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# Collective Agreement Wage Tables Health Care and Social Assistance

## January 2022

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**Wage Table by Employer – Page 2**

**Wage Table by Classification**

**Health Care Aide Page 29**

**Licensed Practical Nurse Page 37**

**Registered Nurse Page 44**

**GSS – Housekeeping Page 47**

**GSS – Food Services Page 54**

**Para Medical & Other Page 56**

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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
Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26	EMT-P [Advanced Care Paramedic]	43.87	44.75	44.75	44.75	44.75					
							1.25	2.00	0.00	0.00	0.00					
Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.85	49.46	50.45	
							2.25	3.00	0.00	0.00	0.00	0.00	1.00	1.25	2.00	
Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14	Health Care Aide	24.75	24.95	24.95	24.95	24.95					
							1.20	0.80	0.00	0.00	0.00					
						Licensed Practical Nurse	34.36	34.63	34.63	34.63	34.63					
							1.20	0.80	0.00	0.00	0.00					
Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15	Housekeeping	20.81	21.02	21.02	21.02	21.23					
							2.00	1.00	0.00	0.00	1.00					
AAKOM-KIYII Health Services	UNA	2022-03-31	6	27	2020-01-03	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.85			
							2.25	3.00	0.00	0.00	0.00	0.00	1.00			
Abby Road Housing Co-Operative Ltd	CUPE	2021-12-31	15	24	2021-04-06	Health Care Aide	19.52	20.87*	21.08	21.50	21.72	22.15	22.59			
							1.50	1.00	1.00	2.00	1.00	2.00	2.00			
Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08	Health Care Aide	22.77	23.45	24.16							
							4.90	3.00	3.00							
						Licensed Practical Nurse	33.95	34.63	34.97							
							1.00	2.00	1.00							
AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24	Licensed Practical Nurse	34.36	34.63								
							1.20	0.80								
						Registered Nurse	46.96	48.37								
							2.25	3.00								
AgeCare - Columbia Assisted Living	AUPE	2020-03-31	29	45	2019-01-31	Health Care Aide	23.74	24.46	24.70	24.95	25.20					
							3.00	3.00	1.00	1.00	1.00					
AgeCare - Midnapore	CUPE	2021-10-31	164	36	2020-01-07	Health Care Aide	22.38	22.92	23.38	23.38	23.73	24.11				
							0.00	2.40	2.00	0.00	1.50	1.60				
AgeCare - Valleyview	AUPE	2023-03-31	30	39	2021-09-17	Health Care Aide	23.74	24.45	24.94	24.94	25.19	25.19	25.44	25.82		
							0.00	3.00	2.00	0.00	1.00	0.00	1.00	1.50		
						Licensed Practical Nurse	32.95	33.94	34.62	34.62	34.97	34.97	35.32	35.85		
							0.00	3.00	2.00	0.00	1.00	0.00	1.00	1.50		
AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26	Registered Nurse	46.96	48.37								
							2.25	3.00								
Alberta Precision Laboratories	CUPE	2021-12-31	76	6	2021-06-11	Driver								23.91		
Alberta Public Laboratories	HSAA	2020-09-30	4,720	42	2020-01-30	Laboratory Technologist I	43.88	44.75	44.75	44.75	44.75					
							1.25	2.00	0.00	0.00	0.00					

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<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
Allen Gray Continuing Care	UNA	2020-06-30	10	30	2018-01-04	Registered Nurse				48.37	48.37		0.00	0.00		
Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14	Health Care Aide	24.75	24.95	24.95	24.95	24.95		1.20	0.80	0.00	0.00
						Licensed Practical Nurse	34.36	34.63	34.63	34.63	34.63		1.20	0.80	0.00	0.00
ARAMARK Canada - Shepherd's Care - Eden House & Heritage Market Grill	Teamsters	2023-05-30	5	36	2020-06-04	Cook						24.32	24.56	24.80		
						Housekeeping						17.65	17.82	17.99		
ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters	2023-05-30	14	36	2020-06-04	Cook						24.32	24.56	24.80		
						Housekeeping						17.65	17.82	17.99		
ARAMARK Canada - Shepherd's Care - Kensington	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
ARAMARK Canada - Shepherd's Care - Millwoods	Teamsters	2024-07-19	59	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
ARAMARK Canada - Shepherd's Care - Southside Manor	Teamsters	2023-05-30	7	36	2020-06-04	Cook						24.32	24.56	24.80		
						Housekeeping						17.65	17.82	17.99		
ARAMARK Canada - Shepherd's Care - Vanguard	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
Associated Ambulance & Services (Whitecourt)	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			
Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214	36	2018-07-24	EMT-P [Advanced Care Paramedic]	45.85	46.89	46.89	46.89	46.89		2.00	2.25	0.00	0.00
Aster Joint Venture - AgeCare - Sagewood	AUPE	2018-11-27	128	36	2015-11-18	Health Care Aide	22.43	23.10	23.79				7.00	3.00	3.00	
						Licensed Practcal Nurse	33.61	34.28	34.97				4.00	2.00	2.00	

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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
Aster Joint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-14	85	36	2015-12-29	Health Care Aide	23.05	23.28	23.98	24.58						
								1.00	3.00	2.50						
Aster Joint Venture - AgeCare Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30	Licensed Practical Nurse	31.99	32.95	33.94	34.96						
								3.00	3.00	3.00						
Aster Joint Venture - AgeCare Walden Heights - GSS	AUPE	2020-06-01	111	36	2017-06-02	Health Care Aide		20.76	22.84	23.30	23.65					
								10.00	2.00	1.50						
AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21	Licensed Practical Nurse		32.32	34.10	34.78	35.30					
								5.50	2.00	1.50						
AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26	Housekeeping			15.56	15.87	16.18					
								2.00	2.00	2.00						
AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14	Health Care Aide	21.81	22.30	22.75	22.98	22.98	22.98	23.21	23.50		
							1.25	2.25	2.00	1.00	0.00	0.00	1.00	1.25		
						Housekeeping	19.66	20.11	20.51	20.72	20.72	20.72	20.93	21.19		
	1.25	2.25	2.00	1.00	0.00	0.00	1.00	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	2.00	1.00	0.00	0.00	1.00	1.25								
Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18	Health Care Aide	21.40	21.89	22.33	22.55	22.55	22.78	23.06			
							1.25	2.25	2.00	1.00	0.00	1.00	1.25			
						Housekeeping	17.91	18.13	18.68	18.87	18.87	19.06	19.30			
	1.25	2.25	2.00	1.00	0.00	1.00	1.25									
Licensed Practical Nurse	30.60	31.29	31.92	32.24	32.24	32.56	32.97									
	1.25	2.25	2.00	1.00	0.00	1.00	1.25									
Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2024-03-31	12	48	2022-01-27	Health Care Aide	21.35	21.62	22.05	22.50	22.50	22.88	23.31			
							1.25	1.25	2.00	1.00	0.00	1.70	1.90			
						Housekeeping	17.56	17.78	18.14	18.50	18.50	18.99	19.52			
	1.25	1.25	2.00	1.00	0.00	2.70	2.80									
Licensed Practical Nurse	29.69	30.06	30.66	31.28	31.28	31.74	32.29									
	1.25	1.25	2.00	1.00	0.00	1.50	1.75									
Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15	EMT-P	44.19	44.74	44.74	44.74	44.74					
							0.00	1.25	0.00	0.00	0.00					
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.85	49.46	50.45	
							2.25	3.00	0.00	0.00	0.00	0.00	1.00	1.25	2.00	
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15	Health Care Aide	24.75	24.95								
							1.20	0.80								
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15	Licensed Practical Nurse	34.36	34.63								
							1.20	0.80								
Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15	Housekeeping	21.57	21.79								
							2.00	1.00								

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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
Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21	Occupational Therapist	47.35	48.29	48.29	48.29	TBD					
							1.25	2.00	0.00	0.00						
Bethany Care Centre - Calgary	UNA	2020-03-31	65	36	2020-01-30	Registered Nurse	46.96	48.37	48.37	48.37	48.37					
							2.25	3.00	0.00	0.00	0.00					
Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15	Health Care Aide	24.75	24.95								
							1.20	0.80								
						Licensed Practical Nurse	34.36	34.63								
							1.20	0.80								
Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15	Health Care Aide	24.75	24.95								
							1.20	0.80								
						Licensed Practical Nurse	34.36	34.63								
							1.20	0.80								
Bethany Care Centre - Cochrane	UNA	2020-03-31	12	36	2020-01-30	Registered Nurse	46.96	48.37	48.37	48.37	48.37					
							2.25	3.00	0.00	0.00	0.00					
Bethany Care Centre - Collegedale	AUPE	2017-08-31	134	38	2016-04-15	Health Care Aide	24.75	24.95								
							1.20	0.80								
						Licensed Practical Nurse	34.36	34.63								
							1.20	0.80								
Bethany Care Centre - Collegedale	UNA	2020-03-31	18	36	2020-01-30	Registered Nurse	46.96	48.37	48.37	48.37	48.37					
							2.25	3.00	0.00	0.00	0.00					
Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30	Health Care Aide	24.31	24.50								
								0.80								
						Licensed Practical Nurse	34.00	34.27								
								0.80								
Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15	Health Care Aide	24.75	24.95								
							1.20	0.80								
						Licensed Practical Nurse	34.36	34.63								
							1.20	0.80								
Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	8	36	2020-01-30	Registered Nurse	46.96	48.37	48.37	48.37	48.37					
							2.25	3.00	0.00	0.00	0.00					
Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15	Health Care Aide	24.75	24.95								
							1.20	0.80								
						Licensed Practical Nurse	34.36	34.63								
							1.20	0.80								

# 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
Bethany Nursing Home - Bashaw, Rosealta, . . . .	AUPE	2020-03-31	143	24	2018-12-17	Health Care Aide	24.94	24.94	25.32	25.32	25.32					
							2.00	0.00	1.50	0.00	0.00					
						Housekeeping	18.08	18.44	18.73	18.73	18.92					
						Licensed Practical Nurse	34.62	34.62	35.15	35.15	35.15					
							2.00	0.00	1.50	0.00	0.00					
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2020-03-31	15	36	2018-03-26	EMT-P [Advanced Care Paramedic]	43.87	44.75	44.75	44.75	TBD					
							1.25	2.00	0.00	0.00						
Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29	Health Care Aide	24.74	24.94	24.94	24.94	24.94					
							1.20	0.80	0.00	0.00	0.00					
						Housekeeping	22.57	22.80	22.80	22.80	23.03					
						Licensed Practical Nurse	34.35	34.62	34.62	34.62	34.62					
							1.20	0.80	0.00	0.00	0.00					
Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2017-03-31	21	48	2014-08-07	Registered Nurse	46.96	48.37								
							2.25	3.00								
Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30	EMT-P [Advanced Care Paramedic]		39.27	40.06							
									2.00							
Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23	Registered Nurse	46.96	48.37	48.37	48.37	48.37	TBD				
							2.25	3.00	0.00	0.00	0.00					
Bonnyville Regional Fire Authority	HSAA	2022-07-31	53	48	2020-11-27	Advanced Care Paramedic	40.05	40.85	40.85	40.85	40.85	41.26	41.67			
								2.00	0.00	0.00	0.00	1.00	1.00			
Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08	Housekeeping	19.03	19.79	20.09	20.49	21.00					
							3.00	4.00	1.50	2.00	2.50					
Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28	Health Care Aide	24.70	24.95	25.20	25.50						
							1.00	1.00	1.00	1.20						
						Licensed Practical Nurse	34.28	34.62	34.97	35.39						
							1.00	1.00	1.00	1.20						
Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21	Registered Nurse	45.93									
							2.00									
Brenda Strafford Foundation - Wentworth Manor	AUPE	2020-12-30	139	28	2020-09-11	Health Care Aide						25.87	25.87			
											0.00	0.00				
						Licensed Practical Nurse						35.67	35.67			
												0.00	0.00			
Bridges Community Living	CUPE	2021-12-31	112	24	2020-01-23	Health Care Aide	22.06	22.56	23.01	23.31	23.61	23.61	23.61			
							3.00	2.25	2.00	1.30	1.30	0.00	0.00			
						Housekeeping	18.13	18.54	18.91	19.15	19.39	19.39	19.39			
							3.00	2.25	2.00	1.30	1.30	0.00	0.00			

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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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
Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27	Phlebotomist	27.95	28.51								
							1.25	2.00								
Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27	Driver	24.07	24.55								
							1.25	2.00								
Canadian Blood Services - Techs	HSAA	2021-03-31	243	48	2021-02-05	Medical Laboratory Technologist I	43.88	44.76	44.76	44.76	44.76	TBD				
							1.25	2.00	2.00	2.00	2.00					
Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2023-03-31	64	72	2021-03-22	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.37	48.85	49.46	
							2.25	3.00	0.00	0.00	0.00	0.00	0.00	1.00	1.25	
Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31	Housekeeping	17.47	18.00	18.54	18.82	19.01	TBD				
							3.00	3.00	3.00	1.50	1.00					
						Licensed Practical Nurse	33.95	34.97	36.02	36.02	36.02	TBD				
							3.00	3.00	3.00	0.00	0.00					
						Registered Nurse	48.71	50.18	51.69	51.69	51.69	TBD				
							3.00	3.00	3.00	0.00	0.00					
CapitalCare	UNA	2020-03-31	207	36	2020-01-23	Registered Nurse	46.96	48.37	48.37	48.37	48.37					
							2.25	3.00	0.00	0.00	0.00					
CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29	Health Care Aide	24.76	24.96	24.96	24.96	24.96					
							1.20	0.80	0.00	0.00	0.00					
						Licensed Practical Nurse	34.36	34.63	34.63	34.63	34.63					
							1.20	0.80	0.00	0.00	0.00					
CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2016-11-22	Health Care Aide	24.47*	24.67	24.96	24.96	24.96					
							3.00	0.80	1.20	0.00	0.00					
						Housekeeping	20.23	20.63	20.84	20.84	21.05					
							2.00	2.00	1.00	0.00	1.00					
CapitalCare - GSS - Grandview, Kipnes, Strathcona, Lynnwood	AUPE	2020-06-30	425	36	2019-05-27	Housekeeping	20.63	20.84	20.84	20.84	21.05					
							2.00	1.00	0.00	0.00	1.00					
CapitalCare - PMP/PMT	HSAA	2020-03-31	144	36	2019-04-15	Occupational Therapist I	48.68	49.65	49.65	49.65	49.65					
							1.25	2.00	0.00	0.00	0.00					
Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09	Health Care Aide	24.75	24.95	24.95	24.95	24.95					
							1.20	0.80	0.00	0.00	0.00					
						Licensed Practical Nurse	34.36	34.63	34.63	34.63	34.63					
							1.20	0.80	0.00	0.00	0.00					
Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07	Cook I, Certified	24.55	24.80	24.80	24.80	25.05					
							2.00	1.00	0.00	0.00	1.00					
Carewest - Colonel Belcher et.al.	UNA	2020-03-31	129	36	2020-03-02	Registered Nurse	46.96	48.37	48.37	48.37	48.37					
							2.25	3.00	0.00	0.00	0.00					
Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09	Food Services Assistant	18.50	18.68	18.68	18.68	18.87					
							2.00	1.00	0.00	0.00	1.00					

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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
Carewest - PMP/PMT	HSAA	2020-06-30	192	36	2019-11-19	Occupational Therapist I	48.68	49.65	49.65	49.65	49.65					
							1.25	2.00	0.00	0.00	0.00					
CASA Child Adolescent & Family Mental Health	HSAA	2022-03-31	134	36	2020-03-11	Occupational Therapist	42.65	42.65	43.72	43.72	49.43*	49.43	49.92			
							2.00	0.00	2.50	0.00	0.00	0.00	1.00			
CBI Home Health	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				
Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21	Health Care Aide	23.86	24.58	24.58	24.58	24.58					
							1.20	3.00	0.00	0.00	0.00					
						Housekeeping	19.29	19.87	19.87	19.87	19.87					
							1.00	3.00	0.00	0.00	0.00					
						Licensed Practical Nurse	33.52	34.53	34.53	34.53	34.53					
							1.20	3.00	0.00	0.00	0.00					
Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	48	2015-01-15	Registered Nurse	46.96	48.37								
							2.25	3.00								
Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28	Health Care Aide	22.29	22.85	22.96	23.08	23.19					
							2.25	2.50	0.50	0.50	0.50					
						Housekeeping	18.66	19.12	19.22	19.31	19.41					
							2.25	2.50	0.50	0.50	0.50					
						Licensed Practical Nurse	32.50	33.31	33.48	33.64	33.81					
							2.25	2.50	0.50	0.50	0.50					
Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15	Registered Nurse	46.96	48.37								
							2.25	3.00								
Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	112	60	2021-10-12	Assistant Cook	17.97	18.50	18.69	18.88	19.07	19.26	19.84*			
							2.50	3.00	1.00	1.00	1.00	1.00	1.00			
						Health Care Aide	19.96	20.56	20.77	20.98	21.19	21.40	22.26*			
							2.50	3.00	1.00	1.00	1.00	1.00	1.00			
						Housekeeping	16.06	16.55	16.72	19.16	19.35	19.54	20.13*			
							2.50	3.00	1.00	14.00	1.00	1.00	1.00			
						Licensed Practical Nurse	27.81	28.64	28.93	29.22	29.51	29.81	31.02*			
							2.50	3.00	1.00	1.00	1.00	1.00	1.00			



# 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		
Chartwell Master Care - Country Cottage	USW	2022-01-03	38	36	2020-02-12	Cook					18.83	19.11	19.49					
										1.50	1.50	2.00						
						Health Care Aide				22.53	22.87	23.33						
										1.50	1.50	2.00						
Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-06	Housekeeping					17.16	17.42	17.77					
										1.50	1.50	2.00						
						Licensed Practical Nurse				31.86	32.34	32.99						
										1.50	1.50	2.00						
Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-06	Cook					21.33	21.65	21.97					
												1.50	1.50					
						Health Care Aide				22.87	23.21	23.56						
												1.50	1.50					
Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-06	Housekeeping					18.00	18.27	18.54					
												1.50	1.50					
						Licensed Practical Nurse				31.50	31.97	32.45						
												1.50	1.50					
Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19	Health Care Aide	22.96	23.42	23.89	24.43								
							2.50	2.00	2.00	2.25								
						Housekeeping	16.37	16.70	17.03	17.41								
										2.50	2.00	2.00	2.25					
Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03	Health Care Aide	22.96	23.42	23.89	24.43	24.67	24.67						
							2.50	2.00	2.00	2.25	1.00	0.00						
						Housekeeping	16.37	16.70	17.03	17.41	17.58	17.58						
										2.50	2.00	2.00	2.25	1.00	0.00			
Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	48	2021-02-22	Health Care Aide	23.70	23.70	23.82	23.94	24.36	24.36	24.60	24.91	25.28			
							2.25	0.00	0.50	0.50	1.75	0.00	1.00	1.25	1.50			
						Licensed Practical Nurse	31.77	31.77	31.93	32.09	32.65	32.65	32.98	33.39	33.89			
										2.25	0.00	0.50	0.50	1.75	0.00	1.00	1.25	1.50
Club Sierra Lifestyles at River Ridge	UNA	2017-06-30	13	36	2015-03-26	Registered Nurse	46.95	47.65	48.36									
							2.00	1.50	1.50									
Cold Lake Ambulance Society	HSAA	2022-05-31	51	58	2019-06-06	EMT-P [Advanced Care Paramedic]					43.33	43.76	44.20	44.64				
													0.00	1.00	1.00	1.00		

# 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
Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-28	Health Care Aide					24.35	24.72	25.09			
															1.50	1.50
						Housekeeping					18.10	18.37	18.65			1.50
County of Stettler Housing Authority	CUPE	2023-12-31	85	36	2021-05-17	Housekeeping										
Covenant Care - St. Teresa Place	AUPE	2022-12-31	246	19	2021-07-06	Health Care Aide							25.08	TBD		
															0.00	
Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02	Licensed Practical Nurse							34.80	TBD		
															0.00	
Covenant Care - Foyer Lacombe	AUPE	2022-12-31	52	14	2021-11-05	Health Care Aide		21.85	24.70							
						Housekeeping		16.85	20.74							
Covenant Care - Foyer Lacombe	AUPE	2022-12-31	52	14	2021-11-05	Licensed Practical Nurse		30.32	34.29							
						Cook									26.67	27.07
																1.50
Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20	Health Care Aide										
						Licensed Practical Nurse										
Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17	Registered Nurse				48.37	48.37					
Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17	Health Care Aide	23.50	24.46								
Covenant Health	UNA	2024-03-31	2,876	48	2022-01-27	Licensed Practical Nurse	32.32	33.95								
Covenant Health	UNA	2024-03-31	2,876	48	2022-01-27	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.85	49.46	50.45	

## 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
Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30	Health Care Aide	24.75	24.95	24.95	24.95	24.95					
							1.20	0.80	0.00	0.00	0.00					
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30	Licensed Practical Nurse	34.36	34.63	34.63	34.63	34.63					
							1.20	0.80	0.00	0.00	0.00					
Covenant Health - Edmonton General, Grey Nuns	CUPE	2020-03-31	1,338	24	2018-04-01	Housekeeping	20.81	21.02	21.02	21.02	21.23					
							2.00	1.00	0.00	0.00	1.00					
Covenant Health - GSS	AUPE	2020-03-31	638	36	2019-05-29	Housekeeping	20.81	21.02	21.02	21.02	21.23					
							2.00	1.00	0.00	0.00	0.00					
Covenant Health - Misericordia, Villas Caritas	CUPE	2021-03-31	600	36	2019-07-10	Housekeeping	20.81	21.02	21.02	21.02	21.23	TBD				
							2.00	1.00	0.00	0.00	1.00					
Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	36	2018-05-24	Occupational Therapist I	48.64	49.65	49.65	49.65	49.65					
							1.25	2.00	0.00	0.00	0.00					
Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04	Health Care Aide	24.46	24.95	24.95	24.95	24.95	TBD				
							3.00	2.00	0.00	0.00	0.00					
Licensed Practical Nurse							33.95	34.63	34.63	34.63	34.63	TBD				
							3.00	2.00	0.00	0.00	0.00					
Covenant Health - St. Michael's Health Centre	CUPE	2020-03-31	91	24	2019-09-26	Housekeeping	17.28	21.02*	21.02	21.02	21.23					
							2.00	1.00	0.00	0.00	1.00					
Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24	Health Care Aide	24.75	24.95	24.95	24.95	24.95					
							1.20	0.80	0.00	0.00	0.00					
Licensed Practical Nurse							34.36	34.63	34.63	34.63	34.63					
							1.20	0.80	0.00	0.00	0.00					
Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2020-03-31	200	36	2018-06-29	Health Care Aide	24.76	24.96	24.96	24.96	24.96					
							1.20	0.80	0.00	0.00	0.00					
Licensed Practical Nurse							34.36	34.63	34.63	34.63	34.63					
							1.20	0.80	0.00	0.00	0.00					
Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22	Health Care Aide	19.06	20.26	20.46	20.87	21.08	21.40	21.83			
							2.00	1.00	1.00	1.00	1.50	2.00				
Housekeeping							15.25	17.38	17.56	17.91	18.09	18.36	18.73			
							2.00	1.00	1.00	2.00	1.00	1.50	2.00			
Cypress View Foundation	CUPE	2023-12-31	80	48	2020-10-27	Health Care Aide	21.53	21.96	22.40	22.85	23.30	23.30	23.30	23.30	23.53	
							3.00	2.00	2.00	2.00	2.00	0.00	0.00	0.00	1.00	
Housekeeping							18.86	19.24	19.62	20.01	20.41	20.41	20.41	20.41	20.61	
							3.00	2.00	2.00	2.00	2.00	0.00	0.00	0.00	1.00	

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

### Hourly Rate and Per Cent Increase

<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
Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2022-12-31	60	24	2021-05-27	Health Care Aide	19.94	20.34	20.75	21.01	21.32	21.75	21.86	21.97		
							2.00	2.00	2.00	1.25	1.50	2.00	0.50	0.50		
						Housekeeping	16.18	16.50	16.83	17.04	17.30	17.64	17.73	17.82		
							2.00	2.00	2.00	1.25	1.50	2.00	0.50	0.50		
DynaLIFE DX	HSAA	2022-03-31	1,069	60	2019-02-06	Medical Laboratory Technologist I	41.00	41.82	41.82	41.82	41.82	TBD	TBD			
							1.25	2.00	0.00	0.00	0.00					
Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15	Health Care Aide	21.95	22.17	22.61	23.07	23.07	23.30	23.65			
							1.00	1.00	2.00	2.00	0.00	1.00	1.50			
						Housekeeping	17.28	17.45	17.80	18.15	18.15	18.33	18.61			
							1.00	1.00	2.00	2.00	0.00	1.00	1.50			
East Central 911 Call Answer Society	HSAA	2024-12-31	6	60	2020-01-23	Emergency Fire Dispatcher	23.91	24.39	24.88	25.38	25.89	25.89	25.89	TBD	TBD	TBD
							2.00	2.00	2.00	2.00	2.00	0.00	0.00			
East Central Ambulance Association	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			
							0.00	3.00	1.25	0.00	0.00	0.00	0.00			
Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31	Health Care Aide	24.86	25.20	25.58							
							1.60	1.40	1.50							
						Licensed Practical Nurse	34.46	34.98	35.50							
							1.50	1.50	1.50							
Edmonton Chinatown Care Centre	CUPE	2023-06-30	38	24	2021-06-17	Food Services Aide							18.85	18.85		
													NA	0.00		
Edmonton Chinatown Care Centre	UNA	2014-03-31	22	29	2012-09-18	Registered Nurse										
Evergreens Foundations	IUOE	2022-06-19	83	24	2019-05-29	Housekeeping	18.66	19.06	19.63	20.02	21.52*	21.95				
							2.00	2.00	3.00	2.00	0.00	2.00				
Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20	Health Care Aide	20.19	20.19	20.28	20.48	20.48					
							1.00	0.00	0.45	1.00	0.00					
						Licensed Practical Nurse	29.78	29.78	29.94	30.24	30.24					
							1.00	0.00	0.54	1.00	0.00					
Extendicare (Canada)	CUPE	2020-12-31	415	48	2019-10-29	Health Care Aide	23.69	24.16	24.16	24.16	24.40	24.71				
							2.50	2.00	0.00	0.00	1.00	1.25				
						Housekeeping	19.17	19.55	19.55	19.55	19.75	19.99				
							2.50	2.00	0.00	0.00	1.00	1.25				
						Licensed Practical Nurse	34.36	34.63	34.63	34.63	34.63	TBD				
							1.20	0.80	0.00	0.00	0.00					
Extendicare (Canada) - Athabasca	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	3.00	0.00	0.00	0.00	0.00	0.00			

## 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
Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04	Health Care Aide	23.63	24.16	24.16							
							2.25	2.25	0.00							
Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04	Licensed Practical Nurse	34.71	35.49	35.49							
							2.25	2.25	0.00							
Extendicare (Canada) - Athabasca - GSS	AUPE	2017-12-31	35	36	2016-08-04	Housekeeping	19.62	20.06	20.06							
							2.25	2.25	0.00							
Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21	Health Care Aide	23.63	24.16	24.16							
							2.25	2.25	0.00							
						Housekeeping	19.12	19.55	19.55							
		2.25	2.25	0.00												
		Licensed Practical Nurse	34.71	35.49	35.49											
			2.25	2.25	0.00											
Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28	Registered Nurse		48.37	48.37	48.37						
									0.00	0.00						
Extendicare (Canada) - Eaux Claires	AUPE	2017-12-31	195	36	2016-07-22	Health Care Aide	23.63	24.16	24.16							
							2.25	2.25	0.00							
						Licensed Practical Nurse	34.71	35.49	35.49							
							2.25	2.25	0.00							
Extendicare (Canada) - Eaux Claires	UNA	2021-12-31	31	53	2021-06-10	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.37			
							2.25	3.00	0.00	0.00	0.00	0.00	0.00			
Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20	Health Care Aide	23.63	24.16	24.16							
							2.25	2.25	0.00							
						Housekeeping	19.12	19.55	19.55							
							2.25	2.25	0.00							
						Licensed Practical Nurse	34.71	35.49	35.49							
							2.25	2.25	0.00							
Extendicare (Canada) - Fort Macleod	UNA	2021-12-31	14	53	2021-06-10	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.37			
							2.25	3.00	0.00	0.00	0.00	0.00	0.00			
Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20	Health Care Aide	23.63	24.16	24.16							
							2.25	2.25	0.00							
						Housekeeping	19.13	19.55	19.55							
							2.25	2.25	0.00							
						Licensed Practical Nurse	34.71	35.49	35.49							
							2.25	2.25	0.00							

# 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
Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20	Health Care Aide	23.63	24.16	24.16							
							2.25	2.25	0.00							
						Housekeeping	19.13	19.56	19.56							
						Licensed Practical Nurse	34.71	35.49	35.49							
							2.25	2.25	0.00							
Extencicare (Canada) - Holyrood	UNA	2021-12-31	18	53	2021-06-10	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.37			
							2.25	3.00	0.00	0.00	0.00	0.00	0.00			
Extencicare (Canada) - Leduc	UNA	2021-12-31	16	53	2021-06-10	Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.37			
							2.25	3.00	0.00	0.00	0.00	0.00	0.00			
Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20	Health Care Aide	23.63	24.16	24.16							
							2.25	2.25	0.00							
						Housekeeping	19.62	20.06	20.06							
						Licensed Practical Nurse	34.71	35.49	35.49							
							2.25	2.25	0.00							
Extencicare (Canada) - Mayerthorpe	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	3.00	0.00	0.00	0.00	0.00	0.00			
Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26	Health Care Aide	23.63	24.16	24.16							
							2.25	2.25	0.00							
						Housekeeping	19.12	19.55	19.55							
						Licensed Practical Nurse	34.71	35.49	35.49							
							2.25	2.25	0.00							
Extencicare (Canada) - Michener Hill	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	3.00	0.00	0.00	0.00	0.00	0.00			
Extencicare (Canada) - Viking	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	3.00	0.00	0.00	0.00	0.00	0.00			
Extencicare (Canada) - Vulcan	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	3.00	0.00	0.00	0.00	0.00	0.00			
Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15	Registered Nurse	45.93	48.37	48.37	48.37						
								5.25	0.00	0.00						
Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15	Health Care Aide	24.46	24.95	25.32	25.70						
								2.00	1.50	1.50						
						Licensed Practical Nurse	33.95	34.63	35.15	35.68						
								2.00	1.50	1.50						
Foothills Regional Emergency Services Commission	HSAA	2022-12-31	14	36	2020-01-29	Communications Specialist	32.50	33.47	34.47	35.50	36.57	37.12	37.68	38.43		
							3.00	3.00	3.00	3.00	3.00	1.50	1.50	2.00		

## 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
Golden Life Management - Evanston Grand Village	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						
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06	Health Care Aide	TBD									
						Housekeeping	TBD									
Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11	Health Care Aide	24.75	24.95								
						Housekeeping	19.65	19.85								
						Licensed Practical Nurse	34.35	34.62								
Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	36	2019-07-11	Occupational Therapist I	48.68	49.65	49.65	49.65	49.65					
Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17	Registered Nurse	46.96	48.37								
Good Samaritan Society - South Ridge Village	USWA	2021-06-30	150	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					
Grande Spirit Foundation	CUPE	2022-06-30	98	36	2019-07-10	Housekeeping	18.67	18.67	18.86	19.05	19.62	20.21	20.82			
Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16	Food Services	19.47	19.96	20.46	20.77	21.08	21.39	21.82			
Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16	Food Services	19.47	19.96	20.46	20.77	21.08	21.39	21.82			
						Health Care Aide	24.46	25.07	25.70	26.09	26.48	26.87	27.41			
						Licensed Practical Nurse	33.95	34.80	35.67	36.21	36.75	37.30	38.05			
						Registered Nurse	45.93	47.08	48.26							

## 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
Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2016-02-16	Food Services	19.47	19.96	20.46	20.77	21.08	21.39	21.82			
							3.00	2.50	2.50	1.50	1.50	1.50	2.00			
						Health Care Aide	24.46	25.07	25.70	26.09	26.48	26.87	27.41			
							3.00	2.50	2.50	1.50	1.50	1.50	2.00			
Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01	Licensed Practical Nurse	33.95	34.80	35.67	36.21	36.75	37.30	38.05			
							3.00	2.50	2.50	1.50	1.50	1.50	2.00			
						Registered Nurse	45.93	47.08	48.26							
							3.00	2.50	2.50							
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Health Care Aide	24.45	24.94	27.94	27.94	27.94					
							0.00	2.00	0.00	0.00	0.00					
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Housekeeping Aide	18.60	18.97	18.97	18.97	18.97					
							0.00	2.00	0.00	0.00	0.00					
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Licensed Practical Nurse	34.36	34.63	34.63							
							1.20	0.80	0.00							
Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28	Registered Nurse	46.96	48.37	48.37							
								3.00	0.00							
Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21	Housekeeping	18.49	18.86	19.24	19.24	19.62	20.02				
							2.00	2.00	2.00	0.00	2.00	2.00				
Intercare - Brentwood, Chinook, Southwood	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			
							0.00	2.00	1.50	1.00	1.00	1.00	1.00			
						Housekeeping	18.30	18.67	18.95	18.95	18.95	19.14	19.33			
Intercare - Kingsland Terrace	CUPE	2023-03-31	44	24	2021-05-27	Licensed Practical Nurse	32.03	32.67	33.17	33.50	33.84	34.18	34.69*			
							0.00	2.00	1.50	1.00	1.00	1.00	1.00			
						Housekeeping				17.42	17.59	17.59	17.68	17.86	18.04	
Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24	Licensed Practical Nurse			30.30	30.60	30.60	30.75	31.06*	32.63*		
									1.00	1.00	0.00	0.50	1.00	1.00		
						Housekeeping				17.42	17.59	17.59	17.68	17.86	18.04	
Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24	Health Care Aide	20.71	21.12	21.62	23.78	24.26	24.62	24.62			
							2.00	2.00	2.35	10.00	2.00	1.50	0.00			
Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24	Housekeeping	17.87	18.23	18.48	19.22	19.60	19.89	19.89			
							2.00	2.00	1.35	4.00	2.00	1.50	0.00			
Lakeland Lodge & Housing Foundation	CUPE	2021-12-31	27	24	2019-07-01	Housekeeping	17.55	17.99	18.12	18.25	18.62	18.80	18.99			
							2.50	2.50	0.70	0.70	2.00	1.00	1.00			
Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21	Housekeeping		17.22	17.65	18.09	18.45	18.82	19.20			
									2.50	2.50	2.00	2.00	2.00			
Lamont Health Care Centre	HSAA	2020-03-31	13	36	2018-03-26	EMT-P [Advanced Care Paramedic]	43.87	44.75	44.75	44.75	44.75					
							1.25	2.00	0.00	0.00	0.00					



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

### Hourly Rate and Per Cent Increase

<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
Lamont Health Care Centre	UNA	2024-03-31	34	48	2022-01-27	Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25	50.45 2.00	
Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14	Health Care Aide	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00					
						Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00					
Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	36	2019-06-14	Housekeeping	21.31 2.00	21.52 1.00	21.52 0.00	21.52 0.00	21.74 1.00					
Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29	Cook	18.24 2.75	18.60 2.00	18.88 1.50	19.32 2.30	19.61 1.50	20.00 2.00	20.30 1.50	22.62* 1.50	23.07 1.50	
						Health Care Aide				24.46 1.50	24.83 1.50	25.32 2.00	25.70 1.50	26.09 1.50	26.61 2.00	
						Housekeeping	16.97 2.75	17.31 2.00	17.57 1.50	17.99 2.40	18.26 1.50	18.62 2.00	18.90 1.50	19.18 1.50	19.57 2.00	
						Licensed Practical Nurse				34.63 1.50	35.15 1.50	35.85 2.00	36.39 1.50	38.97* 1.50	39.75 2.00	
Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	16	2015-11-13	Medical Laboratory Technologist I	43.87 2.00	44.75 2.00								
Mountain View Seniors Housing - Mount View Lodge	AUPE	2021-12-31	50	44	2020-09-11	Health Care Aide					24.22 3.00	24.95 1.00	25.20 1.00			
						Laundry/Housekeeping				17.07 3.00	17.58 1.00	17.76 1.00				
Mountain View Seniors Housing - Sundre Seniors' Supportive Living	AUPE	2020-12-31	44	41	2019-04-05	Health Care Aide					24.95 0.50	25.08 0.50				
						Housekeeping				17.58 0.50	17.67 0.50					
						Licensed Practical Nurse				34.32 0.50	34.49 0.50					
Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30	Health Care Aide	23.77 2.00	24.25 2.00	24.67 1.75	25.10 1.75	25.54 1.75					
						Housekeeping	15.89 2.00	16.21 2.00	16.49 1.75	16.78 1.75	17.08 1.75					
						Licensed Practical Nurse	32.97 2.00	33.63 2.00	34.22 1.75	34.82 1.75	35.43 1.75					

## 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		
Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04	Cook	19.91	20.21	20.51	20.92	21.44	21.44	21.44					
							1.50	1.50	1.50	2.00	2.50	0.00	0.00					
						Health Care Aide	22.75	23.09	23.44	23.91	24.51	24.51	24.51					
							1.50	1.50	1.50	2.00	2.50	0.00	0.00					
						Housekeeping	18.32	18.59	18.87	19.25	19.73	19.73	19.73					
							1.50	1.50	1.50	2.00	2.50	0.00	0.00					
						Licensed Practical Nurse	27.93	28.35	28.77	29.34	30.07	30.07	30.07					
							1.50	1.50	1.50	2.00	2.50	0.00	0.00					
Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13	Health Care Aide					24.23	24.71						
										1.50	2.00							
						Housekeeping (Support Services)					18.04	18.40						
										1.50	2.00							
						Licensed Practical Nurse					33.98	34.66						
										1.50	2.00							
Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15	Registered Nurse					48.37							
											0.00							
Park Place Seniors Living - Devonshire Care Centre	AUPE	2020-03-31	183	36	2020-01-10	Health Care Aide	22.83	23.17	23.63	23.63	23.87	24.11	24.35					
							2.00	1.50	2.00	0.00	1.00	1.00	1.00					
						Housekeeping	19.59	19.88	20.29	20.29	20.49	20.69	20.90					
										2.00	1.50	2.00	0.00	1.00	1.00	1.00		
						Licensed Practical Nurse	31.68	32.16	32.80	32.80	33.13	33.46	33.79					
							2.00	1.50	2.00	0.00	1.00	1.00	1.00					
Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29	Registered Nurse	46.22	46.96	47.66	48.37	48.37							
							3.00	1.60	1.50	1.50	0.00							
Park Place Seniors Living - Emerald Gardens	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	22.48	22.65			
							1.00	1.50	2.00	1.00	1.75	1.75	0.75	0.75	0.75			
						Health Care Aide	22.99	23.33	23.80	24.04	24.46	24.89	25.08	25.26	25.45			
										1.00	1.50	2.00	1.00	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			
							1.00	1.50	2.00	1.00	1.75	1.75	0.75	0.75	0.75			
						Licensed Practical Nurse	31.68	32.16	32.48	32.97	33.63							
										2.00	1.50	1.00	1.50	2.00				
Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2021-03-31	60	24	2020-01-21	Housekeeping		18.65	18.84	19.03	19.23	19.43						
										1.00	1.00	1.00	1.00					
Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12	Registered Nurse	45.93	46.96	48.37	48.37	48.37							
							1.00	2.25	3.00	0.00	0.00							

# 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
Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12	Occupational Therapist		43.80	44.68	46.91						
									2.00	5.00						
Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23	Health Care Aide	23.31	23.66	23.89	24.49	24.85					
							2.00	1.50	1.00	2.50	1.50					
						Housekeeping	19.20	19.49	19.68	19.98	20.37					
							2.00	1.50	1.00	1.50	2.00					
						Licensed Practical Nurse	34.46	34.80	35.15	36.03	36.57					
							1.50	1.00	1.00	2.50	1.50					
Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28	Health Care Aide	24.70	25.08	25.33	25.71	26.22					
							1.00	1.50	1.00	1.50	2.00					
						Housekeeping	17.33	17.59	17.77	18.03	18.39					
							1.00	1.50	1.00	1.50	2.00					
						Licensed Practical Nurse	34.29	34.80	35.15	35.68	36.39					
							1.00	1.50	1.00	1.50	2.00					
Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14	Pharmacy Technician I	35.35	35.79	36.24	36.78						
							0.00	1.25	1.25	1.50						
Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07	Health Care Aide										
						Licensed Practical Nurse										
Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10	Cook			18.76	19.14	19.52	19.52	19.62	19.81		
									NA	2.00	2.00	0.00	0.50	1.00		
						Health Care Aide			23.98	24.46	24.95	24.95	25.07	25.33		
									NA	2.00	2.00	0.00	0.50	1.00		
						Housekeeping			15.92	16.24	16.56	16.56	16.64	16.81		
									NA	2.00	2.00	0.00	0.50	1.00		
						Licensed Practical Nurse			32.98	33.64	34.31	34.31	34.48	34.83		
									NA	2.00	2.00	0.00	0.50	1.00		
Points West Living Heritage House	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			
							1.00	1.50	1.50	1.50	0.50	0.50	0.50			
						Housekeeping	18.40	18.68	18.96	19.24	19.34	19.44	19.54			
							1.00	1.50	1.50	1.50	0.50	0.50	0.50			
						Licensed Practical Nurse	34.29	34.80	35.33	35.86	36.04	36.22	36.40			
							1.00	1.50	1.50	1.50	0.50	0.50	0.50			

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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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	
Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20	Health Care Aide					24.70	24.95	25.07	25.20			
											1.00	0.50	0.50				
						Licensed Practical Nurse				33.98	34.32	34.49	34.66			1.00	0.50
Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14	Cook			18.99	19.13	19.52	19.71					
											0.75	0.75	2.00	1.00			
						Health Care Aide			24.28	24.46	24.95	25.20			0.75	0.75	2.00
Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25	Cook											
						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	Housekeeping											
						Licensed Practical Nurse			32.89	33.39	33.64	34.32	34.49	34.66	35.01		
Prairie Emergency Medical Systems	HSAA	2020-03-31	141	36	2018-08-24	EMT-P [Advanced Care Paramedic]	46.53	47.46	47.46	47.46	47.46						
Qualicare - Citadel Care	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				
						Housekeeping	17.96	18.23	18.23	18.41	18.41	18.59	18.78				
Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18	Licensed Practical Nurse	30.93	31.40	31.40	31.71	31.71	32.03	32.35				
						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	Housekeeping	17.52	17.70	17.87	18.05	18.05	18.23	18.41				
						Licensed Practical Nurse	31.06	31.53	31.84	32.16							
Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13	Licensed Practical Nurse											
Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2020-03-31	32	33	2020-03-03	Registered Nurse	46.96	48.37	48.37	48.37	48.37						
Revera	UNA	2017-12-31	89	48	2015-06-15	Registered Nurse	45.93	46.96	46.96								

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

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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
Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25	Health Care Aide	23.77	24.31	24.79							
							2.00	2.25	2.00							
						Housekeeping	20.23	20.69	21.10							
						Licensed Practical Nurse	34.63	35.41	36.12							
							2.00	2.25	2.00							
Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28	Health Care Aide	21.42	21.85	22.34	22.84						
							2.50	2.00	2.25	2.25						
						Housekeeping	18.70	19.07	19.50	19.94						
							2.50	2.00	2.25	2.25						
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01	Health Care Aide	22.38	22.83	23.29	23.76						
							18.25	2.00	2.00	2.00						
						Housekeeping	17.76	18.12	18.48	18.85						
							3.00	2.00	2.00	2.00						
Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01	Licensed Practical Nurse	30.33	30.94	31.56	32.19						
							3.00	2.00	2.00	2.00						
						Health Care Aide	22.38	22.83	23.29	23.76						
							18.25	2.00	2.00	2.00						
Revera Lessee - Chateau Renoir Retirement Residence	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	
							2.50	2.75	2.00	2.00	2.50	2.00	2.00	3.50	3.50	
Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08	Health Care Aide	23.19	23.90	24.38	24.87	25.36					
							3.00	3.00	2.00	2.00	2.00					
						Housekeeping	14.53	14.97	15.27	15.57	15.89					
							3.00	3.00	2.00	2.00	2.00					
Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12	Health Care Aide	23.05	23.51	23.98	24.46						
							3.00	2.00	2.00	2.00						
						Housekeeping	15.43	15.74	16.05	16.53						
							3.00	2.00	2.00	3.00						
Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12	Licensed Practical Nurse	31.99	32.63	33.28	33.95						
							3.00	2.00	2.00	2.00						
						Health Care Aide	23.05	23.51	23.98	24.46						
							3.00	2.00	2.00	2.00						
Revera Lessee - Heartland Retirement Residence	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		
							2.50	2.25	3.00	2.00	2.00	2.00	7.00	6.75		
						Licensed Practical Nurse	26.77	27.31	27.58	28.13	28.69	29.27	30.85	32.47		
							2.50	2.00	1.00	2.00	2.00	2.00	5.40	5.25		

## 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					
Revera Lessee - McKenzie Towne Retirement Residence	CUPE	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						
							2.00	2.00	2.00	2.00	2.00	2.00	2.25	1.50	2.00						
						Licensed Practical Nurse	29.45	30.04	30.64	31.26	31.89	32.53	33.26	33.76	34.44						
							2.00	2.00	2.00	2.00	2.00	2.00	2.25	1.50	2.00						
Revera Lessee - Meadowlands	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						
							2.00	5.20	2.25	2.25	2.00	2.00	2.00	2.00	2.00						
						Health Care Aide	19.04	19.52	19.96	20.41	20.82	21.23	21.65	22.08	22.52						
							2.00	2.50	2.25	2.25	2.00	2.00	2.00	2.00	2.00						
						Housekeeping	15.27	15.65	16.00	16.36	16.69	17.02	17.36	17.71	18.06						
	2.00	2.50	2.25	2.25	2.00	2.00	2.00	2.00	2.00												
						Licensed Practical Nurse	26.05	27.70	28.32	28.96	29.54	30.13	31.73	32.86	34.02						
							2.00	6.33	2.25	2.25	2.00	2.00	5.30	3.60	3.50						
						Health Care Aide															
						Housekeeping															
Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15	Health Care Aide				22.73	22.96	23.19	23.48	23.77							
						Housekeeping			18.37	18.55	18.74	18.97	19.21								
						Licensed Practical Nurse			31.42	31.73	32.05	32.45	32.86								
Revera Lessee - Riverbend Retirement	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	2.50	2.00	2.00	1.75									
						Housekeeping	16.09	16.53	16.94	17.28	17.63	17.94									
	2.75	2.75	2.50	2.00	2.00	1.75															
						Licensed Practical Nurse	31.91	32.79	33.61	34.28	34.97	35.58									
							2.75	2.75	2.50	2.00	2.00	1.75									
Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19	Health Care Aide	23.05	23.69	24.28												
							NA	2.75	2.50												
						Housekeeping	15.56	15.99	16.39												
	NA	2.75	2.50																		
						Licensed Practical Nurse	30.99	31.84	32.64												
							NA	2.75	2.50												
Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06	Cook								22.77	23.22	23.69					
						Health Care Aide								26.25	26.78	27.32					
						Housekeeping								18.36	18.73	19.10					
						Licensed Practical Nurse								35.29	36.00	36.72					

## 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
Rexall Pharma Plus Pharmacies [Edmonton]	HSAA	2019-06-30	39	39	2017-05-23	Pharmacy Technician I	35.35 0.00	35.35 0.00	36.00 1.85	36.72 2.00						
Ridge Country Housing	CUPE	2020-12-31	27	36	2018-02-15	Housekeeping	16.23 2.00	16.55 2.00	17.05 3.00	17.30 \$0.25	17.56 1.50	18.00 2.50				
River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01	Health Care Aide	23.52 4.50	24.58 4.50	24.58 0.00	24.58 0.00	24.58 0.00	24.58 0.00	24.58 0.00			
						Housekeeping	18.98 3.00	19.55 3.00	19.55 0.00	19.55 0.00	19.55 0.00	19.55 0.00	19.55 0.00			
						Licensed Practical Nurse	34.71 3.00	35.75 3.00	35.75 0.00	35.75 0.00	35.75 0.00	35.75 0.00	35.75 0.00			
Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03	Health Care Aide				20.10	20.42 1.60	20.73 1.50	21.08 1.70			
						Licensed Practical Nurse				27.36	27.84 1.75	28.26 1.50	28.74 1.70			
Saint Elizabeth Health Care - Sagebrush	AUPE	2023-12-31	43	31	2021-05-27	Health Care Aide							20.37	20.57 1.00	20.78 1.00	
						Licensed Practical Nurse							27.88	28.15 1.00	28.44 1.00	
Saint Elizabeth Health Care - St. Thomas Health Centre	AUPE	2023-12-31	98	48	2021-06-22	Health Care Aide				20.58	20.79 1.00	20.89 0.50	21.00 0.50	21.21 1.00	21.42 1.00	
						Licensed Practical Nurse				28.99	29.28 1.00	29.43 0.50	25.57 0.50	29.87 1.00	30.17 1.00	
Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14	Health Care Aide	23.46 2.50	24.05* 0.80								
						Licensed Practical Nurse	33.56 2.50	34.58* 0.80								
Salem Manor Nursing Home	UNA	2017-03-31	15	48	2015-11-16	Registered Nurse	46.96 2.25	48.37 3.00								
Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11	Housekeeping	19.55 2.50	19.75 1.00	19.75 0.00	20.15* 0.00	TBD					
Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15	Food Services (Dietary Aide)	19.01 2.00	19.20 1.00	19.20 0.00	19.20 0.00	19.39 1.00	TBD	TBD			
						Health Care Aide	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00	TBD	TBD			
						Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00			

# 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
Salvation Army - Grace Manor	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			
							2.50	3.00	1.50	1.50	0.00	0.00	3.00			
						Housekeeping	18.31	18.86	19.14	19.43	19.43	19.43	20.01			
							2.50	3.00	1.50	1.50	0.00	0.00	3.00			
						Licensed Practical Nurse	34.59	35.62	36.15	36.70	36.70	36.70	37.80			
							2.50	3.00	1.50	1.50	0.00	0.00	3.00			
SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22	Health Care Aide				19.75	20.15	20.55	20.96	21.38	21.81	22.24
											2.00	2.00	2.00	2.00	2.00	2.00
						Housekeeping			16.75	17.09	17.43	17.78	18.13	18.50	18.87	
									2.00	2.00	2.00	2.00	2.00	2.00	2.00	
						Licensed Practical Nurse			26.38	26.91	27.45	28.00	28.56	29.13	29.71	
									2.00	2.00	2.00	2.00	2.00	2.00	2.00	
Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15	Cook				17.00	17.17	17.34	17.52			
										1.00	1.00	1.00				
Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10	Health Care Aide		21.39	21.82	22.21	22.54					
								2.00	1.75	1.50						
						Housekeeping		16.62	16.95	17.91*	18.18					
									2.00	1.75	1.50					
						Licensed Practical Nurse		29.72	30.31	30.84	31.30					
									2.00	1.75	1.50					
Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25	Health Care Aide			21.39	21.82	22.25	22.64	23.15			
									2.00	2.00	1.75	2.25				
						Housekeeping			16.81	17.15	17.49	17.80	18.25			
									2.00	2.00	1.75	2.25				
Seasons Retirement Communities - Sunrise Village [High River] - ANC	CUPE	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		
							1.00	2.00	1.50	2.00	2.00	0.00	1.75	0.50		
						Licensed Practical Nurse	32.00	32.64	33.13	33.79	34.47	34.47	35.07	35.25		
							1.00	2.00	1.50	2.00	2.00	0.00	1.75	0.50		
Seasons Retirement Communities - Sunrise Village [High River] - GSS	CUPE	2023-06-30	45	36	2021-04-29	Housekeeping					15.93	16.25	16.57	16.91		
											1.50	2.00	2.00	2.00		
Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16	Health Care Aide			19.71	20.10	20.51	20.87	21.33			
									2.00	2.00	1.75	2.25				
						Housekeeping			16.25	16.58	16.91	17.20	17.59			
									2.00	2.00	1.75	2.25				
Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05	Health Care Aide			19.71	20.10	20.41	20.76	21.23			
									2.00	1.50	1.75	2.25				
						Housekeeping			16.25	16.58	16.82	17.12	17.50			
									2.00	1.50	1.75	2.25				



## 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
Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	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	1.50	1.50	2.00	1.75	2.00		
						Health Care Aide		19.71	20.05	20.41	20.71	21.02	21.44	21.82	22.26	
								1.75	1.75	1.50	1.50	2.00	1.75	2.00		
						Housekeeping		16.81	17.10	17.40	17.66	17.93	18.29	18.61	18.98	
									1.75	1.75	1.50	1.50	2.00	1.75	2.00	
Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16	Health Care Aide	24.83	25.08	25.08	25.33	25.33					
							2.00	1.00	0.00	1.00	0.00					
						Housekeeping	20.32	20.53	20.53	20.74	20.95					
								2.00	1.00	0.00	1.00	1.00				
						Licensed Practical Nurse	34.29	34.63	34.63	34.98	34.98					
								1.00	1.00	0.00	1.00	0.00				
Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18	Health Care Aide	24.83	25.08	25.08	25.33	25.33					
							2.00	1.00	0.00	1.00	0.00					
						Housekeeping	20.32	20.53	20.53	20.74	20.95					
								2.00	1.00	0.00	1.00	1.00				
						Licensed Practical Nurse	34.29	34.63	34.63	34.98	34.98					
								1.00	1.00	0.00	1.00	0.00				
Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14	Health Care Aide	24.83	25.08	25.08	25.33	25.33					
							2.00	1.00	0.00	1.00	0.00					
						Licensed Practical Nurse	34.29	34.63	34.63	34.98	34.98					
								1.00	1.00	0.00	1.00	0.00				
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14	Independent Living Attendant	22.33	22.56	22.56	23.01	23.01					
								1.00	1.00	0.00	2.00	0.00				
Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10	Health Care Aide	24.83	25.08	25.08	25.33	25.33					
							2.00	1.00	0.00	1.00	0.00					
						Licensed Practical Nurse	34.29	34.63	34.63	34.98	34.98					
								1.00	1.00	0.00	1.00	0.00				
Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	36	2020-04-23	Registered Nurse	46.96	48.37	48.37	48.37	48.37					
								2.25	3.00	0.00	0.00	0.00				
Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15	Health Care Aide	24.83	25.08	25.08	25.33	25.33					
							2.00	1.00	0.00	1.00	0.00					
						Licensed Practical Nurse	34.29	34.63	34.63	34.98	34.98					
								1.00	1.00	0.00	1.00	0.00				

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<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
Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02	Cook							20.26			
						Health Care Aide										23.11
						Housekeeping										16.23
						Licensed Practical Nurse										33.48
Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11	Health Care Aide	21.09	21.30	21.41	21.75	22.39*	22.72	23.06			
						Housekeeping	17.87	18.05	18.14	18.41	18.69*	19.25	19.54			
St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12	Health Care Aide				20.58	20.79					
						Licensed Practical Nurse				28.99	29.28					
St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02	Health Care Aide	22.47	22.65	22.65							
St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15	Health Care Aide	25.44	25.65	TBD							
						Licensed Practical Nurse	34.35	34.62	TBD							
St. Michael's Long Term Care Centre	UNA	2020-03-31	15	36	2020-01-08	Registered Nurse	46.96	48.37	48.37	48.37	48.37					
St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01	Health Care Aide	21.81	21.98	21.98							
						Housekeeping	16.84	16.97	16.97							
Stettler & District Ambulance Association	HSAA	2023-03-31	20	48	2019-09-16	Advanced Care Paramedic	43.87	44.75	44.75	44.75	44.75	TBD	TBD	TBD		
Sylvan Lake Lodge	CLAC	2022-12-31	39	24	2021-03-31	Housekeeping	17.53	17.88	18.24	18.60	18.97	19.40	19.69	19.99		
Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03	Health Care Aide	21.97	22.41	22.86	23.43	23.90	24.38	24.87	25.49		
						Housekeeping	17.40	17.75	18.11	18.56	18.93	19.31	19.70	20.19		

## 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	
Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25	Health Care Aide	24.75	24.95									
							1.20	0.80									
Touchmark at Wedgewood	UNA	2017-03-31	15	48	2015-01-22	Licensed Practical Nurse	34.36	34.63									
							1.20	0.80									
Touchmark at Wedgewood	UNA	2017-03-31	15	48	2015-01-22	Registered Nurse	46.96	48.37									
							2.25	3.00									
Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC	2023-03-31	160	36	2020-02-07	Health Care Aide	21.81	22.46	23.13	23.83	24.78	25.28	26.03	26.81			
							2.00	3.00	3.00	3.00	4.00	2.00	3.00	3.00			
Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC	2023-03-31	160	36	2020-02-07	Housekeeping	20.29	20.90	21.53	22.18	23.06	23.52	24.23	24.95			
							2.00	3.00	3.00	3.00	4.00	2.00	3.00	3.00			
Vegreville Association for Living in Dignity	USW	2023-09-30	31	36	2021-07-13	Community Disability Worker	20.48	20.48	20.48	20.48	20.48	20.48	TBD	TBD			
							0.00	0.00	0.00	0.00	0.00	0.00					
Venta Care Centre Ltd.	UNA	2017-08-31	16	48	2015-01-15	Registered Nurse	46.96	48.37									
							2.25	3.00									
Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21	Health Care Aide	24.75	24.95									
							1.20	0.80									
Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21	Licensed Practical Nurse	34.35	34.62									
							1.20	0.80									
Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21	Housekeeping	20.50	20.91									
							2.00	2.00									
We Care Health Services	Teamsters	2022-08-31	35	19	2021-02-18	Health Care Aide								19.00			
																NA	
We Care Health Services	Teamsters	2022-08-31	35	19	2021-02-18	Licensed Practical Nurse								26.00			
																NA	
Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24	Health Care Aide		21.21	21.53	22.18	22.85						
								1.50	3.00	3.00							
						Housekeeping		16.39	16.64	17.14	17.66						
							9.50	1.50	3.00	3.00							
Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24	Licensed Practical Nurse		31.90	32.39	33.36	34.37						
							1.45	1.50	3.00	3.00							
Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24	Registered Nurse		43.84	44.50	45.85	47.23						
							3.54	1.50	3.00	3.00							
Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10	Health Care Aide	20.17	21.00	21.32	21.53	22.17	22.40	22.62				
							3.00	4.00	1.50	1.00	3.00	1.00	1.00				
						Housekeeping	15.91	16.39	16.64	16.80	17.31	17.48	17.65				
						3.00	3.00	1.50	1.00	3.00	1.00	1.00					
Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10	Licensed Practical Nurse	31.14	32.07	32.55	32.88	33.86	34.20	34.54				
							2.00	3.00	1.50	1.00	3.00	1.00	1.00				

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

### Hourly Rate and Per Cent Increase

<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
Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26	EMT-P	44.85	45.75	45.75							
							1.50	2.00	0.00							
Wheatland Lodge	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		
							2.50	2.00	2.00	2.00	2.00	0.00	1.00	1.00		
Wood Buffalo Housing & Development	CUPE	2020-12-31	41	36	2019-10-17	Housekeeping	23.71	23.71	23.71	23.71	23.71	23.71	23.71			
							3.00	0.00	0.00	0.00	0.00	0.00	0.00			
Wood Buffalo Housing & Development - Rotary House	CUPE	2020-12-31	25	24	2019-04-15	Resident Service Aide	26.71	27.51	28.34	28.34	28.34	28.34				
							3.00	3.00	3.00	0.00	0.00	0.00				
						Housekeeping	26.71	27.51	28.34	28.34	28.34	28.34				
							3.00	3.00	3.00	0.00	0.00	0.00				
Workers Compensation Board - Millard Health	HSAA	2020-12-31	129	36	2019-03-11	Occupational Therapist I	48.84	49.82	50.94	50.94	50.94	50.94				
							2.00	2.00	2.50	0.00	0.00	0.00				

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

### Hourly Rate and Per Cent Increase

<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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.87	44.75	44.75	44.75	44.75						Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
	1.25	2.00	0.00	0.00	0.00											
Health Care Aide	24.75	24.95	24.95	24.95	24.95						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	1.20	0.80	0.00	0.00	0.00											
Housekeeping	20.81	21.02	21.02	21.02	21.23						Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
	2.00	1.00	0.00	0.00	1.00											
Licensed Practical Nurse	34.36	34.63	34.63	34.63	34.63						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	1.20	0.80	0.00	0.00	0.00											
Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.85	49.46	50.45		Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27
	2.25	3.00	0.00	0.00	0.00	0.00	1.00	1.25	2.00							
Health Care Aide	19.52	20.87*	21.08	21.50	21.72	22.15	22.59				Abby Road Housing Co-Operative Ltd	CUPE	2021-12-31	15	24	2021-04-06
	1.50	1.00	1.00	2.00	1.00	2.00	2.00									
Health Care Aide	22.77	23.45	24.16								Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
	4.90	3.00	3.00													
Health Care Aide	23.74	24.46	24.70	24.95	25.20						AgeCare - Columbia Assisted Living	AUPE	2020-03-31	29	36	2019-01-31
	3.00	3.00	1.00	1.00	1.00											
Health Care Aide	22.38	22.92	23.38	23.38	23.73	24.11					AgeCare - Midnapore	CUPE	2021-10-31	164	36	2020-01-07
	0.00	2.40	2.00	0.00	1.50	1.60										
Health Care Aide	23.74	24.45	24.94	24.94	25.19	25.19	25.44	25.82			AgeCare - Valleyview	AUPE	2023-03-31	30	39	2021-09-17
	0.00	3.00	2.00	0.00	1.00	0.00	1.00	1.50								
Health Care Aide	24.75	24.95	24.95	24.95	24.95						Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14
	1.20	0.80	0.00	0.00	0.00											
Health Care Aide	22.43	23.10	23.79								Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-27	128	36	2015-11-18
	7.00	3.00	3.00													
Health Care Aide	23.05	23.28	23.98	24.58							Aster Voint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
		1.00	3.00	2.50												
Health Care Aide	20.76	22.84	23.30	23.65							Aster Joint Venture - AceCare Walden Heights - ANC	AUPE	2020-01-26	257	36	2017-01-30
		10.00	2.00	1.50												
Health Care Aide	21.81	22.30	22.75	22.98	22.98	22.98	23.21	23.50			AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
	1.25	2.25	2.00	1.00	0.00	0.00	1.00	1.25								
Health Care Aide	21.40	21.89	22.33	22.55	22.55	22.78	23.06				AXR Operating National - McKenzie Towne Continuing Care	CUPE	2022-10-31	146	48	2020-02-26
	1.25	2.25	2.00	1.00	0.00	1.00	1.25									
Health Care Aide	21.35	21.62	22.05	22.50	22.50	22.88	23.31				AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
	1.25	1.25	2.00	1.00	0.00	1.70	1.90									
Health Care Aide	24.75	24.95									Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
	1.20	0.80														

# 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

## Classification - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	24.75 1.20	24.95 0.80									Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
Health Care Aide	24.75 1.20	24.95 0.80									Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	38	2016-04-15
Health Care Aide	24.75 1.20	24.95 0.80									Bethany Care Centre - Collegeside	AUPE	2017-08-31	134	38	2016-04-15
Health Care Aide	24.31	24.50 0.80									Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
Health Care Aide	24.75 1.20	24.95 0.80									Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Health Care Aide	24.75 1.20	24.95 0.80									Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Health Care Aide	24.94 2.00	24.94 0.00	25.32 1.50	25.32 0.00	25.32 0.00						Bethany Nursing Home - Bashaw, Rosealta, . . . .	AUPE	2020-03-31	143	24	2018-12-17
Health Care Aide	24.74 1.20	24.94 0.80	24.94 0.00	24.94 0.00	24.64 0.00						Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Health Care Aide	24.70 1.00	24.95 1.00	25.20 1.00	25.50 1.20							Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Health Care Aide						25.87 0.00	25.87 0.00				Brenda Strafford Foundation Wentworth Manor	AUPE	2022-12-30	139	28	2020-09-11
Health Care Aide	22.06 3.00	22.56 2.25	23.01 2.00	23.31 1.30	23.61 1.30	23.61 0.00	23.61 0.00				Bridges Community Living	CUPE	2021-12-31	112	24	2020-01-23
Health Care Aide	24.76 1.20	24.96 0.80	24.96 0.00	24.96 0.00	24.96 0.00						CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29
Health Care Aide	24.47* 3.00	24.67 0.80	24.96 1.20	24.96 0.00	24.96 0.00						CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
Health Care Aide	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00						Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09
Health Care Aide				17.74	17.96 1.25	18.19 1.25					CBI Home Health	AUPE	2020-12-31	482	36	2019-03-18
Health Care Aide	23.86 1.20	24.58 3.00	24.58 0.00	24.58 0.00	24.58 0.00						Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Health Care Aide	22.29 2.25	22.85 2.50	22.96 0.50	23.08 0.50	23.19 0.50						Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28
Health Care Aide	19.96 2.50	20.56 3.00	20.77 1.00	20.98 1.00	21.19 1.00	21.40 1.00	22.26* 1.00				Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	112	60	2021-10-12
Health Care Aide					22.53 1.50	22.87 1.50	23.33 2.00				Chartwell Master Care - Country Cottage	USW	2022-01-03	38	36	2020-02-12

## 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 - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide					22.87	23.21	23.56				Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
						1.50	1.50									
Health Care Aide	22.96	23.42	23.89	24.43							Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
	2.50	2.00	2.00	2.25												
Health Care Aide	22.96	23.42	23.89	24.43	24.67	24.67					Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03
	2.50	2.00	2.00	2.25	1.00	0.00										
Health Care Aide	23.70	23.70	23.82	23.94	24.36	24.36	24.60	24.91	25.28		Christenson Communities - Royal Oak Manor	HSAA	2024-01-31	93	48	2021-02-22
	2.25	0.00	0.50	0.50	1.75	0.00	1.00	1.25	1.50							
Health Care Aide					24.35	24.72	25.09				Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
						1.50	1.50									
Health Care Aide		21.85	24.70								Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
			13.00													
Health Care Aide						24.70	25.07				Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
							1.50									
Health Care Aide	23.50	24.46									Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17
	16.66*	4.00*														
Health Care Aide							25.08	TBD			Covenant Care - St. Teresa Place	AUPE	2022-12-31	246	19	2021-07-06
							0.00									
Health Care Aide	23.50	24.46									Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17
	16.66*	4.00*														
Health Care Aide	24.75	24.95	24.95	24.95	24.95						Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
	1.20	0.80	0.00	0.00	0.00											
Health Care Aide	24.46	24.95	24.95	24.95	24.95	TBD					Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
	3.00	2.00	0.00	0.00	0.00											
Health Care Aide	24.75	24.95	24.95	24.95	24.95						Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
	1.20	0.80	0.00	0.00	0.00											
Health Care Aide	24.76	24.96	24.96	24.96	24.96						Covenant Health - Youville Home (Grey Nuns) of St. Albert	USW	2020-03-31	200	36	2018-06-29
	1.20	0.80	0.00	0.00	0.00											
Health Care Aide	19.06	20.26	20.46	20.87	21.08	21.40	21.83				Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22
	2.00	Adj + 1%	1.00	2.00	1.00	1.50	2.00									
Health Care Aide	21.53	21.96	22.40	22.85	23.30	23.30	23.30	23.30	23.53		Cypress View Foundation	CUPE	2023-12-31	80	48	2020-10-27
	3.00	2.00	2.00	2.00	2.00	0.00	0.00	0.00	1.00							
Health Care Aide	19.94	20.34	20.75	21.01	21.32	21.75	21.86	21.97			Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2022-12-31	60	24	2021-05-27
	2.00	2.00	2.00	1.25	1.50	2.00	0.50	0.50								
Health Care Aide	21.95	22.17	22.61	23.07	23.07	23.30	23.65				Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15
	1.00	1.00	2.00	2.00	0.00	1.00	1.50									
Health Care Aide	20.19	20.19	20.28	20.48	20.48						Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
	1.00	0.00	0.45	1.00	0.00											

# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	23.69 2.50	24.16 2.00									Extencicare (Canada)	CUPE	2020-12-31	482	48	2019-10-29
Health Care Aide	23.63 2.25	24.16 2.25	24.16 0.00								Extencicare (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 0.00								Extencicare (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 0.00								Extencicare (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 0.00								Extencicare (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 0.00								Extencicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Health Care Aide	23.63 2.25	24.16 2.25	24.16 0.00								Extencicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Health Care Aide	23.63 2.25	24.16 2.25	24.16 0.00								Extencicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Health Care Aide	23.63 2.25	24.16 2.25	24.16 0.00								Extencicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Health Care Aide	24.46	24.95 2.00	25.32 1.50	25.70 1.50							Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Health Care Aide		23.34	23.81 2.00	24.29 2.00							Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Health Care Aide	TBD										Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Health Care Aide	24.75 1.20	24.95 0.80									Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Health Care Aide	24.05 1.20	24.24 0.80	24.24 0.00	24.24 0.00	24.24 0.00						Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04
Health Care Aide	24.46 3.00	25.07 2.50	25.70 2.50	26.09 1.50	26.48 1.50	26.87 1.50	27.41 2.00				Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Health Care Aide	24.46 3.00	25.07 2.50	25.70 2.50	26.09 1.50	26.48 1.50	26.87 1.50	27.41 2.00				Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Health Care Aide	24.45 0.00	24.94 2.00	27.94 0.00	27.94 0.00	27.94 0.00						Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01
Health Care Aide	24.86 1.60	25.20 1.40	25.58 1.50								Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31
Health Care Aide	21.75 0.00	22.19 2.00	22.52 1.50	22.75 1.00	23.20* 1.00	23.43 1.00	23.67 1.00				Intercare - Brentwood, Chinook, Southwood	CUPE	2022-06-30	1,417	24	2022-02-22



# 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 - Health Care Aide

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	20.71	21.12	21.62	23.78	24.26	24.62	24.62				Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24
	2.00	2.00	2.35	10.00	2.00	1.50	0.00									
Health Care Aide	24.75	24.95	24.95	24.95	24.95						Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14
	1.20	0.80	0.00	0.00	0.00											
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
				1.50	1.50	2.00	1.50	1.50	2.00							
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
						3.00	1.00									
Health Care Aide					24.95	25.08					Mountain View Seniors Housing - Sundre Seniors Supportive Living	AUPE	2020-12-31	44	41	2019-04-05
						0.50										
Health Care Aide	23.77	24.25	24.67	25.10	25.54						Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
	2.00	2.00	1.75	1.75	1.75											
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
	1.50	1.50	1.50	2.00	2.50	0.00	0.00									
Health Care Aide					24.23	24.71					Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
					1.50	2.00										
Health Care Aide	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
	2.00	1.50	2.00	0.00	1.00	1.00	1.00									
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
	1.00	1.50	2.00	1.00	1.75	1.75	0.75	0.75	0.75							
Health Care Aide	22.83	23.17	23.40	23.75	24.23						Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24
	2.00	1.50	1.00	1.50	2.00											
Health Care Aide	23.31	23.66	23.90	24.49	24.85						Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23
	2.00	1.50	1.00	2.50	1.50											
Health Care Aide	24.70	25.08	25.33	25.71	26.22						Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
	1.00	1.50	1.00	1.50	2.00											
Health Care Aide											Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
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	2.00	2.00	0.00	0.50	1.00							
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
	1.00	1.50	1.50	1.50	0.50	0.50	0.50									
Health Care Aide					24.70	24.95	25.07	25.20			Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
						1.00	0.50	0.50								
Health Care Aide		23.92	24.28	24.46	24.95	25.08	25.21	25.46			Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
		0.75	1.50	0.75	2.00	0.50	0.50	1.00								
Health Care Aide			24.28	24.46	24.95	25.20					Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
			0.75	0.75	2.00	1.00										

# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
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
	1.75	1.50	0.00	1.00	0.00	1.00	1.00									
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
	1.75	1.00	1.00	1.00	0.00	1.00	1.00									
Health Care Aide	23.77	24.31	24.79								Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
	2.00	2.25	2.00													
Health Care Aide	21.42	21.85	22.34	22.84							Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
	2.50	2.00	2.25	2.25												
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	2.00	2.00	2.00												
Health Care Aide	23.19	23.90	24.38	24.87	25.36						Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
	3.00	3.00	2.00	2.00	2.00											
Health Care Aide	23.05	23.51	23.98	24.46							Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
	3.00	2.00	2.00	2.00												
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
	2.50	2.25	3.00	2.00	2.00	2.00	7.00	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
	2.00	2.00	2.00	2.00	2.00	2.00	2.25	1.50	2.00							
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
	2.00	2.50	2.25	2.25	2.00	2.00	2.00	2.00	2.00							
Health Care Aide			22.73	22.96	23.19	23.48	23.77				Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
				1.00	1.00	1.25	1.25									
Health Care Aide	22.99	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	2.50	2.00	2.00	1.75										
Health Care Aide							26.25	26.78	27.32		Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
							2.00	2.00	2.00							
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
	4.50	4.50	0.00	0.00	0.00	0.00	0.00									
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
					1.60	1.50	1.70									
Health Care Aide							20.37	20.57	20.78		Saint Elizabeth Health Care - Sagebrush	AUPE	2023-12-31	43	31	2021-05-27
								1.00	1.00							
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
					1.00	0.50	0.50	1.00	1.00							
Health Care Aide	23.46	24.05*									Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
	2.50	0.80														
Health Care Aide	24.75	24.95	24.95	24.95	24.95	TBD	TBD				Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
	1.20	0.80	0.00	0.00	0.00											

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	24.91 2.50	25.66 3.00	26.04 1.50	26.44 1.50	26.44 0.00	26.44 0.00	27.23 3.00				Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Health Care Aide [Registered Care]			19.75	20.15 2.00	20.55 2.00	20.96 2.00	21.38 2.00	21.81 2.00	22.24 2.00		SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22
Health Care Aide		21.39	21.82 2.00	22.21 1.75	22.54 1.50						Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
Health Care Aide			21.39	21.82 2.00	22.25 2.00	22.64 1.75	23.15 2.25				Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
Health Care Aide (RGA-Care)	23.28 1.00	23.75 2.00	24.10 1.50	24.58 2.00	25.07 2.00	25.07 0.00	25.51 1.75	25.64 0.50			Seasons Retirement Communities Sunrise Village [High River] - ANC	CUPE	2023-06-30	86	36	2021-06-08
Health Care Aide			19.71	20.10 2.00	20.51 2.00	20.87 1.75	21.33 2.25				Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16
Health Care Aide			19.71	20.10 2.00	20.41 1.50	20.76 1.75	21.23 2.25	17.50 2.25			Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
Health Care Aide		19.71	20.05 1.75	20.41 1.75	20.71 1.50	21.02 1.50	21.44 2.00	21.82 1.75	22.26 2.00		Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2023-12-31	48	36	2021-11-16
Health Care Aide	24.83 2.00	25.08 1.00	25.08 0.00	25.33 1.00	25.33 0.00						Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
Health Care Aide	24.83 2.00	25.08 1.00	25.08 0.00	25.33 1.00	25.33 0.00						Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
Health Care Aide	24.83 2.00	25.08 1.00	25.08 0.00	25.33 1.00	25.33 0.00						Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14
Health Care Aide	24.83 2.00	25.08 1.00	25.08 0.00	25.33 1.00	25.33 0.00						Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10
Independent Living Attendant	22.33 1.00	22.56 1.00	22.56 0.00	23.01 2.00	23.01 0.00						Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2020-09-30	16	36	2019-01-14
Health Care Aide	24.83 2.00	25.08 1.00	25.08 0.00	25.33 1.00	25.33 0.00						Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15
Health Care Aide							23.11 1.00				Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Health Care Aide	21.09 NA	21.30 1.00	21.41 0.50	21.75 1.50	22.39* 1.50	22.72 1.50	23.06 1.50				Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11
Health Care Aide				20.58	20.79 1.00						St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12
Health Care Aide	22.47 1.20	22.65 0.80	22.65 0.00								St. Michael's Grove Manor	AUPE	2018-09-30	21	48	2017-02-02
Health Care Aide	25.44 1.20	25.65 0.80	TBD								St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15

## 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Health Care Aide	21.81 1.20	21.98 0.80	21.98 0.00								St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Health Care Aide	21.97 2.00	22.41 2.00	22.86 2.00	23.43 2.50	23.90 2.00	24.38 2.00	24.87 2.00	25.49 2.50			Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03
Health Care Aide	24.75 1.20	24.95 0.80									Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Health Care Aide	21.81 2.00	22.46 3.00	23.13 3.00	23.83 3.00	24.78 4.00	25.28 2.00	26.03 3.00	26.81 3.00			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 1.50	22.18 3.00	22.85 3.00						Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Health Care Aide	20.17 3.00	21.00 4.00	21.32 1.50	21.53 1.00	22.17 3.00	22.40 1.00	22.62 1.00				Well Being Services - Monterey Place	AUPE	2022-03-31	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 - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	44.75 0.00						Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
Health Care Aide	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Housekeeping	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.23 1.00						Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25	50.45 2.00		Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27
Licensed Practical Nurse	33.95 1.00	34.63 2.00	34.97 1.00								Age Care - Beverly Centre Glenmore	AUPE	2018-09-10	210	36	2015-09-08
Licensed Practical Nurse	34.36 1.20	34.63 0.80									AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
Licensed Practical Nurse	32.95 0.00	33.94 3.00	34.62 2.00	34.62 0.00	34.97 1.00	34.97 0.00	35.32 1.00	35.85 1.50			AgeCare - Valleyview	AUPE	2023-03-31	30	39	2021-09-17
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Allen Gray Continuing Care - ANC	AUPE	2020-03-31	153	24	2018-12-14
Licensed Practical Nurse	33.61 4.00	34.28 2.00	34.97 2.00								Aster Joint Venture - AgeCare Sagewood	AUPE	2018-11-27	128	36	2015-11-18
Licensed Practical Nurse	31.99	32.95 3.00	33.94 3.00	34.96 3.00							Aster Voint Venture - AgeCare Sunrise Gardens	AUPE	2018-12-15	85	36	2015-12-29
Licensed Practical Nurse		32.32	34.10 5.50	34.78 2.00	35.30 1.50						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 2.00	32.61 1.00	32.61 0.00	32.61 0.00	32.94 1.00	33.35 1.25			AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
Licensed Practical Nurse	30.60 1.25	31.29 2.25	31.92 2.00	32.24 1.00	32.24 0.00	32.56 1.00	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 2.00	31.28 1.00	31.28 0.00	31.74 1.50	32.29 1.75				AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Bethany Care Centre - Airdrie - ANC	AUPE	2017-08-31	64	38	2016-04-15
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Bethany Care Centre - Calgary - ANC	AUPE	2017-08-31	428	36	2016-04-15
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Bethany Care Centre - Cochrane	AUPE	2017-08-31	70	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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Bethany Care Centre - Collegeseide	AUPE	2017-08-31	134	38	2016-04-15
Licensed Practical Nurse	34.00	34.27 0.80									Bethany Care Centre - Didsbury	AUPE	2017-08-31	108	27	2016-11-30
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Bethany Care Centre - Harvest Hills	AUPE	2017-08-31	52	36	2016-04-15
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Bethany Care Centre - Sylvan Lake	AUPE	2017-08-31	64	36	2016-04-15
Licensed Practical Nurse	34.62 2.00	34.62 0.00	35.15 1.50	35.15 0.00	35.15 0.00						Bethany Nursing Home - Bashaw, Rosealta, . . . .	AUPE	2020-03-31	143	24	2018-12-17
Licensed Practical Nurse	34.35 1.20	34.62 0.80	34.62 0.00	34.62 0.00	34.62 0.00						Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29
Licensed Practical Nurse	34.28 1.00	34.62 1.00	34.97 1.00	35.39 1.20							Brenda Strafford Foundation - Clifton Manor	AUPE	2019-03-31	212	48	2017-06-28
Licensed Practical Nurse						35.67 0.00	35.67 0.00				Brenda Strafford Foundation Wentworth Manor	AUPE	2022-12-30	139	28	2020-09-11
Licensed Practical Nurse	33.95 3.00	34.97 3.00	36.02 3.00	36.02 0.00	36.02 0.00	TBD					Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						CapitalCare - ANC	AUPE	2020-06-30	1,150	36	2019-04-29
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Carewest - ANC	AUPE	2020-06-30	1,582	36	2019-09-09
Licensed Practical Nurse				24.89	25.20 1.25	25.52 1.25					CBI Home Health	AUPE	2020-12-31	482	36	2019-03-18
Licensed Practical Nurse	33.52 1.20	34.53 3.00	34.53 0.00	34.53 0.00	34.53 0.00						Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Licensed Practical Nurse	32.50 2.25	33.31 2.50	33.48 0.50	33.64 0.50	33.81 0.50						Chantelle Management - Grande Prairie Care Centre	CUPE	2019-06-30	126	24	2018-09-10
Licensed Practical Nurse	27.81 2.50	28.64 3.00	28.93 1.00	29.22 1.00	29.51 1.00	29.81 1.00	31.02* 1.00				Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	112	60	2021-10-12
Licensed Practical Nurse					31.86 1.50	32.34 1.50	32.99 2.00				Chartwell Master Care - Country Cottage	USW	2022-01-03	38	36	2020-02-12
Licensed Practical Nurse					31.50 1.50	31.97 1.50	32.45 1.50				Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
Licensed Practical Nurse	31.84 2.50	32.48 2.00	33.13 2.00	33.87 2.25							Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
Licensed Practical Nurse	31.84 2.50	32.48 2.00	33.13 2.00	33.87 2.25	34.21 1.00	34.21 0.00					Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	31.77 2.25	31.77 0.00	31.93 0.50	32.09 0.50	32.65 1.75	32.65 0.00	32.98 1.00	33.39 1.25	33.89 1.50		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		30.32	34.29 13.10								Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
Licensed Practical Nurse						34.29	34.80 1.50				Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
Licensed Practical Nurse	32.32 13.92*	33.95 5.00*									Covenant Care - Holy Cross	AUPE	2017-06-30	70	24	2015-12-17
Licensed Practical Nurse	32.32 13.92*	33.95 5.00*									Covenant Care - Villa Marie	AUPE	2017-06-30	76	24	2015-12-17
Licensed Practical Nurse							34.80 0.00	TBD			Covenant Care - St. Teresa Place	AUPE	2022-12-31	246	19	2021-07-06
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Covenant Health - ANC	AUPE	2020-03-31	2,210	36	2019-04-30
Licensed Practical Nurse	33.95 3.00	34.63 2.00	34.63 0.00	34.63 0.00	34.63 0.00	TBD					Covenant Health - St. Joseph's Home / Carmel Hospice	CUPE	2021-03-31	40	36	2018-09-04
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Covenant Health - St. Therese Villa	AUPE	2020-03-31	202	24	2019-01-24
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Covenant Health - Youville Home (Grey Nuns) of St. Albert	USWA	2020-03-31	200	36	2018-06-29
Licensed Practical Nurse	29.78 1.00	29.78 0.00	29.94 0.54	30.24 1.00	30.24 0.00						Excel Resources Society - Balwin Villa, Grand Manor	UFCW	2020-03-31	240	36	2018-09-20
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00	TBD					Extendicare (Canada)	CUPE	2020-12-31	415	48	2019-10-29
Licensed Practical Nurse	34.71 2.25	35.49 2.25	35.49 0.00								Extendicare (Canada) - Athabasca - ANC	AUPE	2017-12-31	66	36	2016-08-04
Licensed Practical Nurse	34.36 1.20	34.63 0.80									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 0.00								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 0.00								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 0.00								Extendicare (Canada) - Fairmont Park	AUPE	2017-12-31	179	36	2016-07-20
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11

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

Hourly Rate and Per Cent Increase

<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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	34.71 2.25	35.49 2.25	35.49 0.00								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 0.00								Extendicare (Canada) - Holyrood	AUPE	2017-12-31	90	36	2016-07-20
Licensed Practical Nurse	34.36 1.20	34.63 0.80									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 0.00								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 0.00								Extendicare (Canada) - Michener Hill	AUPE	2017-12-31	488	36	2016-10-26
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Extendicare (Canada) - St Paul	CUPE	2016-12-31	59	36	2016-01-11
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Extendicare (Canada) - Viking	CUPE	2016-12-31	58	36	2016-01-11
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11
Licensed Practical Nurse	33.95	34.63 2.00	35.15 1.50	35.68 1.50							Father Lacombe Care Society - ANC	UNA	2019-08-31	235	36	2016-09-15
Licensed Practical Nurse		32.00	32.64 2.00	33.29 2.00							Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Licensed Practical Nurse	34.35 1.20	34.62 0.80									Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Licensed Practical Nurse	33.37 1.20	33.64 0.80	33.64 0.00	33.64 0.00	33.64 0.00						Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04
Licensed Practical Nurse	33.95 3.00	34.80 2.50	35.67 2.50	36.21 1.50	36.75 1.50	37.30 1.50	38.05 2.00				Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Licensed Practical Nurse	33.95 3.00	34.80 2.50	35.67 2.50	36.21 1.50	36.75 1.50	37.30 1.50	38.05 2.00				Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00								Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
Licensed Practical Nurse	34.46 1.50	34.98 1.50	35.50 1.50								Hong Lok Management - Edmonton Chinatown Care Centre	AUPE	2018-09-30	63	36	2016-12-31
Licensed Practical Nurse	32.03 0.00	32.67 2.00	33.17 1.50	33.50 1.00	33.84 1.00	34.18 1.00	34.69* 1.00				Intericare - Brentwood, Chinook, Southwood	CUPE	2022-06-30	1,417	24	2022-02-22
Licensed Practical Nurse			30.30 1.00	30.60 1.00	30.60 0.00	30.75 0.50	31.06* 1.00	32.63* 1.00			Intericare - Kingsland Terrace	CUPE	2023-03-31	44	24	2021-05-27
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Lamont Health Care Centre - ANC	AUPE	2020-03-31	108	24	2018-12-14



# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse				34.63	35.15	35.85	36.39	38.97*	39.75		Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
				1.50	1.50	2.00	1.50	1.50	2.00							
Licensed Practical Nurse	32.97	33.63	34.22	34.82	35.43						Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30
	2.00	2.00	1.75	1.75	1.75											
Licensed Practical Nurse					34.32	34.49					Mountain View Seniors Housing	AUPE	2020-12-31	44	41	2019-04-05
						0.50										
Licensed Practical Nurse	27.93	28.35	28.77	29.34	30.07	30.07	30.07				Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
	1.50	1.50	1.50	2.00	2.50	0.00	0.00									
Licensed Practical Nurse					33.98	34.66					Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13
					1.50	2.00										
Licensed Practical Nurse	31.68	32.16	32.80	32.80	33.13	33.46	33.79				Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
	2.00	1.50	2.00	0.00	1.00	1.00	1.00									
Licensed Practical Nurse	31.68	32.16	32.48	32.97	33.63						Park Place Seniors Living - Hardisty Care Centre - ANC	AUPE	2020-03-31	140	24	2018-09-24
	2.00	1.50	1.00	1.50	2.00											
Licensed Practical Nurse	34.46	34.80	35.15	36.03	36.57						Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23
	1.50	1.00	1.00	2.50	1.50											
Licensed Practical Nurse	34.29	34.80	35.15	35.68	36.39						Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
	1.00	1.50	1.00	1.50	2.00											
Licensed Practical Nurse											Points West Living Century Park	AUPE	2015-03-31	90	36	2012-11-07
Licensed Practical Nurse			32.98	33.64	34.31	34.31	34.48	34.83			Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
			NA	2.00	2.00	0.00	0.50	1.00								
Licensed Practical Nurse	34.29	34.80	35.33	35.86	36.04	36.22	36.40				Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
	1.00	1.50	1.50	1.50	0.50	0.50	0.50									
Licensed Practical Nurse					33.98	34.32	34.49	34.66			Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
						1.00	0.50	0.50								
Licensed Practical Nurse			33.39	33.64	34.32	34.66					Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
			0.75	0.75	2.00	1.00										
Licensed Practical Nurse		32.89	33.39	33.64	34.32	34.49	34.66	35.01			Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
		0.75	1.50	0.75	2.00	0.50	0.50	1.00								
Licensed Practical Nurse	30.93	31.40	31.40	31.71	31.71	32.03	32.35				Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
	1.75	1.50	0.00	1.00	0.00	1.00	1.00									
Licensed Practical Nurse	31.06	31.53	31.84	32.16							Qualicare - Rivercrest Lodge Nursing Home Ltd	AUPE	2019-03-31	13	48	2017-02-13
	0.00	1.50	1.00	1.00												
Licensed Practical Nurse	34.63	35.41	36.12								Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
	2.00	2.25	2.00													
Licensed Practical Nurse	32.15	32.79	33.53	34.28							Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
	2.50	2.00	2.25	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

## Classification - Licensed Practical Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	30.33 3.00	30.94 2.00	31.56 2.00	32.19 2.00							Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Licensed Practical Nurse	31.77 3.00	32.73 3.00	33.38 2.00	34.05 2.00	34.73 2.00						Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
Licensed Practical Nurse	31.99 3.00	32.63 2.00	33.28 2.00	33.95 2.00							Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Licensed Practical Nurse	26.77 2.50	27.31 2.00	27.58 1.00	28.13 2.00	28.69 2.00	29.27 2.00	30.85 5.40	32.47 5.25			Revera Lessee - Heartland Retirement Residence	CUPE	2022-12-31	45	48	2020-12-17
Licensed Practical Nurse	29.45 2.00	30.04 2.00	30.64 2.00	31.26 2.00	31.89 2.00	32.53 2.00	33.26 2.25	33.76 1.50	34.44 2.00		Revera Lessee - McKenzie Towne Retirement Residence	CUPE	2023-12-31	51	36	2021-11-17
Licensed Practical Nurse	26.05 2.00	27.70 6.33	28.32 2.25	28.96 2.25	29.54 2.00	30.13 2.00	31.73 5.30	32.86 3.60	34.02 3.50		Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
Licensed Practical Nurse			31.42	31.73 1.00	32.05 1.00	32.45 1.25	32.86 1.25				Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
Licensed Practical Nurse	31.91 2.75	32.79 2.75	33.61 2.50	34.28 2.00	34.97 2.00	35.58 1.75					Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
Licensed Practical Nurse	30.99 NA	31.84 2.75	32.64 2.50								Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
Licensed Practical Nurse							35.29 2.00	36.00 2.00	36.72 2.00		Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
Licensed Practical Nurse	34.71 3.00	35.75 3.00	35.75 0.00	35.75 0.00	35.75 0.00	35.75 0.00	35.75 0.00				River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01
Licensed Practical Nurse				27.36	27.84 1.75	28.26 1.50	28.74 1.70				Sage Properties - Prince of Peace Manor & Harbour	CUPE	2022-06-30	100	24	2020-11-03
Licensed Practical Nurse							27.88	28.15 1.00	28.44 1.00		Saint Elizabeth Health Care - Sagebrush	AUPE	2023-12-31	43	31	2021-05-27
Licensed Practical Nurse				28.99	29.28 1.00	29.43 0.50	25.57 0.50	29.87 1.00	30.17 1.00		Saint Elizabeth Health Care - St. Thomas Health Centre	AUPE	2023-12-31	98	48	2021-06-22
Licensed Practical Nurse	33.56 2.50	34.58* 0.80									Salem Manor Nursing Home	AUPE	2017-07-13	85	48	2016-03-14
Licensed Practical Nurse	34.59 2.50	35.62 3.00	36.15 1.50	36.70 1.50	36.70 0.00	36.70 0.00	37.80 3.00				Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Licensed Practical Nurse			26.38	26.91 2.00	27.45 2.00	28.00 2.00	28.56 2.00	29.13 2.00	29.71 2.00		SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22
Licensed Practical Nurse		29.72	30.31 2.00	30.84 1.75	31.30 1.50						Seasons Retirement Communities - Sunrise Village (Camrose)	AUPE	2019-12-31	129	36	2017-01-10
Licensed Practical Nurse	32.00 1.00	32.64 2.00	33.13 1.50	33.79 2.00	34.47 2.00	34.47 0.00	35.07 1.75	35.25 0.50			Seasons Retirement Communities Sunrise Village [High River] - ANC	CUPE	2023-06-30	86	36	2021-06-08

## 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Licensed Practical Nurse	34.29 1.00	34.63 1.00	34.63 0.00	34.98 1.00	34.98 0.00						Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
Licensed Practical Nurse	34.29 1.00	34.63 1.00	34.63 0.00	34.98 1.00	34.98 0.00						Shepherd's Care - Greenfield	AUPE	2020-09-30	29	36	2019-01-18
Licensed Practical Nurse	34.29 1.00	34.63 1.00	34.63 0.00	34.98 1.00	34.98 0.00						Shepherd's Care - Kensington Village - ANC	AUPE	2020-09-30	147	36	2019-01-14
Licensed Practical Nurse	34.29 1.00	34.63 1.00	34.63 0.00	34.98 1.00	34.98 0.00						Shepherd's Care - Millwoods - ANC	AUPE	2020-09-30	124	36	2019-01-10
Licensed Practical Nurse	34.29 1.00	34.63 1.00	34.63 0.00	34.98 1.00	34.98 0.00						Shepherd's Care - Vanguard	AUPE	2020-09-30	81	36	2019-01-15
Licensed Practical Nurse										33.48 1.00	Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Licensed Practical Nurse				28.99	29.28 1.00						St. Elizabeth Health Care - St. Thomas Health Centre	AUPE	2019-12-31	140	23	2018-02-12
Licensed Practical Nurse	34.35 1.20	34.62 0.80	TBD								St. Michael's Long Term Care Centre	AUPE	2018-06-30	127	36	2017-02-15
Licensed Practical Nurse	34.36 1.20	34.63 0.80									Touchmark at Wedgewood	AUPE	2017-08-31	52	26	2016-06-25
Licensed Practical Nurse	34.35 1.20	34.62 0.80									Venta Care Centre Ltd. - ANC	AUPE	2017-07-31	100	24	2016-12-21
Licensed Practical Nurse										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 1.50	33.36 3.00	34.37 3.00						Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Licensed Practical Nurse	31.14 2.00	32.07 3.00	32.55 1.50	32.88 1.00	33.86 3.00	34.20 1.00	34.54 1.00				Well Being Services - Monterey Place	AUPE	2022-03-31	130	60	2020-06-10

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	44.75 0.00						Alberta Health Services	HSA	2020-03-31	19,000	36	2018-03-26
Health Care Aide	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Housekeeping	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.23 1.00						Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25	50.45 2.00		Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00				AAKOM-KIYII Health Services	UNA	2022-03-31	6	28	2020-01-03
Registered Nurse	46.96 2.25	48.37 3.00									AgeCare - Beverly Centre Lake Midnapore	UNA	2017-08-31	55	41	2015-06-24
Registered Nurse	46.96 2.25	48.37 3.00									AgeCare - Valleyview	UNA	2017-03-31	22	36	2015-08-26
Registered Nurse				48.37 0.00	48.37 0.00						Allen Gray Continuing Care Centre	UNA	2020-06-30	10	30	2018-01-04
Registered Nurse	46.96 2.25	48.37 3.00	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25	50.45 2.00		Bethany Auxiliary Hospital / Bethany Nursing Home	UNA	2024-03-31	12	48	2022-01-27
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						Bethany Care Centre - Calgary	UNA	2020-03-31	65	36	2020-01-30
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						Bethany Care Centre - Cochrane	UNA	2020-03-31	12	36	2020-01-30
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						Bethany Care Centre - Collegedale	UNA	2020-03-31	18	36	2020-01-30
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						Bethany Care Centre - Sylvan Lake	UNA	2020-03-31	8	36	2020-01-30
Registered Nurse	46.96 2.25	48.37 3.00									Bethany Nursing Home - Rosehaven, Bethany Long Term	UNA	2017-03-31	21	48	2014-08-07
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	TBD	TBD					Blood Tribe Department of Health	UNA	2021-03-31	34	36	2019-04-23
Registered Nurse	45.93 2.00										Brenda Strafford Foundation - Clifton Manor	UNA	2017-03-31	41	48	2015-08-21
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25			Canadian Blood Services (Edmonton, Calgary & Lethbridge)	UNA	2023-03-31	64	72	2021-03-22

## 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 - Registered Nurse

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Registered Nurse	48.71 3.00	50.18 3.00	51.69 3.00	51.69 0.00	51.69 0.00	TBD					Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						CapitalCare	UNA	2020-03-31	207	36	2020-01-23
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						Carewest - Colonel Belcher et.al.	UNA	2020-03-31	129	36	2020-03-02
Registered Nurse	46.96 2.25	48.37 3.00									Chantelle Management - Edith Cavell Care Centre	UNA	2017-06-30	26	48	2015-01-15
Registered Nurse	46.96 2.25	48.37 3.00									Chantelle Management - Grande Prairie Care Centre	UNA	2017-06-30	13	48	2015-01-15
Registered Nurse	46.95 2.00	47.65 1.50	48.36 1.50								Club Sierra Lifestyles at River Ridge Inc	UNA	2017-06-30	13	36	2015-03-26
Registered Nurse				48.37 0.00	48.37 0.00						Covenant Care - Foyer Lacombe	UNA	2020-03-31	23	24	2018-07-20
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25	50.45 2.00		Covenant Health	UNA	2024-03-31	2,876	48	2022-01-27
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Athabasca	UNA	2021-12-31	0	53	2021-06-10
Registered Nurse		48.37	48.37 0.00	48.37 0.00							Extendicare (Canada) - Cedars Villa	UNA	2019-07-31	27	20	2017-11-28
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Eaux Claires	UNA	2021-12-31	31	53	2021-06-10
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Fort Macleod	UNA	2021-12-31	14	53	2021-06-10
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Holyrood	UNA	2021-12-31	18	53	2021-06-10
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Leduc	UNA	2021-12-31	16	53	2021-06-10
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Mayerthorpe	UNA	2021-12-31	4	53	2021-06-10
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Michener Hill	UNA	2021-12-31	41	53	2021-06-10
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Viking	UNA	2021-12-31	7	53	2021-06-10
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00				Extendicare (Canada) - Vulcan	UNA	2021-12-31	8	53	2021-06-10
Registered Nurse	45.93	48.37 5.25	48.37 0.00	48.37 0.00							Father Lacombe Care Society	UNA	2019-08-31	34	36	2016-09-15

## 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Registered Nurse	46.96 2.25	48.37 3.00									Good Samaritan Society - Multi Facility	UNA	2017-03-31	133	48	2015-11-17
Registered Nurse	45.93 3.00	47.08 2.50	48.26 2.50								Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Registered Nurse	45.93 3.00	47.08 2.50	48.26 2.50								Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Registered Nurse	46.96	48.37 3.00	48.37 0.00								Haven of Rest and Sunnyside Nursing Home	UNA	2018-09-30	34	36	2016-07-28
Registered Nurse											Hong Lok Management - Edmonton Chinatown Care Centre	UNA	2014-03-31	22	29	2012-09-18
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25	50.45 2.00		Lamont Health Care Centre	UNA	2024-03-31	34	48	2022-01-27
Registered Nurse					48.37 0.00						Park Place Seniors Living - Benevolence Care Centre	UNA	2019-12-31	13	18	2019-02-15
Registered Nurse	46.22 3.00	46.96 1.60	47.66 1.50	48.37 1.50	48.37 0.00						Park Place Seniors Living - Devonshire Care Centre	UNA	2019-12-31	18	48	2017-09-29
Registered Nurse	45.93 1.00	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00						Park Place Seniors Living - Hardisty Care Centre	UNA	2019-12-31	15	48	2018-01-12
Registered Nurse	46.96 6.75*	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						Qualicare - Rivercrest Lodge Nursing Home Ltd	UNA	2020-03-31	32	33	2020-03-03
Registered Nurse	45.93 2.00	46.96 2.25	46.96 0.00								Revera	UNA	2017-12-31	89	48	2015-06-15
Registered Nurse	46.96 2.25	48.37 3.00									Salem Manor Nursing Home	UNA	2017-03-31	15	48	2015-11-16
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00				Salvation Army - Agape Hospice	UNA	2016-03-31	85	30	2016-07-04
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						Shepherd's Care - Millwoods & Kensington Village	UNA	2020-03-31	53	36	2020-04-23
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00						St. Michael's Long Term Care Centre	UNA	2020-03-31	15	36	2020-01-08
Registered Nurse	46.96 2.25	48.37 3.00									Touchmark at Wedgewood	UNA	2017-03-31	13	48	2015-01-22
Registered Nurse		43.84 3.54	44.50 1.50	45.85 3.00	47.23 3.00						Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	44.75 0.00						Alberta Health Services	HSA	2020-03-31	19,000	36	2018-03-26
Health Care Aide	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Housekeeping	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.23 1.00						Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25	50.45 2.00		Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27
Housekeeping						17.65	17.82 1.00	17.99 1.00			ARAMARK Canada - Shepherd's Care - Eden House & Heritage Market Grill	Teamsters	2023-05-30	5	36	2020-06-04
Housekeeping						17.65	17.82 1.00	17.99 1.00			ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters	2023-05-30	14	36	2020-06-04
Housekeeping	15.56 3.00	16.03 3.00	16.51 3.00	16.98 2.90	17.30 1.90	17.65 2.00	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	55	36	2021-09-11
Housekeeping	15.56 3.00	16.03 3.00	16.51 3.00	16.98 2.90	17.30 1.90	17.65 2.00	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	59	36	2021-09-11
Housekeeping						17.65	17.82 1.00	17.99 1.00			ARAMARK Canada - Shepherd's Care - Southside Manor	Teamsters	2023-05-30	7	36	2020-06-04
Housekeeping	15.56 3.00	16.03 3.00	16.51 3.00	16.98 2.90	17.30 1.90	17.65 2.00	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			15.56 2.00	15.87 2.00	16.18 2.00						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 2.00	20.72 1.00	20.72 0.00	20.72 0.00	20.93 1.00	21.19 1.25			AXR Operating National - Bow Crest	CUPE	2022-10-31	144	48	2020-12-21
Housekeeping	17.91 1.25	18.13 2.25	18.68 2.00	18.87 1.00	18.87 0.00	19.06 1.00	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 2.00	18.50 1.00	18.50 0.00	18.99 2.70	19.52 2.80				AXR Operating National - Mount Royal	CUPE	2022-10-31	93	48	2020-12-14
Housekeeping	21.57 2.00	21.79 1.00									Bethany Care Centre - Airdrie - GSS	AUPE	2017-08-31	22	38	2016-04-15
Housekeeping	18.08 2.00	18.44 2.00	18.73 1.50	18.73 0.00	18.92 1.00						Bethany Nursing Home - Bashaw, Rosealta, . . .	AUPE	2020-03-31	143	24	2018-12-17
Housekeeping	22.57 2.00	22.80 1.00	22.80 0.00	22.80 0.00	23.03 1.00						Bethany Nursing Home - Rosehaven, Bethany Long Term	AUPE	2020-03-30	370	24	2018-11-29

# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	19.03 3.00	19.79 4.00	20.09 1.50	20.49 2.00	21.00 2.50						Brazeau Foundation	AUPE	2020-05-31	35	36	2017-08-08
Housekeeping	18.13 3.00	18.54 2.25	18.91 2.00	19.15 1.30	19.39 1.30	19.39	19.39				Bridges Community Living	CUPE	2021-12-31	112	24	2020-01-23
Housekeeping	17.47 3.00	18.00 3.00	18.54 3.00	18.82 1.50	19.01 1.00	TBD					Canterbury Foundation	AUPE	2020-12-31	180	36	2018-05-31
Housekeeping	20.23 2.00	20.63 2.00	20.84 1.00	20.84 0.00	21.05 1.00						CapitalCare - Dickensfield, Norwood	CUPE	2020-06-30	440	36	2019-06-11
Housekeeping	19.29 1.00	19.87 3.00	19.87 0.00	19.87 0.00	19.87 0.00						Chantelle Management - Edith Cavell Care Centre	AUPE	2020-11-30	95	36	2019-05-21
Housekeeping	18.66 2.25	19.12 2.50	19.22 0.50	19.31 0.50	19.41 0.50						Chantelle Management - Grande Prairie Care Centre	CUPE	2020-06-30	133	12	2019-10-28
Housekeeping	16.06 2.50	16.55 3.00	16.72 1.00	19.16 14.00	19.35 1.00	19.54 1.00	20.13*				Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	112	60	2021-10-12
Housekeeping					17.16 1.50	17.42 1.50	17.77 2.00				Chartwell Master Care - Country Cottage	USW	2022-01-03	38	36	2020-02-12
Housekeeping					18.00	18.27 1.50	18.54 1.50				Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
Housekeeping	16.37 2.50	16.70 2.00	17.03 2.00	17.41 2.25							Choices in Community Living - Copper Sky	AUPE	2019-03-31	157	36	2016-09-19
Housekeeping	16.37 2.50	16.70 2.00	17.03 2.00	17.41 2.25	17.58 1.00	17.58 0.00					Choices in Community Living - Legacy Lodge	AUPE	2021-03-31	115	24	2019-09-03
Housekeeping					18.10	18.37 1.50	18.65 1.50				Connecting Care (2000) - Meadow Ridge	Teamsters	2022-08-28	81	36	2019-08-29
Housekeeping	17.22 2.75	17.71 2.85	18.24 3.00	18.47 1.25	18.70 1.25	19.08 2.00	19.13 0.25	19.27 0.75	19.46 1.00		County of Stettler Housing Authority	CUPE	2023-12-31	85	36	2021-05-17
Housekeeping		16.85	20.74 23.00								Covenant Care - Chateau Vitaline	AUPE	2018-06-30	72	11	2017-08-02
Housekeeping						20.74	21.05 1.50				Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
Housekeeping	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.32 1.00						Covenant Health - Bonnyville Health Centre - GSS	HSAA	2020-03-31	116	36	2018-11-30
Housekeeping	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.23 1.00						Covenant Health - Edmonton General, Grey Nuns	CUPE	2020-03-31	1,338	24	2018-04-01
Housekeeping	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.23 1.00						Covenant Health - GSS	AUPE	2020-03-31	638	36	2019-05-29
Housekeeping	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.23 1.00	TBD					Covenant Health - Misericordia, Villas Caritas	CUPE	2021-03-31	600	36	2019-07-10



## 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	17.28 2.00	21.02* 1.00	21.02 0.00	21.02 0.00	21.23 1.00						Covenant Health - St. Michael's Health Centre	CUPE	2020-03-31	91	24	2019-09-26
Housekeeping	15.25 2.00	17.38* 1.00	17.56 1.00	17.91 2.00	18.09 1.00	18.36 1.50	18.73 2.00				Crowsnest Pass Senior Housing	CUPE	2021-12-31	30	36	2019-04-22
Housekeeping	18.86 3.00	19.24 2.00	19.62 2.00	20.01 2.00	20.41 2.00	20.41 0.00	20.41 0.00	20.41 0.00	20.61 1.00		Cypress View Foundation	CUPE	2023-12-31	80	48	2020-10-27
Housekeeping	16.18 2.00	16.50 2.00	16.83 2.00	17.04 1.25	17.30 1.50	17.64 2.00	17.73 0.50	17.82 0.50			Drumheller & District Seniors Foundation - Sunshine Lodge	CUPE	2022-12-31	60	24	2021-05-27
Housekeeping	17.28 1.00	17.45 1.00	17.80 2.00	18.15 2.00	18.15 0.00	18.33 1.00	18.61 1.50				Eagle Hill Foundation - Eagle Hill, Eagle View, Hillside	CUPE	2021-12-31	45	36	2019-07-15
Housekeeping	18.66 2.00	19.06 2.00	19.63 3.00	20.02 2.00	21.52* 0.00	21.95 2.00					Evergreens Foundations	IUOE	2022-06-19	83	24	2019-05-29
Housekeeping	19.17 2.50	19.55 2.00	19.55 0.00	19.55 0.00	19.75 1.00	19.99 1.25					Extendicare (Canada)	CUPE	2020-12-31	415	48	2019-10-29
Housekeeping	19.17 2.50	19.55 2.00									Extendicare (Canada) - Bonnyville	CUPE	2016-12-31	59	36	2016-01-11
Housekeeping	19.12 2.25	19.55 2.25	19.55 0.00								Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Housekeeping	19.12 2.25	19.55 2.25	19.55 0.00								Extendicare (Canada) - Cedars Villa	AUPE	2017-12-31	282	36	2016-07-21
Housekeeping	19.17 2.50	19.55 2.00									Extendicare (Canada) - Fort Macleod	CUPE	2016-12-31	75	36	2016-01-11
Housekeeping	19.12 2.25	19.55 2.25	19.55 0.00								Extendicare (Canada) - Hillcrest	AUPE	2017-12-31	169	36	2016-07-20
Housekeeping	19.17 2.50	19.55 2.00									Extendicare (Canada) - Leduc	CUPE	2016-12-31	81	36	2016-01-11
Housekeeping	19.62 2.25	20.06 2.25	20.06 0.00								Extendicare (Canada) - Mayerthorpe	AUPE	2017-12-31	61	36	2016-07-20
Housekeeping	19.17 2.50	19.55 2.00									Extendicare (Canada) - Vulcan	CUPE	2016-12-31	61	36	2016-01-11
Housekeeping		19.12	19.50 2.00	19.89 2.00							Golden Life Management - Evanston Grand Village	AUPE	2019-09-30	135	36	2016-09-23
Housekeeping	TBD										Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE	2016-06-30	120	36	2014-02-06
Housekeeping	19.65 2.00	19.85 1.00									Good Samaritan Society - Multi Facility	AUPE	2017-06-30	1,605	36	2016-04-11
Housekeeping	19.44 2.00	19.63 1.00	19.63 0.00	19.63 0.00	19.83 1.00						Good Samaritan Society - South Ridge Village	USW	2021-06-30	150	48	2018-07-04

# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on					
Housekeeping	18.67 3.00	18.67 0.00	18.86 1.00	19.05 1.00	19.62 3.00	20.21 3.00	20.82 3.00					Grande Spirit Foundation	CUPE	2022-06-30	98	36	2019-07-10				
Housekeeping	18.60 0.00	18.97 2.00	18.97 0.00	18.97 0.00	18.97 0.00							Haven of Rest and Sunnyside Nursing Home	USWA	2020-03-31	126	36	2017-04-01				
Housekeeping	18.49 2.00	18.86 2.00	19.24 2.00	19.24 0.00	19.62 2.00	20.02 2.00							Homeland Housing	CUPE	2020-12-31	150	36	2018-02-21			
Housekeeping	18.30 0.00	18.67 2.00	18.95 1.50	18.95 0.00	18.95 0.00	19.14 1.00	19.33 1.00							Intericare - Brentwood, Chinook, Southwood	CUPE	2022-06-30	1,417	24	2022-02-22		
Housekeeping				17.42 2.50	17.59 1.00	17.59 0.00	17.68 0.50	17.86 1.00	18.04 1.00							Intericare - Kingsland Terrace	CUPE	2023-03-31	44	24	2021-05-27
Housekeeping	17.87 2.00	18.23 2.00	18.48 1.35	19.22 4.00	19.60 2.00	19.89 1.50	19.89 0.00							Lacombe Foundation	CLAC	2021-12-31	73	24	2020-02-24		
Housekeeping	17.55 2.50	17.99 2.50	18.12 0.70	18.25 0.70	18.62 2.00	18.80 1.00	18.99 1.00							Lakeland Lodge & Housing Foundation	CUPE	2021-12-31	27	24	2019-07-01		
Housekeeping			17.22 2.50	17.65 2.50	18.09 2.00	18.45 2.00	18.82 2.00	19.20 2.00							Lamont County Housing	AUPE	2021-12-31	40	36	2018-12-21	
Housekeeping	21.31 2.00	21.52 1.00	21.52 0.00	21.52 0.00	21.74 1.00									Lamont Health Care Centre - GSS	AUPE	2020-03-31	71	36	2019-06-14		
Housekeeping	16.97 2.75	17.31 2.00	17.57 1.50	17.99 2.40	18.26 1.50	18.62 2.00	18.90 1.50	19.18 1.50	19.57 2.00							Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
Laundry/Housekeeping					17.07	17.58	17.76									Mountain View Seniors Housing - Mount View Lodge	AUPE	2021-12-31	50	44	2020-09-11
Housekeeping					17.58	17.67									Mountain View Seniors Housing - Sundre Seniors Supportive Living	AUPE	2020-12-31	44	41	2019-04-05	
Housekeeping	15.89 2.00	16.21 2.00	16.49 1.75	16.78 1.75	17.08 1.75									Nutra 2000	CNFIU	2020-11-30	993	36	2018-01-30		
Housekeeping	18.32 1.50	18.59 1.50	18.87 1.50	19.25 2.00	19.73 2.50	19.73 0.00	19.73 0.00							Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04		
Housekeeping (Support Services)					18.04 1.50	18.40 2.00									Park Place Seniors Living - Benevolence Care Centre	AUPE	2021-03-31	92	23	2019-02-13	
Housekeeping	19.59 2.00	19.89 1.50	20.29 2.00	20.29 0.00	20.49 1.00	20.69 1.00	20.90 1.00									Park Place Seniors Living - Devonshire Care Centre	AUPE	2022-03-31	183	36	2020-01-10
Housekeeping	17.92 1.00	18.19 1.50	18.55 2.00	18.74 1.00	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 1.00	18.84 1.00	19.03 1.00	19.23 1.00	19.43 1.00									Park Place Seniors Living - Hardisty Care Centre - GSS	AUPE	2021-03-31	60	24	2020-01-21
Housekeeping	19.20 2.00	19.49 1.50	19.68 1.00	19.98 1.50	20.37 2.00									Park Place Seniors Living - Newport Harbour Centre	AUPE	2020-03-31	163	24	2019-09-23		

# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	17.33 1.00	17.59 1.50	17.77 1.00	18.03 1.50	18.39 2.00						Park Place Seniors Living - Villa Marguerite, Sprucewood Place	AUPE	2020-03-31	317	24	2018-09-28
Housekeeping			15.92 NA	16.24 2.00	16.56 2.00	16.56 0.00	16.64 0.50	16.81 1.00			Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
Housekeeping	18.40 1.00	18.68 1.50	18.96 1.50	19.24 1.50	19.34 0.50	19.44 0.50	19.54 0.50				Points West Living Heritage House	AUPE	2022-03-31	53	36	2019-09-24
Housekeeping		15.96 0.75	16.20 1.50	16.32 0.75	16.65 2.00	16.73 0.50	16.81 0.50	16.98 1.00			Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
Housekeeping	17.96 1.75	18.23 1.50	18.23 0.00	18.41 1.00	18.41 0.00	18.59 1.00	18.78 1.00				Qualicare - Citadel Care	USW	2022-06-30	139	36	2019-12-06
Housekeeping	17.52 1.75	17.70 1.00	17.87 1.00	18.05 1.00	18.05 0.00	18.23 1.00	18.41 1.00				Qualicare - Rivercrest Lodge Nursing Home Ltd	USW	2022-07-31	98	36	2019-11-18
Housekeeping	20.23 2.00	20.69 2.25	21.10 2.00								Revera - Jasper Place, South Terrace, Miller Crossing	AUPE	2018-03-31	455	24	2016-10-25
Housekeeping	18.70 2.50	19.07 2.00	19.50 2.25	19.94 2.25							Revera - Riverview	UFCW	2019-03-31	140	36	2016-09-28
Housekeeping	17.76 3.00	18.12 2.00	18.48 2.00	18.85 2.00							Revera Lessee - Aspen Ridge	AUPE	2019-01-31	94	36	2016-02-01
Housekeeping	14.32 2.50	14.72 2.75	15.01 2.00	15.31 2.00	15.70 2.50	16.01 2.00	16.66* 2.00	17.24 3.50	17.84 3.50		Revera Lessee - Chateau Renoir Retirement Residence	CUPE	2024-04-30	45	48	2021-03-08
Housekeeping	14.53 3.00	14.97 3.00	15.27 2.00	15.57 2.00	15.89 2.00						Revera Lessee - Churchill Retirement Community	AUPE	2019-12-31	67	36	2017-09-08
Housekeeping	15.43 3.00	15.74 2.00	16.05 2.00	16.53 3.00							Revera Lessee - Edgemont	AUPE	2018-12-31	118	36	2017-05-12
Housekeeping	15.27 2.00	15.65 2.50	16.00 2.25	16.36 2.25	16.69 2.00	17.02 2.00	17.36 2.00	17.71 2.00	18.06 2.00		Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
Housekeeping			18.37	18.55 1.00	18.74 1.00	18.97 1.25	19.21 1.25				Revera Lessee - River Ridge	AUPE	2021-12-31	95	27	2019-10-15
Housekeeping	16.09 2.75	16.53 2.75	16.94 2.50	17.28 2.00	17.63 2.00	17.94 1.75					Revera Lessee - Riverbend Retirement	AUPE	2020-12-31	113	36	2019-09-03
Housekeeping	15.56 NA	15.99 2.75	16.39 2.50								Revera Lessee - Scenic Acres	AUPE	2017-12-31	125	36	2015-10-19
Housekeeping							18.36 2.00	18.73 2.00	19.10 2.00		Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
Housekeeping	16.23 2.00	16.55 2.00	17.05 3.00	17.30 0.25	17.56 1.50	18.00 2.50					Ridge Country Housing	CUPE	2020-12-31	27	36	2018-02-15
Housekeeping	18.98 3.00	19.55 3.00	19.55 0.00	19.55 0.00	19.55 0.00	19.55 0.00	19.55 0.00				River Ridge Seniors Village	USW	2022-03-31	104	24	2021-02-01

# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	19.55 2.50	19.75 1.00	19.75 0.00	20.15* 0.00	TBD						Salem Manor Nursing Home	USW	2020-07-13	40	36	2018-10-11
Housekeeping	18.31 2.50	18.86 3.00	19.14 1.50	19.43 1.50	19.43 0.00	19.43 0.00	20.01 3.00				Salvation Army - Grace Manor	AUPE	2022-09-30	98	36	2020-02-13
Housekeeping			16.75	17.09 2.00	17.43 2.00	17.78 2.00	18.13 2.00	18.50 2.00	18.87 2.00		SbraREIT Assisted Living I - Amica Britannia	CUPE	2024-02-29	100	48	2020-12-22
Housekeeping			16.81	17.15 2.00	17.49 2.00	17.80 1.75	18.25 2.25				Seasons Retirement Communities - Sunrise Village (Drayton Valley)	AUPE	2022-04-30	29	48	2018-04-25
Housekeeping					15.93 1.50	16.25 2.00	16.57 2.00	16.91 2.00			Seasons Retirement Communities - Sunrise Village [High River] - GSS	CUPE	2023-06-30	45	36	2021-04-29
Housekeeping			16.25	16.58 2.00	16.91 2.00	17.20 1.75	17.59 2.25				Seasons Retirement Communities - Sunrise Village (Lethbridge)	AUPE	2022-05-30	10	48	2018-05-16
Housekeeping			16.25	16.58 2.00	16.82 1.50	17.12 1.75	17.50 2.25				Seasons Retirement Communities - Sunrise Village (Ponoka)	AUPE	2021-12-31	27	49	2017-12-05
Housekeeping		16.81	17.10 1.75	17.40 1.75	17.66 1.50	17.93 1.50	18.29 2.00	18.61 1.75	18.98 2.00		Seasons Retirement Communities - Sunrise Village (Wetaskiwin)	AUPE	2023-12-31	48	36	2021-11-16
Housekeeping	20.32 2.00	20.53 1.00	20.53 0.00	20.74 1.00	20.95 1.00						Shepherd's Care - Barrhead	AUPE	2020-09-30	57	36	2019-01-16
Housekeeping							16.23 1.00				Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02
Housekeeping	17.87 5.93	18.05 1.00	18.14 0.50	18.41 1.50	18.69* 1.50	19.25 1.50	19.54 1.50				Smoky Lake Foundation - Bar V Nook, Vilna Lodge	CUPE	2021-12-31	45	36	2019-02-11
Housekeeping	16.84 1.20	16.97 0.80	16.97 0.00								St. Michael's Manor Vegreville	AUPE	2018-03-31	27	48	2014-04-01
Housekeeping	17.53 2.75	17.88 2.00	18.24 2.00	18.60 2.00	18.97 2.00	19.40 2.25	19.69 1.50	19.99 1.50			Sylvan Lake Lodge	CLAC	2022-12-31	39	24	2021-03-31
Housekeeping	17.40 2.00	17.75 2.00	18.11 2.00	18.56 2.50	18.93 2.00	19.31 2.00	19.70 2.00	20.19 2.50			Taber & District Housing - Clearview Lodge	CUPE	2023-05-31	27	48	2019-12-03
Housekeeping	20.29 2.00	20.90 3.00	21.53 3.00	22.18 3.00	23.06 4.00	23.52 2.00	24.23 3.00	24.95 3.00			Travois Holdings - Mayfair/Glamorgan Care Centres	CLAC	2023-03-31	160	36	2020-02-07
Housekeeping	20.50 2.00	20.91 2.00									Venta Care Centre Ltd. - GSS	AUPE	2017-07-31	50	24	2016-12-21
Housekeeping		16.39 9.50	16.64 1.50	17.14 3.00	17.66 3.00						Well Being Services - Millrise	AUPE	2019-12-31	219	48	2018-04-24
Housekeeping	15.91 3.00	16.39 3.00	16.64 1.50	16.80 1.00	17.31 3.00	17.48 1.00	17.65 1.00				Well Being Services - Monterey Place	AUPE	2022-03-31	140	60	2020-06-10
Housekeeping	17.63 2.00	18.07 2.50	18.61 3.00								Westlock Foundation - Pembina Lodge & Smithfield Lodge	CUPE	2017-12-31	60	36	2014-10-22

## 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Housekeeping	18.42 2.50	18.79 2.00	19.16 2.00	19.54 2.00	19.93 2.00	19.93 0.00	20.13 1.00	20.33 1.00			Wheatland Lodge	CUPE	2023-04-30	23	36	2020-12-10
Housekeeping	23.71 3.00	23.71 0.00	23.71 0.00	23.71 0.00	23.71 0.00	23.71 0.00	23.71 0.00				Wood Buffalo Housing & Development	CUPE	2020-12-31	41	36	2019-10-17
Housekeeping	26.71 3.00	27.51 3.00	28.34 3.00	28.34 0.00	28.34 0.00	28.34 0.00					Wood Buffalo Housing & Development - Rotary House	CUPE	2020-12-31	25	24	2019-04-15

# Collective Agreement Wage Table - Health Care and Social Assistance

## Hourly Rate and Per Cent Increase

<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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.87	44.75	44.75	44.75	44.75						Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
	1.25	2.00	0.00	0.00	0.00											
Health Care Aide	24.75	24.95	24.95	24.95	24.95						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	1.20	0.80	0.00	0.00	0.00											
Housekeeping	20.81	21.02	21.02	21.02	21.23						Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
	2.00	1.00	0.00	0.00	1.00											
Licensed Practical Nurse	34.36	34.63	34.63	34.63	34.63						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
	1.20	0.80	0.00	0.00	0.00											
Registered Nurse	46.96	48.37	48.37	48.37	48.37	48.37	48.85	49.46	50.45		Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27
	2.25	3.00	0.00	0.00	0.00	0.00	1.00	1.25	2.00							
Cook						24.32	24.56	24.80			ARAMARK Canada - Shepherd's Care - Eden House	Teamsters	2023-05-30	5	36	2020-06-04
							1.00	1.00								
Cook						24.32	24.56	24.80			ARAMARK Canada - Shepherd's Care - Greenfield	Teamsters	2023-05-30	14	36	2020-06-04
							1.00	1.00								
Cook	21.58	22.23	22.89	23.40	23.83	24.31	24.61	25.26	25.96	26.31	ARAMARK Canada - Shepherd's Care - Kensington	Teamsters	2024-07-19	55	36	2021-09-11
	3.00	3.00	3.00	2.25	1.80	2.00	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35						
Cook	21.58	22.23	22.89	23.40	23.83	24.31	24.61	25.26	25.96	26.31	ARAMARK Canada - Shepherd's Care - Millwoods	Teamsters	2024-07-19	59	36	2021-09-11
	3.00	3.00	3.00	2.25	1.80	2.00	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35						
Cook						24.32	24.56	24.80			ARAMARK Canada - Shepherd's Care - Southside Manor	Teamsters	2023-05-30	7	36	2020-06-04
							1.00	1.00								
Cook	21.58	22.23	22.89	23.40	23.83	24.31	24.61	25.26	25.96	26.31	ARAMARK Canada - Shepherd's Care - Vanguard	Teamsters	2024-07-19	11	36	2021-09-11
	3.00	3.00	3.00	2.25	1.80	2.00	\$ 0.30	\$ 0.65	\$ 0.70	\$ 0.35						
Cook I, Certified	24.55	24.80	24.80	24.80	25.05						Carewest - Colonel Belcher	CUPE	2020-06-30	70	36	2019-11-07
	2.00	1.00	0.00	0.00	0.00											
Food Services Assistant	18.50	18.68	18.68	18.68	18.87						Carewest - GSS	AUPE	2020-06-30	175	36	2019-09-09
	2.00	1.00	0.00	0.00	1.00											
Assistant Cook	17.97	18.50	18.69	18.88	19.07	19.26	19.84*				Chantelle Management - Sunset Manor, Innisfail Country Manor	AUPE	2022-01-31	112	60	2021-10-12
	2.50	3.00	1.00	1.00	1.00	1.00	1.00									
Cook				18.83	19.11	19.49					Chartwell Master Care - Country Cottage	USW	2022-01-03	38	36	2020-02-12
				1.50	1.50	2.00										
Cook				21.33	21.65	21.97					Chartwell Master Care - St. Albert	USW	2022-12-02	121	48	2020-02-26
				1.50	1.50											
Cook						26.67	27.07				Covenant Care - Foyer Lacombe	AUPE	2021-12-31	52	14	2021-11-05
						1.50										

# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Food Services Aide							18.85 NA	18.85 0.00			Edmonton Chinatown Care Centre	CUPE	2023-06-30	38	24	2021-06-17
Food Services	19.47 3.00	19.96 2.50	20.46 2.50	20.77 1.50	21.08 1.50	21.39 1.50	21.82 2.00				Green Acres Foundation - Alberta Rose Lodge	AUPE	2021-12-31	20	47	2018-02-16
Food Services	19.47 3.00	19.96 2.50	20.46 2.50	20.77 1.50	21.08 1.50	21.39 1.50	21.82 2.00				Green Acres Foundation - Piyami	AUPE	2021-12-31	49	47	2018-02-16
Food Services	19.47 3.00	19.96 2.50	20.46 2.50	20.77 1.50	21.08 1.50	21.39 1.50	21.82 2.00				Green Acres Foundation - Sunny South	AUPE	2021-12-31	61	47	2018-02-16
Cook	18.24 2.75	18.60 2.00	18.88 1.50	19.32 2.30	19.61 1.50	20.00 2.00	20.30 1.50	22.62* 1.50	23.07 2.00		Lloydminster Region Housing Group - Pioneer Complex	CUPE	2024-02-29	80	36	2021-03-29
Cook	19.91 1.50	20.21 1.50	20.51 1.50	20.92 2.00	21.44 2.50	21.44 0.00	21.44 0.00				Operation Friendship Seniors Society	CUPE	2022-03-31	70	24	2021-08-04
Cook/Cook Prep	20.46 1.00	20.77 1.50	21.18 2.00	21.39 1.00	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			18.76 NA	19.14 2.00	19.52 2.00	19.52 0.00	19.62 0.50	19.81 1.00			Points West Living Cold Lake	AUPE	2022-12-31	48	36	2021-12-10
Cook					18.76	18.95	19.04	19.14			Points West Living Lac La Biche	AUPE	2022-12-31	35	36	2020-01-20
Cook			18.99 0.75	19.13 0.75	19.52 2.00	19.71 1.00					Points West Living Slave Lake	AUPE	2020-12-31	49	50	2019-03-14
Cook		18.17 0.75	18.44 1.50	18.58 0.75	18.95 2.00	19.05 0.50	19.15 0.50	19.34 1.00			Points West Living Stettler	AUPE	2023-05-10	104	36	2021-08-25
Cook	18.47 2.00	19.43 5.20	19.87 2.25	20.31 2.25	20.72 2.00	21.13 2.00	21.55 2.00	21.98 2.00	22.42 2.00		Revera Lessee - Meadowlands	UFCW	2023-12-31	70	36	2021-08-11
Cook							22.77 2.00	23.22 2.00	23.69 2.00		Revera Retirement - Scenic Grande	CUPE	2023-12-31	60	30	2021-07-06
Food Services	19.01 2.00	19.20 1.00	19.20 0.00	19.20 0.00	19.39 1.00	TBD	TBD				Salvation Army - Agape Hospice	UNA	2022-03-31	62	36	2019-08-15
Cook				17.00	17.17	17.34	17.52				Seasons Retirement Communities - Lethbridge Gardens	AUPE	2022-10-31	15	48	2018-11-15
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
Cook							20.26 1.00				Signature Living - Rocky Ridge	AUPE	2021-12-31	96	40	2021-02-02

## 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	44.75 0.00						Alberta Health Services	HSAA	2020-03-31	19,000	36	2018-03-26
Health Care Aide	24.75 1.20	24.95 0.80	24.95 0.00	24.95 0.00	24.95 0.00						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Housekeeping	20.81 2.00	21.02 1.00	21.02 0.00	21.02 0.00	21.23 1.00						Alberta Health Services - GSS	AUPE	2020-03-31	23,243	36	2018-11-15
Licensed Practical Nurse	34.36 1.20	34.63 0.80	34.63 0.00	34.63 0.00	34.63 0.00						Alberta Health Services - ANC	AUPE	2020-03-31	16,000	36	2018-12-14
Registered Nurse	46.96 2.25	48.37 3.00	48.37 0.00	48.37 0.00	48.37 0.00	48.37 0.00	48.85 1.00	49.46 1.25	50.45 2.00		Alberta Health Services	UNA	2024-03-31	29,354	48	2022-01-27
Community Disability Worker	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00	20.48 0.00	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 2.00									Canadian Blood Services - Drivers	HSAA	2017-03-31	16	36	2016-01-27
Emergency Fire Dispatcher	23.91 2.00	24.39 2.00	24.88 2.00	25.38 2.00	25.89 2.00	25.89 0.00	25.89 0.00	TBD	TBD	TBD	East Central 911 Call Answer Society	HSAA	2024-12-31	6	60	2020-01-23
Communications Specialist	32.50 3.00	33.47 3.00	34.47 3.00	35.50 3.00	36.57 3.00	37.12 1.50	37.68 1.50	38.43 2.00			Foothills Regional Emergency Services Commission	HSAA	2022-12-31	14	36	2020-01-29
Advanced Care Paramedic	45.85 2.00	46.89 2.25	46.89 0.00	46.89 0.00	46.89 0.00	46.89 0.00	46.89 0.00				Associated Ambulance & Services (Whitecourt)	CUPE	2022-03-31	189	12	2021-04-01
EMT-P [Advanced Care Paramedic]	45.85 2.00	46.89 2.25	46.89 0.00	46.89 0.00	46.89 0.00						Associated Ambulance & Services (Whitecourt)	HSAA	2020-03-31	214	36	2018-07-24
EMT-P	44.19 0.00	44.74 1.25	44.74 0.00	44.74 0.00	44.74 0.00						Beaver Ambulance Society	CUPE	2020-03-31	40	36	2018-05-18
EMT-P [Advanced Care Paramedic]	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	TBD						Bethany Nursing Home - Rosehaven Care Centre	HSAA	2020-03-31	15	36	2018-03-26
EMT-P [Advanced Care Paramedic]		39.27	40.06 2.00								Blood Tribe Department of Health	Teamsters	2018-11-29	21	24	2016-11-30
Advanced Care Paramedic	40.05	40.85 2.00	40.85 0.00	40.85 0.00	40.85 0.00	41.26 1.00	41.67 1.00				Bonnyville Regional Fire Authority	HSAA	2022-07-31	53	48	2020-11-27
EMT-P [Advanced Care Paramedic]				43.33 0.00	43.76 1.00	44.20 1.00	44.64 1.00				Cold Lake Ambulance Society	HSAA	2022-05-31	51	58	2019-06-06
Primary Care Paramedic (PCP)	30.69 0.00	31.61 3.00	32.01 1.25	34.40* 0.00	34.40 0.00	34.40 0.00	34.40 0.00				East Central Ambulance Association	HSAA	2022-07-31	28	24	2021-01-26



# 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
EMT-P [Advanced Care Paramedic]	43.87 1.25	44.75 2.00	44.75 0.00	44.75 0.00	44.75 0.00						Lamont Health Care Centre	HSAA	2020-03-31	13	36	2018-03-26
EMT-P [Advanced Care Paramedic]	46.53 1.50	47.46 2.00	47.46 0.00	47.46 0.00	47.46 0.00						Prairie Emergency Medical Systems	HSAA	2020-03-31	141	36	2018-08-24
Advanced Care Paramedic	43.87 1.25	44.75 2.00	44.75 2.00	44.75 2.00	44.75 2.00	TBD	TBD	TBD			Stettler & District Ambulance Association	HSAA	2023-03-31	20	48	2019-09-16
EMT-P	43.87 13.30*	44.75 2.00	TBD								Town of Vegreville - Ambulance	CUPE	2017-10-31	25	31	2016-01-15
EMT-P	44.85 1.50	45.75 2.00	45.75 0.00								Wheatland & Adjacent Districts Emergency Medical Services	HSAA	2018-03-31	35	36	2016-02-26
Laboratory Technologist I	43.88 1.25	44.75 2.00	44.75 0.00	44.75 0.00	TBD						Alberta Public Laboratories	HSAA	2020-09-30	4,720	42	2020-01-30
Medical Laboratory Technologist I	43.88 1.25	44.76 2.00	44.76 2.00	44.76 2.00	44.76 2.00	TBD					Canadian Blood Services - Techs	HSAA	2021-03-31	243	48	2021-02-05
Medical Laboratory Technologist I	41.00 1.25	41.82 2.00	41.82 0.00	41.82 0.00	41.82 0.00	TBD	TBD				DynaLIFE DX	HSAA	2022-03-31	1,069	60	2019-02-06
Medical Laboratory Technologist I	43.87	44.75 2.00									Medicine Hat Diagnostic Laboratory	HSAA	2017-03-31	70	16	2015-11-13
Occupational Therapist	47.35 1.25	48.29 2.00	48.29 0.00	48.29 0.00	TBD						Bethany Care Centre - Calgary	HSAA	2020-07-31	12	36	2018-12-21
Occupational Therapist		43.80	44.68 2.00	46.91 5.00							Park Place Seniors Living - Hardisty Care Centre - PMP/PMT	UNA	2019-03-31	4	15	2018-01-12
Occupational Therapist I	48.68 1.25	49.65 2.00	49.65 0.00	49.65 0.00	49.65 0.00						CapitalCare - PMP/PMT	HSAA	2020-03-31	144	36	2019-04-15
Occupational Therapist I	48.68 1.25	49.65 2.00	49.65 0.00	49.65 0.00	49.65 0.00						Carewest - PMP/PMT	HSAA	2020-06-30	192	36	2019-11-19
Occupational Therapist	42.65 2.00	42.65 0.00	43.72 2.50	43.72 0.00	49.43* 0.00	49.43 0.00	49.92 1.00				CASA Child Adolescent & Family Mental Health	HSAA	2022-03-31	134	36	2020-03-11
Occupational Therapist I	48.64 1.25	49.65 2.00	49.65 0.00	49.65 0.00	49.65 0.00						Covenant Health - PMP/PMT	HSAA	2020-03-31	1,246	36	2018-05-24
Occupational Therapist I	48.68 1.25	49.65 2.00	49.65 0.00	49.65 0.00	49.65 0.00						Good Samaritan Society - Multi Facility	HSAA	2020-03-31	26	36	2019-07-11
Occupational Therapist I	48.84 2.00	49.82 2.00	50.94 2.50	50.94 0.00	50.94 0.00	50.94 0.00					Workers Compensation Board - Millard Health	HSAA	2020-12-31	129	36	2019-03-11
Pharmacy Technician I	35.35 0.00	35.79 1.25	36.24 1.25	36.78 1.50							Pharma Plus Speciality Pharmacy Services [Calgary]	HSAA	2019-06-30	30	36	2017-02-14
Pharmacy Technician I	35.35 0.00	35.35 0.00	36.00 1.85	36.72 2.00							Rexall Pharma Plus Pharmacies [Edmonton]	HSAA	2019-06-30	39	39	2017-05-23

## 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	Employer	Union	Expiry	EEs <sup>1</sup>	Term	Settled on
Phlebotomist	27.95	28.51									Canadian Blood Services	CUPE	2017-03-31	146	36	2015-01-27
	1.25	2.00														