 3%							Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Licensed Practical Nurse	\$ 31.14 2%	\$32.07 3%	\$32.55 1.5%	\$32.88 1%	\$33.86 3%	\$34.20 1%	\$34.54 1%					Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Registered Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%					AAKOM-KIYII Health Services	UNA	2022-03-31	6	28	2020-01-03
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27
Registered Nurse				\$ 48.37 0%	\$ 48.37 0%							Allen Gray Continuing Care Centre	UNA	2020-06-30	10	30	2018-01-04
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2024-03-31	12	48	2022-01-27
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Bethany Care Centre - Calgary	UNA	2020-03-31	65	36	2020-01-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Bethany Care Centre - Cochrane	UNA	2020-03-31	12	36	2020-01-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Bethany Care Centre - Collegeseide	UNA	2020-03-31	18	36	2020-01-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	8	36	2020-01-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2024-03-31	21	48	2022-01-27
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%						Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23
Registered Nurse	\$ 45.93 2%											Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 49.46 1.25%				Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2023-03-31	64	72	2021-03-22
Registered Nurse	\$ 48.71 3%	\$ 50.18 3%	\$ 51.69 3%	\$ 51.69 0%	\$ 51.69 0%	\$ 51.69 0%	\$ 51.69 0%	\$ 52.21 1%	\$ 53.25 2%			Canterbury Foundation	AUPE	2023-12-31	152	36	2022-08-13
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							CapitalCare	UNA	2020-03-31	207	36	2020-01-23
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Carewest - Colonel Belcher et.al.	UNA	2020-03-31	129	36	2020-03-02
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%							Chantelle Management - Edith Cavell Care Centre	UNA	2020-06-30	8	33	2022-04-20
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Registered Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Registered Nurse	\$ 46.95 2%	\$ 47.65 1.5%	\$ 48.36 1.5%									Club Sierra Lifestyles at River Ridge Inc	UNA	2017-06-30	13	36	2015-03-26
Registered Nurse								\$ 49.59 3%				Covenant Care	AUPE	2022-12-31	680	48	2021-06-30
Registered Nurse				\$ 48.37 0%	\$ 48.37 0%							Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20
Registered Nurse			\$ 47.66 1.5%	\$ 47.66 0%	\$ 47.66 0%	\$ 47.66 0%	\$ 48.14 1%					Covenant Care - Holy Cross	AUPE	2022-12-31	124	66	2021-06-30
Registered Nurse			\$ 47.66 1.5%	\$ 47.66 0%	\$ 47.66 0%	\$ 47.66 0%	\$ 48.14 1%					Covenant Care - Villa Marie	AUPE	2022-12-31	212	66	2021-06-30
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.85 1%	\$ 50.45 3.25%	\$ 51.46 2%			Covenant Health	UNA	2024-03-31	2,876	48	2022-01-27
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Athabasca	UNA	2021-12-31	0	53	2021-06-10
Registered Nurse		\$ 48.37	\$ 48.37 0%	\$ 48.37 0%								Extencicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Eaux Claires	UNA	2021-12-31	31	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Fort Macleod	UNA	2021-12-31	14	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Holyrood	UNA	2021-12-31	18	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Leduc	UNA	2021-12-31	16	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Michener Hill	UNA	2021-12-31	41	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Viking	UNA	2021-12-31	7	53	2021-06-10
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%	\$ 48.37 0%					Extencicare (Canada) - Vulcan	UNA	2021-12-31	8	53	2021-06-10
Registered Nurse	\$ 45.93	\$ 48.37 5.25%	\$ 48.37 0%	\$ 48.37 0%								Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15
Registered Nurse	\$ 46.96 2.25%	\$ 48.37 3%										Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17
Registered Nurse	\$ 45.93 3.00%	\$ 47.08 2.5%	\$ 48.26 2.5%									Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Registered Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37									Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
		3%	0%														
Registered Nurse												Hong Lok Management - Edmonton Chinatown Care Centre	UNA	2014-03-31	22	29	2012-09-18
Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.85	\$ 50.45	\$ 51.46			Lamont Health Care Centre	UNA	2024-03-31	34	48	2022-01-27
	2.25%	3%	0%	0%	0%	0%	1%	3.25%	2%								
Registered Nurse					\$ 48.37							Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15
					0%												
Registered Nurse	\$ 46.22	\$ 46.96	\$ 47.66	\$ 48.37	\$ 48.37							Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29
	3%	1.6%	1.5%	1.5%	0%												
Registered Nurse	\$ 45.93	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37							Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12
	1%	2.25%	3%	0%	0%												
Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37							Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2020-03-31	32	33	2020-03-03
	6.75%*	3%	0%	0%	0%												
Registered Nurse	\$ 45.93	\$ 46.96	\$ 46.96									Revera	UNA	2017-12-31	89	48	2015-06-15
	2%	2.25%	0%														
Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37							Salem Manor Nursing Home	UNA	2020-03-31	21	36	2022-03-07
	2.25%	3%	0%	0%	0%												
Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.85					Salvation Army - Agape Hospice	UNA	2016-03-31	85	30	2016-07-04
	2.25%	3%	0%	0%	0%	0%	1%										
Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37							Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	36	2020-04-23
	2.25%	3%	0%	0%	0%												
Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37							St. Michael's Long Term Care Centre	UNA	2020-03-31	15	36	2020-01-08
	2.25%	3%	0%	0%	0%												
Registered Nurse	\$ 46.96	\$ 48.37	\$ 48.37	\$ 48.37	\$ 48.37							Touchmark at Wedgewood	UNA	2020-03-31	10	36	2021-03-21
	2.25%	3%	0%	0%	0%												
Registered Nurse		\$ 43.84	\$ 44.50	\$ 45.85	\$ 47.23							Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
		3.54%	1.5%	3%	3%												

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping								\$ 17.49 3%				Age Care - Midnapore - GSS	CUPE	2023-08-02	75	24	2022-08-31
Housekeeping	\$ 18.70 2.5%	\$ 19.07 2%	\$ 19.50 2.25%	\$ 19.94 2.25%	\$ 20.14 1%	\$ 20.34 1%	\$ 20.54 1%	\$ 20.85 1.5%				Age Care - Riverview	UFCW	2023-03-31	128	48	2022-11-02
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%	\$ 21.23 0%	\$ 21.23 0%	\$ 21.50 1.25%	\$ 21.93 2%			Alberta Health Services - GSS	AUPE	2024-03-31	32,589	48	2022-09-12
Housekeeper								\$ 18.50 2%	\$ 18.87			Amica Aspen Woods	CUPE	2024-02-29	85	21	2022-06-02
Housekeeping					\$ 16.00	\$ 16.32 2.0%	\$ 16.56 1.5%	\$ 17.00 2.7%				ARAMARK Canada - Bethany Collegside	UFCW	2022-05-14	43	36	2019-05-15
Housekeeping						\$ 17.65	\$ 17.82 1%	\$ 17.99 1%				ARAMARK Canada - Shepherd's Care - Eden House & Heritage Market Grill	Teamsters	2023-05-30	5	36	2020-06-04
Housekeeping						\$ 17.65	\$ 17.82 1%	\$ 17.99 1%				ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters	2023-05-30	14	36	2020-06-04
Housekeeping	\$ 15.56 3%	\$ 16.03 3%	\$ 16.51 3%	\$ 16.98 2.9%	\$ 17.30 1.9%	\$ 17.65 2%	\$ 17.95 \$ 0.30	\$ 18.60 \$ 0.65	\$ 19.30 \$ 0.70	\$ 19.65 \$ 0.35		ARAMARK Canada - Shepherd's Care - Kensington	Teamsters	2024-07-19	45	36	2021-09-11
Housekeeping	\$ 15.56 3%	\$ 16.03 3%	\$ 16.51 3%	\$ 16.98 2.9%	\$ 17.30 1.9%	\$ 17.65 2%	\$ 17.95 \$ 0.30	\$ 18.60 \$ 0.65	\$ 19.30 \$ 0.70	\$ 19.65 \$ 0.35		ARAMARK Canada - Shepherd's Care - Millwoods	Teamsters	2024-07-19	55	36	2021-09-11
Housekeeping						\$ 17.65	\$ 17.82 1%	\$ 17.99 1%				ARAMARK Canada - Shepherd's Care - Southside Manor	Teamsters	2023-05-30	7	36	2020-06-04
Housekeeping				\$ 16.98 2.9%	\$ 17.30 1.9%	\$ 17.65 2%	\$ 17.95 \$ 0.30	\$ 18.60 \$ 0.65	\$ 19.30 \$ 0.70	\$ 19.65 \$ 0.35		ARAMARK Canada - Shepherd's Care - Vanguard	Teamsters	2024-07-19	11	36	2021-09-11
Housekeeping								\$ 16.35 1%	\$ 16.60 1.5%	\$ 16.93 2%		Aster Voint Venture - AgeCare Skypointe - ANC	AUPE	2024-12-31	112	36	2022-09-29
Housekeeping			\$ 15.56 2%	\$ 15.87 2%	\$ 16.18 2%							Aster Joint Venture - AgeCare Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02
Housekeeping	\$ 19.66 1.25%	\$ 20.11 2.25%	\$ 20.51 2%	\$ 20.72 1%	\$ 20.72 0%	\$ 20.72 0%	\$ 20.93 1%	\$ 21.19 1.25%				AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
Housekeeping	\$ 20.23 2%	\$ 20.69 2.25%	\$ 21.10 2%	\$ 21.10 0%	\$ 21.10 0%	\$ 21.31 1%	\$ 21.58 1.25%					AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	48	2022-03-03
Housekeeping	\$ 17.91 1.25%	\$ 18.13 2.25%	\$ 18.68 2%	\$ 18.87 1%	\$ 18.87 0%	\$ 19.06 1%	\$ 19.30 1.25%					AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
Housekeeping	\$ 17.56 1.25%	\$ 17.78 1.25%	\$ 18.14 2%	\$ 18.50 1%	\$ 18.50 0%	\$ 18.99 2.7%	\$ 19.52 2.8%					AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
Housekeeping	\$ 21.57 2%	\$ 21.79 1%										Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15
Housekeeping	\$ 18.08 2%	\$ 18.44 2%	\$ 18.73 1.5%	\$ 18.73 0%	\$ 18.92 1%							Bethany Nursing Home - Bashaw, Rosealta, . . . .	AUPE	2020-03-31	143	24	2018-12-17



# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 22.57 2%	\$ 22.80 1%	\$ 22.80 0%	\$ 22.80 0%	\$ 23.03 1%							Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Housekeeping	\$ 19.03 3%	\$ 19.79 4%	\$ 20.09 1.5%	\$ 20.49 2%	\$ 21.00 2.5%	\$ 21.00 0%	\$ 21.00 0%	\$ 21.37 1.75%				Brazeau Foundation	AUPE	2023-05-31	33	36	2021-10-21
Housekeeping	\$ 18.13 3%	\$ 18.54 2.25%	\$ 18.91 2%	\$ 19.15 1.3%	\$ 19.39 1.3%	\$ 19.39 0%	\$ 19.39 0%	\$ 19.78 2%	\$ 20.18 2%			Bridges Community Living	CUPE	2023-12-31	72	24	2020-06-30
Housekeeping	\$ 17.47 3%	\$ 18.00 3%	\$ 18.54 3%	\$ 18.82 1.5%	\$ 19.01 1%	\$ 19.20 1%	\$ 19.20 0%	\$ 19.39 1%	\$ 19.78 2%			Canterbury Foundation	AUPE	2023-12-31	152	36	2022-08-13
Housekeeping	\$ 20.23 2%	\$ 20.63 2%	\$ 20.84 1%	\$ 20.84 0%	\$ 21.05 1%							CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
Housekeeping	\$ 20.23 2%	\$ 20.63 2%	\$ 20.84 1%	\$ 20.84 0%	\$ 21.05 1%							CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2020-06-30	425	36	2019-05-27
Housekeeping	\$ 19.29 1%	\$ 19.87 3%	\$ 19.87 0%	\$ 19.87 0%	\$ 19.87 0%							Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Housekeeping	\$ 18.66 2.25%	\$ 19.12 2.5%	\$ 19.22 0.5%	\$ 19.31 0.5%	\$ 19.41 0.5%	\$ 19.41 0%	\$ 19.53 0.6%					Chantelle Management - Grande Prairie Care Centre	AUPE	2022-06-30	133	24	2021-12-10
Housekeeping	\$ 16.06 2.5%	\$ 16.55 3%	\$ 16.72 1%	\$ 19.16 14%	\$ 19.35 1%	\$ 19.54 1%	\$ 20.13 1%*					Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	122	60	2021-10-12
Housekeeping				\$ 18.00 1.5%	\$ 18.00 New grid	\$ 18.27 1.5%	\$ 18.64 2%					Chartwell Master Care - Griesbach & Heritage Valley	AUPE	2022-11-22	365	48	2022-08-04
Housekeeping					\$ 18.00	\$ 18.27 1.5%	\$ 18.54 1.5%					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
Housekeeping	\$ 16.37 2.5%	\$ 16.70 2%	\$ 17.03 2%	\$ 17.41 2.25%	\$ 17.58 1%	\$ 17.58 0%	\$ 17.76 1%	\$ 17.98 1.25%	\$ 18.62 2%*			Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	36	2022-06-08
Housekeeping					\$ 18.10	\$ 18.37 1.5%	\$ 18.65 1.5%					Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
Housekeeping	\$ 17.22 2.75%	\$ 17.71 2.85%	\$ 18.24 3%	\$ 18.47 1.25%	\$ 18.70 1.25%	\$ 19.08 2%	\$ 19.13 0.25%	\$ 19.27 0.75%	\$ 19.46 1%			County of Stettler Housing Authority	CUPE	2023-12-31	85	36	2021-05-17
Housekeeping								\$ 21.05 0%				Covenant Care Villa Marie, Holy Cross, Vitaline, St. Marguerite	AUPE	2022-12-31	680	48	2021-06-30
Housekeeping		\$ 16.85	\$ 20.74 23%	\$ 20.74 0%	\$ 20.74 0%	\$ 20.74 0%	\$ 21.05 1.5%					Covenant Care - Chateau Vitaline	AUPE	2022-12-31	85	54	2021-06-30
Housekeeping						\$ 20.74	\$ 21.05 1.5%					Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%							Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%							Covenant Health - Edmonton General, Grey Nuns	CUPE	2020-03-31	1,338	24	2018-04-01



# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 0%							Covenant Health - GSS	AUPE	2020-03-31	638	36	2019-05-29
Housekeeping	\$ 20.81 2%	\$ 21.02 1%	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%	TBD						Covenant Health - Misericordia, Villas Caritas	CUPE	2021-03-31	600	36	2019-07-10
Housekeeping	\$ 17.28 2%	\$ 21.02 1%*	\$ 21.02 0%	\$ 21.02 0%	\$ 21.23 1%							Covenant Health - St. Michael's Health Centre	CUPE	2020-03-31	91	24	2019-09-26
Housekeeping	\$ 15.25 2%	17.38* 1%	\$ 17.56 1%	\$ 17.91 2%	\$ 18.09 1%	\$ 18.36 1.5%	\$ 18.73 2%					Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22
Housekeeping	\$ 18.86 3%	\$ 19.24 2%	\$ 19.62 2%	\$ 20.01 2%	\$ 20.41 2%	\$ 20.41 0%	\$ 20.41 0%	\$ 20.41 0%	\$ 20.61 1%			Cypress View Foundation	CUPE	2023-12-31	80	48	2020-10-27
Housekeeping	\$ 16.18 2%	\$ 16.50 2%	\$ 16.83 2%	\$ 17.04 1.25%	\$ 17.30 1.5%	\$ 17.64 2%	\$ 17.73 0.5%	\$ 17.82 0.5%				Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2022-12-31	60	24	2021-05-27
Housekeeping	\$ 17.28 1%	\$ 17.45 1%	\$ 17.80 2%	\$ 18.15 2%	\$ 18.15 0%	\$ 18.33 1%	\$ 18.61 1.5%					Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15
Housekeeping	\$ 18.66 2%	\$ 19.06 2%	\$ 19.63 3%	\$ 20.02 2%	\$ 21.52 1.5%	\$ 21.95 2%	\$ 22.39 2%	\$ 23.06 3%	\$ 23.75 3%	\$ 24.47 3%		Evergreens Foundations	IUOE	2025-06-29	126	36	2022-07-21
Housekeeping	\$ 19.62 2.25%	\$ 20.06 2.25%	\$ 20.06 0%									Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04
Housekeeping	\$ 19.17 0.25%	\$ 19.55 2%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.75 1%	\$ 19.99 1.25%						Extendicare (Canada) - 6 sites	CUPE	2020-12-31	415	48	2019-10-29
Housekeeping	\$ 19.12 2.25%	\$ 19.55 2.25%	\$ 19.55 0%									Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Housekeeping	\$ 19.12 2.25%	\$ 19.55 2.25%	\$ 19.55 0%									Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
Housekeeping	\$ 19.13 2.25%	\$ 19.55 2.25%	\$ 19.55 0%									Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Housekeeping	\$ 19.13 2.25%	\$ 19.56 2.25%	\$ 19.56 0%									Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Housekeeping	\$ 19.62 2.25%	\$ 20.06 2.25%	\$ 20.06 0%									Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Housekeeping	\$ 19.12 2.25%	\$ 19.55 2.25%	\$ 19.55 0%									Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Housekeeping		\$ 19.12	\$ 19.50 2%	\$ 19.89 2%								Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Housekeeping	\$ 19.65 2%	\$ 19.85 1%										Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Housekeeping	\$ 19.65 2%	\$ 19.85 1%										Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 19.44 2%	\$ 19.63 1%	\$ 19.63 0%	\$ 19.63 0%	\$ 19.83 1%							Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04
Housekeeping	\$ 18.67 3%	\$ 18.67 0%	\$ 18.86 1%	\$ 19.05 1%	\$ 19.62 3%	\$ 20.21 3%	\$ 20.82 3%					Grande Spirit Foundation	CUPE	2022-06-30	98	36	2019-07-10
Housekeeping	\$ 18.60 0%	\$ 18.97 2%	\$ 18.97 0%	\$ 18.97 0%	\$ 18.97 0%							Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01
Housekeeping	\$ 18.49 2%	\$ 18.86 2%	\$ 19.24 2%	\$ 19.24 0%	\$ 19.62 2%	\$ 20.02 2%	\$ 20.22 1%	\$ 20.63 2%	\$ 21.04 2%			Homeland Housing	CUPE	2023-12-31	105	36	2021-12-08
Housekeeping	\$ 18.30 0%	\$ 18.67 2%	\$ 18.95 1.5%	\$ 18.95 0%	\$ 18.95 0%	\$ 19.14 1%	\$ 19.33 1%					Intercare - Brentwood, Chinook, Southwood	CUPE	2022-06-30	1,417	24	2022-02-22
Housekeeping			\$ 17.42 2.5%	\$ 17.59 1%	\$ 17.59 0%	\$ 17.68 0.5%	\$ 17.86 1%	\$ 18.04 1%				Intercare - Kingsland Terrace	CUPE	2023-03-31	44	24	2021-05-27
Housekeeping	\$ 17.87 2%	\$ 18.23 2%	\$ 18.48 1.35%	\$ 19.22 4%	\$ 19.60 2%	\$ 19.89 1.5%	\$ 19.89 0%	\$ 20.09 1%	\$ 20.39 1.5%	TBD		Lacombe Foundation	CLAC	2024-12-31	76	36	2022-11-10
Housekeeping	\$ 17.55 2.5%	\$ 17.99 2.5%	\$ 18.12 0.7%	\$ 18.25 0.7%	\$ 18.62 2%	\$ 18.80 1%	\$ 18.99 1%					Lakeland Lodge & Housing Foundation	CUPE	2021-12-31	27	24	2019-07-01
Housekeeping		\$ 17.22	\$ 17.65 2.5%	\$ 18.09 2.5%	\$ 18.45 2%	\$ 18.82 2%	\$ 19.20 2%					Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21
Housekeeping	\$ 21.31 2%	\$ 21.52 1%	\$ 21.52 0%	\$ 21.52 0%	\$ 21.74 1%	\$ 21.74 0%	\$ 22.01 0%	\$ 22.45 1.25%				Lamont Health Care Centre - GSS	AUPE	2024-03-31	70	48	2022-09-12
Housekeeping	\$ 16.97 2.75%	\$ 17.31 2%	\$ 17.57 1.5%	\$ 17.99 2.4%	\$ 18.26 1.5%	\$ 18.62 2%	\$ 18.90 1.5%	\$ 19.18 1.5%	\$ 19.57 2%			Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
Laundry/Housekeeping					\$ 17.07	\$ 17.58 3%	\$ 17.76 1%					Mountain View Seniors Housing - Mount View Lodge	AUPE	2021-12-31	50	44	2020-09-11
Housekeeping					\$ 17.58	\$ 17.67 0.5%						Mountain View Seniors Housing - Sundre Seniors Supportive Living	AUPE	2020-12-31	44	41	2019-04-05
Housekeeping	\$ 15.89 2%	\$ 16.21 2%	\$ 16.49 1.75%	\$ 16.78 1.75%	\$ 17.08 1.75%	\$ 17.25 1%	\$ 17.42 1%					Nutra 2000	CNFIU	2022-11-30	1,100	24	2022-01-10
Housekeeping	\$ 18.32 1.5%	\$ 18.59 1.5%	\$ 18.87 1.5%	\$ 19.25 2%	\$ 19.73 2.5%	\$ 19.73 0%	\$ 19.73 0%					Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
Housekeeping					\$ 17.16 1.5%	\$ 17.42 1.5%	\$ 17.77 2%	\$ 18.13 2%	\$ 18.22 0.5%	\$ 18.31 0.5%	\$ 18.54 1.25%	Optima Living Alberta - Country Cottage	USW	2026-01-03	37	48	2022-06-07
Housekeeping (Support Services)					\$ 18.04 1.5%	\$ 18.40 2%	\$ 18.40 0%	\$ 18.58 1%	\$ 18.86 1.5%	\$ 19.24 2%		Park Place Seniors Living - Benevolence Care Centre	AUPE	2025-03-31	140	48	2022-10-31
Housekeeping	\$ 16.37 2.5%	\$ 16.70 2%	\$ 17.03 2%	\$ 17.41 2.25%	\$ 17.50 0.5%	\$ 17.58 0.5%	\$ 18.12 3%					Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	36	2022-11-22
Housekeeping	\$ 19.59 2%	\$ 19.88 1.5%	\$ 20.29 2%	\$ 20.29 0%	\$ 20.49 1%	\$ 20.69 1%	\$ 20.90 1%					Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 17.92 1%	\$ 18.19 1.5%	\$ 18.55 2%	\$ 18.74 1%	\$ 19.06 1.75%	\$ 19.40 1.75%	\$ 19.55 0.75%	\$ 19.69 0.75%	\$ 19.84 0.75%			Park Place Seniors Living - Emerald Gardens	CUPE	2024-04-30	55	36	2021-08-16
Housekeeping		\$ 18.65	\$ 18.84 1%	\$ 19.03 1%	\$ 19.23 1%	\$ 19.43 1%	\$ 19.43 0%	\$ 19.58 0.75%	\$ 19.82 1.2%			Park Place Seniors Living - Hardisty Care Centre	AUPE	2024-03-31	182	48	2022-10-18
Housekeeping	\$ 19.20 2%	\$ 19.49 1.5%	\$ 19.68 1%	\$ 19.98 1.5%	\$ 20.37 2%	\$ 20.37 0%	\$ 20.37 0%	\$ 20.93 2.75%	\$ 21.19 1.25%			Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	48	2022-10-14
Housekeeping	\$ 17.33 1%	\$ 17.59 1.5%	\$ 17.77 1%	\$ 18.03 1.5%	\$ 18.39 2%	\$ 18.39 0%	\$ 18.53 0.75%	\$ 18.71 0.95%	\$ 18.90 1%			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	48	2022-04-01
Housekeeping			\$ 15.92 NA	\$ 16.24 2%	\$ 16.56 2%	\$ 16.56 0%	\$ 16.64 0.5%	\$ 16.81 1%				Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
Housekeeping	\$ 18.40 1%	\$ 18.68 1.5%	\$ 18.96 1.5%	\$ 19.24 1.5%	\$ 19.34 0.5%	\$ 19.44 0.5%	\$ 19.54 0.5%					Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
Housekeeping		\$ 15.96 0.75%	\$ 16.20 1.5%	\$ 16.32 0.75%	\$ 16.65 2%	\$ 16.73 0.5%	\$ 16.81 0.5%	\$ 16.98 1%				Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
Housekeeping	\$ 17.96 10.75%	\$ 18.23 1.5%	\$ 18.23 0%	\$ 18.41 1%	\$ 18.41 0%	\$ 18.59 1%	\$ 18.78 1%					Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
Housekeeping	\$ 17.52 10.75%	\$ 17.70 1%	\$ 17.87 1%	\$ 18.05 1%	\$ 18.05 0%	\$ 18.23 1%	\$ 18.41 1%					Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
Housekeeping	\$ 17.76 3%	\$ 18.12 2%	\$ 18.48 2%	\$ 18.85 2%								Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Housekeeping	\$ 14.32 2.5%	\$ 14.72 2.75%	\$ 15.01 2%	\$ 15.31 2%	\$ 15.70 2.5%	\$ 16.01 2%	\$ 16.66 2%*	\$ 17.24 3.5%	\$ 17.84 3.5%			Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2024-04-30	45	48	2021-03-08
Housekeeping	\$ 14.53 3%	\$ 14.97 3%	\$ 15.27 2%	\$ 15.57 2%	\$ 15.89 2%	\$ 16.17 1.75%	\$ 16.41 1.5%	\$ 16.62 1.25%				Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	36	2021-09-24
Housekeeping	\$ 15.43 3%	\$ 15.74 2%	\$ 16.05 2%	\$ 16.53 3%								Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Housekeeping								\$ 17.95 2.5%	\$ 18.40 2.5%	\$ 18.86 2.5%		Revera Lessee - McKenzie Towne Retirement Residence - GSS	CUPE	2024-12-31	45	32	2022-05-10
Housekeeping	\$ 15.27 2%	\$ 15.65 2.5%	\$ 16.00 2.25%	\$ 16.36 2.25%	\$ 16.69 2%	\$ 17.02 2%	\$ 17.36 2%	\$ 17.71 2%	\$ 18.06 2%			Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
Housekeeping			\$ 18.37	\$ 18.55 1%	\$ 18.74 1%	\$ 18.97 1.25%	\$ 19.21 1.25%					Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
Housekeeping	\$ 16.09 2.75%	\$ 16.53 2.75%	\$ 16.94 2.5%	\$ 17.28 2%	\$ 17.63 2%	\$ 17.94 1.75%						Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
Housekeeping	\$ 15.56 NA	\$ 15.99 2.75%	\$ 16.39 2.5%	\$ 16.72 2%	\$ 17.05 2%	\$ 17.35 1.75%	\$ 17.61 1.5%	\$ 17.83 1.25%				Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	60	2022-06-01
Housekeeping							\$ 18.36 2%	\$ 18.73 2%	\$ 19.10 2%			Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 16.23 2%	\$ 16.55 2%	\$ 17.05 3%	\$ 17.30 0.25%	\$ 17.56 1.5%	\$ 18.00 2.5%	\$ 18.00 0%	\$ 18.18 1%	\$ 18.45 1.5%	\$ 18.82 2%		Ridge Country Housing	CUPE	2024-12-31	33	48	2022-06-22
Housekeeping	\$ 18.98 3%	\$ 19.55 3%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.55 0%	\$ 19.55 0%					River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01
Housekeeping								\$ 18.85	\$ 19.23 2%	\$ 19.42 1%		Rosedale Partnership	AUPE	2025-11-30	86	36	2022-11-22
Housekeeping	\$ 19.55 2.5%	\$ 19.75 1%	\$ 19.75 0%	\$ 20.15 0%*	TBD							Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11
Housekeeping	\$ 18.31 2.5%	\$ 18.86 3%	\$ 19.14 1.5%	\$ 19.43 1.5%	\$ 19.43 0%	\$ 19.43 0%	\$ 20.01 3%					Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Housekeeping			\$ 16.75	\$ 17.09 2%	\$ 17.43 2%	\$ 17.78 2%	\$ 18.13 2%	\$ 18.50 2%	\$ 18.87 2%			SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22
Housekeeping		\$ 16.62	\$ 16.95 2%	\$ 17.91 1.75%*	\$ 18.18 1.5%	\$ 18.36 1%	\$ 18.73 2%	\$ 19.10 2%	\$ 19.49 2%			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
Housekeeping		\$ 16.62	\$ 16.95 2%	\$ 17.91 1.75%*	\$ 18.18 1.5%	\$ 18.36 1%	\$ 18.73 2%	\$ 19.10 2%	\$ 19.49 2.00%			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2023-12-31	121	48	2022-04-07
Housekeeping			\$ 16.81	\$ 17.15 2%	\$ 17.49 2%	\$ 17.80 1.75%	\$ 18.25 2.25%					Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
Housekeeping					\$ 15.93 1.5%	\$ 16.25 2%	\$ 16.57 2%	\$ 16.91 2%				Seasons Retirement Communities - Sunrise Village [High River] - GSS	CUPE	2023-06-30	45	36	2021-04-29
Housekeeping			\$ 16.25	\$ 16.58 2%	\$ 16.91 2%	\$ 17.20 1.75%	\$ 17.59 2.25%					Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16
Housekeeping			\$ 16.25	\$ 16.58 2%	\$ 16.82 1.5%	\$ 17.12 1.75%	\$ 17.50 2.25%					Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
Housekeeping		\$ 16.81	\$ 17.10 1.75%	\$ 17.40 1.75%	\$ 17.66 1.5%	\$ 17.93 1.5%	\$ 18.29 2%	\$ 18.61 1.75%	\$ 18.98 2%			Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2023-12-31	48	36	2021-11-16
Housekeeping	\$ 20.32 2%	\$ 20.53 1%	\$ 20.53 0%	\$ 20.74 1%	\$ 20.95 1%							Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
Housekeeping	\$ 20.32 2%	\$ 20.53 1%	\$ 20.53 0%	\$ 20.74 1%	\$ 20.95 1%							Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
Housekeeping							\$ 16.23 1%					Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Housekeeping	\$ 17.87 5.93%	\$ 18.05 1%	\$ 18.14 0.5%	\$ 18.41 1.5%	\$ 18.69 1.5%	\$ 19.25 1.5%	\$ 19.54 1.5%					Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11
Housekeeping	\$ 16.84 1.2%	\$ 16.97 0.8%	\$ 16.97 0%									St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Housekeeping	\$ 17.53 2.75%	\$ 17.88 2%	\$ 18.24 2%	\$ 18.60 2%	\$ 18.97 2%	\$ 19.40 2.25%	\$ 19.69 1.5%	\$ 19.99 1.5%				Sylvan Lake Lodge	CLAC	2022-12-31	39	24	2021-03-31

## Collective Agreement Wage Table - Health Care and Social Assistance

### Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

### Classification - GSS Housekeeping

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	\$ 17.40 2%	\$ 17.75 2%	\$ 18.11 2%	\$ 18.56 2.5%	\$ 18.93 2%	\$ 19.31 2%	\$ 19.70 2%	\$ 20.19 2.5%				Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03
Housekeeping	\$ 20.29 2%	\$ 20.90 3%	\$ 21.53 3%	\$ 22.18 3%	\$ 23.06 4%	\$ 23.52 2%	\$ 24.23 3%	\$ 24.95 3%				Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC	2023-03-31	160	36	2020-02-07
Housekeeping	\$ 20.50 2%	\$ 20.91 2%										Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21
Housekeeping		\$ 16.39 9.5%	\$ 16.64 1.5%	\$ 17.14 3%	\$ 17.66 3%							Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Housekeeping	\$ 15.91 3%	\$ 16.39 3%	\$ 16.64 1.50%	\$ 16.80 1%	\$ 17.31 3%	\$ 17.48 1%	\$ 17.65 1%					Well Being Services - Monterey Place	AUPE	2022-03-31	140	60	2020-06-10
Housekeeping	\$ 18.42 2.5%	\$ 18.79 2%	\$ 19.16 2%	\$ 19.54 2%	\$ 19.93 2%	\$ 19.93 0%	\$ 20.13 1%	\$ 20.33 1%				Wheatland Lodge	CUPE	2023-04-30	23	36	2020-12-10
Housekeeping	\$ 23.71 3%	\$ 23.71 0%	\$ 23.71 0%	\$ 23.71 0%	\$ 23.71 0%	\$ 23.71 0%	\$ 23.71 0%	\$ 23.95 1%	\$ 24.19 1%	\$ 24.43 1%		Wood Buffalo Housing & Development	CUPE	2024-12-31	25	36	2022-05-26
Housekeeping	\$ 26.71 3%	\$ 27.51 3%	\$ 28.34 3%	\$ 28.34 0%	\$ 28.34 0%	\$ 28.34 0%	28.34 0%	\$ 29.34 \$ 1.00	\$ 29.34 0%			Wood Buffalo Housing & Development - Rotary House	CUPE	2023-12-31	20	36	2022-03-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - GSS Food Services

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on	
Cook								\$ 23.77 3%				Age Care - Midnapore - GSS	CUPE	2023-08-02	75	24	2022-08-31	
Cook	\$ 21.52 2.5%	\$ 21.95 2%	\$ 22.44 2.25%	\$ 22.95 2.25%	\$ 23.18 1%	\$ 23.41 1%	\$ 23.64 1%	\$ 23.99 1.5%				Age Care - Riverview	UFCW	2023-03-31	128	48	2022-11-02	
Cook II	\$ 28.20 2%	\$ 28.48 1%	\$ 18.48 0%	\$ 18.48 0%	\$ 28.76 1%	\$ 28.76 0%	\$ 28.76 0%	\$ 29.12 1.25%	\$ 29.70 2%			Alberta Health Services - GSS	AUPE	2024-03-31	32,589	48	2022-09-12	
Cook								\$ 22.00 2%	\$ 22.44			Amica Aspen Woods	CUPE	2024-02-29	85	21	2022-06-02	
Cook					\$ 18.00	\$ 18.36	\$ 18.64	\$ 18.91				ARAMARK Canada - Bethany Collegside	UFCW	2022-05-14	43	36	2019-05-15	
Cook						\$ 24.32	\$ 24.56	\$ 24.80				ARAMARK Canada - Shepherd's Care - Eden House	Teamsters	2023-05-30	5	36	2020-06-04	
Cook						\$ 24.32	\$ 24.56	\$ 24.80				ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters	2023-05-30	14	36	2020-06-04	
Cook	\$ 21.58 3%	\$ 22.23 3%	\$ 22.89 3%	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35			ARAMARK Canada - Shepherd's Care - Kensington	Teamsters	2024-07-19	45	36	2021-09-11
Cook	\$ 21.58 3%	\$ 22.23 3%	\$ 22.89 3%	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35			ARAMARK Canada - Shepherd's Care - Millwoods	Teamsters	2024-07-19	55	36	2021-09-11
Cook						\$ 24.32	\$ 24.56	\$ 24.80				ARAMARK Canada - Shepherd's Care -Southside Manor	Teamsters	2023-05-30	7	36	2020-06-04	
Cook	\$ 21.58 3%	\$ 22.23 3%	\$ 22.89 3%	\$ 23.40 2.25%	\$ 23.83 1.8%	\$ 24.31 2%	\$ 24.61 \$ 0.30	\$ 25.26 \$ 0.65	\$ 25.96 \$ 0.70	\$ 26.31 \$ 0.35			ARAMARK Canada - Shepherd's Care - Vanguard	Teamsters	2024-07-19	11	36	2021-09-11
Cook								\$ 21.18 1%	\$ 21.50 1.5%	\$ 21.93 2%		Aster Voint Venture - AgeCare Skypointe - ANC	AUPE	2024-12-31	112	36	2022-09-29	
Cook	\$ 27.82 2%	\$ 28.45 2.25%	\$ 29.02 2%	\$ 29.02 0%	\$ 29.02 0%	\$ 29.31 1%	\$ 29.63 1.25%					AXR Operating National - Jasper Place, South Terrace, Miller Crossing	AUPE	2022-03-31	429	48	2022-03-03	
Cook	\$ 20.20 3%	\$ 21.01 4%	\$ 21.33 1.5%	\$ 21.75 2%	\$ 22.30 2.5%	\$ 22.30 0%	\$ 22.30 0%	\$ 22.69 1.75%				Brazeau Foundation	AUPE	2023-05-31	33	36	2021-10-21	
Cook	\$ 24.73 3%	\$ 25.47 3%	\$ 26.24 3%	\$ 26.63 1.5%	\$ 26.90 1%	\$ 27.17 1%	\$ 27.17 0%	\$ 27.44 1%	\$ 27.99 2%			Canterbury Foundation	AUPE	2023-12-31	152	36	2022-08-13	
Cook III	\$ 27.06 2%	\$ 27.33 1%	\$ 27.33 0%	\$ 27.33 0%	\$ 27.60 1%							Capital Care - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2020-06-30	425	36	2019-05-27	
Cook I, Certified	\$ 24.55 2%	\$ 24.80 1%	\$ 24.80 0%	\$ 24.80 0%	\$ 25.05 1%							Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - GSS Food Services

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Food Services Assistant	\$ 18.50	\$ 18.68	\$ 18.68	\$ 18.68	\$ 18.87							Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09
	2%	1%	0%	0%	1%												
Cook	\$ 20.17	\$ 20.67	\$ 20.77	\$ 20.88	\$ 20.98	\$ 20.98	\$ 21.11					Chantelle Management - Grande Prairie Care Centre	AUPE	2022-06-30	133	24	2021-12-10
	2.25%	2.5%	0.5%	0.5%	0.5%	0%	0.6%										
Assistant Cook	\$ 17.97	\$ 18.50	\$ 18.69	\$ 18.88	\$ 19.07	\$ 19.26	\$ 19.84					Chantelle Management - Sunset Manor, Innisfail	AUPE	2022-01-31	122	60	2021-10-12
	2.5%	3%	1%	1%	1%	1%	1%*					Country Manor					
Cook				\$ 21.33	\$ 21.33	\$ 21.65	\$ 22.08					Chartwell Master Care - Griesbach & Heritage Valley	AUPE	2022-11-22	365	48	2022-08-04
				1.5%	New grid	1.5%	2%										
Cook					\$ 21.33	\$ 21.65	\$ 21.97					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
						1.5%	1.5%										
Cook, Head Chef	\$ 23.94	\$ 24.42	\$ 24.91	\$ 25.47	\$ 25.72	\$ 25.72	\$ 25.98	\$ 26.31	\$ 27.24			Choices in Community Living - Legacy Lodge	AUPE	2024-03-31	128	36	2022-06-08
	2.5%	2%	2%	2.25%	1%	0%	1%	1.25%	2%*								
Cook								\$ 27.07				Covenant Care	AUPE	2022-12-31	680	48	2021-06-30
								0%				Villa Marie, Holy Cross, Vitaline, St. Marguerite					
Cook		\$ 20.51	\$ 26.67	\$ 26.67	\$ 26.67	\$ 26.67	\$ 27.07					Covenant Care - Chateau Vitaline	AUPE	2022-12-31	85	54	2021-06-30
			30%	0%	0%	0%	1.5%										
Cook						\$ 26.67	\$ 27.07					Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
							1.5%										
Food Services Aide							\$ 18.85	\$ 18.85				Edmonton Chinatown Care Centre	CUPE	2023-06-30	38	24	2021-06-17
							NA	0%									
Cook	\$ 26.01	\$ 26.58	\$ 27.38	\$ 27.93	\$ 29.43	\$ 30.02	\$ 30.62	\$ 31.54	\$ 32.48	\$ 33.46		Evergreens Foundations	IUOE	2025-06-29	126	36	2022-07-21
	2%	\$ 0.0	3%	2%	\$ 1.5	2%	2%	3%	3%	3%							
Cook I	\$ 27.72	\$ 28.41	\$ 29.12	\$ 29.56	\$ 30.00	\$ 30.45	\$ 31.06	\$ 31.29	\$ 31.61	\$ 32.00	\$ 32.64	Green Acres Foundation - Alberta Rose Lodge	AUPE	2025-12-31	21	48	2022-05-28
	3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%						
Cook I	\$ 27.72	\$ 28.41	\$ 29.12	\$ 29.56	\$ 30.00	\$ 30.45	\$ 31.06	\$ 31.29	\$ 31.61	\$ 32.00	\$ 32.64	Green Acres Foundation - Piyami	AUPE	2025-12-31	51	43	2022-05-28
	3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%						
Cook I	\$ 27.72	\$ 28.41	\$ 29.12	\$ 29.56	\$ 30.00	\$ 30.45	\$ 31.06	\$ 31.29	\$ 31.61	\$ 32.00	\$ 32.64	Green Acres Foundation - Sunny South	AUPE	2025-12-31	93	48	2022-10-21
	3%	2.5%	2.5%	1.5%	1.5%	1.5%	2%	0.75%	1%	1.25%	2%						
Cook				\$ 22.06	\$ 22.50	\$ 22.95	\$ 23.18	\$ 23.64	\$ 24.12			Homeland Housing	CUPE	2023-12-31	105	36	2021-12-08
				0%	2%	2%	1%	2%	2%								
Cook	\$ 20.78	\$ 21.19	\$ 21.48	\$ 22.85	\$ 23.31	\$ 23.66	\$ 23.36	\$ 23.90	\$ 24.26	TBD		Lacombe Foundation	CLAC	2024-12-31	76	36	2022-11-10
	2%	2%	1.35%	6.4%	2%	1.5%	0.0%	1%	1.5%								
Cook I	\$ 25.09	\$ 25.34	\$ 25.34	\$ 25.34	\$ 25.59	\$ 25.59	\$ 25.59	\$ 25.91	\$ 26.43			Lamont Health Care Centre - GSS	AUPE	2024-03-31	70	48	2022-09-12
	2%	1%	0%	0%	1%	0%	0%	1.25%	2%								
Cook	\$ 18.24	\$ 18.60	\$ 18.88	\$ 19.32	\$ 19.61	\$ 20.00	\$ 20.30	\$ 22.62	\$ 23.07			Lloydminster Region Housing Group - Pioneer	CUPE	2024-02-29	80	36	2021-03-29
	2.75%	2%	1.5%	2.3%	1.5%	2%	1.5%	1.5%*	2%			Complex					
Cook	\$ 21.93	\$ 22.37	\$ 22.76	\$ 23.16	\$ 23.57	\$ 23.81	\$ 25.01					Nutra 2000	CNFIU	2022-11-30	1,100	24	2022-01-10
	2%	2%	1.75%	1.75%	1.75%	1%	1%*										



# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Classification - GSS Food Services

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Cook	\$ 19.91 1.5%	\$ 20.21 1.5%	\$ 20.51 1.5%	\$ 20.92 2%	\$ 21.44 2.5%	\$ 21.44 0%	\$ 21.44 0%					Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
Cook					\$ 18.83 1.5%	\$ 19.11 1.5%	\$ 19.49 2%	\$ 19.88 2%	\$ 19.98 0.5%	\$ 20.08 0.5%	\$ 20.33 1.25%	Optima Living Alberta - Country Cottage	USW	2026-01-03	37	48	2022-06-07
Cook	\$ 23.60 2.5%	\$ 24.07 2%	\$ 24.55 2%	\$ 25.10 2.25%	\$ 25.23 0.5%	\$ 25.35 0.5%	\$ 26.12 3%					Park Place Seniors Living - Copper Sky Lodge	AUPE	2022-03-31	170	36	2022-11-22
Cook/Cook Prep	\$ 20.46 1%	\$ 20.77 1.5%	\$ 21.18 2%	\$ 21.39 1%	\$ 21.77 1.75%	\$ 22.15 1.75%	\$ 22.32 0.75%	\$ 22.48 0.75%	\$ 22.65 0.75%			Park Place Seniors Living - Emerald Gardens	CUPE	2024-04-30	55	36	2021-08-16
Cook		\$ 21.10	\$ 21.31 1%	\$ 21.52 1%	\$ 21.74 1%	\$ 21.96 1%	\$ 21.96 0%	\$ 22.12 0.75%	\$ 22.40 1.2%			Park Place Seniors Living - Hardisty Care Centre	AUPE	2024-03-31	182	48	2022-10-18
Cook	\$ 21.31 2%	\$ 21.63 1.5%	\$ 21.84 1%	\$ 22.17 1.5%	\$ 22.61 2%	\$ 22.61 0%	\$ 22.61 0%	\$ 23.23 2.75%	\$ 23.52 1.25%			Park Place Seniors Living - Newport Harbour Care Centre	AUPE	2024-03-31	158	48	2022-10-14
Cook	\$ 21.92 1%	\$ 22.25 1%	\$ 22.47 1%	\$ 22.81 1.5%	\$ 23.26 2%	\$ 23.26 0%	\$ 23.43 0.75%	\$ 23.65 0.95%	\$ 23.89 1%			Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2024-03-31	498	48	2022-04-01
Cook			\$ 18.76 NA	\$ 19.14 2%	\$ 19.52 2%	\$ 19.52 0%	\$ 19.62 0.5%	\$ 19.81 1%				Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
Cook					\$ 18.76	\$ 18.95 1%	\$ 19.04 0.5%	\$ 19.14 0.5%				Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
Cook			\$ 18.99 0.75%	\$ 19.13 0.75%	\$ 19.52 2%	\$ 19.71 1%						Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
Cook		\$ 18.17 0.75%	\$ 18.44 1.5%	\$ 18.58 0.75%	\$ 18.95 2%	\$ 19.05 0.5%	\$ 19.15 0.5%	\$ 19.34 1%				Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
Cook	\$ 18.59 3%	\$ 19.14 3%	\$ 19.52 2%	\$ 19.91 2%	\$ 20.31 2%	\$ 20.67 1.75%	\$ 20.98 1.5%	\$ 21.24 1.25%				Revera Lessee - Churchill Retirement Community	AUPE	2022-12-31	67	36	2021-09-24
Cook								\$ 24.93 2%	\$ 25.43 2%	\$ 25.94 2%		Revera Lessee - McKenzie Towne Retirement Residence - GSS	CUPE	2024-12-31	45	32	2022-05-10
Cook	\$ 18.47 2%	\$ 19.43 5.2%	\$ 19.87 2.25%	\$ 20.31 2.25%	\$ 20.72 2%	\$ 21.13 2%	\$ 21.55 2%	\$ 21.98 2%	\$ 22.42 2%			Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
Cook	\$ 20.00 NA	\$ 20.55 2.75%	\$ 21.06 2.5%	\$ 21.49 2%	\$ 21.91 2%	\$ 22.29 1.75%	\$ 22.62 1.5%	\$ 22.65 1.25%				Revera Lessee - Scenic Acres	AUPE	2022-12-31	106	60	2022-06-01
Cook							\$ 22.77 2%	\$ 23.22 2%	\$ 23.69 2%			Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
Head Cook	\$ 20.23 2%	\$ 20.63 2%	\$ 21.25 3%	\$ 21.50 0.25%	\$ 21.83 1.5%	\$ 22.38 2.5%	\$ 22.38 0%	\$ 22.60 1%	\$ 22.94 1.5%	\$ 23.40 2%		Ridge Country Housing	CUPE	2024-12-31	33	48	2022-06-22
Food Services	\$ 19.01 2%	\$ 19.20 1%	\$ 19.20 0%	\$ 19.20 0%	\$ 19.39 1%	TBD	TBD					Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
Cook		\$ 17.50	\$ 17.81 1.75%	\$ 18.12 1.75%	\$ 18.39 1.5%	\$ 18.67 1.5%						Seasons Retirement Communities - Encore	AUPE	2020-12-31	56	42	2017-06-22



## Collective Agreement Wage Table - Health Care and Social Assistance

### Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

### Classification - GSS Food Services

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Cook				\$ 17.00	\$ 17.17	\$ 17.34	\$ 17.52					Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15
					1%	1%	1%										
Cook		\$ 19.64	\$ 20.03	\$ 20.38	\$ 20.68	\$ 20.89	\$ 21.30	\$ 21.73	\$ 22.17			Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2023-12-31	121	48	2022-04-07
			2%	1.75%	1.5%	1%	2%	2%	2%								
Cook		\$ 19.13	\$ 19.46	\$ 19.81	\$ 20.10	\$ 20.40	\$ 20.81	\$ 21.17	\$ 21.59			Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2023-12-31	48	36	2021-11-16
			1.75%	1.75%	1.5%	1.5%	2%	1.75%	2%								
Cook							\$ 20.26					Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
							1%										
Cook	\$ 30.88	\$ 31.81	\$ 32.76	\$ 32.76	\$ 32.76	\$ 32.76	32.76	\$ 33.76	\$ 33.76			Wood Buffalo Housing & Development - Rotary House	CUPE	2023-12-31	20	36	2022-03-15
	3%	3%	3%	0%	0%	0%	0%	\$ 1.00	0%								

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

## Classification - Paramedical & Other

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Community Disability Worker	\$ 20.48 0%	\$ 20.48 0%	\$ 20.48 0%	\$ 20.48 0%	\$ 20.48 0%	\$ 20.48 0%	TBD	TBD				Vegreville Association for Living in Dignity	USW	2023-09-30	31	36	2021-07-13
Driver								\$ 23.91				Alberta Precision Laboratories	CUPE	2021-12-31	76	6	2021-06-11
Driver	\$ 24.07 1.25%	\$ 24.55 2%	\$ 24.55 0%	\$ 24.55 0%	\$ 24.55 0%	\$ 24.55 0%						Canadian Blood Services - Drivers	HSA	2021-03-31	11	48	2022-04-21
Emergency Fire Dispatcher	\$ 23.91 2%	\$ 24.39 2%	\$ 24.88 2%	\$ 25.38 2%	\$ 25.89 2%	\$ 25.89 0%	\$ 25.89 0%	TBD	TBD	TBD		East Central 911 Call Answer Society	HSA	2024-12-31	6	60	2020-01-23
Communications Specialist	\$ 32.50 3%	\$ 33.47 3%	\$ 34.47 3%	\$ 35.50 3%	\$ 36.57 3%	\$ 37.12 1.5%	\$ 37.68 1.5%	\$ 38.43 2%				Foothills Regional Emergency Services Commission	HSA	2022-12-31	14	36	2020-01-29
Advanced Care Paramedic	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%			Alberta Health Services	HSA	2024-03-31	21,807	48	2022-07-25
Advanced Care Paramedic	\$ 45.85 2%	\$ 46.89 2.25%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%					Associated Ambulance & Services (Whitecourt)	CUPE	2022-03-31	189	12	2021-04-01
Advanced Care Paramedic	\$ 45.85 2%	\$ 46.89 2.5%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%	\$ 46.89 0%	\$ 47.36 1%	\$ 48.07 1.5%	\$ 19.03 2%	\$ 50.13 2.25%		Associated Ambulance & Services (Whitecourt)	HSA	2025-03-31	214	60	2022-10-13
EMT-P	\$ 44.19 0%	\$ 44.74 1.25%	\$ 44.74 0%	\$ 44.74 0%	\$ 44.74 0%							Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18
Advanced Care Paramedic	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%			Bethany Nursing Home - Rosehaven Care Centre	HSA	2024-03-31	15	48	2022-07-25
Advanced Care Paramedic		\$ 39.27	\$ 40.06 2.0%									Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30
Advanced Care Paramedic	\$ 40.05	\$ 40.85 2%	\$ 40.85 0%	\$ 40.85 0%	\$ 40.85 0%	\$ 41.26 1%	\$ 41.67 1%					Bonnyville Regional Fire Authority	HSA	2022-07-31	53	48	2020-11-27
Advanced Care Paramedic				\$ 43.33 0%	\$ 43.76 1%	\$ 44.20 1%	\$ 44.64 1%					Cold Lake Ambulance Society	HSA	2022-05-31	51	58	2019-06-06
Primary Care Paramedic (PCP)	\$ 30.69 0%	\$ 31.61 3%	\$ 32.01 1.25%	34.40* 0%	\$ 34.40 0%	\$ 34.40 0%	\$ 34.40 0%					East Central Ambulance Association	HSA	2022-07-31	28	24	2021-01-26
Advanced Care Paramedic	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 44.75 0%	\$ 45.20 1%	\$ 45.77 1.25%	\$ 46.69 2%			Lamont Health Care Centre	HSA	2024-03-31	13	48	2022-07-25
Advanced Care Paramedic	\$ 46.53 1.5%	\$ 47.46 2%	\$ 47.46 0%	\$ 47.46 0%	\$ 47.46 0%							Prairie Emergency Medical Systems	HSA	2020-03-31	141	36	2018-08-24
Advanced Care Paramedic						\$ 40.28	\$ 41.08 2%	\$ 41.90 2%				Siksika Health Services	HSA	2023-03-31	20	70	2022-05-04
Advanced Care Paramedic	\$ 43.87 1.25%	\$ 44.75 2%	\$ 44.75 2%	\$ 44.75 2%	\$ 44.75 2%	TBD	TBD	TBD				Stettler & District Ambulance Association	HSA	2023-03-31	20	48	2019-09-16
EMT-P	\$ 43.87 13.3%*	\$ 44.75 2%	TBD									Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15

# Collective Agreement Wage Table - Health Care and Social Assistance

Hourly Rate and Per Cent Increase

<sup>1</sup>Number of employees per ALRB Certificate / \*Other Adjustment

Classification - Paramedical & Other

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P	#####	#####	#####									Wheatland & Adjacent Districts Emergency Medical Services	HSA	2018-03-31	35	36	2016-02-26
	2%	2%	0%														
Laboratory Technologist I	\$ 43.88	\$ 44.75	\$ 44.75	\$ 44.75	TBD							Alberta Public Laboratories	HSA	2020-09-30	4,720	42	2020-01-30
	1.25%	2%	0%	0%													
Medical Laboratory Technologist I	\$ 43.88	\$ 44.76	\$ 44.76	\$ 44.76	\$ 44.76	\$ 44.76	\$ 44.76					Canadian Blood Services - Techs	HSA	2021-03-31	243	48	2021-02-05
	1.25%	2%	0%	0%	0%	0%	0%										
Medical Laboratory Technologist I	\$ 41.00	\$ 41.82	\$ 41.82	\$ 41.82	\$ 41.82	TBD	TBD					DynaLIFE DX	HSA	2022-03-31	1,069	60	2019-02-06
	1.25%	2%	0%	0%	0%												
Medical Laboratory Technologist I	\$ 43.87	\$ 44.75										Medicine Hat Diagnostic Laboratory	HSA	2017-03-31	70	16	2015-11-13
		2%															
Occupational Therapist	\$ 47.35	\$ 48.29	\$ 48.29	\$ 48.29	TBD							Bethany Care Centre - Calgary	HSA	2020-07-31	12	36	2018-12-21
	1.25%	2%	0%	0%													
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%	5%													
Occupational Therapist I	\$ 48.68	\$ 49.65	\$ 49.65	\$ 49.65	\$ 49.65							CapitalCare - PMP/PMT	HSA	2020-03-31	144	36	2019-04-15
	1.25%	2%	0%	0%	0%												
Occupational Therapist I	\$ 48.68	\$ 49.65	\$ 49.65	\$ 49.65	\$ 49.65							Carewest - PMP/PMT	HSA	2020-06-30	192	36	2019-11-19
	1.25%	2%	0%	0%	0%												
Occupational Therapist I	\$ 48.64	\$ 49.65	\$ 49.65	\$ 49.65	\$ 49.65							Covenant Health - PMP/PMT	HSA	2020-03-31	1,246	36	2018-05-24
	1.25%	2%	0%	0%	0%												
Occupational Therapist I	\$ 48.68	\$ 49.65	\$ 49.65	\$ 49.65	\$ 49.65							Good Samaritan Society - Multi Facility	HSA	2020-03-31	26	36	2019-07-11
	1.25%	2%	0%	0%	0%												
Occupational Therapist I	\$ 48.84	\$ 49.82	\$ 50.94	\$ 50.94	\$ 50.94	\$ 50.94						Workers Compensation Board - Millard Health	HSA	2020-12-31	129	36	2019-03-11
	2%	2%	3%	0%	0%	0%											
Pharmacy Technician I	\$ 35.35	\$ 35.79	\$ 36.24	\$ 36.78								Pharma Plus Speciality Pharmacy Services [Calgary]	HSA	2019-06-30	30	36	2017-02-14
	0%	1.25%	1.25%	1.5%													
Pharmacy Technician I	\$ 35.35	\$ 35.35	\$ 36.00	\$ 36.72								Rexall Pharma Plus Pharmacies [Edmonton]	HSA	2019-06-30	39	39	2017-05-23
	0%	0%	1.85%	2%													
Phlebotomist	\$ 27.95	\$ 28.51										Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27
	1.25%	2%															